

THE OFFICIAL  
IATSE

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

NUMBER 645  
THIRD QUARTER, 2014

# Bulletin



## SEATTLE, WASHINGTON

HOME OF THE MID-SUMMER  
GENERAL EXECUTIVE BOARD MEETING



INSIDE: ▶ FINANCIAL STATEMENTS ▶ SEATTLE GEB MINUTES

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



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



**GET OTHER MEMBERS TO SIGN UP** – encourage them to give on a monthly basis.



**MAKE INDIVIDUAL GOAL** – sign up at least one new IATSE-PAC monthly contributor every other month.



**HELP US REACH OUR GOAL**  
of 1,000 contributors by 2015.



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

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

**Choose one:** ☐ **Or authorize a monthly contribution of \$** \_\_\_\_\_ ☐ **Mastercard** ☐ **Discover**  
☐ **Authorize a one-time contribution of \$** \_\_\_\_\_ **(\$10.00 minimum)** ☐ **VISA** ☐ **American Express**

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**Employee Signature** \_\_\_\_\_ **Date** \_\_\_\_\_ **Last 4 Digits of SSN** \_\_\_\_\_ **Local Number** \_\_\_\_\_

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

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

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



# THE OFFICIAL IATSE BULLETIN

NUMBER 645 • THIRD QUARTER 2014

## Features

**FINANCIAL STATEMENTS OF THE IATSE** ..... 8  
For the year ended April 30, 2014

**REPORT OF THE GENERAL EXECUTIVE  
BOARD MEETING** ..... 38  
Seattle, Washington, August 4-8, 2014

## Departments

PRESIDENT'S NEWSLETTER	5
GENERAL SECRETARY-TREASURER'S MESSAGE	7
IATSE AND LABOR MOVEMENT NEWS	16
STAGECRAFT	18
MOTION PICTURE & TELEVISION PRODUCTION	22
TRADESHOW	24
EDUCATION & TRAINING	26
SAFETY ZONE	30
CREW SHOTS	33, 90 & 92
LOCAL UNION NEWS	34
ACTIVISTS CORNER	91
IN MEMORIAM	93
DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS	97



**James B. Wood**  
Editor

**MaryAnn Kelly**  
Assistant to the Editor



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## A WORKING FAMILY



From Left to Right: Ed Lohrer III, Ryan Lohrer, Pat Lohrer, Sean Lohrer, and Mick Lohrer

For the first time ever, Brother Edwin Lohrer, III, a 33-year member of Local 3 in Pittsburgh, PA worked on the same call at the Benedum Center with his two brothers, Pat and Mick Lohrer, both 25-year members, and with his sons, Sean and Ryan Lohrer.

The Lohrer Brothers and Sons are 3rd and 4th generation stagehands, and descendants of Local 3 charter and Gold Card member John Epley Barnhart.

Edwin Lohrer, Jr. was a 43-year member and 2nd generation stagehand at the time of his death in 1993.

## FIND US ONLINE



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



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

## We Must Be Persistent, Focused and Help Ourselves

*It's that time again – billboards, TV ads, and signs on front lawns to let us know an election is coming. In the upcoming elections all 435 seats in the U.S. House of Representatives and 33 (of the 100) seats in the U.S. Senate will be on the ballot.*



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

State governors, county officials, local supervisors and others will also be in the mix. Meanwhile, the din around us is louder by the day and more distracting - we have so many screens competing for our time and attention, the onslaught of news can be immobilizing, to say nothing of disheartening and dismal. But we must never lose heart because we control who we vote for and we can elect those legislators who support our interests. By casting our vote we each have a voice in determining our own lives, now and in the years to come.

This November's voting deserves our utmost attention, especially because it is a mid-term election when the emphasis is on Congressional, State, and Local issues. The attacks on working people and labor organizations has, perhaps, never been greater and if we sit back and do not exercise our long-fought right to vote on November 4th, we will have no one else to blame for the consequences of those attacks. It is often said that all politics (and elections) are local, influenced by our culture and our

context. But, the frenzied run-up to the 2016 presidential race has yet to catch fire, so there has never been a better time for us to take sides with those candidates who will support an agenda that advances the interests of the IATSE and all working families across the United States.

Technology and social media have given us unprecedented access to our friends and families, our neighbors and our public officials. Twitter has become the headline news of the day. We need to volunteer through the Central Labor bodies to do what we can to help and hone our arguments against those who would diminish us and the accomplishments for which we have fought so long to achieve. Grassroots organizations are thriving. Now is the time to take advantage of the tools we have, and to use those we've always depended on – canvassing, phone banking, driving people to the polls and other ways to get out the vote.

It's that time again and the clock is ticking.

It's time for us to be persistent, focused and help ourselves.



**President Loeb addressed the delegates at each District Convention this year about Leadership, Activism, Communication, and Skills and Safety - the Four Pillars.**







## OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Sheraton Charlotte Hotel, 555 South McDowell Street, Charlotte, North Carolina 28204, at 10:00 a.m. on Monday, January 26, 2015, and will remain in session through and including Friday, January 30, 2015. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with the Sheraton Charlotte Hotel by calling (704) 372-4100. Guest room rate for the IATSE is \$169.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: December 25, 2014

## PERSONAL CHECKS

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

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

## 2015 SUPPLIES

The 2015 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 2014 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 Quarter Reports plus two times the number of members reported on the 3rd Quarter Report (to allow for an estimate of the numbers that will be reported on the 4th Quarter Report). When the 4th Quarter Report is submitted in January 2015, an adjustment to balance the Local's account is made if necessary.

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

Please send your Bulletin submissions to [bulletin@iatse.net](mailto:bulletin@iatse.net).

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

JPEG or TIFF file formats only please.

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

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

# Do You Vote?

*During the 2012 Presidential Election, the voter turnout rate was slightly under 60% of the eligible U.S. population. In the 2011 Canadian federal election, the turnout was in a similar range of 61%. The most recent off-year elections in the United States saw a participation rate that was only a little over 40% of the eligible population.*



Sadly, all of these low participation rates have been fairly consistent over the past few election cycles.

Not going to the polls and casting a vote is something I have never personally understood. Since the time I turned eighteen and first became eligible to vote, I have fulfilled what I felt was my democratic duty and cast a ballot in every election in which I have been entitled to vote. While I knew it was my right, I viewed it more as a privilege.

Now comes the full disclosure portion of my message. Although for over two decades I was a consistent participant in the election process, I have not cast a ballot in any kind of election for many years! Why? Am I protesting the corrupting influence of money in our political system? Have I become disenfranchised because of the dysfunctional operation of governments torn along party lines? Do I think my one vote couldn't possibly matter? No, the simple reason is that I lost my legal right to vote.

For those of you that are not aware, I was born in Canada and moved to the United States with my family in 2002 when the General Executive Board elected me to my present position. Since that time it has been a slow process towards citizenship, but I am proud to say that I have now passed all hurdles and am simply waiting to be notified of my swearing in date to become a U.S. citizen. I anticipate that happening in the very near future and I am looking forward to regaining my voting rights and becoming a participant in the election process once again.

When you have something taken away from you it often makes you appreciate it that much more. Every school board, local, state and national election that I have had to watch from the sidelines has made me wonder how those that chose not to participate would feel if they were told they no longer had the ability to vote.

The system is far from perfect. Those we elect often break their promises and appear to not represent the views of the majority. It is easy to become disillusioned. However, the one thing that is certain is that politicians want to keep their jobs and they know that every few years they need to "consult" with the electorate and they have to survive a "job evaluation" otherwise known as an election. If they thought that 100% of their constituency was going to vote then their policies would reflect those views.

I have no problem living by the will of the majority, that's the foundation of our union, but when all of us do not make our views known then we get situations such as 70% of the population supporting a certain policy but the politicians not changing any laws. That's because they are only concerned about pandering to a majority of those that vote, not the entire eligible voting population.

In this election and in all types of future elections, I encourage you to make a positive difference by ensuring that you and everyone in your household is registered and goes to the polls to cast their votes. Make your voice heard and make a difference.

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

# INDEPENDENT AUDITOR'S REPORT

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 and Affiliates

## Report on the Financial Statements

We have audited the accompanying combined financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International") which comprise the combined statement of financial position as of April 30, 2014, and the related combined statement of activities and combined statement of cash flows for the year then ended, and the related notes to the combined financial statements.

## Management's Responsibility for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error.

## Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audit. We conducted our audit 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 combined financial statements are free of material misstatement.

An audit involves performing procedures to obtain evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures

that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Opinion

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2014, and its changes in net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

## Report on Supplemental Information

Our audit was conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplementary information on 23 through 29 presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

/s/Schultheis & Panettieri, LLP  
Hauppauge, New York  
September 8, 2014

## COMBINED STATEMENT OF FINANCIAL POSITION APRIL 30, 2014

	2014		2014
<b>Assets</b>		<b>Liabilities and Net Assets</b>	
Current assets		Current liabilities	
Cash	\$ 2,197,099	Accounts payable and accrued expenses	\$ 447,864
Investments – at fair value	41,251,796	Tenant deposit payable	24,231
Receivables		Total current liabilities	472,095
Accrued interest and dividends	147,528	Deferred compensation plan	15,135,839
Promissory notes	74,800	Deferred income	7,024,000
Per capita taxes	214,000	Employers' bonds	1,531,205
Other	320,990	Total liabilities	24,163,139
Prepaid expenses	108,825		
Total current assets	44,315,038		
Property and equipment net	20,672,470	Net assets	
Other assets	98,494	Unrestricted	40,712,248
Total assets	\$ 65,086,002	Temporarily restricted	210,615
		Total net assets	40,922,863
		Total liabilities and net assets	\$ 65,086,002



**COMBINED STATEMENT OF FINANCIAL POSITION**  
**APRIL 30, 2014**

	2014		
	Unrestricted	Temporarily Restricted	Total
<b>Revenue</b>			
Per capita taxes and assessments	\$22,433,298	\$ -	\$22,433,298
Political action contributions	-	327,505	327,505
Processing fees	1,506,350	-	1,506,350
Supplies and other	43,791	-	43,791
Rent	369,207	-	369,207
Royalty income	265,458	-	265,458
Other	306,213	46,653	352,866
Net assets released from restrictions:			
Satisfaction of program restrictions	163,543	(163,543)	-
Total revenue	<u>25,087,860</u>	<u>210,615</u>	<u>25,298,475</u>
<b>Expenses</b>			
Program services	21,355,972	-	21,355,972
Management and general	<u>6,141,662</u>	<u>-</u>	<u>6,141,662</u>
Total expenses	<u>27,497,634</u>	<u>-</u>	<u>27,497,634</u>
Change in net assets before pension liabilities	(2,409,774)	210,615	(2,199,159)
<b>Other changes</b>			
Investment income	(222,785)	-	(222,785)
Pension related changes other than benefit costs	<u>5,141,177</u>	<u>-</u>	<u>5,141,177</u>
Change in net assets	<u>2,508,618</u>	<u>210,615</u>	<u>2,719,233</u>
<b>Net assets</b>			
Beginning of year	38,203,630	-	38,203,630
End of year	<u>\$40,712,248</u>	<u>\$ 210,615</u>	<u>\$40,922,863</u>

**COMBINED STATEMENT OF CASH FLOWS**  
**YEAR ENDED APRIL 30, 2014**

	2014
<b>Cash Flows from Operating Activities:</b>	
Change in net assets	\$2,719,233
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:	
Depreciation	834,908
Net (appreciation) depreciation in fair value of investments	509,802
Receivable - Accrued interest and dividends	23,693
Receivable - Promissory notes	15,800
Receivable - Per capita taxes	(214,000)
Receivable - Other	13,328
Prepaid expenses	57,131
Other assets	(47,260)
Accounts payable and accrued expenses	(788,814)
Payroll withholdings	(89,592)
Tenants' security deposits	(4,995)
Deferred compensation plan	(5,141,177)
Deferred income	611,611
Employers' bonds	258,679
Currency translation adjustment	202,737
Net cash provided by (used in) operating activities	<u>(1,038,916)</u>
<b>Cash Flows from Investing Activities:</b>	
Purchase of investments	(34,170,776)
Sale of investments	37,039,458
Purchase of property and equipment	(1,381,701)
Net cash provided by investing activities	<u>1,486,981</u>
Net increase in cash	448,065
<b>Cash</b>	
Beginning of year	1,749,034
End of year	<u>\$2,197,099</u>

**Supplemental cash flow information:**

There were no cash outlays for interest or income taxes during the year ended April 30, 2014.

**NOTES TO COMBINED FINANCIAL STATEMENTS**  
**YEAR ENDED APRIL 30, 2014**

**Note 1 - Description of Organization and Significant Accounting Policies**

**General**

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (the "International") is an international labor union and was established 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 ensure 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 combined financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.

Management has evaluated subsequent events through the date of the auditors' report, the date the financial statements were available to be issued.

**Basis of accounting**

The financial statements are presented on the accrual basis of accounting.

**Fund accounting**

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been combined for financial statement purposes.

**Canadian exchange**

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the combined statement of financial position are translated at the appropriate year end exchange rates. Canadian dollars included in the combined statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the combined statement of activities.

**Use of estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

### Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services include salaries, benefits and other related administrative expenses. The total amount reimbursed for the year ended April 30, 2014 was \$90,142.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the year ended April 30, 2014 was \$259,650. This amount is included in employee benefits in the combined schedule of expenses.

### Functional allocation of expenses

The cost of providing the various programs and other activities has been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated between the programs and supporting services benefited.

### Inventory

The International maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of the items held.

### Valuation of investments

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.

### NOTE 2 - CASH

	2014
Interest bearing	\$1,917,443
Non interest bearing	279,656
Total	<u>\$2,197,099</u>

At times throughout the year the International may have, on deposit in banks, amounts in excess of insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

### NOTE 3 - INVESTMENTS

Investments consist of the following:

	2014
Interest bearing cash	\$ 303,678
Certificates of deposit	2,867,366
Government securities	22,238,605
Corporate debt instruments	10,136,549
Registered investment companies	5,532,808
Non publicly traded stock	172,790
Total	<u>\$41,251,796</u>

Investment income (loss) consists of the following:

	2014
Interest and dividends	\$ 702,980
Net appreciation (depreciation) in fair value	(509,802)
Currency translation gain (loss)	(202,737)
Less: investment expenses	(213,226)
Total	<u>\$ (222,785)</u>

### NOTE 4 - BOARD DESIGNATED INVESTMENTS

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the year ended April 30, 2014 was \$357,500. The balance in the building reserve at April 30, 2014 was \$483,623. This amount is included in the investments at fair value in the combined statement of financial position.

### NOTE 5 - FAIR VALUE MEASUREMENTS

The Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Interest bearing cash: Valued at cost.

Certificates of deposit, government securities and corporate debt instruments: Valued at the closing price reported in the active market in which the securities are traded.

Registered investment companies: Valued at the closing net asset value of shares held at year end as reported in the active market in which the securities are traded.

Non publicly traded stock: Valued at the closing net asset value of shares as reported by independent third party valuation.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2014, with fair value measurements on a recurring basis:

Description	2014	Level 1	Level 2	Level 3
Cash and cash equivalents	\$3,171,044	\$3,171,044	\$ -	\$ -
Investments at fair value as determined by quoted market price				
Government securities				
U.S. treasury securities	17,736,565	17,736,565	-	-
Mortgage backed securities	2,888,820	-	2,888,820	-
Foreign government securities	1,613,220	-	1,613,220	-
Corporate debt instruments				
Domestic corporate bonds	8,391,412	-	8,391,412	-
Foreign corporate bonds	1,745,137	-	1,745,137	-
Registered investment companies				
Money market mutual funds	4,231,132	4,231,132	-	-
Fixed income mutual funds	1,301,676	1,301,676	-	-
Investments at estimated fair value				
Other investments				
Non publicly traded stock	172,790	-	-	172,790
Total	<u>\$41,251,796</u>	<u>\$26,440,417</u>	<u>\$14,638,589</u>	<u>\$ 172,790</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period ended April 30, 2014:

Description	Total	Non publicly traded stock
Opening balance	\$172,790	\$172,790
Total investment income included		
in changes in net assets	-	-
Closing balance	<u>\$172,790</u>	<u>\$172,790</u>
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	<u>\$ -</u>	<u>\$ -</u>

Total gains or losses for the period attributable to the change in unrealized gains or losses relating to assets still held at the reporting date are included in the "Investment income" category in the Combined Statement of Activities.

## NOTE 6 - RISKS AND UNCERTAINTIES

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Contributions to and the actuarial present values of the Pension Fund are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

## NOTE 7 - PROMISSORY NOTES

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and are deemed collectable as of April 30, 2014.

Following is a summary of outstanding promissory notes as of April 30th:

Local No.	2014
55	\$ 6,000
153	9,000
423	6,800
707	10,000
822	43,000
Total	<u>\$74,800</u>

## NOTE 8 - PROPERTY AND EQUIPMENT

	2014
Land	\$ 3,865,543
Building and improvements	17,017,762
Furniture and equipment	2,690,708
	<u>23,574,013</u>
Less accumulated depreciation	2,901,543
Property and equipment - net	<u>\$20,672,470</u>

Property and equipment is stated at cost. Depreciation expense for the year ended April 30, 2014 was \$834,908 computed using the straight line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

## NOTE 9 - PER CAPITA TAX

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

Period	Quarterly Stamps Allocation				
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	Richard Walsh Alfred W. DiTolla/ Harold Spivak Foundation
Jan. 1, 2014 - Apr. 30, 2014	\$50.00	\$43.75	\$4.00	\$2.00	\$0.25
Jan. 1, 2013- Dec. 31, 2013	48.00	41.75	4.00	2.00	0.25

## NOTE 10 - RENT INCOME

The Realty Corp., the International Building Corp. and the General Building Corp. are lessors under six commercial leases, which expire during various dates ranging from fiscal 2015 through 2019.

Future annual rental income under noncancelable leases are as follows:

2015	\$ 263,039
2016	214,347
2017	196,317
2018	199,758
2019	108,828
Total	<u>\$ 982,289</u>

Total rent income received for the year ended April 1, 2014 was \$369,207.

## NOTE 11 - ROYALTY INCOME

The International has entered into a multi year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL CIO) under which the AFL CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL CIO. The annual royalties received by the International during fiscal year 2014 amounted to \$265,458. The term of the existing agreement expires on February 28, 2017.

## NOTE 12 - EMPLOYEE 401(K) SAVINGS PLAN

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of 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. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

## NOTE 13 - MULTIEMPLOYER PLAN THAT PROVIDES POSTRETIREMENT BENEFITS OTHER THAN PENSION

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the year ended April 30, 2014 were \$1,931,058.

## NOTE 14 - STAFF PENSION PLAN

Employees of the International receive retirement benefits from the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund is valued on April 30th of each year.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure a plan's assets and its obligations that determine its funded status as of the end of the employer's fiscal year.

The following tables set forth the funded status of the Pension Fund as provided by the Pension Fund's actuaries at April 30, 2014:



	2014
Change in projected benefit obligation	
Projected benefit obligation at beginning of year	\$ 42,593,057
Service cost	1,617,196
Interest cost	1,662,729
Actuarial loss (gain)	(3,508,926)
Benefits paid	(1,307,775)
Projected benefit obligation at end of year	41,056,281
Change in fair value of plan assets	
Fair value of plan assets at beginning of year	22,316,041
Actual return on plan assets	2,056,176
Employer contributions	2,856,000
Benefits paid	(1,307,775)
Fair value of plan assets at end of year	25,920,442
Fair value of plan assets	25,920,442
Projected benefit obligation	41,056,281
Funded status at end of year	\$(15,135,839)

Amounts included in unrestricted net assets consist of:

	2014
Accrued pension liability	15,135,839
	\$ 15,135,839
Net periodic pension cost (credit) includes the following components:	2014
Service cost	\$ 1,617,196
Interest cost	1,662,729
Expected return on plan assets	(1,739,652)
Amortization of unrecognized prior service cost (credit)	23,274
Amortization of unrecognized transition asset (liability)	-
Amortization of net loss / (gain)	1,712,649
Net periodic pension cost (credit)	\$ 3,276,196

The plan sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Combined Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

Amounts that have not yet been recognized as components of net periodic benefit pension cost:

	2014
Unrecognized prior service cost (credit)	\$ 68,189
Unrecognized net actuarial loss (gain)	15,398,430
Unrecognized transition asset (liability)	-
Total unrecognized components	\$15,466,619

Estimated amounts to be amortized into net periodic benefit pension cost over the next year are as follows:

Assumptions used to determine benefit obligations are as follows:

	2014
Discount rate	4.50%
Rate of compensation increases	4.00%
Measurement date	4/30/2014

Assumptions used to determine the net periodic pension cost are as follows:

	2014
Discount rate	4.00%
Rate of compensation increases	4.00%
Long term rate of return on assets	7.50%
Measurement date	4/30/2014

Additional year end information:

	2014
Projected benefit obligation	\$41,056,281
Accumulated benefit obligation	34,770,466
Fair value of plan assets	25,920,442

Plan Assets At April 30th, allocation of the Pension Fund assets were as follows:

	Target allocation range 2014	2014
Equity securities	30% - 60%	53%
Fixed income	20% - 45%	33%
Alternative investments	5% - 30%	5%
Cash & equivalents	0% - 12%	9%
Total assets		100%

The Pension Fund has investment guidelines that seek capital preservation and long term growth. The investment guidelines are designed to create an investment portfolio which will attain total returns equal to or in excess of applicable benchmarks and actuarial assumptions while adequately supporting ongoing cash flow requirements of the Pension Fund. The guidelines require all assets portfolio to be marketable and selected with due care, skill, and diligence.

To develop the expected long term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.50% long term rate on assets assumption for the year ended April 30, 2014.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2014, with fair value measurements on a recurring basis:

Description	2014	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,444,505	\$ 2,444,505	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,981,317	1,981,317	-	-
Mortgage backed securities	1,097,571	-	1,097,571	-
Corporate debt instruments				
A or above credit rating	329,168	-	329,168	-
Below A credit rating	630,939	-	630,939	-
Corporate stock				
Large cap sector rotator	2,047,439	2,047,439	-	-
Large cap value	3,770,746	3,770,746	-	-
Large cap growth	2,498,817	2,498,817	-	-
International value	1,771,942	1,771,942	-	-
All cap core	3,681,899	3,681,899	-	-
Registered investment companies				
Global flexible portfolio	1,716,300	1,716,300	-	-
Fixed income & mortgage backed securities	1,406,680	1,406,680	-	-
High yield corporate bonds	1,259,407	1,259,407	-	-
Investments at estimated fair value				
Partnership/joint venture interests	1,283,712			1,283,712
Total	\$25,920,442	\$22,579,052	\$2,057,678	\$1,283,712

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period ended April 30, 2014:

Description	Total	Partnership/ joint venture interests
Opening balance	\$2,243,914	\$2,243,914
Total investment income included in changes in net assets	7,832	7,832
Sales	(968,034)	(968,034)
Closing balance	\$1,283,712	\$1,283,712

## Contributions

Contributions for the year ended April 30, 2014 were \$3,115,650, including \$259,650 in reimbursed administrative expenses. Contributions to the Pension Fund are expected to be \$2,856,000 for the year ending April 30, 2015.

### Estimated Future Benefit Payments:

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

2015	\$ 1,671,876
2016	1,668,745
2017	1,640,356
2018	1,724,926
2019	1,787,863
2020 through 2024	11,147,542
Total	<u>\$19,641,308</u>

## NOTE 15 - NET ASSETS

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as unrestricted and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as temporarily restricted as they arise from contributions made for the restrictive purpose of this fund.

## NOTE 16 - CONTINGENCIES

The International is a party to various legal actions and administrative proceedings and subject to various other claims arising in the ordinary course of business. Management of the International believes that the disposition of these actions and proceedings will not have a material adverse effect on the financial position of the International.

## NOTE 17 - TAX STATUS

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

The International Building Corp. is a Canadian tax exempt not for profit Corporation.

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.

In general, information returns are subject to audit by governmental agencies for a period of at least 3 years.

## COMBINING SCHEDULE OF INVESTMENT INCOME YEAR ENDED APRIL 30, 2014

	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 452,342	\$ 27,002	\$ 223,636	\$ 702,980
Net appreciation (depreciation) in fair value of investments	(356,699)	(2,073)	(151,030)	(509,802)
Currency translation gain (loss)	(156,408)	(13,336)	(32,993)	(202,737)
Less: Investment expenses	(137,901)	(4,885)	(70,440)	(213,226)
Total	<u>\$ (198,666)</u>	<u>\$ 6,708</u>	<u>\$ (30,827)</u>	<u>\$ (222,785)</u>

## SCHEDULE OF DEFENSE FUND EXPENDITURES YEAR ENDED APRIL 30, 2014

	2014		2014
Local 3 re: August Wilson Center	\$2,394	Local 695 re: TRO	14,045
Local 8 re: Legal Fee Reimbursement	15,000	Local 750 re: The Chicago Bears	2,889
Local 12 re: Organizing and ULPs	5,720	Local 756 re: The Cleveland Browns	2,500
Local 30 re: Indiana State Fair	2,699	Local 822 re: Sony Center for the Performing Arts	4,730
Local 39 re: New Orleans Convention Center	8,298	Local 835 re: Bannering	366
Local 56 re: Centre Bell	4,538	Local 849 re: Egg Productions	71,716
Local 63 re: Live Nation/NASCO	11,337	Local 906 re: Harbourfront Festival	2,880
Local 66 re: Dayton Downtown Revival	4,214	Local 917 re: Trump Plaza, Atlantic City	7,936
Local 85 re: iWireless Center	216	Local 927 re: Live Nation	22,162
Local 112 re: SMG	4,894	Local B 173/Local 129 re: HECFI and Global Spectrum Facility Management	23,561
Local 114 re: State Theater Election	1,025	IATSE re: Axiom International Bankruptcy	8,839
Local 118 re: York Theatre	10,064	IATSE re: Barclays, Golf Channel, NBCSN/RIPD/EE829/Other	238,933
Local 121 re: Global Spectrum/Certification Petition	1,960	IATSE re: Basic Agreement	21,634
Local 122 re: American Audio Visual Center	2,588	IATSE re: Freedom Films	1,126
Local 142 re: Hiring Hall	37,161	IATSE re: Gigapix "Blackbeard"	1,998
Local 193 re: Bloomington Performing Arts Center	25,807	IATSE re: Local 112 and SMG	1,444
Local 205 re: Long Center	385	IATSE re: Metropolitan Opera	8,000
Local 212 re: Redemption/Forsaken	42,244	IATSE re: PAC 12	27,387
Local 262 re: Cinema Brossard	11,243	IATSE re: William A. Doucette, Jr.	14,300
Local 300 re: Inland AV Certification	35,783	L.E.A.P. Reimbursements to Locals and/or Officers	44,398
Local 357 re: Mustang Drive In/Sunset Cinema Inc.	9,072	Misc. Training/InfoComm/Instructors/Young Workers	307,137
Local 461 re: Brock University and the City of St. Catharines	11,975	Solidarity Strategies	6,449
Local 500 re: Kravis Center	1,872	Thorsen French Advocacy	70,223
Local 611 re: Erin Barlowe and Sunset Cultural Center	11,817	Total	<u>\$1,166,959</u>

**COMBINING STATEMENT OF FINANCIAL POSITION  
APRIL 30, 2014**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	2014
<b>Assets</b>										
<b>Current assets</b>										
Cash	\$ 253,928	\$ 18,612	\$ 33,977	\$ 6,950	\$ 68,124	\$ 73,342	\$ 1,531,551	\$ 210,615	\$ -	\$ 2,197,099
Investments - at fair value	25,549,686	-	-	-	3,593,718	12,108,392	-	-	-	41,251,796
Receivables										
Accrued interest and dividends	96,626	-	-	-	6,464	44,438	-	-	-	147,528
Related organizations	20,785,319	-	-	-	139,835	240,420	-	-	(21,165,574)	-
Promissory notes	74,800	-	-	-	-	-	-	-	- 74,800	-
Per capita taxes	189,000	-	-	-	8,000	17,000	-	-	-	214,000
Other	303,334	15,827	1,224	-	-	605	-	-	-	320,990
Prepaid expenses	80,739	21,536	6,550	-	-	-	-	-	-	108,825
Total current assets	47,333,432	55,975	41,751	6,950	3,816,141	12,484,197	1,531,551	210,615	(21,165,574)	44,315,038
Property and equipment - net	593,990	16,896,940	2,178,741	1,002,799	-	-	-	-	-	20,672,470
Mortgage receivable	956,462	-	-	-	-	-	-	-	(956,462)	-
Other assets	90,218	4,980	-	3,296	-	-	-	-	-	98,494
Total assets	\$ 48,974,102	\$ 16,957,895	\$ 2,220,492	\$ 1,013,045	\$ 3,816,141	\$ 12,484,197	\$ 1,531,551	\$ 210,615	\$ (22,122,036)	\$ 65,086,002
<b>Liabilities and Net Assets</b>										
<b>Current liabilities</b>										
Accounts payable and accrued expenses	369,264	-	-	4,500	-	74,100	-	-	-	447,864
Related organizations	-	17,510,832	3,303,118	351,624	-	-	-	-	(21,165,574)	-
Tenant deposit payable	-	13,217	7,898	3,116	-	-	-	-	-	24,231
Total current liabilities	369,264	17,524,049	3,311,016	359,240	-	74,100	-	-	(21,165,574)	472,095
Deferred compensation plan	15,135,839	-	-	-	-	-	-	-	-	15,135,839
Deferred income	6,178,000	-	-	-	282,000	564,000	-	-	-	7,024,000
Employers' bonds	-	-	-	-	-	-	1,531,205	-	-	1,531,205
Mortgage payable	-	-	-	956,462	-	-	-	-	(956,462)	-
Total liabilities	21,683,103	17,524,049	3,311,016	1,315,702	282,000	638,100	1,531,205	-	(22,122,036)	24,163,139
<b>Net assets</b>										
Unrestricted	27,290,999	(566,154)	(1,090,524)	(302,657)	3,534,141	11,846,097	346	-	-	40,712,248
Temporarily restricted	-	-	-	-	-	-	-	210,615	-	210,615
Total net assets	27,290,999	(566,154)	(1,090,524)	(302,657)	3,534,141	11,846,097	346	210,615	-	40,922,863
Total liabilities and net assets	\$ 48,974,102	\$ 16,957,895	\$ 2,220,492	\$ 1,013,045	\$ 3,816,141	\$ 12,484,197	\$ 1,531,551	\$ 210,615	\$ (22,122,036)	\$ 65,086,002

**COMBINING STATEMENT OF ACTIVITIES  
YEAR ENDED APRIL 30, 2014**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Total
<b>Revenue</b>									
Per capita taxes and assessments	\$19,699,303	\$ -	\$ -	\$ -	\$ 910,256	\$1,823,739	\$ -	\$ -	\$22,433,298
Political action contributions	-	-	-	-	-	-	-	327,505	327,505
Processing fees	1,506,350	-	-	-	-	-	-	-	1,506,350
Supplies and other	43,791	-	-	-	-	-	-	-	43,791
Rent	208,613	117,657	42,937	-	-	-	-	369,207	678,417
Royalty income	265,458	-	-	-	-	-	-	-	265,458
Other	78,205	2,349	128	-	224,380	-	1,151	46,653	352,866
Total revenue	21,593,107	210,962	117,785	42,937	1,134,636	1,823,739	1,151	374,158	25,298,475
<b>Expenses</b>									
Program services	15,533,341	607,859	164,149	54,360	3,297,442	1,534,473	805	163,543	21,355,972
Management and general	5,783,007	260,510	70,349	27,796	-	-	-	-	6,141,662
Total expenses	21,316,348	868,369	234,498	82,156	3,297,442	1,534,473	805	163,543	27,497,634
Change in net assets before pension liabilities	276,759	(657,407)	(116,713)	(39,219)	(2,162,806)	289,266	346	210,615	(2,199,159)
<b>Other changes</b>									
Investment return in excess of amounts designated for current operations	(198,666)	-	-	-	6,708	(30,827)	-	-	(222,785)
Pension related changes other than benefit costs	5,141,177	-	-	-	-	-	-	-	5,141,177
Change in net assets	5,219,270	(657,407)	(116,713)	(39,219)	(2,156,098)	258,439	346	210,615	2,719,233
<b>Net assets</b>									
Beginning of year	22,071,729	91,253	(973,811)	(263,438)	5,690,239	11,587,658	-	-	38,203,630
End of year	\$27,290,999	\$ (566,154)	\$ (1,090,524)	\$ (302,657)	\$3,534,141	\$11,846,097	\$346	\$210,615	\$40,922,863



**COMBINING SCHEDULE OF EXPENSES  
YEAR ENDED APRIL 30, 2014**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$7,965,081	\$ -	\$ -	\$ -	\$2,465,658	\$268,485	\$ -	\$ -	\$ -	\$10,699,224
Payroll taxes	679,544	-	-	-	-	-	-	-	-	679,544
Employee benefits	4,963,335	-	-	-	-	99,029	-	-	-	5,062,364
Occupancy	516,676	150,000	-	-	-	-	-	-	-	666,676
Utilities	72,188	19,911	8,207	-	-	-	-	-	-	100,306
Real estate taxes	-	128,295	39,387	25,888	-	-	-	-	-	193,570
Maintenance and repairs	37,456	9,538	103,226	3,074	-	-	-	-	-	153,294
Telephone	115,331	-	-	-	-	-	-	-	-	115,331
Printing and postage	885,980	5,099	-	-	472,711	-	-	-	-	1,363,790
Office	250,045	11,123	3,654	15,654	1,829	-	805	3,793	-	286,903
Legal	495,089	25,870	-	-	-	1,166,959	-	-	-	1,687,918
Accounting	341,949	-	-	4,500	-	-	-	-	-	346,449
Consulting and outside services	169,126	22,509	10,800	-	-	-	-	-	-	202,435
Computer	282,519	4,198	-	-	-	-	-	-	-	286,717
Insurance	194,224	-	600	4,359	-	-	-	-	-	199,183
Meetings and conferences	2,508,268	-	-	-	327,720	-	-	-	-	2,835,988
Per capita taxes - affiliated organizations	949,059	-	-	-	-	-	-	-	-	949,059
Promotional and charitable	379,348	-	-	-	-	-	-	-	-	379,348
Political contributions	184,302	-	-	-	-	-	-	159,750	-	344,052
Training	24,015	-	-	-	-	-	-	-	-	24,015
Currency exchange	57,036	-	-	-	29,524	-	-	-	-	86,560
Depreciation	317,965	439,549	56,920	20,474	-	-	-	-	-	834,908
Total expenses	<u>\$21,316,348</u>	<u>\$868,369</u>	<u>\$234,498</u>	<u>\$82,156</u>	<u>\$3,297,442</u>	<u>\$1,534,473</u>	<u>\$805</u>	<u>\$163,543</u>	<u>\$ -</u>	<u>\$27,497,634</u>

**COMBINING SCHEDULE OF EXPENSES  
YEAR ENDED APRIL 30, 2014**

	2014		2014
Payroll and allowances	\$10,699,224	Consulting and outside services	202,435
Payroll taxes	679,544	Computer	286,717
Employee benefits	5,062,364	Insurance	199,183
Occupancy	666,676	Meetings and conferences	2,835,988
Utilities	100,306	Per capita taxes - affiliated organizations	949,059
Real estate taxes	193,570	Promotional and charitable	379,348
Maintenance and repairs	153,294	Political contributions	344,052
Telephone	115,331	Training	24,015
Printing and postage	1,363,790	Currency exchange	86,560
Office	286,903	Depreciation	834,908
Legal	1,687,918	Total expenses	<u>\$27,497,634</u>
Accounting	346,449		

# The IA Rocks it at WorldPride 2014!

**T**his year, Toronto became the first North American city to host WorldPride; an international celebration incorporating activism, education, and the history of LGBTQ people and communities from around the world. Two million tourists flocked to the city to take part in Pride festivities. The highlight was the annual Pride Parade, with roughly 12,500 marchers and 285 floats. The Canadian Office's Nate Richmond designed IATSE "Union Pride" t-shirts, which were provided to all IATSE members and family who marched alongside the Canadian Labour Congress (CLC) and its affiliates. The IATSE response was so overwhelming, the CLC had to cap the number of IA marchers at 50! In addition to the World Pride marchers, another 100 t-shirts

were ordered by Locals and members for various parades and festivities across the

country. A great show of support for out LGBT brothers and sisters!



**WorldPride 2014 Parade marchers included representatives from the International, Locals 58, 129, 411, 667, 873 and B-173.**

## IATSE SUPPORTS CALIFORNIA CONGRESSWOMAN

On September 4, 2014, the IATSE and the Director's Guild of America jointly hosted a fundraiser for U.S. Congresswoman Judy Chu. Congresswoman Chu represents California's 27th Congressional District. She has been a friend to the IATSE over the years and has been our strongest Congressional champion in our effort to get Pac-12 Networks to pay area standards. She also serves on the House Judiciary's Subcommittee on Intellectual Property, Competition and the Internet.

The event was held at the IATSE's West Coast Office. International Officers, representatives, local union officers and members, and guests were in attendance. Pictured here with Congresswoman Chu are International Vice President Michael F. Miller, Jr. (left) and International President Loeb.



# IATSE District Conventions



Pictured here from the District 9 Convention are Vice President Craig Carlson, District Secretary Chris Gautier and International President Matt Loeb on the dais. The Convention was held at the Local 476 Training Center on June 13, 2014 in Chicago, Illinois.



Local 491 member Karen D. Keyes with International President Matthew D. Loeb at the District 7 Convention in Charleston, SC.



District 14 Secretary Kimberly Bowles being sworn into office for another term by International President Matthew Loeb, with International Vice President and Chairman of the Convention Phil LoCicero looking on.



President Loeb took a photo op during the District 5 Convention in Albuquerque, NM with the newly elected officers of Local 423. From left to right, Business Agent Daniel Gonzales, President Loeb and Secretary-Treasurer Arthur Arndt.

International President Matthew Loeb with International Vice President/Co-Director of Stagecraft Department Anthony DePaulo on the Dias at the District 10 Convention in Atlantic City, NJ.



President Loeb addresses the Delegates at the District 3 Convention.



# Crew One Decision

**O**n April 23, 2014, the NLRB issued a Decision and Direction of Election in the case of Crew One Productions, Inc. and IATSE (NLRB 10-RC-124620). The decision came subsequent to a hearing over a petition filed by the IATSE seeking to represent stagehand and wardrobe workers employed by Crew One Productions, Inc. Crew One supplies unrepresented stagecraft personnel for live concerts at various amphitheater, arena and stadium facilities in the Atlanta metropolitan area.

While the decision of the NLRB was largely in favor of the IATSE the issues adjudicated have been raised previously and undoubtedly will be argued again in similar circumstances. Thus, Locals should anticipate and be prepared to rebut employers' objections that their workers are independent contractors or that our Locals have a conflict of interest that prevents them from being capable of proper representation. Employers will also seek to broaden the eligibility formula for voting in order to dilute the union's support.

Crew One raised all of these arguments. It contended that the workers were independent contractors and therefore ineligible to be represented. The principles determinative of independent contractor status are: the extent of control the employing entity has over the details of the work; whether the individuals are engaged in a distinct occupation or work; whether the work performed under direction or without supervision; what skills are required, who provides the tools and

location for the work; length of employment; method of payment; whether the work in question is part of the employer's regular business; whether the parties believe there is an employment relationship; and whether the principal is in the business. The NLRB found some support for the employer's position. Nevertheless, the Region ruled that the employer failed to meet its burden of proof. While the Region ruled that no single principle is determinative of independent contractor status, it found the preponderance of the evidence supported the Crew One workers' designation as employees. The workers have no control over their hours of work, they are paid hourly, they are supervised by an on-site employer representative, and they have no ability to negotiate their compensation. Moreover, the Regional Director found that the workers had signed an independent contractor form merely as a condition of employment and that doing so did not make them independent contractors.

The NLRB has ruled that

*"in the entertainment industry, ... it is necessary to devise eligibility formulas that take into account the uniquely irregular pattern of employment in much of the industry, while retaining the flexibility to tailor such formulas to the individual facts of each case."*

*Cited from NLRB 10-RC-15344.*

Among the factors considered in arriving at the formula are whether the employer's operation is year-round or seasonal; the number of "shows" or productions staged; and the relative frequency of employment for employees across the number of shows during a season. In this case, the parties submitted opposing positions for a voter eligibility formula. Crew One argued in favor a more liberal formula and ultimately prevailed with the Board ruling any workers employed for 2 events or 5 days in the previous year should be eligible.

As is the case with eligibility formulas the determinations involved in these cases are fact specific. It is essen-

tial that, before filing a petition, local unions retain counsel and prepare for all possible issues. Case law should be reviewed in anticipation of employer arguments. As you have read, the consequences of our arguments are significant. In this case, the difference between our positions on eligibility amounted to as many as an additional 100 voters. A minimum 30% showing

of interest requires 30 more authorization cards under the employer preferred formula than ours. Similarly, different facts could have resulted in different rulings on the independent contractor and conflict of interest issues. Unintended consequences create bad legal precedents and bad law can impact not only one organizing drive but all drives.

On the day before the votes were to be counted the Board impounded the ballots due the employer's request for review of the Regional Director's decision. Sixty days after the request for review the Board affirmed the decision. The vote count resulted in the IATSE prevailing by a count of 116-60.

## SETIQUETTE

**One should be ready to work at call time, not standing in the breakfast line.**  
– Stagecraft Department

## IATSE'S "WHY UNIONS STILL MATTER" ROADSHOW FOR CANADIAN MEMBERS

The Canadian Office began working with the Labour Department of McMaster University in Hamilton, ON to Canadianize the "Why Unions Still Matter" Roadshow. After a few months, a trial run was ready and was presented by Professor Wayne Lewchuk to Canadian staff at the annual IATSE Staff Training session in April. Staff provided input at that session and changes were made to the presentation. The first official roadshow in Canada was rolled out on June 19 in Hamilton, Ontario, and like all others, was also open to friends, family members, and even members of other unions. Thanks to Locals 129, 828, and B173 for hosting, with a special thanks to Local 129 for making all the arrangements. Member input was positive and we will continue to improve the presentation until it is rolled out again at the Canadian Off-Year Districts Convention in September. International Representative Peter DaPrato was in attendance and has been assigned to oversee all Canadian presentations of the roadshow.



**Local 129 Sec-Treasurer Cindy Jennings, Local B-173 Business Agent Chastity Brooker, Local 828 Business Agent Sondra Richter, International Representative Peter DaPrato, and Professor Wayne Lewchuk.**

# My Crew

By Michael Kaiser

President, John F. Kennedy Center for the Performing Arts

If you ask me who I will miss when I leave the Kennedy Center next month I can give a list of staff, musicians and board members who have been great colleagues and friends. But I know I will see most of them at performances and events in the years to come. I will miss collaborating with them but they will not evaporate from my life.

But there is one group of people who I won't see at performances because they will be entirely behind the scenes -- my stage crew.

The men and women who run the shows, move the sets, carry the props, light the lights, manage the sound, dress the performers and on and on are among my favorite colleagues in every arts job I have held and the Kennedy Center is no exception.

Just a few weeks ago, I was watching my crew tech the musical *Side Show* which we are now presenting at the Center; for days on end, with utmost patience and professionalism, they worked with the visiting director, stage manager and lighting, sound and costume designers to give them what they wanted. They were working 80 hour weeks but it did not show in their efficiency or their demeanor. They were unfailingly kind and courteous and supportive of the cast and design team.

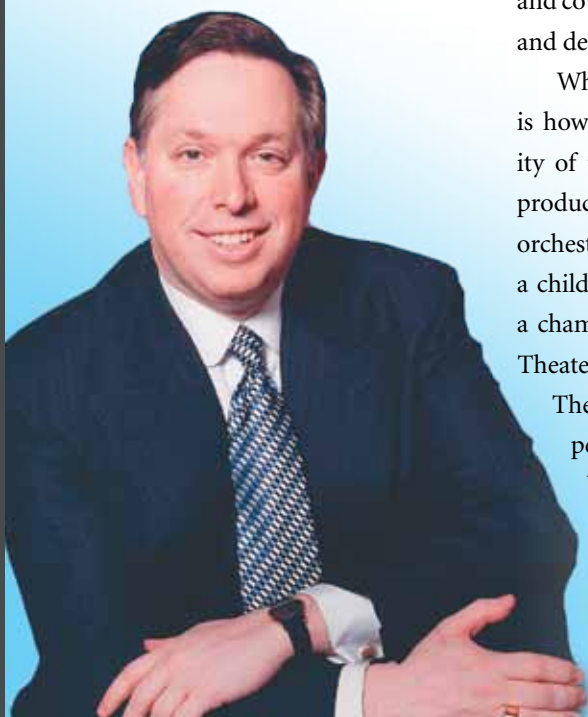
What is astonishing about this crew is how interested they are in the quality of the work we do and in the end product. Whether they are working an orchestra concert in our Concert Hall, a children's play in our Family Theater, a chamber music recital in our Terrace Theater or *Side Show* in our Eisenhower Theater (or any other of our nine performing spaces) my crew members care deeply about the end product.

I learned this early in my tenure. We had just completed our monumental Sond-

heim Celebration -- mounting six new productions of musicals by Stephen Sondheim in rep and a host of auxiliary programs (including a Japanese production of *Pacific Overtures*). For four months my crew worked around the clock. It was the first time in fourteen years that the Kennedy Center had mounted its own theatrical productions apart from our numerous family and children's plays and musicals. I went through my mail and found an envelope from our local chapter of I.A.T.S.E. - our stagehand union. Inside was a check for \$25,000! My stagehands wanted us to know they thought it was a great idea for us to produce our own theater pieces and wanted to help make that possible. I was astonished, pleased, moved.

Over the years I have received numerous other gifts from my crew -- props from special productions, I.A.T.S.E. hats and even a switchblade knife (a great letter opener).

I will miss these men and women of my stage crew. Not because of these special gifts or because they made a financial contribution to the Kennedy Center but because they made a far more important contribution with their intelligence, professionalism, passion and hard work.





*Coming Soon!*

# A Better Way to Manage Your Accounts at the IATSE National Benefit Funds



We know your benefits are vitally important to you and your family. And very soon, it'll be a lot easier to keep track of and manage your various accounts – Health, Pension, Annuity and Vacation Funds.

Our new, completely redesigned website – **set to launch on November 3rd** – will give you quick access from your own personalized “dashboard” to the essential information on each of your Funds.

You'll find your account balances, co-payment features and work history are easier to view and use and that all data is shown in “real time.” You'll be able to send forms updating benefit information electronically and receive instant confirmation.

These and many other new features will be accessible not only from any computer or tablet but also via a mobile app on your smart phone.

Watch for more information about our new site coming in the mail in October.



## SIGGRAPH 2014

In August, the IATSE once again attended the largest computer graphics convention, this year held in Vancouver, to speak with visual effects artists about the benefits of unionization. For the first time, the IA booth was back-to-back with new attendee Local USA829, who brought two New York-based visual effects artists who also work under IATSE contracts. Participants spoke with hundreds of workers, some of who were surprised to learn that the rest of the crew on a movie or tv show they had worked on, had health and pension benefits.

Covering both Canada and the U.S., there with representatives of Locals 600, 669, 800, 839, and 891, as well as IA International Representatives on hand to answer questions and learn about issues facing these workers. Misclassification as Independent Contractors, unpaid over-

time and lack of extra compensation for 6th or 7th day work were common complaints. Over the three-day convention, representatives discussed the ways VFX artists can help spread the word and organize their workplaces. Locals 600 and 700 distributed copies of their monthly magazines into which was inserted a "VFX commonly asked union questions" page, and people walked away with a variety of colorful swag with the vfxunion.

com address and IATSE-VFX emblem prominently featured.

There are thousands of VFX workers who are without the protections that come from speaking with one voice. They pay for their own healthcare, and are the sole contributor to their retirement savings. IA members benefit from working under an IA Agreement, and one day we hope that the Visual Effects teams will stand together and demand the same.



**Back row, left to right:** Marcus Handman (669), Chad Kali (USA829), Assistant Department Director of MP&TV Vanessa Holtgrewe, International Representatives Julia Neville and Mark Kiracofe. **Front Row, left to right:** Mark Weingartner (600), dooner (800), Pat Landers (USA829), Steve Kaplan (839) and Dusty Kelly (891).

## WE NOW HAVE A CONTRACT!



In July, after a one day strike in Hollywood, the crew of the reality competition show "RuPaul's Drag Race", now in its 7th season, and the companion show "Untucked" are now union. The RuPaul crew of more than 50 IA members now enjoy health and pension benefits, working conditions and wages retroactive to date of hire, as well as enhanced daily and weekend turnaround and triple time after 15.

## EXPANDING OPPORTUNITIES FOR IA MEMBERS

The way we watch entertainment has changed dramatically since the days of a rabbit ear tuner on top of a washing-machine-sized black-and-white tube television. No longer tethered to a few network channels, or even hundreds of basic cable options, in the past few years many consumers have cancelled their cable subscriptions and view their programming almost entirely through the Internet on their wafer-thin wall-mounted HD TV's. Netflix, Amazon and Yahoo have all become major players in the production and delivery of many popular scripted series and movies-on-demand. Not only do these companies own the distribution rights of their series, they own the content, and the demographic information of their viewership. This is a major change in the long established business model. No longer do a few studios produce all of the work and rely on Neilson ratings to know the tastes of their viewers.

What does this mean for IATSE crew members working on these productions?

The answer is new work opportunities. This moment in time is being heralded as a golden age for television, and there are quality shows only available online. There are also commercials

being created for use on the Internet as well, and series that do not hew to the standard half-hour or hour-long format. Bringing this new type of programming under IATSE contract has been a major priority and we have had much success in stamping these productions with the union seal. All new signatories and one-off agreements are shaped by the budget of the project, not the viewing platform. These Internet productions have full working conditions, wages and benefits in line with similar productions on basic cable or network television. Online "channels" are becoming an important aspect of future work opportunities for IATSE members and it is very important that we ensure these shows are produced union. The world is changing but the IATSE will continue to be pro-active to maintain the standards hard-won by past generations of union members. We must remain creative as new technologies, such as "fully immersive" virtual reality headsets and 360 degree camera rigs, create new work opportunities. Help us continue the momentum we've built and call in any non-union internet production you get hired on. Together, we can ensure that whatever the future holds, you will have the security of a union contract to look forward to.

### CREW SLANG

#### "BOUNCE"

The reflection of light. Hair and make-up artists may be asked to powder an actor if the camera is 'getting bounce' off of their face or pate.

– Local 706, Make-up Artists and Hair Stylists

## HOLDING THE LINE

The IA has been involved in an arbitration to determine if "Coordinators" are covered positions under a union contract. The company argued that work that had traditionally been part of contractually covered duties could be performed by a PA because they had assigned a new job title to the work. The IATSE prevailed when the arbitrator decided that it is the work that decides union coverage, not the job title.

The employers are constantly searching for ways to save money and shrink the number of employees covered by a union agreement. By changing job titles, they were aiming to chip away at the covered crew. Our message was loud and clear: it doesn't matter if you call someone a canoe instructor, if they're performing work traditionally done under IATSE contracts, that work is covered.

This resounding win for the union is only useful if it is consistently enforced on set, in every department. As crew members, we work closely with one another, and we need to help hold the line. Don't ask a PA to do covered work -

that is giving away your job or the job of another member. This means everything from carrying camera cases, returning props and clothing, tallying receipts and sweeping up at craft service. It might seem harmless but it sets a precedent and you are helping to shrink what is considered union jurisdiction. The people who perform these jobs deserve their health and pension contributions, and generations of crew before worked diligently to get everyone in the department covered. Don't help the employers erode our hard-earned benefits by handing them the keys to the castle. If you see union work being performed by a PA, or if you have a question about what is covered work, call your Business Agent and ask them to visit the set and enforce the contract.

We are all in this together, and together we are union. Help us keep our ranks strong and united – say no to non-covered crew in your department!

# IATSE Partners with Freeman Company to Deliver Excellence in Customer Service

In July, members of the Education and Tradeshow Departments partnered with the training department of The Freeman Company in a Train the Trainer workshop on customer service. Freeman produces more than 4,300 expositions annually, including 135 of the 250 largest U.S. trade shows.

International Representatives Ben Adams, Don Gandolini, Mark Kiracofe, and Joanne Sanders were trained to present the workshop entitled “You Make the Difference, Too!” which focuses on specific behaviors that can have a positive impact on the customer experience. According to Freeman Vice President for Talent Development, Judy Owen, our members working on the tradeshow floor are an extension of the Freeman brand. The company relies on the talent and skills of our members to ensure that the end customer - the exhibitor - receives consistent service across the country.

The Tradeshow Industry is one where face to face customer interaction can make the difference in a Local securing lucrative work and developing long term relationships with employers. For these reasons, it's important for our members to understand why customer service is everybody's business and to learn why service is JUST as important to the customer as skill.

Currently, the workshop is presented as part of the AV Essentials Training, a program that has been developed by the Education Department in collaboration with InfoComm. However, the focus of this training has broad appeal for the entertainment industry as a whole and could easily be incorporated into other training programs.

## What is customer service?

Simply put, it's enhancing the perceived value of a product or service by consistently meeting or exceeding customer expectations

## ATTENDING INFOCOMM IN LAS VEGAS IS A FAMILY AFFAIR

I.A.T.S.E. members Sara and Brent Harvey with four of their sons visited the I.A.T.S.E. booth at InfoComm. Sara received her CTS last year and attended continuing education classes at the convention in Las Vegas. Three of their sons work with their parents through Local 99 in Utah. Their youngest son will be 18 this fall and looks forward to working through the Union. Jacob just finished his first year in the apprenticeship program.



Pictured are Brent, Joseph, Benjamin, Sara, Zac and Jacob Harvey.



## IATSE PARTICIPATES AT INFOCOMM CONVENTION

The ICAP recommended that the IATSE participate in the InfoComm Convention to raise the profile and awareness of the IATSE among the people attending the Tradeshow and Convention. This event predominantly caters to the Audio/Visual world we are currently organizing. President Loeb approved the IATSE presenting a panel on Media and Display Technology in Live Event Television. This event was fantastic with the attendees being very engrossed in the presentation and delivered with the perfect mixture of entertainment and technical knowledge.

President Loeb also approved the IATSE presenting Safety Discussions on the Tradeshow floor. The IA sponsored the Safety Pavilion. Kent Jorgensen (pictured here with Michael Viehmeyer from James Thomas Engineering) gave presentations on Rigging Safety and High Angle Rescue, and Alan Rowe covered Electrical Safety and Eliminating Ground Loops.



## ETCP Exam Rates are Rising in 2015...

Have you been wanting to become ETCP certified, but keep putting it off? Now is the time to apply, as fees will increase beginning January 1, 2015. But candidates who apply before December 31, 2014 will not be affected by the price increase, so get your application in today! You will have one year from your acceptance date to take your exam. **Join the over 1,600 ETCP Certified Technicians in North America.**

### ETCP at LDI

ETCP will be offering all three examinations in one session at LDI 2014 on November 22, 2014. The application deadline to sit for the paper and pencil exam will be October 30, 2014.

**Apply today and lock in your rate!**

### New Rates for ETCP Exams

Non-members: \$650  
Constituents of Council members: \$550

**Second Rigging exam within 1 Year**  
Non-members: \$450  
Constituents of Council members: \$350

**Retake Fee for Failed Exam within 2 Years**  
Non-members: \$225  
Constituents of Council members: \$175



Entertainment Technician  
Certification Program

# IATSE Participates in National Labor Leadership Initiative

**D**uring the past year, International Trustee and Director of Education and Training Patricia White represented the IATSE in a new leadership program, begun by the AFL-CIO in partnership with the Cornell Worker Institute called the National Labor Leadership Initiative. AFL-CIO President Rich Trumka founded this program in response to the turbulent conditions confronting workers and unions in the 21st century. The purpose of the National Labor Leadership Initiative (NLLI) is to create a community of leaders dedicated to their individual and mutual learning and development, the strengthening and transformation of the organizations they serve, and the building of a broad progressive movement that empowers working people in a rapidly changing world.

The National Labor Leadership Initiative attempted to consider three interdependent domains of leadership: “Personal Qualities of Leadership,” “Leading and Transforming Your Organization,” and “Building an Inclusive and Dynamic Movement.” Each topic was covered extensively during three separate one-week retreats, held between November 2013 and June, 2014. Intensive follow-up with faculty, field application, peer coaching and network-building took place continuously between sessions.

All the while, the NLLI sought to provide a much needed space for leaders to reflect, think creatively and generate fresh ideas about what a 21st century labor movement can and should be, to become vital and relevant to workers. The group functioned as a “think tank” that will begin to help labor counter the relentless conservative, pro-business agenda so prevalent



today, working to develop a way to talk about making institutional choices that support and build a movement that benefits workers.

The NLLI was created from of President Trumka’s notion that rather than Labor’s merely being swept up in the inertia of what has gone before, there needs to be a focus on proactivity and planning. We need to reach into and befriend the progressive institutions that promote the rights of common people,

workers, immigrants, students, and the middle class. As a whole, Labor can make any choices we want to make, but we must make them intentionally.

Participants at the NLLI spent many hours considering capacity building and infrastructure for an enhanced pro-worker movement. A powerful progressive majority in this country and in Canada needs to embrace the union message, and unions need to be able to confront the claim that they are only interested in the explicit self-interest of their members. At the same time, non-union worker organizations, such as the National Domestic Worker Alliance and Jobs with Justice that speak for unrepresented workers must learn from Labor and unite around common goals. We all need to build our own organizations while building the movement. Rather than apathy and demobilization, there should be rising expectations and new

demands regarding what citizens should expect from their government.

What does all of this mean for the IATSE? President Loeb has already challenged every Local and every member to stretch themselves to learn and grow to adapt to change, to vote and give to our PAC and to become an activist. Obviously, we have an affirmative obligation to represent our members, and to provide traditional services to the workers who support us with their dues. But we also need to respond to President Trumka's call to think strategically, partner with our friends, talk to those who may not

immediately seem to be allies, and strategize about how to use our resources to turn back the tide of conservative policies and propaganda.

President Loeb and the General Executive Board took a very positive step when they voted for the IATSE to take part in the NLLI. General Secretary-Treasurer Wood will participate in this year's cohort. In the months to follow, some of the material presented will make its way into some of the leadership training presented by the IATSE. Additionally, the alliances and friendships made with the other participants are a

resource which we will be able to draw upon, if needed, in the future. Teachers from the program will be working in our IATSE education sessions.

A couple of years ago, the AFL-CIO coined the slogan, "*Work Connects Us All*". It does. We cannot hope to reclaim our share of economic prosperity without some soul-searching and hard work. Every single group, that in any way represents the concerns of the common person, will need to be flexible, dynamic and intelligent, working together and separately toward the common goal of a more just economy in the U.S. and Canada.

**Still time to sign-up for the Officer Institute in Calgary, Alberta.  
SEE APPLICATION ON PAGE 89**

## ETCP LAUNCHES SECOND SET OF WEB-BASED RIGGING PRACTICE EXAMS

The Entertainment Technician Certification Program (ETCP) will launch a new version of the practice exams for the Rigger – Arena and Rigger – Theatre Certifications this summer. Both new practice exams will be accessible beginning July 31, 2014.

These versions are an entirely new set of questions and are available in addition to the practice exams that were created in 2009. Riggers preparing to take the ETCP exams have found the practice versions an extremely valuable tool for self-assessment. The web-based practice exams consist of fifty questions each and include score reports that mirror the actual exams. Both versions of each exam are \$35 and can be found at <http://etcp.plasa.org/practiceexams>.

There is no application process with the practice exams; so any interested candidates will be able to take the exams privately at home, at the office, or on the road whenever it is most convenient for them. Once registered online, candidates must complete the practice examinations in 30 days.

"Candidates preparing for the exam and those who have to retake it really wanted a second set of questions to be able to aid in their preparation and I am glad that the Subject Matter Experts were able to volunteer their time to implement

them," said Meredith Moseley-Bennett, ETCP Certification Manager. "Our hope is that the candidates who opt to take the practice exams will go into the actual exam feeling more relaxed and confident because they have gotten a general sense of the exams beforehand. Since the practice exams are one-third the length of the actual exams, the candidates can time themselves for one hour to make sure they are answering the questions within the proper time-frame. At the end of the practice exams, candidates will be provided with a score report that is divided into the broad areas of the content outline which will help them get a sense of the areas that need more attention in their preparation."

The ETCP Council members are key leaders drawn from entertainment business, labor, facilities, associations, and academia representing the diversity of the entertainment industry. Membership includes PLASA, Actsafe, AMPTP, Cirque du Soleil/MGM MIRAGE, CITT, Disney Theatrical Productions, IAVM, IATSE, InfoComm, The League, Live Nation, PRG, TEA, and USITT. ETCP is a PLASA initiative created to promote industry safety.

# Local leaders Focus on Activism at Seattle GEB

**O**n the Wednesday afternoon of each General Executive Board meeting, the IATSE Education and Training Department holds an open education session for all local union representatives and IATSE leaders and staff. On Wednesday August 6th in Seattle, nearly 160 IATSE leaders attended a lively afternoon session on Activism.

At our International Convention last summer, President Loeb described the Four Pillars that make our union strong: Leadership Development, Communications, Safety and Skills Training and Activism. These pillars articulate our shared vision for the IATSE into the future – an organization with strong, well-trained leaders and active, engaged Locals and members.

Activism has been the most difficult pillar for members and local union leaders to embrace and integrate into their work, since it is new for many Locals.

The session was designed as a first step – so that participants could assess their unique local union and strengthen their Local's capacity to engage members. Critical small-group discussion among the Local representatives was led by the IATSE Vice Presidents and senior staff, engaging each participant to learn from each other and refine best practices.

Three discussion questions framed the initial hour:

1. What are the benefits of member activism?
2. What examples of activism can you identify from experiences in your own Locals?

3. Given limited time and resources, how do you decide which activity makes sense in your Local?

The benefits to local unions from coast to coast and in both countries were emphasized as participants described their own experiences and hopes for strengthening their Locals. Common responses were:

- Member activism builds alliances and creates a sense of family.
- Member activism raises the Local's profile in the community, which can create greater leverage when you need it, especially during contract negotiations and organizing drives.
- Member activism encourages more people come to membership meetings.

Local representatives discussed the variety of activities at their local unions, sharing creative ideas and successes as well as lessons learned when things don't go as planned. From political fundraising and election work, to charity food banks, clothing drives, Broadway Cares, Labor Day, and PRIDE events, local unions of all sizes and crafts told about opportunities for members to be active and to be more engaged with the union

beyond our traditional work of contracts and worksites.

The groups also shared the ways that they prioritize which activities to pursue. Common measures were:

- Does the action/activity have value for the membership and is it strategic?
- Is the task achievable?
- Is the action urgent?

Beyond discussing and learning from one another, Barbara Byrd, Senior Labor Educator from the University of Oregon's Labor Education and Research Center introduced tools for activism to guide the planning process and help Locals succeed. A few keys to success are to build a team of people who will share the workload; ask the membership what their priorities are and who can help; start small – pick something members care about and a task that you can accomplish, then build from there; evaluate how it went to be better next time!

This workshop is just the first to address the critical pillar of Activism, addressing the main barriers and challenges to having an active membership. The IATSE Education and Training Department will continue to offer courses and present tools to assist locals in developing their own goals regarding member activism as we build all of the Four Pillars in the service of workers in the Entertainment Industry.



## MILESTONE FOR DENVER STAGEHAND

**S**ister Christine Sheridan is the first woman in the United States to have received all three ETCP Certifications. Christine has been a member of IATSE Local 7 for some time now and besides these certifications, she also has her CTS which she received after the International sponsored training here in Denver last year.

Christine “Beaner” Sheridan started working as a stagehand in Denver 20 years ago, almost exclusively with IATSE Local 7. She is currently working the bounce having served as house crew in a number of venues as both head carpenter and head electrician. She loves to spend her free time in the mountains with her husband, two sons, and their wonderdog.



## HOW YOU CAN HELP TO GET OUT THE VOTE ON NOVEMBER 4TH

There are activities going on regularly in various areas in your state.

Activities may include phone banking, canvassing (walks/door knocks), rallies and much more. There is always something that can be done to help.

**Phone Banking** – phone banking allows you to specifically reach out to people you may not reach in a worksite conversation or meetings when you might usually run into your fellow members. They are a key factor in promoting unity and solidarity of the membership. Phone banks are coordinated by the ground staff of the AFL-CIO as well as some local unions.

**Canvassing/Walks/Door Knocks** – similar to phone banks, this allows you to interact with members only in this case you actually walk through neighborhoods on a list where union members live. You knock on their doors and ask for their support on Election Day.

To find out about activities in your area, please contact your local union office to see if they can help to find an activity you can participate in and volunteer your much needed time during this important Election 2014 season.

### REGISTER TO VOTE

<http://www.aflcio.org/Legislation-and-Politics/Voters-Rights/Voter-Registration>

### KNOW YOUR VOTING RIGHTS IN YOUR STATE

<http://www.aflcio.org/Legislation-and-Politics/Voters-Rights/Know-Your-Rights-in-Your-State>

# New Era of Safety

**T**he International and many individual Locals have long been working on improving safety in entertainment and exhibition venues all over the United States and Canada. Classes have been filled with hundreds of members learning about basic safety, industry-best practices, and new equipment. The goal is to deserve the reputation as the best, safest, and most productive workers available in the entertainment industry.

As the producing of shows is becoming more and more corporate, the companies and their insurance companies are requiring more compliance to safety rules and regulations. The motivations for the increased focus on safety is to protect the workers and the public, to avoid regulatory fines, or to mitigate liability. Employers' safety plans should be embraced. Safer workplaces are what we have been fighting for. If Employers are having safety meetings and offering training - take advantage of this.

From the stage floor to the scene shops, members are being asked to attend training courses and follow guidelines that were not available before. Hard hats, forklift classes, Safety Data Sheets (SDS), emergency egress plans, rubber gloves, eye protection, and inspection protocols are all part of a new era in the workplace. A costumer wearing rubber gloves while handling soiled costumes or a person wearing a hard hat while rigging is going on-over-head is for your protection.

Employers may ask members to participate in safety programs, and in many cases we are obligated by law. Often,

these training sessions go through, either directly or indirectly, the IATSE Training Trust Fund and Locals' training funds.

As part of a company's Haz Comm Program, they are supposed to provide

**Safer workplaces  
are what we have  
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If Employers are  
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Safety Data Sheets (SDS) at all work sites. To fulfill this obligation a Best Boy can be given the task to research the different chemicals, sprays, and fluids on their truck, and to acquire the SDSs necessary for the company. The Best Boy must be given the training, resources, and time to do it, but they can still be asked to do it.

The safety programs are mostly about insurance and regulation. Employers have liabilities and it is difficult to pass those liabilities on to workers. Very seldom is this about workers' liability. IATSE members turn wrenches, but it is our employers who are putting up rigging for a show.

This new era of safety is different than years ago. New procedures will take time to learn; protective wear may be uncomfortable; paperwork will increase. It means modifying tasks so our jobs can be performed safer. No matter the motivation, if these safety programs allow members to go home to their families in one piece, they are a good thing.

## IATSE CRAFT ADVANCEMENT PROGRAM (ICAP)

By Alan Rowe,  
Chairman, ICAP Committee

We all know that activism is necessary to protect our livelihoods from threats. One such threat that is frequently overlooked is the subtle change that can be made to a regulation that is enforced by law. There is trend in corporate structure in the United States and Canada to shift away from trained and qualified personnel and rely more upon regulations and engineering to establish a safe work environment. This undermines our strength in bargaining, threatens our safety at work, and affects the way we perform our jobs. In the most egregious cases, the worker is completely disregarded in the name of corporate profits, either through lower costs or the ability to sell products. Even though we have yet to see this in the entertainment industry, we must protect ourselves from this international trend.

To combat these threats we must be actively involved in the organizations that create and manage the regulations that shape our workplaces and our relationships with our employers.

One such program is PLASA's Technical Standards Program, the ANSI Secretariat for the Entertainment Industry. PLASA plays a key role in the development of Standards with the aim of creating industry consensus on technical and

business best practice. PLASA has working groups in Control Protocols, Electrical Power, Floors, Fog and Smoke, Followspot Position, Photometrics, Rigging, and Stage Lifts. These working groups are made up of Subject Matter Experts from businesses, organizations, service providers, and individuals who work in the entertainment industry. These standards are referenced by Public Safety Officials, other standards organizations, and the entertainment industry world-wide. Our participation is crucial to the success of this program. The standards are currently free, courtesy of ProSight Insurance, and are excellent resources for IATSE training programs.

We have enjoyed a mutually beneficial relationship with PLASA since it was known to many of us as ESTA. Several Locals and members are active participants but we need more Locals to join and more members to share their opinions and participate in the standards writing process. The Technical Standards Program is set up so that you don't have to attend the quarterly meetings in order to participate. Before each draft proposal is accepted as an American National Standard, it must undergo a public review. This is where you can have a direct influence on what is to be the Best Practices that shape our industry. For those of us who want

to be more active, you can join the working groups in your area of expertise. Most people join as Observers which means that you will get copies of the meeting minutes and all of the draft documents as they are being developed. If you have the resources, time, and want to attend the quarterly meetings, you can apply as a Voting Member of the Working Group.

Even though there is no membership requirement to participate in the Technical Standards Program, Locals are strongly encouraged to join PLASA. Locals and individuals can also become sponsors of the Technical Standards Program. This important work defines our crafts and it does take money to develop and maintain the standards.

You can find more information about the Technical Standards Program at <http://www.plasa.org/standards/> and the public documents can be viewed and downloaded at [http://tsp.plasa.org/tsp/documents/published\\_docs.php](http://tsp.plasa.org/tsp/documents/published_docs.php). Once you join or participate in the Technical Standards Program, you will receive the PLASA Standards News which outlines the activities of not just PLASA Standards but also any international standards that may affect our industry.

## IATSE PARTICIPATES IN NFPA CONFERENCE

The IATSE presented a panel on Portable Power Distribution Systems in the Entertainment Industry at the National Fire Protection Association (NFPA) Conference on June 10, 2014 in Las Vegas, Nevada. Panelists were John Lacy (Local 16), Alan Rowe (Local 728), and Eddie Kramer (Local 1). Brother Lacy spoke on Outdoor Live Events, Brother Kramer spoke on Theaters, and Chairman of ICAP Rowe spoke on Motion Pictures & Television.

The attendees consisted of Electrical Inspectors, manufacturers, insurance agents, and fire marshals.





## SAFETY ZONE



**IATSE Locals 16** (San Francisco), 107 (Oakland), and 134 (San Jose) joined forces to train for the **ETCP Entertainment Electricians Certification**. The class took place at the beginning of July at Davies Symphony Hall, and was led by ETCP Recognized Trainer **Richard Cadena**.

## LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

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

4	46	115	306	675
5	53	127	321	690
6	55	151	347	720
8	58	168	357	751
10	60	190	363	764
12	62	195	399	798
15	63	200	412	798
16	66	205	415	822
17	67	210	423	834
25	69	212	461	835
27	76	229	470	838
28	85	232	488	887
30	87	251	500	924
39	99	285	631	924
42	105	300	665	USA829

## ATTENTION ALL IATSE LOCALS!

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

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

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

Contact us at:

IATSE Training Trust Fund

10045 Riverside Drive

Toluca Lake, CA 91602

818-980-3499 phone

818-980-3496 fax

[info@iatsetrainingtrust.org](mailto:info@iatsetrainingtrust.org)

## CREW SHOTS

Local 251 stagehands took time out for a photo op at Camp Randall – the first UW Wisconsin commencement held outdoors in 25 years.



Here is the entire Art Department for the Electric Entertainments TV series "The Librarian." The members of Local 488 of the Pacific Northwest are posing on stage, where production started in May in Portland, Oregon.

## CREW SLANG

### "BIRDS"

Tickets. If your business is brisk, you might say, "these birds are flying out of here."  
*– Local 751, Treasurers and Ticket Sellers*



## Organizing at TIFF: A Story of Persistence and Success

**T**IFF, otherwise known as the Toronto International Film Festival, is more than just a 10-day annual film fest. It also operates the TIFF Bell Lightbox, which is a large, multi-entertainment complex in the heart of downtown Toronto, with an art gallery, retail stores, restaurants and cinemas.

In 2011, the IATSE was approached by front-of-house workers at the TIFF Bell Lightbox. These workers had concerns about the workplace and felt they would be better represented by a union. Their concerns were taken seriously, and a full-time organizer was hired to work with these inside organizers, and with Local B-173, to increase support and let their co-workers know what unions have to offer. After many months, and with a large majority of representation cards signed, Local B-173 filed for certification with the Ontario Labour Relations Board.

Employees were advised by management that their concerns were being heard and that the Lightbox was experiencing growing pains and things would change. We had advised employees that this would happen and that it was standard protocol. At that point, employees decided to roll the dice on management, and although a large majority of cards had been signed, the vote did not go our way.

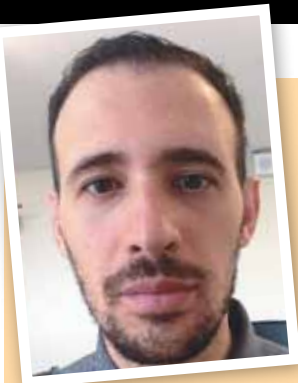
When the changes failed to materialize, the employees began to reconsider their position. Two years later, in the summer of 2013, they approached us again. This time, things were different. Employees now knew that they had to get representation if anything was going to change. It only took a few meetings with some key staff and some email communication that went out to all TIFF Bell Lightbox employees.

Local B-173 filed for certification in October, and on November 7, 2013, the OLRB issued a Certificate of Representation to IATSE Local B-173 for the more than 50 workers at the TIFF Bell Lightbox in the categories of ushers, concessions, gallery attendants and assistant cinema managers. The victory was even sweeter because the Local had lost the representation vote two years ago for this same bargaining unit. How all of this felt to the new members is best expressed by Josh Graham, a new front-of-house member at TIFF, in a recent Local B-173 newsletter.

After many meetings between International Vice President John Lewis, International Representative Peter DaPrato, Local B-173 President George King and Local B-173 Business Agent Chastity Brooker, and the newly-formed bargaining committee, bargaining concluded on June 13, 2014, and a four-year agreement was reached with TIFF. Highlights of the agreement include wage increases, retirement contributions, paid training, and paid taxis for late shifts. On July 15, Local B-173 ratified the collective agreement by a margin of 29 to 0.

Stories like Josh's are important. Too often, we take union membership for granted. When we see how thrilled these new members are to be a part of something bigger; that they are not alone, it reminds us of the need to continually bring in new members, organize new venues, and make things better for more workers. That's what we do.





## JOINING B-173: AN INSIDER'S POINT OF VIEW

*By Josh Graham  
Front of House Staff at TIFF*

Front-of-house staff at the flagship home of the Toronto International Film Festival have chosen IATSE to represent them at the bargaining table. After opening the doors to its new home, The Tiff Bell Lightbox, in 2010, TIFF has taken on a number of part-time ushers and front-of-house staff to help with the building's operations. Striking a balance between the priorities of TIFF management and the concerns of its workers has proven a delicate balancing act from the start, fraught with early disagreements and roadblocks. The rigorous demands of not only the film festival, but year round events and programming have made the Lightbox a busy and high-pressure work environment with a number of extraordinary requirements placed on its workers. Though only a part-time position, ushers are responsible for maintaining the front line between TIFF and its patrons, often fulfilling the role of event staff, technicians, and cleaners all within the same shift.

After a previous vote on union membership fell short, the team hadn't given up hope that becoming part of IATSE could one day become a reality. With issues such as fair wages, scheduling concerns, and health benefits still weighing

heavily on our minds, the possibility of joining the union was never far from our thoughts. After all, we could see how well our projectionist co-workers were being looked after, and the many perks that they received as part of IATSE. After our last action towards unionization, it was promised by management that all our workplace concerns would be alleviated.

After the promised changes never materialized, it became evident that the only way to ensure our best interests were taken into account was to join the IA. Union momentum had once again gathered steam in October, when front of house staff voted to apply for certification and eventually voted in favour of union membership. The process has been a learning curve for all the Bell Lightbox staff, trying to make sure that the whole team is informed and able to bring their ideas to the table. The bargaining process has now begun, with a bargaining committee of dedicated workers and IA professionals helping to shape an agreement. TIFF is a unique, multipurpose establishment that continues to grow and adapt with every passing year. Staff feels that we can now move confidently into the future knowing that North America's largest Film, Theatre and Stage union is looking after our needs.

## COMMUNITY CHARITY BBQ FOR YOUNG WORKERS *By Brent McLaughlin, IATSE Local 58*

In addition to supporting various Local picket lines and attending local labour events, the Young Workers of IATSE Local 58 felt it was important to become more involved in local activism. So, after a few Young Worker meetings, it was decided that a charity BBQ would be a great start. We funded expenses ourselves to get things rolling.

On July 25th 2014, the Young Workers of IATSE Local 58 held a community charity BBQ at the Local's office. We flipped burgers, hotdogs and served up some delicious sides to members from Locals near and far, as well as representatives from the Canadian office. In addition to being a great event for charity, it also turned out to be a great event for us to socialize with all the people who came out for a bite to eat. It turned out to be a good opportunity to meet new people and see fellow members outside of work.

At the end of the day we were able to cover our expenses

and raise \$600 for Covenant House Toronto, a local youth charity. Thank you to all those who came out and enjoyed some BBQ and donated to charity.



**In the Picture, from left to right:** Justin Tucci, Wes Allen, Alida Keenleyside, Fazia Ali, Brent McLaughlin, Lindsay Sapinsky, Cecilia Waszczuk, and Sarah Gillis. **Missing:** Jason Kewell, Melissa Grandovec.

# AFL-CIO Honors Member with Scouting Award

**A**nn Lodder, a journeyman with Local 747, received the Central Ohio AFL-CIO Scouting Award at the 55th Annual George Meany Awards. Sister Lodder was honored for her work with Girl Scouts Ohio's Heartland Council as director of Sugarbush 1 Day Camp for 6 years, as well as her long-time service as a troop leader and day camp volunteer.

Along with her Scouting service, Ann has spent 19 years backstage handling wardrobe needs for almost every Broadway show that has travelled through Columbus.

The award ceremony was held Thursday, March 20, at the Hollywood Casino in Columbus, Ohio. The event was hosted by the Central Ohio Labor Council AFL-CIO and United Way of Central Ohio Community Services.



## EDITORS GUILD HONORS RETIREES



Motion Picture Editors Guild Local 700 held a luncheon for its retirees at Gallagher's Steak House in New York City on Monday, May 12th. Pictured here with International President Matthew Loeb (center) and Eastern Executive Director of Local 700 Paul Moore(right) is Retiree Martin Levinson, who has been a member since June 13, 1962 and practically worked his whole career at ABC. He started working at ABC on September 25, 1961 and he retired on March 13, 2009.

## HAMILTON MEMBER RECEIVES GOLD CARD

Local 129 member Barry Anderson received his Gold Card on June 25 from International Vice President John M. Lewis and former Local 129 President Brian Pincombe. This marked the first time that a Gold Card has been presented in Hamilton since 1967. Congratulations, Barry, and thank you for all of your hard work for the IA!



## DOUBLE CELEBRATION FOR SOUTH CAROLINA LOCALS

In conjunction with District Seven's Convention, Locals 333 and 347 celebrated 100 years of solidarity on July 11, 2014 at the Francis Marion Hotel in Charleston, SC. Among the attendees were International President Matthew Loeb, International Vice President J. Walter Cahill, International Representatives Don Gandolini, Mark Kiracofe, and Scott Harbinson, Special Representative David Garretson and District Secretary Andrew Oyaas.



From left to right: President of Local 347 Sandra Dickson, International President Loeb and President of Local 333 Bobby Albers.

## TAMPA LOCAL CELEBRATES MILESTONE

IATSE Local 321 celebrated its 100th Anniversary at the A La Carte Pavilion on June 25, 2014 in Tampa, Florida. The Local was chartered on February 6, 1914. Among the officers and members in attendance were International Representatives Brian Lawlor and Ben Adams, Lorrin Shepard, General Manager of The Straz Center of the Performing Arts and Tyson Smith, Technical Director of Ruth Eckerd Hall. Congratulations!



From left to right: Officers of Local 321 Terry McCann (Treasurer), Paul Paleveda (Business Agent), Tim Paleveda (Vice President), Judy Philips (Secretary) and Howard Stein (President).



## GENERAL EXECUTIVE BOARD MEETING

## 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 convened at 10:00 a.m. on Monday, August 4, 2014 in the Grand Ballroom I of the Westin Seattle in Seattle, Washington.

## ROLL CALL

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

MATTHEW D. LOEB

International President

JAMES B. WOOD

General Secretary-Treasurer

MICHAEL BARNES

First Vice President

J. WALTER CAHILL

Second Vice President

THOM DAVIS

Third Vice President

ANTHONY DEPAULO

Fourth Vice President and

Co-Director of Stagecraft

DAMIAN PETTI

Fifth Vice President

MICHAEL F. MILLER, JR.

Sixth Vice President and Director

of Motion Picture and Television

Production

JOHN T. BECKMAN, JR.

Seventh Vice President

DANIEL E. DI TOLLA

Eighth Vice President and

Co-Director of Stagecraft

JOHN R. FORD

Ninth Vice President

JOHN M. LEWIS

Tenth Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON

Eleventh Vice President

WILLIAM E. GEARNS, JR.

Twelfth Vice President and Director

of Tradeshow and Display Work

PHIL LOCICERO

Thirteenth Vice President

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Christopher "Radar" Bateman, Steve Belsky, John Culleen, Peter DaPrato, Don Gandolini, Jr., David Garretson, Barny Haines, Scott Harbinson, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern and Lyle Trachtenberg; Special Representative Ronald G. Kutak, and Staff members Colleen Paul, Alejandra Arzate, Marcia Lewis, MaryAnn Kelly, Terri Simmons, Krista Hurdon, Margaret LaBombard and James Rainey, Jr.

In addition, guests of the IATSE at this meeting included former BECTU President Christine Bond and Alec French from Thorsen French Advocacy.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-

Oxford, OH; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 100, New York, NY; 107, Alameda County-Oakland-Berkley-Contra Costa County-Solano County-Richmond, CA; 110, Chicago, IL; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 210, Edmonton, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 353, Pt. Jervis-Sullivan County, NY; 461, St. Catharines-Welland-Niagara Falls, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State of Tennessee/Northern Mis-

Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 750, Chicago, IL; 764, New York, NY and Vicinity; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 793, Pacific Northwest; 798, New York, NY; 800, Los Angeles, CA; 824, Athens, GA; 829, New York, NY; 835, Orlando, FL; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY and B173, Toronto-Hamilton, ON.

### **HOST LOCALS**

At the opening session of the Board meeting representatives of Host Lo-

cals 15, 488, 600, 700, 793, 800, 887, and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to the City of Seattle. On behalf of the Host Locals, Local 15 President Bess Sullivan thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

At the Official Family breakfast, the IA was honored to have as a guest speaker Jeff Johnson, President of the Washington State Labor Council. President Johnson's work at the Washington State Labor Council has focused on legislation that improves the lives of working people. He announced that the Seattle City Council voted unanimously to raise the city's minimum wage to \$15 an hour, which will become the highest minimum wage in the country. "The passage of the \$15 minimum wage in Seattle was a first strike against income inequality. Finally, workers get a small share of the prosperity that they create."

He concluded by encouraging everyone to join him in a chant of *We are – Union; We Are – Community; We are – One.*

President Loeb noted that the last time a meeting of the General Executive Board was held in Seattle was in the early 1980's. He also commented that this City, and throughout the Pacific Northwest, is replete with examples of activism. On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and hard work in assisting with the arrangements for a successful meeting in beautiful downtown Seattle.

### **GENERAL EXECUTIVE BOARD MEETING MINUTES**

**San Antonio, TX, January 13-17, 2014**

Upon commencement of the Board meeting, President Loeb called upon the General Executive Board to approve the minutes from its regular Mid-Winter meeting held the week of January 13-17, 2014 at the Westin Riverwalk in San Antonio, Texas.

The Board voted unanimously to approve the minutes.

### **REPORT OF THE GENERAL SECRETARY-TREASURER**

#### *Audited Financial Statements*

General Secretary-Treasurer James B. Wood reported to the General Executive Board. As was previously reported, the



**Pictured here are Bess Sullivan (center), president of Local 15, along with the Host Locals representatives at the opening session.**



long-time auditor for the International announced his retirement at the end of 2013. While the option was available to continue with the same firm and a new auditor, President Loeb and General Secretary-Treasurer Wood decided that other firms should also be considered. Ultimately, the accounting firm of Schultheis & Panettieri was selected. This firm has been the auditors at the National Benefit Funds since 2006 and has specialized in the area of labor unions and benefit funds since 1927. The staff in the Finance Department has been working closely with the auditors for many weeks and the final audited statements have now been completed and will be published in the Third Quarter 2014 issue of the Official Bulletin.

It was reported that the audited statement will consolidate all funds into one comprehensive financial statement. Each fund will continue to appear in a column within the complete financial statement, which will list the entire Balance Sheet and Income Statement for the International instead of the historical model of doing separate financial statements for the General, Defense, Security and Convention funds. This new format is more in keeping with modern accounting practices and the manner that finances are listed on the Department of Labor Form LM-2.

Reporting on net assets, it was noted that the change in net assets from operations in the General Fund was an increase of \$276,759 during the past fiscal year. The change in net assets from operations in the Defense Fund was an increase of \$289,266. The change in net assets in the Convention Transportation and Per Diem Fund decreased by \$2,162,806 due to the

67th Quadrennial Convention. The total assets of the International stand at just over \$65 million and the net assets as of year-end total just under \$41 million.

#### *Electronic Dues Payments*

The option for ACT members to pay their dues via credit card was introduced at the end of 2013 has been very well received. Members can pay their annual dues by calling the Finance Department and providing the required information or they can submit a pre-authorized form for processing.

During 2014, 59% of our 555 ACT members chose the credit card method for paying their dues, which given the relatively short period that this has been available proves that there was a substantial demand for such an option.

Although credit card processing fees would make it cost prohibitive for the International to accept payment from local unions in that manner, the possibility of establishing an electronic payment option for our local unions is being investigated. Discussions have commenced with both our U.S. and Canadian banks to explore the different options available.

#### *General Office Update*

Real estate prices and monthly rental rates continue to increase in Manhattan. The International originally purchased the space that houses the General Office in June 2012 for the price of \$10.6 million. A recent for sale listing in a similar building not far from the General Office would indicate that the market value of the International's property has increased to approximately \$19 million without taking into consideration the major improvements that were made to the space.

The International continues to have rental space that equates to approximate-

ly 25% of our owned space. When the property was first purchased, there were three tenants in place with leases that were priced under market. Those leases have recently expired and one tenant has renewed at approximately a 50% higher rent while two others did not renew because of increased space requirements. Those spaces are now on the market and it is anticipated that the rents that will be obtained will be similar to the renewal. This will provide increased income to reduce costs for the General Office by reducing expenses for utilities, condominium fees and property taxes.

#### *Official Bulletin*

Even in this era of ever-changing modern communication tools, the Official Bulletin remains the International's primary way to reach the entire membership. Four times a year the Bulletin is published and sent to every member either electronically or in the mail.

With the publication of the First Quarter 2014 issue, the Official Bulletin received a complete makeover. New layouts and color formats were incorporated into a magazine-style look and feel and a greater emphasis was placed on our crafts and departments as well as new member profiling sections.

The electronic version of the Bulletin also now has hot links embedded throughout the entire magazine for any website address that appears within an article. During the next few months, a campaign will be undertaken to increase the number of members that receive the electronic version.

#### *Member Address Program*

In accordance with the 67th Quadrennial Convention action to amend the International Constitution, Article Nine-



teen, Section 28, the Finance Department has been working with our local unions to ensure that the database of the International is consistent with the information maintained by our local unions in terms of member contact information

To that end, local unions must submit on a quarterly basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to timely process this information for 374 local unions, the Finance Department is encouraging Locals to submit the information in electronic format.

All local unions were sent a notice in November of 2013 that such information was required to be submitted as of January 1, 2014 and at the commencement of each quarter thereafter. A reminder notice was sent in March to those local unions that had not yet submitted the required information. While the vast majority of local unions are complying with the Constitutional requirement, there are a few having some difficulty meeting the requirement. Those local unions will be receiving special attention from the Finance Department in the coming months to assist them with meeting their obligations.

To date the program has been very successful and the International now has over 60,000 member email addresses in its database.

### ***New Membership Application***

As was previously reported, the membership application has been redesigned into a single sheet format that can be used for all applicants whether they are applying to a Regular or Special Department local union and whether that local union is based in Canada or the United States.

Approximately 90% of the new membership applications submitted to the General Office are now on the new form and this has resulted in much more efficiency. With the Pledge now incorporated into the application itself, only one document needs to be scanned instead of two and since there is no longer a carbon page on the application there is no requirement for shredding since the original application is returned to the local union once it is scanned into the International's database.

### ***Information Technology***

In connection with the move to the new General Office a Voice Over Internet phone system was installed. A major goal of installing any new technology is the desire to provide greater connectivity between our offices and therefore a system was selected that would allow for future expansion to other offices. The phone system in the West Coast Office has exceeded its expected life and the system in the General Office has performed in accordance with expectations. Therefore, the intention over the next few months is to install a similar system in the West Coast Office. Amongst many other benefits, this will allow extension dialing between the two offices and reduce long distance and conference call costs.

The Pink Contract system has received a number of upgrades and more continue to be implemented. These improvements will track a greater amount of information and improve the reports that are able to be generated. Improvements have also been made to the immigration program that is used in the visa consultation process. These changes will make the processing of these requests much more efficient for staff in the General Office by

creating a better workflow and improving reporting capabilities.

The International is working with the technology consultant that assisted with the technology aspects of the General Office in an attempt to find the most efficient solution to implement teleconferencing capability between the General, West Coast and Canadian Offices. It is expected that recommendations will soon be forthcoming and a system should be in place by the Mid-Winter meeting of the General Executive Board.

In other Finance Department News, it was reported that the International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During fiscal year ending April 30, 2014, royalty payments totaling \$157,457 were received. Also, the International continues to charge fees for consultation responses for INS Visas. During fiscal year ending April 30, 2014, almost \$750,000 in fees were collected.

It was noted that 224 of the International's 374 local unions are now using the online system for completing and submitting Quarterly Reports and these local unions represent 90% of the total membership of the Alliance.

General Secretary-Treasurer Wood concluded his report by announcing that a milestone has been reached in terms of the total number of members belonging to the IATSE. That total has now surpassed 120,000. In a time when unions are under attack and the economic conditions have been less than favorable this is a tremendous achievement. As a point of reference, in the 3rd Quarter of 2008 the total membership of the Alliance stood at 108,408.



**Local 15 Member-at-large Greg Davis welcomed everyone to Seattle at the Official Family breakfast.**

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

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees for the period of October 1, 2013 through April 30, 2014 to the General Executive Board.

Trustee Harper confirmed that the Board of Trustees met in the General Office in New York City on June 3 to 5, 2014 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their hard work and attention to detail. The Board accepted and approved the Report.

## **APPEARANCE: LOCAL NO. ONE, NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NY**

### **Re: ABC-TV Negotiations**

Brother Edward McMahon, Television Business Manager for Local One, appeared before the Board to report on the Local's recently concluded negotiations with ABC/WABC Television in New York, a division of the Walt Disney Company. He advised that when the negotiations began in October 2013 the employer put forth numerous, onerous proposals to the Union, which would have decimated

the Local's terms and conditions of employment, resulting in a 10%-33% loss of income for the workers covered by the agreement, despite the employer's record-breaking profits. Brother McMahon reported that the negotiations took over eight (8) months to conclude and that the Local, with the personal involvement of President Loeb who attended the last bargaining session, was able to fight back proposals that would have significantly reduced the unit's working conditions. The successor contract includes increased wages and benefit contributions. Brother McMahon stated that the membership is very proud of the agreement.

President Loeb observed the difficulty of late in negotiating broadcast contracts. He stated that the International views its relationship with Disney and its related companies as seamless, rather than individual and separate. He reiterated the International's willingness to assist local unions at the bargaining table.

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

### **Re: Journeyman**

### **Apprentice Training Fund**

International Vice President Craig Carlson appeared before the General Executive Board to report on recent initiatives of the Local 2 Journeyman and Apprentice Training Fund (JATF). Vice President Carlson also serves as Business Representative of Local 2.

Vice President Carlson explained that the JATF was established in 2007 in order to train Local members on new and emerging technologies in the industry. By 2008, most of the Local's agreements included employer contributions to the JATF. Since its inception, the JATF has spent \$625,000 on education for the

members. The employer contributions negotiated in the Local's collective bargaining agreements will ensure the JATF will continue to provide much needed training and education to the Local's members for generations.

Over the last six years the JATF has identified and provided various seminars for the Local's members, many of which have provided members the opportunity to learn distinct skill sets and, in some cases, get credentials as well. Vice President Carlson confirmed that the Local usually invites members from sister Locals in close geographic proximity to attend the seminars put on by the JATF.

Vice President Carlson explained that some of the Local's seminars are presented in partnership with the IATSE Education Department and industry partners like Freeman Audio Visual and PSAV. Some of the Local's seminars include: Why Unions Matter, Customer Service, Chain Motors, Pyrotechnics, ETCP Rigging, ETCP Electric, Scaffolding, OSHA-10 and InfoComm.

President Loeb thanked Vice President Carlson and Local 2 for the work they do to train members. He also commended the Local for its generosity in making their training opportunities available to sister Locals. President Loeb noted that IATSE members will continue to have job security provided members continue to be trained, skilled and certified. For this reason, President Loeb stated the work of the JATF must continue and other Locals should strive for similar successes.

## **APPEARANCE: LOCAL NO. 8, PHILADELPHIA, PA/CAMDEN-MERCER COUNTY, N.J.**

### **Re: Pennsylvania Convention Center**

International Vice President Michael



Barnes appeared before the Board and noted that the following report contains the background and current status of Local 8's contractual work at the Pennsylvania Convention Center.

As previously reported IATSE Local 8, along with IBEW Local 98, Laborers Local 332, Riggers Local 405, the Carpenters Joint Council and Teamsters Local 107 had exclusive rights to represent show labor at the Pennsylvania Convention Center (PCC) under an agreement negotiated in 2003. The agreement signed in 2003 is "The Customer Satisfaction Agreement" (CSA).

The CSA also calls for all show workers to be paid by a "Labor Broker." The PCC hired Elliott-Lewis to provide this service. The relationship between the PCC and the Unions required the six Unions sign collective bargaining agreements with Elliot-Lewis. The expiration date of the CSA was June 30, 2013. The expiration dates of the contracts between the six Unions and Elliot-Lewis varied throughout 2013 as a result of collective bargaining. The contracts between the Carpenters, Teamsters, Laborers, IBEW and Elliot-Lewis expired in or around March 2013. The Elliot-Lewis agreement with IATSE Local 8 and Riggers expired June 30th, the same as the CSA.

Negotiations between the six Unions, the PCC, SMG and Elliot-Lewis began in early 2013. The parties reached agreement at midnight on June 30, 2013 on the expiration date of the CSA, on all issues except one which primarily affected the Carpenters. The Carpenters went on strike July 1, 2013. Four of the six Unions (including IATSE Local 8) supported the 2013 strike. The Unions were set up to bargain separately. The parties met the next day during the strike and reached agreement to extend

their Elliot-Lewis contracts for one year with a 3% increase in wages. There was no agreement to extend the CSA.

Negotiations started up again in January 2014. Once again, at the eleventh hour the only open issues were primarily those of the Carpenters. No other Union had significant issues. At 5:00 p.m. on the last day of the agreement the Employer presented its best and final offer. The deal maintained all Union conditions, all Unions' jurisdictions and included a 3% wage increase per year for ten years (30% compounded). The Unions bargained for a cost-of-living clause to protect the workers against high inflation rates over the long term. The parties agreed to reconvene the next day at Noon to sign the deal.

Upon arriving to sign the deal on Friday, May 2nd, the Employer's negotiating team informed the Unions that the changes that had been approved by the PCC Board as a last and final offer needed to be written and reviewed. The Chairman of the PCC Board gave his commitment that the agreement would be ready to be signed by Monday, May 5th. The Carpenters announced they would go on strike at 2:00 p.m. that day. IATSE Local 8 suggested that an MOA be signed until the full agreement was ready to be signed. The Carpenters refused. IATSE Local 8 informed the Carpenters that unlike the situation in 2013 when the IATSE/Elliott-Lewis contract had expired, the agreement IATSE had at this time with Elliot-Lewis did not expire until June 30, 2014 and contained no strike language. Local counsel advised that IATSE Local 8 could be exposed to litigation if this provision of the agreement was violated. The strike was not successful as all the other Unions including the Teamsters went to work by Saturday May 4th.

On Sunday, May 4th the PCC sent out a letter informing all the Unions they had until midnight on Tuesday, May 6th to sign an updated CSA. The letter was clear that if a Union did not sign, their work would be reassigned to the signatory Unions. It should be noted that this same type of proposal was given to IATSE Local 8 in 2003 and the Local was given four hours to sign a deal which included significant reassignment of IATSE jurisdiction to the Carpenters. Local 8 was advised by counsel in both 2003 and 2014, that if it did not sign the CSA, the PCC had the authority to reassign the Local's historic work.

Vice President Barnes personally communicated with the Carpenters Business Manager throughout the two-day period up to 9:00 p.m. on the night of the deadline. It was made clear with the Carpenters that Local 8 would delay signing the CSA to give the other unions time to resolve their issues but that Local 8 would be signing the CSA prior to the deadline. The IBEW, Laborers and Riggers had already announced they had signed the CSA. The Teamsters could not be reached. Numerous attempts by all the parties were made to get the Teamsters to sign off on the CSA.



**International Vice President/Co-Director of Stagecraft Tony DePaulo spoke on the new Bus and Truck Agreement for road shows at the Stage Caucus on Sunday, August 3rd.**



On May 2nd, the Carpenters and Teamsters agreement with Elliot-Lewis was extended to Monday, May 10th and on that date the building announced the jurisdictions previously held by the Carpenters and Teamsters would be reassigned to the four signatory Unions. As previously reported, IATSE Local 8 at no time claimed or performed Teamster work and disclaimed any and all work performed by the Teamsters at the PCC in the future. The Carpenters' and Teamsters' maintenance crews also reported to work and at no time did they honor their own picket lines.

As reported earlier the Carpenters filed a ULP with the NLRB. In addition, Teamsters Local 107 filed a raiding charge with the AFL-CIO against IATSE Local 8. The NLRB ruled the Carpenter issue was not covered by the NLRB's jurisdiction due to the joint involvement of a public authority, the Pennsylvania Convention Center Authority. Through the assistance of In-House Counsel Samantha Dulaney, a settlement is being negotiated to resolve the raiding charge filed by Teamsters Local 107 against Local 8.

The result of this negotiation for IATSE Local 8 is an estimated increase of 160,000 work hours starting this year. At the lowest contract rate of \$40 per hour, this equates to close to approximately \$7.0 million dollars in wages and over \$2.3 million in benefits for IATSE Local 8 workers at the Center. The new work outlined in the CSA includes General Decorating and I&D work. This is in addition to the Audio Visual work that members of Local 8 have been performing in the Center since its opening. Total wages for the existing and new work is estimated to be \$10.0 million per year, with \$3.3 million in benefits.

To address the impact this new work will have on its current membership, Local 8 immediately scheduled a number of seminars to train its members to do the new work. A number of classes were added to the Local's existing curriculum to train the new workers to backfill the stagehand jobs under contract.

New workers are being identified in Regional Theater, Club Technicians and Freelance AV Technicians to fill the jobs. Local 8 is waiving initiation fees to entice them into the Local's membership. New employment opportunities and contract negotiations at the recently organized PTC and BRT are being used to explain the benefits of being an IATSE member.

Vice President Barnes was pleased to report that the membership of Local 8 has provided services to the PCC shows since May with no issues. Reports have indicated major new conventions have announced they will book Philadelphia as a result of the new CSA.

Vice President Barnes indicated this will change the complexion of Local 8. This deal will result in a much larger membership with a significantly increased wage and benefit base. As Local 8 becomes part of the success story of the Pennsylvania Convention Center, the Union will be recognized as a major player in the revitalization of the convention business in the City of Philadelphia.

#### **APPEARANCE: LOCAL NO. 58, TORONTO, ON**

**Re: Enwave Theatre and Young People's Theatre**

Local 58 President James Brett appeared before the General Executive Board to report on the status of the Local's recent acquisition of bargaining rights for the Enwave Theatre at the Har-

bour Front Centre and the Young People's Theatre, both located in Toronto.

Local 58 obtained bargaining rights for stagehands working at the Enwave Theatre on March 3, 2013 through the filing of an application for certification with the Ontario Labour Relations Board. Thereafter, the Local engaged in negotiations for a first collective agreement. President Brett reported that the Local ratified a collective agreement with the Enwave Theatre in early 2014 that provides, among other things, wage protections as well as health and welfare benefits for stagehands working at the Theatre.

Local 58 also obtained bargaining rights for stagehands working at the Young People's Theatre on June 12, 2014 through the filing of an application for certification with the Ontario Labour Relations Board. President Brett reported that the Local has given the Theatre notice to bargain and will be commencing those bargaining meetings in the coming months.

President Loeb congratulated President Brett on the recent successes of Local 58 in organizing these workplaces. He commended the Local for its organizing efforts and for not only establishing a reputation of professionalism in the live theatre industry in Toronto, but also fostering an environment that encourages historically unrepresented workers in non-union venues to reach out to the Local for representation.

#### **APPEARANCE: LOCAL NO. 632, NORTHEASTERN NEW JERSEY**

**Re: Super Bowl XLVIII**

Local 632 President Kevin O'Brien appeared before the General Executive Board to report on the Local's preparation for and participation in Super Bowl

XLVIII held on February 2, 2014.

On May 25, 2010, Super Bowl 2014 was awarded to the MetLife Stadium located in Rutherford, New Jersey. The Local has collective bargaining agreements with Tri-State Staging, the labor supplier at MetLife Stadium, which covers all entertainment taking place in the Stadium and surrounding parking lots.

Historically, the employment opportunities for IATSE members for the Super Bowl half-time shows were limited because of the NFL's use of "volunteers or interns" for its half-time programs. IATSE members had historically also not been engaged for ancillary events like "NFL on Location" and the "NFL Media Day" which usually occur away from the actual Super Bowl venue. Against this backdrop, all affected unions at the Meadowlands Complex met with MetLife Stadium and NJSEA management in July 2013 with the intent to negotiate a project labor agreement (PLA) to cover all aspects of the labor requirements for Super Bowl 2014. During these negotiations the unions were advised that, according to law, a PLA would still allow the NFL the right to utilize "volunteers or interns" for 10% of all jobs associated with the Super Bowl. At the time, these discussions broke off when the unions refused to agree to the use of any non-union labor by the NFL.

Further meetings took place in September 2013 to address concerns relating to labor requirements for the half-time show, "NFL Experience", "NFL Media Day" at the Prudential Centre in Newark, "NFL Tailgate" concerts at the Meadowlands Racetrack and "NFL on Location" concerts at the IZOD Centre. In preparation for these events, the Local started the credentialing process for members in Oc-

tober 2013 to ensure the sufficient availability of manpower.

In November 2013, the Local's steel climbers were employed by NJSEA to begin construction on the indoor-outdoor NFL Tailgate concerts. In early January 2014, IATSE crews were given credentials to start work on the half-time show rigging and thereafter lighting and projection. Crews were also engaged to put up tents for the various media events around the stadium. Approximately 450 IATSE stagehands were employed daily during the Super Bowl week which required the Local to hire a Call Steward to assist in these work referrals.

In late January 2014, the unions also reached a settlement regarding the use of "volunteers or interns" for Super Bowl 2014 which significantly limited the use of any such non-union labor for all Super Bowl events. The Super Bowl was a great success for the Local, its members and the IATSE generally. It resulted in the Local receiving a letter from the MetLife Stadium CEO thanking the Local for its expertise and professionalism during Super Bowl 2014.

President Loeb congratulated the Local on its success in connection with Super Bowl 2014 and commented that he was confident the expertise and professionalism of IATSE crews on Super Bowl 2014 will translate into more work for IATSE crews on future Super Bowls.

#### **APPEARANCE: LOCAL NO. 764, NEW YORK, NY**

#### **Re: Negotiations with National Broadcast Company**

Local 764 President Patricia White and Vice President Jenna Krempel reported on the Local's negotiations with NBC/Universal and to thank President Loeb for

his assistance

Historically, the bargaining parties have enjoyed a professional relationship in a cordial atmosphere. This time was noticeably different as the Company presented a lengthy list of onerous institutional proposals, which it described as minor but which were anything but. Two of the proposals sought a sea-change in dues check-off language and insertion of the Company's dispute resolution program into the Local's agreement.

Through three bargaining sessions, the last of which was attended by President Loeb, Local 764 was able to hammer out a successor collective bargaining agreement which protected hard fought conditions, and resulted in wage and benefit increases over three years. The Local is willing to share copies of the agreement with any sister Local that would like a copy.

Under remarks, Vice President Miller stated that the dues check-off and dispute resolution language has been proposed by NBC/Universal in agreements in Chicago and Los Angeles. He implored local unions to contact the International if they are faced with similar proposals. President Loeb observed that proposals like these are made in order to create pressure in bargaining. He reiterated that the International stands ready to assist local unions in matters of education, collective bargaining and organizing. He congratulated Local 764 on concluding this agreement.

#### **AFL-CIO ASSESSMENT**

President Loeb advised the Board that the AFL-CIO imposed an assessment on the IATSE and all affiliates in March 2014, in the amount of \$1.00 per member. The purpose of the assessment was to assist the funding of the Labor 2014 mobilization, as well as costs to the AFL-CIO that



are associated with the closing of the National Labor College, and other programs of the national Federation.

President Loeb noted that such assessments are not commonplace, however, the challenges facing the Federation, all its affiliates, and the labor community as a whole are increasing and the funds received as a result of the assessment will go a long way in strengthening the financial position of the AFL-CIO and the entire labor movement.

## **BECTU**

International Vice President Anthony DePaulo, Communications Director and IATSE Young Worker Committee Chair Emily Tao, and former BECTU President Christine Bond reported on their attendance and participation at the annual BECTU Conference in Eastbourne, U.K., in May 2014, including participation in BECTU's Young Member Group initiatives in London prior to the start of the conference.

Director Tao reported that while in London, she met with the President of the BECTU Young Members Group, and one of the delegates to the 2012 IA Young Worker Conference, Sam Smith, and Young Members Group Treasurer Chris Davies, as well as representatives of BECTU's Arts and Entertainment Division, which includes West End, opera, and cinema workers. Over the two day gathering, they held productive discussions about the roles young members take in unions and workplaces and caught up on the activities of young member groups in the labor movement. Director Tao took a backstage tour of the Royal Opera House, staffed by BECTU workers, and distributed "Save The Met" Opera buttons to the stagehands.

At the Conference in Eastbourne,

Director Tao met 35 other young members at their networking lunch. She also reconnected with Liz Hardwick who also attended the 2012 IA Conference and BECTU digital communicator. Director Tao was inspired to see the passion and energy young members brought to BECTU. They are organizers, online activists, leaders, and have held a successful Young Members Forum. BECTU Young Member President Smith gave credit to the IA Young Workers Conference for kick-starting their Young Members movement and teaching him the appeal of free union t-shirts.

Many BECTU young members have been involved in the Ritzy Cinema campaign for a living wage. Director Tao met the lead organizer of the campaign and has since been publicizing their tweets and photos, while they have been making banners in support of the IA's Save the Met Opera campaign. Director Tao continues to stay in contact with BECTU members through Facebook and Twitter to share news about these two campaigns and the IA's young worker activities.

Vice President DePaulo reported on President Loeb's address to the BECTU delegates at the conference during which he gave examples of how the IATSE and BECTU have worked together to deal with challenges common to both organizations. Vice President DePaulo also stated that President Loeb's address encouraged the BECTU young workers to continue their activism within the union and the labor movement.

Vice President DePaulo then reported that he addressed the Arts and Entertainment Division of BECTU, giving a report that touched on the status of Metropolitan Opera House dispute as well as other

challenges IATSE faces including issues relating to the establishment of a minimum wage that is an actual living wage. Former President of BECTU Christine Bond confirmed her appreciation of the relationship BECTU shares with IATSE. She went on to report on the status of BECTU's Ritzy Theatre dispute – a workers' fight for a London living wage. Sister Bond confirmed that a tentative agreement had been reached that will be presented for ratification shortly. In addition, Sister Bond provided an update on BECTU's recent negotiations with the BBC, advising that the negotiations continue and center on issues relating to wages and job cuts.

President Loeb thanked Christine Bond for her efforts in cementing the bond between BECTU and IATSE. President Loeb went on to state that the relationship IATSE shares with BECTU is an important one that the IATSE will continue to make a priority given the shared interests and similar challenges faced by both organizations. President Loeb then communicated his appreciation of the efforts of young members from both organizations, noting that these young workers are integral to the success of both organizations both now and in the future.

## **BIG TEN NETWORKS**

Broadcast Director Sandra England and International Representative Fran O'Hern reported on the organizing campaign of freelancers working for the Big Ten Network (BTN). Although BTN is very profitable, for example in 2012 BTN paid \$8.1 million to each school in the conference, it has historically failed to pay standard wages and has not provided benefits to the freelancer technicians. It was reported that there are multiple compo-



nents to the BTN live event productions. Marquee events, such as football are done using core travelling crews supplemented by local hires, while other events are crewed using just local hires. Still other events feature local hires for camera and setting up audio, but video switching, graphics, replay and audio mixing are done from BTN's Chicago studio. BTN even uses student technicians on some of its broadcasts.

The BTN campaign began with freelancers working in Minneapolis, Minnesota after Broadcast Local 745 contacted the Broadcast Department to seek representation for these workers. Representative O'Hern was assigned to visit with technicians working in the Minnesota market to discuss the benefits of working under a collective bargaining agreement, and particularly when an entire market area is organized. Local 745's leadership took responsibility for collecting authorization cards for the technicians working for the BTN. Numerous employees of BTN were already IATSE members and many worked for Fox Sports in addition to working for BTN. Hence, those persons could compare and explain to their coworkers the

difference between working under the Fox Sports North union contract and working BTN without a contract.

In Milwaukee and Madison, Wisconsin, the freelancers engaged in organizing the technicians in the Wisconsin region. While the freelancers in the Madison area were concerned that BTN would discontinue travelling them to the Milwaukee area Representatives O'Hern and Belsky were able to alleviate their fears through face to face meetings with the workers.

It was reported that the NLRB elections in Minnesota and Wisconsin resulted in strong victories for the IATSE and these technicians. Negotiations are underway in both regions and it is anticipated that the contracts will serve as a template for organizing the other regions of the Big Ten Conference.

## BILL 32 - QUEBEC

International Vice President John Lewis, Local 514 Business Agent Michel Charron and Local 667 Business Agent David Rumley reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

Commencing in 2004, the IATSE mounted a four-year organizing campaign of the motion picture industry in the Province of Quebec. As efforts were increasingly successful, a number of disputes arose with the Quebec based labour organization AQTIS which culminated in the Quebec government enacting legislation that formally recognized the bargaining rights of the IATSE. Effective July 1, 2009, Bill 32 became law in an attempt by the provincial government to bring labour stability in the film industry by, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32, through the Quebec Labour Relations Board.

Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

**Sector 1:** For all non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

**Sector 2:** For all U.S. productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

**Sector 3:** For all American independent productions with budgets of less than \$35M; \$1,615,000 for a 30 minute TV production; \$2,690,000 for a 60 minute TV production and productions by



Assisting throughout the week from Seattle Local 15 were, from left to right, Member-at-large Greg Davis, President Bess Sullivan, Member-at-large Ariana Donofrio, Sgt-at-Arms Dominic Iacono, A/V worker Anthony Geyman (rear), Sgt-at-Arms Chris Dinon, Secretary Katy Fogg, and A/V worker Daniel Pagan (Local 21).



Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than \$35 million; \$1,615,000 for a 30 minute TV production; \$2,690,000 for a 60 minute TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period in which any affected party can seek to raid the bargaining rights of another union or to ask the Labour Board to amend the four designated bargaining sectors. After extensive consultation with Locals 514 and 667, the IATSE took the position of maintaining the status quo. The open period commenced on April 1, 2014 and a number of applications have been filed.

The Director's Guild of Canada has filed three separate applications seeking to displace AQTIS for certain classifications. The IATSE is not intervening in these applications.

On May 1, 2014, AQTIS filed an application to merge Sectors 3 and 4 and to represent all classifications within those Sectors with a few small exceptions.

On May 30, 2014, Locals 514 and 667 each objected to the AQTIS application and each filed an intervention.

The IATSE, through Locals 514 and 667, are advocating the position of status quo. IATSE is not seeking to amend the bargaining Sectors established under Bill 32 nor is it seeking to displace any classifications currently represented by AQTIS. To this end, the IATSE has filed submissions with the Quebec Labour Board seeking to have AQTIS's application dismissed on a prima facie basis while also challenging the actual merits of AQTIS's position in the applications. The IATSE

has also identified a number of procedural issues/objections to the applications. The Director's Guild of Canada is supporting the position of the IATSE.

A preliminary hearing in these matters was heard by the Quebec Labour Board on July 15, 2014 to address the various applications. Surprisingly, the Quebec Producers Association is supporting in part the position of the IATSE. They have raised a technical argument that Bill 32 did not permit AQTIS to file its application when it did. The Labour Board has decided it will hear this preliminary argument first and the parties are in the process of writing submissions.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for their continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture industry in Quebec and defeat the AQTIS application.

## **CANADIAN ANTI-SPAM LEGISLATION**

Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Ernie Schirru provided a report to the General Executive Board on the introduction of new Canadian Anti-Spam Legislation (CASL).

Counsel Schirru explained that CASL is new law that came into effect on July 1, 2014 and applies across the country. Its main purpose is to target senders of malware, spybots, spam and other damaging types of commercial electronic communication. Due to the generalized scope of the legislation, Counsel Schirru confirmed that many types of organizations that send emails, including unions like IATSE, must

ensure compliance with CASL. Counsel Schirru provided a general overview of the law and how it applies to IATSE's electronic communications with its members and went on to provide recommendations on business practices IATSE can introduce in an effort to comply with CASL.

Operations Manager Krista Hurdon reported on the Canadian Office's efforts to ensure compliance with CASL. To this end, Operations Manager Hurdon explained that the Canadian Office attended a seminar hosted by the firm of Koskie Minsky to learn about CASL. She went on to explain that both she and Vice President Lewis met with specialists from Koskie Minsky to discuss specific concerns for the IATSE and its electronic communications. A legal opinion that explained CASL and provided recommendations on compliance was requested. Prior to the finalizing of this opinion, Operations Manager Hurdon consulted with several Locals to ensure the opinion addressed specific questions and concerns raised. The opinion was then distributed to all Canadian local unions. Following distribution of this legal opinion, the Canadian Office worked in conjunction with Koskie Minsky to host a webinar for all Locals to provide greater clarity on CASL and to answer questions specific to a given Local. This marked the first time the Canadian Office hosted a webinar that was open to every Local in the country. It proved to be a valuable and effective means of communicating with locals and is a form of communication that will be expanded in the future.

President Loeb encouraged Canadian Locals to take note of this new legislation and review the information the Canadian Office has supplied to ensure compliance with CASL on a go-forward basis.

## **CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN**

International Vice President John M. Lewis reported to the General Executive Board on the status of the Canadian Entertainment Industry Retirement Fund and recent initiatives.

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

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

The Plan currently has assets in excess of \$250 million with just under 15,000 participating members. Thirty Locals are participating in some fashion. In September 2013, a 12% reduction in the investment fees for the Fund was negotiated when it had hit \$200 million in assets. The Fund has realized an increase of \$50 million in just nine months. The management fees will be open for a further reduction once the Fund hits \$300 million in assets.

The Fund has outperformed the market benchmarks and has done so while achieving lesser risk and return deviation in comparison with industry benchmarks. Average returns over 5 years have ranged from 7.8% for conservative portfolios to 12.64% for the more aggressive

portfolios. The average rates of return have been significantly higher for the last 12 months with rates ranging from 10% to 25.31%.

The Fund has introduced a tax-free savings account (TFSA) option, which enables members to invest up to \$5,500 per year (in 2013) without attracting taxes on any interest and investment earnings. These accounts will be charged the same management fees as the rest of the Fund plans.

The Fund offers free membership education meetings for participating locals at no charge and an agreement to enable our members to have free access to iAcquaint, a web-based retirement education service, was recently negotiated.

The Retirement Committee has secured the substantial support from the Marketing Department of Great West Life to rebrand and consolidate all marketing and communication in relation to the Fund. This will include a revamping of the Fund's website and quarterly newsletters and annual stakeholder report.

Retirement Committee members are now required to enroll in at least one education course per year in order to maintain their position. Costs for education are being paid for by the Fund.

For members who fail to identify an investment choice in the Fund, the default investment option is a tombstone fund appropriate for the age of the member.

The Retirement Committee has made changes to the ethical fund option and the money market fund offered by the Fund.

The Retirement Committee, assisted by legal counsel at Koskie Minsky, recently completed an exhaustive review of all Fund policies and investment policies and Fund rules.

President Loeb congratulated the Canadian Office on the success of the Plan. He also noted the advantages of acting collectively and encouraged more of this type of collective action to secure increased benefits for members at reduced costs.

## **GLOBAL SPECTRUM**

International Vice Presidents Michael Barnes, John M. Lewis, and William E. Gearn, Jr. provided the Board with an update on Global Spectrum. Comcast Spectacor is the principal owner of Global Spectrum. The company manages and operates public assembly facilities throughout the United States and Canada including arenas, civic and convention centers, stadiums, university convocation centers, trade and exposition centers, community ice rinks and theaters.

The International negotiated a maiden agreement in 2003 at which time the company managed six facilities. The IA has successfully renegotiated the terms of the agreement in 2007, 2010 and 2013. At each of these negotiations the union was successful in increasing wages, expanding jurisdiction and improving conditions.

It was reported that over the past six months there has been a significant increase in the number of venues managed by Global Spectrum, including Allentown, PA (Local 200), Atlantic City, NJ (Local 77), Anchorage, AK (Local 918), and multi-venue complexes in Fayetteville NC, Glendale AZ, and Tallahassee, FL were added to the thirty-six venues, which now encompass over forty Locals. Vice President Lewis advised that there are eleven (11) Global Spectrum venues in Canada where the International provides assistance as required or requested.

The Agreement has provisions for Health and Welfare, Annuity, and Pension



contributions. In addition, for all workers covered under the Agreement, Global Spectrum contributes 1% of gross wages to the International's Training Trust Fund.

Unfortunately, the International and Global Spectrum have not been able to put the contract into effect in certain cities as a result of anti-union political administrations. The International is developing a strategy to address these venues on a case-by-case basis.

Activities of particular note include a grievance settlement at the Miami Beach Convention Center, continuing negotiations at Atlantic City's Boardwalk Hall, and working through jurisdictional issues at various other venues.

President Loeb remarked that this Agreement is built upon a solid working relationship between the International and Global Spectrum and to that end President Loeb and Vice President Barnes recently met with Global Spectrum President John Page to discuss that relationship and the Agreement. President Loeb noted Global's constant rate of growth from six (6) buildings in 2003 to over eighty (80) today which continues to increase employment opportunities for IATSE members. He expressed his confidence in the skills and abilities of the IA-represented workers who will be able to service Global Spectrum for years to come.

### **IATSE CANADIAN HEALTH PLAN**

International Vice President John M. Lewis and International Representative Julia Neville reported to the General Executive Board on the status of the Canadian Health Plan.

In March 2014, Actsafe, a safety organization for the performing arts and motion picture business in British Columbia,

became the first non-IATSE participating group to join in this multi-employer Plan. In June 2014, Locals 58 and 105 joined the Plan through respective independent trusts adding an additional approximate 500 members. In July 2014, Local 891 joined the Plan for life insurance benefits and in November 2014, Local 891's participation will also include health and dental benefits as well.

In July 2014, the Plan was renewed for a one-year term with underwriter Great West Life. Eckler Consultants were retained to assist in this renewal process. Initially, the proposed overall rate increase was 1.8% but after negotiations, the increase for 2014/2015 was .3% - which translates into an overall cost savings of \$179,124 for the participating IATSE Locals. Those Locals with "administrative services only" funding arrangements also realized a decrease in their already low expense rates as a result of Local 891's decision to participate in the health and dental benefits aspects of the Plan starting in November 2014.

In July 2014, the Canadian International Staff Health Plan was also renewed. Following negotiations, a rebalancing of claims experience and a premium rate increase of 8.5% was reached based on usage. This will represent an estimated \$170,000 in savings for Canadian Staff since moving to the Plan three years ago.

All Locals participating in the multi-Local trust now use J&D Benefits to administer their plans which ensures the professional handling of all premium payments and record keeping as well as compliance with federal and provincial regulatory requirements.

Twenty-five Canadian local unions have signed a reciprocal benefits agree-

ment to flow health benefits for their members, including Locals 118 and 461 which recently signed. This agreement allows benefits earned by members working outside of their Local jurisdiction to flow to their home local plan provided both Locals are signatory to the agreement.

President Loeb thanked Vice President Lewis, Representative Neville and the Plan Trustees for their hard work in making the Plan become a reality and congratulated them on the Plan's continued growth and success. President Loeb noted that the International's work to facilitate the creation of the Plan, which allows Locals to reduce costs while also allowing them to maintain the autonomy to tailor plans that meet their needs, brings value to members and participation in the Plan should be considered by all Canadian Locals not already a part of it.

### **IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents Anthony DePaulo, Daniel Di Tolla, John Lewis and Michael Barnes, International Trustee Pat White, Assistant to the President Sean McGuire, and International Representatives Chris Bateman, Barny Haines and Peter Marley appeared before the Board to report on matters relating to the Stagecraft Department.

Vice President DePaulo reviewed the new contract with the five Non-League touring companies, NETworks, Troika, Big League, Work Light and Phoenix. There are now two contracts covering five different tier levels corresponding to different weekly guarantees. The "L" agreement covers tiers conforming to the levels in the Broadway League agreement - Full Pink, Modified and SET. The "Bus and Truck" contract covers two tiers at lower

levels - "M" and "S". The "L" agreement is nearly identical to the League agreement in wages, benefits and most conditions. The "Bus and Truck" agreement provides reduced terms and conditions in response to evidence presented during negotiations that showed reduced or stagnant guarantees received by the producers. It is projected that seventeen (17) shows will tour on these agreements in 2014. The contract has been printed in booklet form and is ready to be distributed to traveling members for the coming touring season.

Vice President DePaulo also reported on assistance provided to Local 311 in its negotiations with PRG. As a result of Vice President DePaulo's involvement, the Local was able to reach a new agreement which was ratified by the membership.

Vice Presidents DePaulo and Lewis reported on grievances related to the tour of *Once*. Toronto Local 58 filed a grievance against Mirvish Theaters because the tour employed fewer local hires than the number of technicians touring with the show. The International also filed a grievance under the Pink Contract. Both the International and the Local settled their respective grievances to the satisfaction of both. The Department has drafted proposed language for local unions to negotiate into their collective bargaining agreements concerning the numbers of traveling stagehands relative to local crew. Local unions are encouraged to contact the General Office for the model language.

Vice President Lewis reported on the activities of the Canadian Office in assisting Stage Locals in Canada. He reported that the Office is providing contract negotiation assistance to Locals involved in twenty-one (21) separate negotiations. He also reported that there are fourteen

(14) organizing drives underway in which the Office is also assisting. Vice President Lewis informed that Board that the transition of Canadian Pink Contract administration to the Canadian Office has gone smoothly. All employers signed to the Canadian Pink have concluded negotiations.

Vice President Di Tolla reported on the activities of Assistant Department Director Joseph Hartnett. Assistant Director Hartnett had been involved in negotiations with an SMG-managed venue the jurisdiction of Local 190 in Wichita, KS. SMG took over the management of the Orpheum Theater but refused to include it under the contract with Local 190. A grievance was filed. The parties settled when SMG agreed to recognize the union and cover the workers under the terms of a side letter to the contract. Assistant Director Hartnett also assisted Local 289 in Elmira, NY in its negotiations with Nexstar Communication for television station WETM.

Assistant Director Hartnett has been involved with updating the Pink Contract database in the General Office. The three phase process will be complete by the Winter of 2015 and will allow the General Office to generate e-mail lists of Head Carpenters and Wardrobe Supervisors in order that those individuals can be notified when they need to submit Yellow Card and White Card information. The program will also create e-mail lists of local unions on each tour's itinerary so the Yellow Card and White Card information can be forwarded to Head Carpenters and Wardrobe Supervisors. In addition, the program will enhance the database searching-and-report-generating capacity. The Department is also developing a database to track overage payments made under the Broadway League and non-League Agreements.

Representative Bateman reported on his activities assisting various Locals. He is assisting Local 918, Anchorage, AL in its organizing efforts and contract administration. He reported his organizing activities in Local 7, Denver, CO. In addition, Representative Bateman is working with Local 127, Dallas TX in contract negotiations with the Dallas Center for the Performing Arts and he is continuing to provide assistance to Local 865 Odessa-Midland, TX in organizing. He reported meeting with the management of the United Supermarkets Arena on the campus of Texas Tech University to build and represent a labor pool for their events. He also assisted Locals 15, 488, and 887 in their negotiations with the Seattle Children's Theatre and the agreement has improved working conditions and includes wage and benefit increases.

Vice President Di Tolla reported on the activities of International Representative David Garretson since the Board met in January. Representative Garretson along with Local 60, Pensacola, FL, assisted in contract negotiations with SMG covering the Saenger Theater and Pensacola Bay Center. The negotiations were concluded several months before the expiration of the agreement with substantial improvements realized by the Local. He also assisted Local 417, Raleigh-Durham, NC in its negotiations with the Durham Performing Arts Center. Local 417 has been servicing the building since 2010. Earlier this year, there was an injury to a member working on the show *Beauty and the Beast*. Because this was reported to the General Office, Representative Garretson was able to intervene and ensure that the dangerous condition that caused the accident was corrected at the show's next stop.



Representative Marley reported on his activities assisting various Locals in contract negotiations. These include ongoing negotiations with Local 158, Fresno, CA and the Savemart Center and Entertainment Center; Local 720, Las Vegas, NV and Showpay, the Smith Center, MGM Hollywood Theater and Bellagio; Local 611, Santa Cruz, CA and the Sunset Cultural Center; and, the Pasadena Playhouse. He also reported on concluding negotiations with Local 784 and the Oracle Arena in Oakland, CA, and with Local 33 and the Staples Arena in Los Angeles. Representative Marley also reported on his attendance at the Motion Picture and Television Fund Health Care Summit, the IATSE Training Trust OSHA 10 Class, the Train-the-Trainer pilot session, and the AFL-CIO Organizing Institute.

International Trustee White reported on the new contract with the National High School Musical Theater Awards covering Child Actor Guardians, which was negotiated by Local 764. The NHSMTA organization celebrates outstanding student achievement in performance. Two Guardians were hired to supervise twelve (12) students from across the country as they spent five days in New York City. This is an annual event and having had far fewer problems this year than in past years, the expectation is that additional Guardians will be employed in the future. Trustee White also reported on her assistance of Local 858, Rochester, NY in updating and revising their Constitution and Bylaws. She also reported that the Fox Theater in Atlanta, GA had agreed to voluntarily recognize Wardrobe Local 859. The Local had been servicing the venue for years under the terms of a rate card.

Vice President Barnes reported on

negotiations between Wardrobe Local 799 and the Shubert Organization at the Forrest Theater. The Local achieved wage increases as well as new terms and conditions. Vice President Barnes also reported on the successful conclusion of negotiations between Treasurers and Ticket Sellers Local 752 and SMG at the Pennsylvania Convention Center.

Vice President Di Tolla reported on the activities of Vice President Jack Beckman and International Representatives Joe Short and Joel Youngerman. Vice President Beckman assisted Local 31 negotiate a new contract with the Kansas City Lyric Opera. Representative Short was assigned to assist Local B-148 in its negotiation with the Knight Center. The Local was successful in securing a three-year agreement. Representative Youngerman has been assigned to assist Local 205 in its negotiations with the Long Center, subsequent to a representation election. The negotiations are ongoing.

Vice President Di Tolla also reported on the representation election involving Crew One and Local 927 in Atlanta, GA. The employer requested review of the Regional Director's Decision and Direction of Election in the case. The employer challenged the determination that the workers were independent contractors and alleged that the Union constituted a business competitor of the company. The International challenged the voter eligibility formula adopted by the Regional Director. Voting was conducted by mail ballot. As of the date of the vote count, the ballots remained sealed pending the ruling of the NLRB on the appeals. Vice President Di Tolla also reported on the new contract between Local 76, San Antonio, TX and the Tobin Center for the Performing Arts.

President Loeb observed the Department is helping scores of Locals throughout the United States and Canada. He remarked that improving the Yellow Card and securing "overage" for traveling crews are significant gains in the Pink Contract. He further noted the significance of the five non-League companies bargaining together, pointing out the parity at the top levels between the Pink and non-League Pink Contracts. He implored the Department and Stage Locals to continue to organize, and on that point, President Loeb remarked that it took courage and dedication for Local 927 to organize pernicious labor contractor Crew One. Local 927 Business Agent Neil Gluckman was critical in getting the support of the freelance workers in Atlanta.

President Loeb remarked further that the Department is on the right track. He thanked the officers and representatives for their hard work and commitment.

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

International Vice Presidents Michael F. Miller, Jr., John Lewis and Thom Davis, Assistant Directors Daniel Mahoney and Vanessa Holtgrewe and International Representatives Scott Harbinson and Lyle Trachtenberg reported on activities of the Motion Picture and Television Production Department since the last Board meeting held in San Antonio in January 2014.

Vice President Miller reported on the status of the Basic Agreement and Area Standards Agreement (ASA), both of which will expire July 31, 2015. As previously reported, preparations for these negotiations are ongoing. In September, there will be a meeting of the West Coast



Studio Locals in Los Angeles, and a conference call of Studio Mechanics Locals and others working under the ASA. The AMPTP has tentatively agreed to meet in April in order to negotiate for successor agreements. Quality of life issues and New Media productions are anticipated to be priorities in both of these negotiations.

Issues arising under the Basic Agreement were noted. One studio in particular has taken a very aggressive approach in breaching long-standing provisions and is continuing to interpret the agreement incorrectly and without regard for bargaining history, practice or the contract itself. Items such as travel and per diem, housing and idle days have all come under attack.

Production under the Area Standards Agreement continues to grow throughout the U.S. Policing the jurisdiction and organizing in classifications not previously covered by the contract continue to be challenging. In those jurisdictions where IATSE Locals represent the Locations Department employees, agreements are negotiated that include this craft. In at least one jurisdiction, another organization has attempted to raid this classification, albeit unsuccessfully. To protect IA jurisdiction, term agreements are negotiated and thus bar raiding by other organizations.

The issue of crew safety remains at the forefront of the work in the Department. The Board was updated regarding the issues of long work days on the production "Revolution". With the intervention of President Loeb, the International was able to work with the studio to shorten work days, extend the number of days per episode and insure that housing and transportation were available to crew who felt they were unable to safely trans-



**Christine Bond,**  
former President  
of BECTU, was in  
attendance as a  
guest of the IATSE.

port themselves home after excessively long work days.

In another fight to maintain a safe workplace it was reported that a low budget producer in Texas called the International to complain that the crew, acting consistent with CSATF and NOAA guidelines, shut down the generator (for less than an hour) during a lightning storm. The electric crew made the decision based on the storm conditions and returned to work when the weather so warranted. It was noted that this producer was told, in no uncertain terms, that the IA fully and completely supported the actions of the crew in this regard.

As previously reported, the International and Local 481 engaged in arbitration against NBC/Universal regarding the coverage of Coordinators under the Area Standards Agreement. As reported to the Board, the IA prevailed in this arbitration. The arbitrator ruled that the work determines coverage under the Agreement, not the title given to the employee. NBC/Universal has refused to properly compensate the employee to whom back pay was awarded. Therefore, the matter is scheduled for three more days of hearing in November to determine the appropriate remedy.

The Department continues to orga-

nize and negotiate contracts for distribution via the Internet. New Media productions are being done with benefits, terms and conditions that are appropriate for the budgets in which they are being produced. New signatories do not have access to the New Media side letters. This subject will be addressed at the bargaining table next year with the major studios.

Low Budget Theatrical productions, Commercials and Music Videos continue to provide work opportunities for motion picture technicians throughout the IA's jurisdiction.

It was reported to the Board that 13 budget compliance audits were conducted for the IATSE by Nigro, Karlin and Segal. All 13 productions were found to be in compliance. At the time of this report, 11 productions are being audited.

Since the last report to the Board, 15 new companies have signed the term agreement package. In addition to new term companies, the Department continues to pursue organizing opportunities in all areas of production. Key organizing wins recently have included Arstar Productions, "Richie Rich" for distribution on YouTube and "Aquarius" on NBC. "RuPaul's Drag Race" was organized on July 25th after a one-day strike which led to three related productions being covered by an agreement that was the first of its kind for production company World of Wonder. More than a dozen productions have been organized since the San Antonio Board meeting, in addition to the single productions and new term agreements.

The Department has successfully renegotiated agreements with AMPAS for the Academy Awards, Beachwood Services, and FinnMax Productions. Negotiations are continuing with Fremantle Media.



Vice President Lewis reported on the status on the Department in Canada. The Canadian office is distributing monthly production summaries as well as tracking all forms of production in Canada. This important step will allow the Canadian office to better coordinate efforts to protect established jurisdiction. In addition, Vice President Lewis reported on the first national meeting of motion picture production Locals in Canada. This was held in Ottawa and Representatives Peter DaPrato and Julia Neville, as well as Vice Presidents Lewis and Miller participated. Vice Presidents Lewis and Miller also reported that a meeting was held in the New York Office with representatives of the Teamsters to discuss issues in Canada and other issues that are of common interest to both organizations in the U.S.

It was noted that agreements with HBO, Starz and Showtime Pay TV will expire at the end of 2014. Recently, there have been a number of problems with HBO that may indicate a potentially difficult negotiation. HBO has caused issues surrounding travel time, housing, per diem, wage rates and other contract provisions. This recent strategy seems indicative of a more aggressive approach by HBO. The Department reported that it will be prepared to address these issues and others through the term of the agreement and during negotiating sessions scheduled in the Fall.

Consistent with President Loeb's instruction and vision, the Motion Picture and Television Department representatives have taken classes furthering their skills in areas such as Arbitration, Excel and Outlook classes, Cornell University courses in the Labor and Employment Law Program, and the Train the Trainer program sponsored by the IATSE Training Trust.

### **IATSE TRADESHOW DEPARTMENT**

International Vice President William E. Gearns, Jr., International Trustee Faye Harper and Representatives Mark Kira-cofe, Don Gandolini and Barny Haines reported on the status of the Tradeshow Department.

It was reported that International Representative Joanne Sanders was assigned to assist Local 48 with its contract negotiations at the John S. Knight Convention Center in Akron, Ohio. The Local was successful in securing an economic increase of 10% over three years and the membership unanimously ratified the contract.

Also reported was that International Representative Brian Faulkner was assigned to assist Reno Local 363 in negotiations with two separate employers: Circus-Circus Casino in Reno, owned and operated by MGM, and Montebalu Resort and Casino in Lake Tahoe, owned and operated through a division of Tropi-

cana Entertainment. The negotiations with MGM concluded in late May 2014, resulting in a 3-year agreement with 2% per year wage increases as well as a guarantee to maintain the employer's health insurance system and the employer's proposed improvements to paid time off. The employer at the Montebalu Casino has insisted on eliminating all health and welfare coverage for all employees and insisted on several other major givebacks from the Local. These negotiations are proving to be very difficult and are ongoing.

Representative Faulkner also assisted Albuquerque Local 423 to negotiate a four-year agreement with Convention Services of the Southwest that included expanded jurisdiction in the employer's warehouse and first time contributions to the International's Training Trust.

Vice President Gearns reported on the successful conclusion of two negotiations in Florida. He confirmed that Orlando Local 835 and GES reached a renewal agreement for the freight and warehouse workers which resulted in a five-year agreement with a wage-benefit package that averaged 3.5% per year. He also confirmed that the Central and Northern Florida Locals have reached a five-year agreement with approximately 60 Exhibitor Appointed Contractors which resulted in a wage-benefit package that averaged 2.3% per year.



**Reporting for the Tradeshow Department, from left to right, International Representative Don Gandolini, International Vice President/Director of Tradeshow Department William E. Gearns, Jr., International Trustee C. Faye Harper, International Representatives Mark Kira-cofe and Barny Haines.**



Vice President Gearns also confirmed that he assisted Orlando Local 631 with the negotiation of a one-year non-exclusive agreement with Freeman Audio Visual Services. Vice President Gearns advised that through the course of negotiations, Freeman agreed to add nine new local unions to the IATSE National Agreement.

Vice President Gearns reported that meetings took place with GES regarding its newly formed Audio Visual Division. During these meetings, Vice President Gearns confirmed that IATSE proposed an international agreement covering the United States and Canada but that GES only agreed to do run-of-show agreements with individual Locals until GES completes its restructuring, at which time they will resume discussions regarding entering into an international agreement.

International Trustee Faye Harper reported that negotiations between GES and Savannah Local 320 for a first time agreement were nearing conclusion and that she hoped to have a contract finalized in the coming few weeks.

Representative Mark Kiracofe reported on Hawaii Local 665's negotiations with ATTCO. During these negotiations, ATTCO was purchased by a non-union company that withdrew recognition. Representative Kiracofe also reported that Renaissance Management, an Exhibitor Appointed Contractor, has signed a collective bargaining agreement with Local 665.

Representative Kiracofe then reported that he helped negotiate first time collective agreements between Motor Trend Auto Shows and Memphis Local 69 and Nashville Local 46. He is in the process of negotiating new agreements between this same employer and Charlotte Local 322 and Fresno Local 158.

Representative Don Gandolini reported on successful renewal agreements between Minneapolis Local 13 and Event Productions Inc. and Shepard Exposition Services Inc. The agreements run for five years with average increases of 3% in the wage-benefit package.

Representative Gandolini went on to report that the freight negotiations with Freeman Expositions with New Orleans Local 39 were moving very slowly and may result in a labor dispute if progress is not made soon. He also advised that Local 39 had reached a five-year contract with Shepard Exposition Services with annual increases that average slightly more than 3% percent.

As a member of the Exhibition Services and Contractors Association's Labor Council Committee, Representative Gandolini confirmed that he has been working on several initiatives along with other committee members. These include a customer service training program, a show management training program designed to educate show managers and associations about the benefits of why the industry is unionized. To this end, Representative Gandolini confirmed that Freeman Audio Visual Solutions agreed to share its customer service training program with the IATSE so that IATSE can present it to as many Locals as possible. Representative Gandolini confirmed that "train-the-trainer" sessions were conducted at corporate headquarters in Dallas, Texas which he attended along with Representatives Ben Adams, Mark Kiracofe and Joanne Sanders. Representative Gandolini concluded his portion of the report by confirming that Freeman AV management is very appreciative of the IATSE's involvement and commitment.

Representative Barney Haines reported on tradeshow activity in Canada. London, Ontario Local 105 won a certification election to represent the employees of Freeman Audio Visual Solutions – Canada. Negotiations will begin soon for an agreement covering the employees in the bargaining unit. Winnipeg Local 63 has negotiated a 6% increase in wages in its agreement with Central Display. Local 63 has also been providing technicians to Freeman Audio Visual Solutions – Canada.

Representative Haines also reported that Calgary Local 212 recently signed Pacific Northwest Projects Corporation to the Local's area standards agreement covering display work and construction for the Chinook Centre.

President Loeb congratulated the Trade Show Department for its recent successes and in particular its successes in recent collective bargaining agreement negotiations. He also noted the trend of national and international agreements with key A/V players like Freeman, GES and others present a tremendous avenue of growth for the IATSE. President Loeb went on to state that success in this regard will necessitate a continued focus on making sure IATSE members are properly trained so they are able to perform this type of work.

## **IATSE COMMUNICATIONS DEPARTMENT**

Communications Director Emily Tao presented an update of the Department's activities since the last board meeting in San Antonio in January 2014, specifically covering the status of the International's multiple communications networks, collaborations with other Departments and affiliates, and regular activities of the Department.



### ***IATSE Website***

Along with maintaining the International's website with news, events, and member photos, the Department monitors the website's underlying support such as hosting and system upgrades. The website functions as a resource for our members as well as informing new members, or people who want to attain membership, about how the IATSE is structured. With help from the Department Directors, a page for the IATSE Departments was added to the website describing the roles and responsibilities of each Department.

### ***Social Media***

The IATSE's social media networks continue to grow in both followers and reach. With Communications Coordinator Molly Katchpole's assistance, the Department has increased the posting of Facebook content which leads to more post visibility. As of this report, the IATSE Facebook account has 13,200 Likes, and the Twitter account has 5,800 followers.

It was noted that President Loeb is on Twitter at @MatthewLoeb and has more than 1,000 followers. Since Twitter better serves personalities instead of organizations or brands, his account is growing at a much faster rate.

### ***IATSE Email Program***

Since its last report to the Board in January, the Communications Department staff has familiarized themselves with the IATSE email system. Director Tao has finalized a redesign of the IATSE template which was implemented in June. This template better accommodates mobile screens, as statistics showed that many IATSE emails are opened on mobile devices, and is the same design style as the rest of the International's materials. The

Department thanks Assistant to the Editor MaryAnn Kelly with helping start the design process.

With the assistance of IT Administrator Jimmy Rainey, the Department has been exploring how to make email platforms more effective in allowing members to perform email activism, including political action and campaigns. The Communications Department is exploring how these internal statistics can be useful for the other IATSE Departments or campaigns.

### ***Official Bulletin***

Director Tao assisted General Secretary-Treasurer Wood and Assistant to the Editor MaryAnn Kelly in providing content and design ideas for the Bulletin, including input on the redesign and addition of new content such as the Activists Corner which features an IATSE member who is active in their community or politically. Director Tao continues to work with Ms. Kelly on content ideas, photos, and stories, and to identify which content may be better suited for print or digital publication.

Director Tao continues to write Bulletin articles on the work of rank-and-file members.

### ***Member Photos: "Super Bowl Boulevard"***

Super Bowl XLVIII took place this year in February in New Jersey, with related events in New York and New Jersey. With the help of Broadcast Director Sandra England, Director Tao and Local 600 photographer Sarah Shatz photographed IATSE members working at the "Super Bowl Boulevard" in New York City's Times Square. These photos were used in the most recent issue of the Bulletin, as well as in IA social media and in an AFL-CIO blog post.

Director Tao thanked Director England as well as Local 600's Bruce Doering and Chaim Kantor for arranging the photography session. The Department continues to identify future opportunities where IATSE members working high-profile events can be documented.

### ***PR News Digital Summit***

On February 4-5, 2014, Director Tao attended the PR News Writing Boot Camp and Digital PR Summit in San Francisco with International Representative Joanne Sanders and Communications Outreach Coordinator Molly Katchpole.

Aimed at PR professionals in brand management, the summit covered a wide range of communications strategies including press release writing, journalism, public relations, news pitches, social media, and statistics.

The Writing Boot Camp session focused on business relationships with journalists, media, and bloggers, as well as different styles of writing for public relations channels. A social media for PR panel gave helpful ideas to better engage audiences, including surveying what platforms audiences use to bring the message to them. The Digital PR Summit emphasized social media tactics and the importance of analytics, an area where the Communications Department has recently become more involved. The Department was able to apply its newly learned skills immediately.

### ***Work With Education and Training Department***

Director Tao and Coordinator Katchpole work closely with the Education and Training Department to spread awareness of education opportunities to members. Content is published weekly to publicize

course opportunities and photos from successful training events. The Communications Department collaborates with IATSE Training Trust Director Liz Campos to promote courses and training.

Director Tao attended two "Hidden Career Path Day" events on behalf of the IA, held in partnership with the Education and Training Department and the Roundabout Theatre. She also assisted in the initial planning of the IATSE Officer Institute's communications curriculum.

#### ***Netroots Nation 2014***

Outreach Coordinator Molly Katchpole attended Netroots Nation from July 17-19 in Detroit, Michigan. Netroots is an annual gathering of thousands of political activists, labor union workers, and issue advocates with the goal of learning from one another through trainings, panels, and discussions. This year was their 9th annual conference, drawing about 3,000 attendees. Netroots offers a diverse array of programming, and Coordinator Katchpole attended Google Analytics training geared for non-profits. She also attended political panels that related to IATSE-PAC issues, including voter protection and voters rights and made connections with other labor union staffers to promote the "Save the Met" campaign. She also met members of Local 38 who worked the Conference and highlighted their contributions to Netroots on social media.

Coordinator Katchpole was an ideal candidate to send to a progressive, digital-focused Conference like Netroots as she came to the IATSE with a reputation as an activist and organizer.

#### ***Social Media Toolkit: Feedback***

When the Department last appeared before the Board, the IATSE Social Media

Toolkit and Netiquette Guide had just been rolled out and has since received positive feedback.

Tanya Tarr, Director of Political and Legislative Mobilization for the Texas American Federation of Teachers, informed the Department that she was using the IATSE's guide to train AFT members in Texas. Tarr said,

"For me, I tend to like field manuals and tactics. I think you did an excellent job of presenting a very event-based [guide] -- it was all very applied and straightforward. The case studies are great. I know at least for our members, probably yours too -- shorter and more condensed is always preferable. Our members find the Do's/Don'ts tables to be particularly helpful as well. This really is an outstanding piece of work."

The Communications Department is pleased that the Social Media Guide is helping members of the IATSE and beyond. A follow up portion for the guide is in the works.

#### ***AFL-CIO Hashtag Webinar***

Director Tao was pleased to report that the IATSE is now one of the collaborators on the AFL-CIO's #1digital training series used by many union members to improve their digital skills. In late May, the digital team at the AFL-CIO invited the Communications Department to develop and teach a beginner Twitter hashtag training for their digital tool series, which was broadcast as a webinar and made available online afterward.

The Department worked on a script and PowerPoint presentation for the webinar and advertised the invitation to our members via email and social media. Coordinator Katchpole led the training dur-

ing the live webinar. Out of a total of 86 webinar attendees, 50 were IATSE members. Director Tao expressed thanks to IATSE members that participated, which was a mix of rank-and-file members, local union officers, International Representatives and Vice Presidents.

#### ***Department Daily Tasks***

The Communications Department works with many local unions and International Representatives for photos, stories, and other content ideas. Director Tao and Coordinator Katchpole, who has prior work experience at a PAC, has started compiling content as the 2014 mid-term elections come up, working with Assistant to the President Deborah Reid and Vice President Walter Cahill on political activities.

The Communications Department has been heavily involved with the "Save the Met" Opera campaign, working closely with the public relations firms Tricom Associates and PR WRKS and Assistant Director of the Stagecraft Department Joe Hartnett, to maintain digital communications, write, edit, and produce content, and reaching out to affiliates to promote the campaign.

Director Tao continues to assist with the PAC-12 Networks campaign where necessary, publicizing articles and coordinating messaging.

The Department also works with affiliate organizations to publicize various causes, including Union Plus and The Actors Fund. The Department, along with the Young Workers Committee, is also working hard on the 2014 IATSE Young Workers Conference, which is taking place in Portland, Oregon this year, from October 2-4.

Director Tao thanked the Department



Directors and International Representatives for their constant aid with content and acting as a sounding board for new ideas. As usual, Director Tao also expressed thanks to all local unions and members who actively share ideas and submit content. Photographers from multiple Locals offer their photographs of members on the job, which is very generous and better reaches the general public who know little about unions and the IATSE.

Director Tao also expressed her deep appreciation to President Loeb for investing in the growth of the Communications Department and for giving the Department the opportunity to advance, try new projects, and strengthen the Union.

President Loeb noted the comprehensive nature of the report. He stated that the information that is disseminated is important and a useful cultural organizing tool. He further noted that because of the activities of the Communications Department, the International is recognized by other labor organizations for what we are doing. He observed that there is no activism without communications. This Department supplements the work of all other Departments. He commended Outreach Coordinator Katchpole for a great job, and also commented that Director Tao has created a robust, sophisticated communications program.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

Education and Training Director Patricia White, Assistant Director Robyn Cavanagh, International Representative Ben Adams, and ICAP Chairman Alan Rowe reported on the recent activities of the Department which continues to focus on three primary areas--Union Skills Training, Craft Skills and Safety Training,



**International officers, representatives and local union members in attendance at the Education Session.**

and Outreach to College and High School Students.

### ***Student Outreach***

Outreach to university students continues with Representative Adams available to give presentations that explain who we are and what we do. This presentation was delivered in March 2014 at the USITT Convention in Fort Worth, TX where Locals USA829 and 764 also presented panels. The IATSE's relationship with the educational coordinators of the USITT Convention is growing, and the Department will continue to explore the panel opportunities to speak directly to students and teachers.

In New York City, programs that are held in collaboration with Roundabout Theatres are wildly popular, and none more so than the "Hidden Career Path" days that are presented three times each year. As reported at the last Board meeting in San Antonio, the Department also held a "Wardrobe Day" in December 2013. In the Spring of this year two additional days were held for students interested in stagehand work and electrics. Additionally, local union members who volunteer are sent into schools and par-

ticipated in Bronx Theatre High School Career Day and Repertory Company High School for Theatre Arts College Day that was held this past Spring

The Department expressed its appreciation to Vice President Tony DePaulo and Communications Director Emily Tao with the scheduling these programs and coordinating with the local unions to recruit speakers. It was noted with thanks that Local One's Paul Dean Jr., Local 798 Broadway Representative Angela Johnson, and Local 764's Secretary-Treasurer Shannon Koger also provided assistance in these efforts. The biggest thanks, however, goes to the many member-volunteer speakers who gave their time and expertise to make the programs successful.

The Department will continue this program during the 2014-2015 school year with the addition of two more "Hidden Career Path" days, one in Sound and one in Hair and Makeup.

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

#### ***IATSE Training Trust Fund***

The IATSE Training Trust Fund was created to facilitate and support training



for IATSE members and those working in crafts represented by the IATSE. The Fund targets programs and courses that will fulfill the needs of individuals in the entertainment industry employed under IATSE agreements to develop new skills or improve existing skills, always with a mind toward new and improved technologies and the safest way to perform work in the traditional crafts and classifications of the IATSE.

Since its beginning in June 2011, the IATSE Entertainment and Exhibition Industries Training Trust Fund has recorded over 1,000 signatory employers and reached more than 1,600 IATSE workers with a combined total of 18,000+ training hours.

The Fund carries out its mission by sponsoring courses and/or programs for local unions and members, or by providing financial support for trainings developed by Locals themselves. Program Director Liz Campos along with staff member Daneen Rackee, based in the IATSE West Coast Office, work tirelessly in partnership with the Fund's Trustees, ICAP members and Education Department staff to grow and strengthen the Fund.

This past year, the focus has been on taking the OSHA 10/ Entertainment Safety Tour across the United States. Training has been presented in Charlotte, Kansas City, Fresno, Pittsburgh, Austin, and Atlanta with upcoming trainings planned for Baltimore, Scranton, Ft. Lauderdale, and Richmond.

Other examples of the work of the Training Trust Fund include:

- A "Wardrobe Continuity" workshop held in Cincinnati in March which was very well received by members of Local 209 (State of Ohio).

- A forklift lift certification course put together by Local 200 (Allentown, PA.) was sponsored by the TTF. This course resulted in twelve IA members receiving their certification.

- Local 210 (Edmonton AB) also organized a forklift certification course for workers at the Encana Event Center in Dawson Creek.

- The Fund supported an OSHA 10 course organized by and for Local 470 (Oshkosh, WI).

- The Fund also sponsored a two-day Rigging course for Local 442 (Santa Barbara, CA) at the end of March.

On July 7 and 8, the Fund began its newest program when selected trainers, members of the ICAP, IATSE Education Department staff and TTF trustees attended the pilot session of a "Train-the-Trainer" course. Dr. Mark Johnson, Professor of Technology and Workforce Learning at Pittsburg State University in Pittsburg, Kansas, taught a program designed to help subject matter experts learn how to teach what they know to others in the most effective way possible. When this program is fully developed it will be offered around North America to local unions who utilize their own expert members as trainers. Those individuals will be able to learn teaching techniques and presentation guidelines to make their courses effective. The first such Train-the-Trainer session is planned for the Spring of 2015 and will be announced in the Official Bulletin and on the IATSE and TTF websites.

As plans are made for 2015, another goal for the Fund will be to develop customized OSHA 30 modules and craft training with written curricula for a whole variety of work situations and crafts within the IATSE. This is the most

ambitious project that has been undertaken since the establishment of the Fund three years ago. The Board will be updated on this project as it moves forward.

Other ongoing initiatives of the Training Trust Fund include:

- Providing reimbursement to employees who obtain pre-approved certifications or re-certifications. As of July 31, 2014 the International has reimbursed 173 individuals for 188 ETCP and InfoComm CTS Exam Certification Fees.
- Continuing to develop internal policies and procedures to ensure best practices in Fund administration.
- Providing technical assistance to support training and instructor contacts to local unions, and continuing to expand the Department's database of trainers.
- Actively reaching out to develop more Canadian training resources.

#### *InfoComm/Audio Visual Training*

In January 2014, it was reported to the Board that the IATSE Training Trust Fund had assumed responsibility for expenses and class schedules through the IA's partnership with InfoComm. Representative Adams has continued his work relating to local unions and the IATSE/InfoComm partnership. All IATSE members are eligible to become members of InfoComm at no expense to them, and as InfoComm members they may take a variety of free and discounted courses online and in person. At the time of this report, it was noted that just over 1749 people have registered in the partnership and more are expected to sign on in the future.

The popular CTS Exam Preparation training is available to our Locals and members, and it was noted that one

such training, held in Philadelphia, was co-sponsored by the Training Trust Fund and Local 8.

In connection with the International's partnership with InfoComm, a new course specifically developed for the IATSE will be offered on "Audio Visual Essentials for Stagehands". As reported to the Board in January, a successful test training for this class was held in December 2013 in Detroit, and upon conclusion, several debrief sessions were held by a working group to discuss how to improve the class and increase the number of active class participants.

The Department also worked with InfoComm staff to revise the program's online courses to better serve the needs of the IATSE audience. These specially tailored IATSE versions of the online classes are now available only to those persons enrolled in this program. AV Essentials students must take one introductory class before attending the hands-on session and must then complete three more within six months after attending the hands-on classes in order to receive a certificate of completion.

This AV Essentials class has truly been developed for IATSE members and speaks volumes in terms of the InfoComm's commitment to this program. Recently, a second AV Essentials class was held with Local 500 in Ft. Lauderdale and was very successful. It is likely that Local 500 will test an AV Train-the-Trainer project, that will be developed so that local unions can conduct their own AV training. The Board will continue to receive updates as this new phase of our Audio-Visual training project moves forward.

At the end of February and again in April, Director White and Representative

Adams travelled to InfoComm Headquarters in Fairfax, VA and among other issues, discussed marketing the benefits of the IATSE/InfoComm partnership in their communications with InfoComm members. As a result of those meetings InfoComm has actively recruited stories for its internal press releases and social media that feature the IATSE.

It was also reported that InfoComm is now marketing its association with the IATSE in a major way through their website and email newsletters. The Education Department is assisting them in these efforts by sending email blasts to members regarding the annual InfoComm show and other upcoming events. Mandy Beckner, Education Director at InfoComm and Representative Adams reported on these initiatives at the Stage Caucus held just prior to this Board meeting on Sunday, August 3rd

One of the areas that is being stressed in AV Essentials is hospitality and client relations. Training Trust Fund Employer Trustee Paul Fletcher from Freeman AV graciously offered to conduct a Train-the-Trainer for IA staff so that such a presentation could be conducted by IATSE representatives. Representatives Sanders, Kiracofe, Gandolini and Adams attended this session in July and also participated in a WebEx class through Freeman that taught how to facilitate more interactive classes. This material can now be presented as a stand-alone course. Any local union that wishes to request this 90-minute class on customer service for its workers should contact Representative Ben Adams, the Training Trust Fund, or any IATSE Representative and delivery of the course can be facilitated. Likewise, Freeman AV has also publicized the Train-the-

Trainer Customer Service project mentioned earlier in this report. Getting the word out that IA members offer added value to employers is very important and the Education Department plans to pursue and expand on this work.

#### *IATSE Craft Advancement Program (ICAP)*

The members of the ICAP are Joe Aldridge (Local 720), Paul Dean, Jr (Local One), Kent Jorgensen (Local 80), Eddie Raymond (Local 16), Sheila Pruden (Local 873), and Chairman Alan Rowe (Local 728).

Since the General Executive Board meeting in January, the ICAP has been meeting objectives in three areas of concentration: 1) Assisting and Advising the IATSE Training Trust; 2) the OSHA Alliance; and 3) Standards Writing.

ICAP members serve as instructors in the OSHA 10 courses sponsored by the TTF. A majority of the work that the ICAP is doing is in collaboration with the IATSE Training Trust. The ICAP members also aided and advised on designing the AV Essentials Course which was developed in collaboration with Brother Dan'l Cook, President of Local 720, International Representative Adams, and InfoComm.

It was reported that the IATSE/USITT/OSHA Alliance is steadily moving forward. On a conference call with three OSHA representatives, members of the ICAP quickly and satisfactorily addressed the concerns of the OSHA representatives regarding safety in the entertainment industry by highlighting the impressive work of the IATSE Training Trust.

The OSHA Alliance is tasked with raising awareness of safety standards for workers and employers, providing guid-



ance to OSHA inspectors as to current safe practices that vary from more traditional industries, and an overall understanding of how the industry works. At the 2015 USITT Conference in Cincinnati next Spring, members of the ICAP will be presenting an Entertainment Industry OSHA 10 class as part of the OSHA Alliance.

ICAP currently places a good deal of focus in the area of standards writing. Representation in organizations such as the National Fire Protection Association (NFPA) and PLASA is extremely important as the corporate safety culture shifts away from skilled personnel and relies more on rules, regulations, and flow charts to establish a safe working environment. Unchecked, this trend makes the worker less important than the engineering and process. Not only does this weaken our position at the bargaining table, it ultimately creates a less safe work environment. This is widespread throughout the United States and Canada and the entertainment industry is not immune to this trend. The IATSE through ICAP is addressing this issue.

Recently, the IATSE was represented on four panels and events at national conventions. At the annual National Fire Protection Association convention in Las Vegas, Brothers Eddie Kramer (Local One), John Lacy (Local 16), and Alan Rowe (Local 728) presented a panel on Portable Power Distribution Systems in the Entertainment Industry. At the InfoComm convention a few weeks later, Brother Joshua Hutchings (Local 600) presented an excellent showcase of our work with X-Factor: Media and Display Technology in Live Event Television. On the tradeshow floor, the IATSE was a

host in the Safety Pavilion with Brothers Kent Jorgensen (Local 80) and Alan Rowe (Local 728) giving presentations on Rigger Safety/High Angle Rescue and Electrical Safety/Eliminating Ground Loops.

#### ***ETCP Certification Program***

Comprehensive information about this program may be found on the ETCP website at <http://etcp.plasa.org/>. Currently 53% of all ETCP certificates are held by IATSE members. As noted earlier, members can be reimbursed for certification fees through the Training Trust Fund. The Training Trust Fund, the ICAP, and the Union all stand ready to assist local unions in finding appropriate training for their riggers and electricians, and they are encouraged to do so.

#### **Union Skills Training**

##### ***Education Sessions at the General Executive Board meeting***

On Wednesday, August 6th an Education session for Local Union representatives was held in Seattle. The focus of this session was the pillar of Activism which, for the most part, has been the most difficult of the four pillars for members and local union leaders to embrace and integrate into their work. The session featured both general discussion and small-group brainstorming, facilitated by IATSE Vice Presidents, Department Directors, and other key staff. IATSE staff then attended a separate session on the same topic, immediately following the workshop for Local leaders.

##### ***2014 District Conventions Education Sessions***

The Education Department returned to a regular schedule of Union Skills Education at the District Conventions with the most popular training to date,

a course entitled, "Labor Law: The Duty to Bargain". Labor Law was one of the topics most requested in the survey that delegates took at their 2011 District Conventions and Local leaders at all levels of experience—from beginner to advanced have reported that this training, taught by instructors from the University of Arkansas Labor Education team, is useful to them and to their local unions. All of the Districts have now participated in the course, except District 6 which will hold its convention in September, and, Districts 11 and 12 in Canada which will participate in a special Canadian education program—the Canadian IATSE Road Show.

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

In May 2014 the latest initiative of the Education and Training Department was launched – the IATSE Officer Institute. The one-week program is a course for local union leaders to sharpen the skills they need to effectively run their local unions and is part of a plan to strengthen the entire IA from the bottom up. Thirty-nine local union officers, from twenty-nine different Locals attended the training hosted in Philadelphia by Local 8.

The course focuses on the knowledge needed to be effective leaders in areas such as Labor History, Labor Law, Strategic Planning, Organizing, Contract Administration, Bargaining, Record keeping, Communications, How to Run Meetings, Activism, Time Management, and Resources available to IATSE local unions through the Training Trust Fund and the International.

In order to help make this training as useful and relevant as possible, input from every corner of the Alliance was solicited. All of the Department Directors collabo-

rated on the curricula and exercises. At the January 2014 training in San Antonio, led by the General Executive Board members, Local representatives were consulted about the proposed subjects of study, logistics, and goals for the program. Finally, from April 21-24 President Loeb himself, along with the IATSE Vice Presidents, officers, representatives and other key staff members participated in this training as the inaugural students. Attendees were able to work on refining their own core competencies and at the same time assist with the development of the program. Our instructors and advisors are from leading educational institutions such as Cornell and the University of Arkansas as well as lawyers and accountants who work with the IATSE. Added to this were some truly expert hosts—the leadership and membership of Local 8, headed by Vice President Michael Barnes and Local 8 Vice President Anthony Tortorice.

Students who have attended the Officers Training Institute continue to contact the Department and advise that the training has changed them as leaders and helped their local unions, as they use and share what they learned. Following the Philadelphia session, a special website was created for program graduates only, as an electronic notebook, with all of the class materials. Students can refer to it as they move ahead. International Representative Chris “Radar” Bateman worked with Assistant Director Robyn Cavanagh on that project.

The next session of the course to be held on October 6-10 in Chicago is already sold out, and the following session scheduled for October 20-24 in Los Angeles, is filling quickly. There is a limit to two participants from each Local at each

section, unless the class is in your home town, in which case a local union may send three leaders. During the week of November 17-21 the first Canadian Officer Institute will be held in Calgary, and for that course Canadian Locals may each send up to three representatives.

Planning has also begun for the 2015 Officer Institute, for courses to be held in New York, Toronto, Atlanta and New Orleans, and other cities to follow. Dates will be announced soon. Any local union interested in hosting the IATSE Officer Institute in their office or training facility should contact Assistant Director Robyn Cavanagh at the General Office for details.

#### ***The Labor Education Assistance Program (LEAP)***

This program continues to be very popular and provides reimbursement of expenses to officers, officials, trustees, and executive board members of local unions who enroll in one labor studies course per year. Information about LEAP is on the IATSE website. It was noted that more and more local union officers are contacting the General Office with questions regarding courses, and asking how to locate a class that is right for them.

As of July 31, 2014 LEAP spending for 2014 is \$6,115.35 in Canada, and \$24,934.73 in the United States. Total program spending to date (since September 2009) is \$53,969.07 in Canada, and \$130,425.84 in the U.S. for a grand total of \$184,394.91.

It was reported that there has recently been some very good news on the leadership training scene. In response to repeated requests from many affiliated unions, including the IATSE, the AFL-CIO has agreed to continue to offer the Bonnie Ladin Union Skills (BLUS) Training Pro-

gram (once part of the National Labor College), teaching continuing education classes for union leaders, staff, and activists. Most are week-long intensive courses which combine in-class instruction with discussions of real-life experiences shared by a diverse group of students. For the Fall 2014 semester, classes will be offered in Contract Negotiations, Arbitration, Organizing, and Secretary-Treasurers’ training in both QuickBooks and Fiduciary Responsibility. More information may be found on both the IATSE and the AFL-CIO websites.

#### ***IATSE Roadshow***

Since the mid-Winter Board meeting in January of this year, the IATSE Road Show presentation “Why Unions Still Matter” has been seen in New York, Cleveland, Detroit, and Indianapolis. To date, about 1,000 people have seen the show, which is presented to help rank-and-file members understand the strong connection between unions, a healthy middle class and strong economy. Local unions that are interested in bringing the Road Show to their city should contact International Representative Joel Youngerman.

#### **IATSE BROADCAST DEPARTMENT**

Broadcast Department Director Sandra England along with International Representatives Fran O’Hern, Steve Belsky and John Culleen presented the report for the Department. Since the last Board meeting the Department has been very active negotiating successor agreements for Regional Sports Networks and Crewing Contractors in Arizona, Minnesota, Washington, Oregon, Los Angeles, San Diego, Washington D.C. and San Francisco.



The Department has concluded negotiations for twelve agreements that have been ratified by the effected memberships. The agreements all include annual increases in pay and benefits, along with improvements in working conditions and staffing guarantees.

The Department is still in the process of concluding five more successor agreements. Negotiations for these agreements are either very close to conclusion, or have been concluded and awaiting ratification by the members. Negotiations are about to begin with Local 100 in New York for all crewing contractors.

It was also reported that the Department has been in negotiations over the last year to obtain a contract for employees working tournament play for The Golf Channel. Many of the issues have been resolved, but the proposals that remain open all have an economic impact. The resolve of the employees to obtain a fair agreement remains strong and committed. It is hoped that all issues will be resolved and an agreement reached and presented to the unit for ratification in the near term.

In addition, the Broadcast Department has several viable organizing drives running at this time. Attempts will continue to bring the entire freelance daily hire community together to establish fair wages, good benefits, and reasonable working conditions to all technicians working in our industry whether for regional or national employers.

President Loeb commended the Department for organizing the Big Ten Network. He noted that a lot of work is being done by the four people who comprise the Department. He expressed his encouragement that the local unions are



**International Representatives Fran O'Hern and Steve Belsky, Director of Broadcast Department Sandra England and International Representative John Culleeney at the appearance table presenting the report of the Broadcast Department.**

representing and protecting the technicians in their jurisdiction.

President Loeb reiterated that the International represents and cares about freelance technicians. He complimented the Department for their tireless work and dedication to broadcast technicians.

## **IATSE CANADIAN AFFAIRS**

International Vice President John Lewis, International Vice President Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barny Haines, Julia Neville and Peter DaPrato, Canadian Office Operations Manager Krista Hurdon, Canadian Counsel Ernie Schirru, Local 461 President Tony Blaschuk and Local 210 Representative Tara Gale reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in San Antonio (not covered in separate reports).

### ***Local 56, Montreal – Stage***

Local 56 has had a very busy year. In 2011, the Local successfully certified the stagehands working for the City of Chateauguay, a suburb of Montreal, which includes two municipal theatres: the 400-seat Pavillion de l'île and the Centre Culturel Georges-Vanier. After almost two

years of complex and difficult negotiations (as well as the tragic passing of Marcel Duquette, the President of Local 56), the Local was able to secure a first agreement that gives it jurisdiction over not just the two theatres, but all other theatrical events such as music festivals held in public spaces throughout the City.

Shortly after that success, Local 56 launched an organizing campaign for stagehands working at Théâtre du Vieux-Terrebonne in Montreal. TVT is one of the largest multi-disciplinary presenters in Quebec and boasts two separate theatres: the 656-seat Salle Desjardins and the 110-seat Salle du Moulinet. The International supported Local 56 by way of financial assistance from the Defence Fund which allowed the Local to hire an organizer. Local 56 filed for certification which was subsequently granted by the Quebec Labour Board. Local 56 is now in the process of preparing to bargain for a first agreement.

In April of 2014, the Local filed for certification for the employees of Les Ballets Jazz de Montréal. The certification covers the touring crew which consists of five technicians. The employer contested the certification for two reasons. First, that the touring staff were all independent contractors and second, that if the



Labour Board deemed the workers to be employees, they would be the employees of the venues where the company performs and not employees of the company itself. Local 56 was able to produce ample jurisprudence at the Labour Board hearing and through conciliatory discussions, the employer dropped its contestation. The Local was awarded bargaining rights on June 3, 2014.

#### ***Local 63, Winnipeg – Mixed***

With the assistance of the International Local 63 has successfully addressed challenges to its bargaining rights at Stage Lite Manitoba and Q One.

In 2002, Local 63 certified Stage Lite Manitoba, a full service lighting and sound company. The Local has had an agreement with the company ever since. In early 2014, Torch Holding Inc. finalized its purchase of Stage Lite Manitoba. With assistance from Representative Haines, Local 63 was able to secure an agreement with Torch Holding Inc. to assume the contractual obligations the Local had with Stage Lite Manitoba. This avoided a potentially drawn out successorship application at the Manitoba Labour Board.

In a similar situation, Representative Haines was able to secure Local 63's bargaining rights and collective agreement with Q One, a full service lighting shop in Winnipeg, following its receivership and transfer to Q One Production Technologies Inc. After a series of proposals and counterproposals, Q One Production Technologies Inc. and Local 63 agreed to the terms of a first collective agreement, similar to the previous agreement with the predecessor company. Again, this avoided a potentially drawn out successorship application at the Manitoba Labour Board.

#### ***Local 118, Vancouver – Stage***

Representative Julia Neville has been working on a number of assignments with Local 118 which recently elected a new President as well as four other new executive board officers. Local 118 recently negotiated a one-year extension to its agreement with TUTS (aka Theatre Under the Stars), a non-profit outdoor theatre company operating out of Stanley Park's Malkin Bowl. Highlights of this agreement include a wage increase of 5%, retroactive to January 1, 2014.

The International is currently assisting Local 118 in bargaining with Live Nation, CULTCH and the Vancouver Symphony Orchestra. The CULTCH negotiations, which were just recently completed, consisted of two agreements - front- of- house and stagehands.

#### ***Local 129, Hamilton/Brantford – Stage***

The International has been assisting Locals B-173 and Local 129 to ensure maintenance of its bargaining rights and collective agreements following the City of Hamilton's transfer of management responsibilities in 2013 for three IATSE venues formerly managed by a City run municipal corporation HECFI.

Copps Coliseum and Hamilton Theatre Place are now managed by Global Spectrum. The International assisted the Locals to ensure an orderly transition of their respective bargaining rights and collective agreements at these venues to Global Spectrum. Since this transition, the venues have seen an increase in work volume and generally, the venues are being managed in a more professional manner.

The Hamilton Convention Centre is now managed Carmens, a local business entity. To date, this transition has been

anything but smooth as Carmens has refused to acknowledge the bargaining rights or collective agreements of both locals (as well as another bargaining unit represented by the UFCW). Following a letter threatening legal action from the Canadian Office to the City of Hamilton in May 2014, legal counsel for Carmens contacted Canadian Legal Counsel Ernie Schirru and negotiations to resolve all issues have commenced. If a resolution which results in Carmens recognizing the Locals' respective bargaining rights and collective agreements is not reached soon, the Locals will commence a sale of business litigation with the Ontario Labour Relations Board.

#### ***Local 212, Calgary - Stage***

In an effort to recover unpaid wages exceeding \$200,000, Local 212, the Directors Guild of Canada (DGC), and Alberta District Council (ADC) jointly filed unfair labour practice complaints and a common employer application at the Alberta Labour Relations Board (ALRB) against Forsaken - a yet-to-be released, independently co-produced feature film in the \$12-million budget range - and related entities. Following several days of hearings, and opposition from the Canadian Media Producers Association (CMPA) who filed for, and got, intervenor status, the parties are scheduled for five more hearing dates before the Alberta Labour Relations Board.

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

Local 262 holds bargaining rights for the front- of- house staff at Cinema Brossard which is part of the Cineplex chain (the largest movie house company in Canada). A dispute between the Local and Cineplex arose when Cineplex began constructions of four VIP theatres adjacent to Cinema Brossard and refused to



acknowledge the bargaining rights of the Local and refused to apply the existing agreement. With the financial assistance of the International Defence Fund, Local 262 filed an application with the Quebec Labour Board, asserting that its bargaining rights and agreement also applied at the VIP Cinema. On February 7, 2014 the Labour Board issued its decision in favour of Local 262. The 65 employees working at the VIP cinema are now covered by the agreement and will soon become members of the Local.

#### ***Local 667, Eastern Canada – Camera and Local 669, Western Canada – Camera - Organizing***

Both Camera Locals in Canada have recently completed distinct organizing efforts aimed at securing their traditional jurisdiction.

In Eastern Canada Local 667 is in the final phase of signing up Remote Head Technicians and Crane Operators. Working with the main providers of the equipment, the Local was able to organize 30 camera technicians who operate Remote Heads and Cranes. Their existing terms and conditions were similar to those working on productions so incorporating them into the Local 667 standard promulgated agreement was not that difficult. The most dramatic change for these camera technicians will be the introduction of health and retirement benefits. They will be paid as employees of the production and not through a sub-contract with the equipment house.

In Western Canada Local 669 organized a group of camera crews operating Unmanned Aerial Vehicles or helicams. Local 669 approached NBC who agreed to cover the helicam operators under the terms of the BC Master Agreement. The

Local has also signed other productions using helicams as well. As a result, the Local has created three positions relating to this sector with appropriate wage rates, and voted to waive initiation fees as part for the purposes of organizing. The Local is working closely with the Ministry of Transport and ActSafe to develop standards and protocols to ensure maximum safety in the use of these remote helicopters.

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

The International chartered these Locals in the Province of Newfoundland and Labrador last year in an effort to ensure compliance with provincial labour legislation.

In June of 2014, both Locals filed applications for certification on the production of Republic of Doyle, a long-running scripted television series which had been working under collective agreements with both Locals. The filing of these applications allows the Locals to establish formal trade union status with the Labour Board while also help to create legal precedent on issues like bargaining unit eligibility that can be relied on in future applications. In July 2014 both locals received official notice of certification.

#### ***Local 849, Atlantic Canada - Motion Picture Technicians***

Egg Productions has filed leave to appeal the Nova Scotia Court of Appeal's decision to uphold Local 849's certification as bargaining agent for Egg Production employees to the Supreme Court of Canada. Local 849 has filed submissions in opposition to this leave application. The parties now await a decision from the Supreme Court of Canada.

In the meantime, seven commercials

have been shot under the Egg agreement which is set to expire in the near future. Local 849 has filed notice to bargain and will be vigilantly policing its collective agreements during the open period.

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

In May 2014, Local B-173 was certified as the bargaining agent for housekeeping and maintenance staff at the Toronto Centre for the Arts, which is a Local 58 venue. It should be noted that the house crew from Local 58 was very helpful in this organizing drive. The Local is currently finalizing contract proposals and expects to begin bargaining later this summer. International Representative Peter DaPrato has been assisting the Local with respect its organizing campaigns and collective bargaining.

#### ***Why Unions Still Matter Canadian Roadshow***

Last fall, Canadian Office Operations Manager Krista Hurdon began working with the Labour Department of McMaster University to "Canadianize" the "Why Unions Still Matter" Roadshow. After a few months, a trial run was ready and was presented by Professor Wayne Lewchuk to the Canadian Department at the annual IATSE Staff Training session in April 2014. Further to input from the Department, changes were made and the first open session was rolled out to members and friends in June 2014 in Hamilton. Thanks to Locals 129, 828, and B-173 for hosting, with a special thanks to Local 129 for making all the arrangements. 55 people attended and their feedback was positive. The "Why Unions Still Matter" Roadshow will be presented as part of the education component of the upcoming Canadian Off-Year Convention in Halifax in September.

### *Social Media Update*

The Canadian Facebook and Twitter pages are both continuing to grow steadily. The Canadian Facebook page now has over 1,500 likes and the Canadian Twitter account has tripled since Convention and now has close to 1,000 followers.

### *Junos Protest*

When the Juno Awards announced it would be holding its broadcast gala at the non-union MTS Centre in March 2014, Local 63 took action. An informational picket was planned for the red carpet and a social media protest was designed. On-the-ground efforts were coordinated by Representative Haines, while the social media protest was run by Operations Manager Hurdon, Nate Richmond and Representative Neville with assistance from Emily Tao and Molly Katchpole of the Communications Department.

The social media protest was unleashed in the week leading up to the event, and IATSE members from all across the United States and Canada participated. Members from dozens of different IATSE Locals and members of other unions, shared, re-tweeted, and posted – and continued to post on the MTS and Juno Awards Facebook pages, even as their posts were being deleted. Over 50,000 social media accounts were reached in this campaign. The Canadian Musicians' Guild (CMG) and ACTRA both expressed support for IATSE members through the issuing of press releases. Across the IATSE and beyond to our sisters and brothers in other organizations, it was great to watch solidarity in action. Next year's Juno Awards are being held in Hamilton, Ontario at an IATSE venue.

### *WorldPride*

This year, Toronto became the first

North American city to host WorldPride – an international celebration incorporating activism, education, and the history of LGBTQ people and communities from around the world. The highlight of the festival was the annual Pride Parade, which had an estimated 12,500 marchers and 285 floats, and brought 2 million tourists to Toronto. The IATSE designed and provided its own Union Pride t-shirt for all participants who marched alongside the Canadian Labour Congress (CLC) and its affiliates. The IATSE response was so overwhelming, the CLC had to cap the number of IA marchers at 50. Marchers included representatives from the International, and Locals 58, 129, 411, 667, 873 and B-173.

### *CLC Convention*

The triennial CLC Convention was held from May 5-9, 2014 at the Palais des Congrès de Montréal. The IATSE was well-represented with 20 delegates from across the country and Local 56 members were working on the convention floor. Two motions with financial impact were passed. The first was that each affiliate would pay an assessment of \$1.50 per member, once in 2014 and once in 2015. These monies would be dedicated to public relations campaigns, such as the "Together, Fairness Works" campaign. The second was that the monthly per capita be increased from 70¢ per member to 75¢ per member, to cover costs that have not been addressed since the last per capita increase 8 years ago.

During this convention Hassan Yussuff, who was then the Secretary-Treasurer, emerged victorious in a tight race for President against the incumbent Ken Georgetti. It was the first time an incumbent CLC President was defeated. Yussuff

is also the first person of colour to head the CLC. The IATSE has always enjoyed a strong relationship with Hassan Yussuff. IATSE is confident he will be a great leader for the CLC.

### *CUPE*

As previously reported, IATSE continues to build upon its relationship with the Canadian Union of Public Employees (CUPE) in Canada. CUPE is the largest public sector union in Canada with 627,000 members. It represents the majority of municipal employees throughout the country. CUPE also represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines. In most municipalities, CUPE is the recognized bargaining agent for all employees. Almost without exception, however, stagehands and wardrobe personnel employed at municipally owned and/or managed theatres are simply not covered.

The International is assisting Local 461 in its efforts to protect and maintain its bargaining rights for stagehands at Brock University located in St. Catharines, Ontario. In December 2013, Local 461 filed a sale of business/related employer application with the Ontario Labour Relations Board in response to the transfer of Brock University's theatre facilities to municipally owned and operated theatres. Two CUPE locals (inside and outside workers) have pre-existing "all employee" collective agreements covering all full-time City of St. Catharines employees. The City and Brock University have raised CUPE's pre-existing "all employee" bargaining rights as a bar to the success of Local 461's related employer application. The two CUPE Locals have



now written to the Labour Board indicating they are not opposing the application filed by Local 461 and support the relief being sought by Local 461.

#### ***Motion Picture Industry in Canada: Status Report***

After experiencing two consecutive years of healthy growth, the total volume of film and television production decreased in 2012/13 by 0.8% to reach \$5.82 billion. Despite the decrease in overall volume, three of the four industry sectors actually experienced increases in 2012. Only the Canadian television sub-sector experienced a decrease in production volume; however this decrease was enough to result in a small decrease in overall volume.

The industry is broken out as follows:

Canadian television – 40%

Foreign Service Productions – 34%

In-House Broadcast – 24%

Canadian Feature Film – 6%

The industry remains concentrated in three centres:

Ontario – 41%

BC – 28%

Quebec – 24%

The remaining provinces each amount to less than 1% in total volume with the exception of Alberta which has 2% of total volume.

The continued success of the industry has attracted the attention of other trade unions to organize in what is traditionally considered to be the jurisdiction of the IATSE.

The Canadian Media Guild (CMG) is a part of the CWA, the Communication Workers of America. It represents, through collective agreements, all broadcast workers at the CBC/Radio-Canada, as well as in a number of other Canadian radio and media companies. In recent

months, and no doubt in partial response to the dramatic cutbacks in the number of employees at the CBC and the reduction of in-house production, the CMG has undertaken organizing campaigns aimed at increasing their representation of freelance and reality television workers.

UNIFOR is the result of the merger between the CAW and CEP in 2013. It is now the largest private sector union in Canada and already has a presence in the industry as NABET Local 700 (Toronto) and ACFC Local 2020 (Vancouver) are affiliates of UNIFOR. Another affiliate is UNIFOR Local 2000, which refers to itself as the Media Union of BC. UNIFOR has identified work within IATSE jurisdiction as a target for its future growth. The Canadian Office will keep working with Canadian Locals to stress the importance of protecting IATSE's work jurisdiction by engaging in organizing campaigns in the both traditional and non-traditional genres and markets.

President Loeb congratulated the Canadian Office and the Canadian Locals for the outstanding work they do. He noted the Canadian Office and Canadian Locals have been aggressively identifying organizing opportunities while also taking steps to protect existing bargaining rights and that these efforts should be commended. President Loeb drew specific attention to the work of Local 262 and its efforts to reinvent itself and grow its membership exponentially by organizing. President Loeb also noted that the Canadian Office's present inroads with CUPE are encouraging and should continue to be pursued.

President Loeb went on to confirm that Local 212 will have the full support of the International in holding rogue employers accountable and in its efforts to

recover wages earned by IATSE members. In this regard, President Loeb encouraged Canadian motion picture Locals to take note of Local 212's efforts in Alberta as well as the efforts of IATSE Local 849 in its ongoing battles with Egg Productions in Nova Scotia. President Loeb encouraged the motion picture Locals to use the successes that these Locals will attain in these disputes as an organizing tool – especially in an attempt to organize the commercial production industry in Canada.

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

In-House Counsel Samantha Dulaney, West Coast Counsel James G. Varga and Canadian Counsel Ernie A. Schirru reported on recent noteworthy developments in legal affairs. It was noted that along with Special Counsel Dale Short and Associate Counsel John Shepherd, this currently comprises the IATSE Legal Affairs Department. It was also reported, however, that another attorney, Adrian Healy, will come on board in September 2014 and will be based in the New York General Office. Attorney Healy has worked with the International most recently on the joint-employer brief reported elsewhere in these minutes. In addition, he has worked with several IATSE local unions in New York. As a law student, he worked for the United Steel Workers and the AFL-CIO. He has worked at the firm of Spivak Lipton since December of 2008, and has arbitration and NLRB experience.

Since the General Executive Board last met in San Antonio, a review of the legal needs of the International has begun. To that end, an examination of legal fees over the past five years, how and when outside counsel is used, and staffing

needs are being reevaluated to develop a plan for the future.

In an effort to provide the Legal Department with the training and tools needed to perform effectively, President Loeb has approved an online, legal secretary certificate course to enhance the skills of IATSE staff member Margaret LaBombard, who is currently working as the legal assistant in the General Office and will soon be working for two attorneys.

The International continues to rely upon Canadian Counsel Ernie Schirru's firm Koskie Minsky as well as outside firms Spivak Lipton in New York, and Weinberg, Roger & Rosenfeld on the West Coast for legal representation.

It was reported that in the Spring of 2014, the National Labor Relations Board requested briefs on its "joint employer" standard. Because this issue is pervasive in crafts represented by the IATSE, President Loeb authorized submission of a brief favoring the adoption of a new standard for determining joint employer status under the National Labor Relations Act. The AFL-CIO, other labor unions and professional groups also submitted briefs. The unions have argued that the Board's current standard is applied in an improperly narrow manner. Based upon the briefs submitted by labor, it is hoped that the Board will articulate a more favorable standard in the area of joint employer law.

The Legal Affairs Department also reported several decisions recently handed down from the United States Supreme Court that impact labor and workers. In *NLRB v. Noel Canning* the Court ruled that the 2012 recess appointments made to the NLRB were invalid because the Senate was not at recess when the appointments were made. This decision impacts hundreds of

decisions and actions of the Board decided between January 2012 and when the current full Board was confirmed by the Senate. Significant cases protecting rights of workers and their unions involving dues check-off, production of witness statements, speech rights during investigations, speech rights in new media, for example, will need to be re-decided by the Board.

In *McCullen v. Coakley* the Court overturned a Massachusetts statute that required the observance of a 35 foot buffer zone from the entrances to healthcare facilities where abortions are performed. The Court applied the traditional time, place and manner analysis to reach the conclusion that the statute was overbroad. This case reaffirms the strong protections that must be afforded to speech in a public forum, including on the public streets and sidewalks. This decision strengthens labor's right to leaflet and banner in public places.

In *Burrill v. Hobby Lobby Stores, Inc.* the Court found that the healthcare regulations promulgated under the Affordable Care Act which required employers to provide no-cost access to contraceptives to female employees violated the Religious Freedom Restoration Act. This decision gives greater rights to corporations than to protecting the rights of women.

In *Harris v. Quinn* the Court ruled that an Illinois law that allowed agency fee union security for homecare workers violated the First Amendment. The Court said that the homecare workers were denied their right to disassociate with the union under the Illinois agency fee law, and as public employees they were thus denied their First Amendment protections. The decision allows Homecare workers in Illinois to be represented by

the union, but to be a free rider when it comes to paying their fair share. This is a public sector bargaining case and does not change current union security rules in the private sector governed by the NLRA.

Also highlighted were two significant labor-related decisions issued by the Supreme Court of Canada which will have a lasting effect on the legal framework governing workplaces across Canada. In *CEP v. Irving*, the union was seeking appeal of the New Brunswick Court of Appeal's decision quashing an arbitrator's decision which found the employer's unilateral introduction of a random alcohol testing policy in its workplace, a pulp and paper mill, was an unreasonable exercise of managerial discretion. The arbitrator had reasoned that a balancing of the employer's business interests with the privacy interest of the affected employees could not justify the random testing policy. The Supreme Court upheld the arbitrator's decision and overturned the lower court decisions. In doing so, the Court stated the existence of an inherently dangerous workplace alone could not justify random testing unless there was also evidence to establish an existing workplace substance abuse problem. This decision underscores the need for employers to engage unions at the front end of the development of any workplace policies. The Court's recognition of employee privacy rights also sends a clear message to the labor community that employee privacy rights must be considered and respected in all circumstances and not just when considering random alcohol testing.

In *UFCW v. Walmart*, the Supreme Court of Canada issued its second decision in relation to the ten year battle the union was having with Walmart over the



retail chain's decision to close one of its stores in Quebec following the union's certification and attempts to commence government-assisted first contract arbitration. The union filed a grievance alleging the store closure was a breach of Walmart's "statutory freeze" obligations as provided for under the Quebec Labour Code (a provision which appears in labour legislation in all provinces across the country that prohibits employers from altering the terms and conditions of employment while the parties are in the midst of bargaining a collective agreement). The Court overturned the lower court decisions, accepting that a store closure could amount to an alteration of employment conditions. In issuing this decision, although the Court confirmed that the burden of proof to establish an alteration from normal business practices remains with the union, it found that the union had met that burden when it called evidence to refute it. The Court also confirmed that although an arbitrator or the Court could not force Walmart to re-open the store, a remedy could be fashioned to properly compensate employees for the breach. For this reason, the matter of remedy was remitted back to the arbitrator for a determination. The Court's recognition of the importance of the right to collectively bargain and the role of statutory freeze provisions in labor relations legislation play in fostering and facilitating that right is vital to the trade union movement in Canada, especially in a political climate where attacks on labor and the popularity of "right to work" policies are gaining tractions.

Going forward, it was reported that the Legal Affairs Department will update the Board about significant legal decisions in Canada and the United States when warranted.



**International President Matthew Loeb and General Secretary-Treasurer James B. Wood with newly appointed General Counsel Samantha Dulaney.**

#### *General Counsel Samantha Dulaney*

At the conclusion of the Legal Affairs Department report, President Loeb took the opportunity, exercising the powers vested in him pursuant to the International Constitution, Article Seven, Section 17, to announce the appointment of In-House Counsel Samantha Dulaney to the position of IATSE General Counsel. President Loeb noted that Samantha was appointed in February 2008 as the first In-House Counsel for the IATSE General Office, and described her as "true family" to the IATSE with an unparalleled work ethic. General Counsel Dulaney received a standing ovation from all those present during the announcement.

#### **IATSE NATIONAL BENEFIT FUNDS**

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

The National Benefit Funds continue to report consistent growth in its employer contribution income with a 6.32% increase in receipts for the first five months

of 2014 as compared to the same time period in 2013.

As was reported at the previous General Executive Board meeting in San Antonio, the net assets of the Funds crossed over the one billion dollar mark for the first time in the Funds' history and as of May 31, 2014 are valued at approximately \$1.12 billion. The increase in net assets from year end 2013 through the first five months of 2014 is 4.17%.

The IATSE National Health and Welfare Fund continues to provide health coverage to 35,000 lives in its six different options, which is roughly the same as the year end 2013 numbers. The Fund will be welcoming the approximately 250 participants of the ATPAM Health & Welfare Fund on September 1, 2014 when that merger is completed.

On January 1, 2015 the National Health & Welfare Fund will be introducing another option to its Plan C lineup. Plan C4 will launch as a high deductible plan with essential benefit offerings. Essential benefits include medical, surgical, hospitalization and prescription drug benefits. The Affordable Care Act ("ACA") requirements will be satisfied by the Plan's design (it will meet the minimum value standard) and is another way



to help participants find the best fit, benefit and cost wise, for themselves and their families. The cost will be approximately 20% less than Plan C3. The single rate will be \$902 per coverage quarter and the family rate will be \$1,737 per quarter. A full benefit description will be sent to participants during August.

As was previously reported, the Fund Office has begun researching the feasibility of bringing the medical reimbursement claims processing function in-house. The Fund Office now believes it can deliver improved service and claim turnaround and looks forward to implementation on or before January 1, 2016.

The finishing touches are being put on the Funds new website. While the launch has been delayed, this was due to added features and functions that the Funds' Trustees believed would be critical to its success and to address the needs of our participants and local unions. Announcements regarding the launch, which will take place between mid-October and November 1st, should begin arriving in participant mailboxes (both physical and electronic) in mid-September.

The Fund Office recently signed a new fifteen year lease at its current location, 417 Fifth Avenue in New York City and in response to the continued growth of the Funds; the Office will be undergoing renovations in order to facilitate projected future growth.

President Loeb remarked that these are no longer small Funds as they cover 35,000 lives and have assets over \$1 billion dollars. He reminded everyone that the IATSE National Benefit Funds are open to all IATSE Locals. He explained that the C-4 Plan is designed to be a safety net, a catastrophic plan to protect

participants who may fall out of C-3 coverage. It is on par with Bronze level, healthcare exchange under the ACA. He advised that the Funds and the International are working with partners like the AFL-CIO and The Actor's Fund to assist members and participants with ACA options.

Finally, President Loeb thanked the Trustees for their hard work. The Funds operate well in large part due to the hard work of those responsible for this report.

### **IATSE-PAC ADMINISTRATION**

General Secretary-Treasurer James B. Wood, Assistant to the President Deborah A. Reid and West Coast Counsel James G. Varga presented a report to the Board on the possible engagement of a third party to begin administering the IATSE-PAC. Also appearing before the Board on this report were members of the IATSE Political Action Committee.

The PAC was started in 1999 and in its early years was funded primarily through fundraisers held during the two General Executive Board meetings per year, some District convention fundraisers, the International Convention every four years and an occasional fundraiser held by a local union.

It was noted that the annual contribution levels during the PAC's infancy were in the area of \$50,000 per year and the number of disbursements per year was not large. The number and the complexity of the various government filings that were required was also fairly simple.

All of these factors made the administration of the PAC very manageable and the amount of administrative attention required was limited. The decision was made at that time to handle the adminis-

tration in house and it has remained that way until this point in time.

However, over the years the PAC activity has been encouraged and has slowly grown, and in more recent years under the leadership of President Loeb, the PAC has become a much more integral part of our overall growth strategy. A lot of effort has been focused on growing the amount of PAC receipts in order to allow the IATSE to become more politically active with the intent of having issues addressed that affect the lives of our members and their families.

To that end the PAC continues to receive contributions from the various fundraisers previously mentioned, but we are now successfully increasing the number of monthly contributors from our membership. It is expected that by the end of 2014, we will be closing in on the \$200,000 per year level of contributions.

This success story however is beginning to cause an increasing amount of staff time to track and manage the collection of contributions, banking, record keeping, and reporting to the FEC, IRS, and various state election agencies. In addition, the complexities and number of governmental filings seems to be changing on a weekly basis and this is requiring the IATSE to also engage professional assistance. We are now spending approximately \$20,000 per year in outside legal and accounting fees to administer the PAC in addition to the cost of having staff time dedicated to its administration.

The anticipation is that the IATSE will continue to have success in growing the PAC and these expenses will only continue to increase. It was therefore determined that the IATSE should investigate



the engagement of a third party administrator to handle the PAC.

A search was conducted and the preferred vendor selected is a company called PAC Services based in Maryland. This company will fully administer the PAC under the direction of the IATSE for an annual fee of \$24,000. They will also administer the smaller State and Local PAC as well as the Federal Speech PAC. These PAC's were established over the past few years to enable additional contributions on varying levels and require more compliance reporting in according with varying state and local campaign finance laws.

This company will prepare all State and Federal governmental filings as well as administer all contributions, both credit card and checks. All accounting functions will also be handled by PAC Services.

It was recommended to the General Executive Board that PAC Services be engaged effective September 1, 2014 and the Board unanimously approved that recommendation.

### **IATSE-PAC REPORT**

The IATSE-PAC Committee comprised of Vice Presidents J. Walter Cahill, Thom Davis, Anthony DePaulo, John Ford, and Craig Carlson, along with Assistant to the President Deborah Reid and West Coast Counsel James Varga appeared before the Board to present an update on the IATSE-PAC.

At the mid-Winter meeting of the Board held in January 2014 in San Antonio, a challenge was posed to everyone who was in attendance to sign up one member every other month to help the IATSE-PAC increase its monthly contributions level in the hope that by the mid-Winter meeting of 2015 is held, we can reach an overall

goal of 1,000 monthly contributors.

In San Antonio it was reported that the number of monthly contributors was roughly 230. Soon after that Board meeting President Loeb sent a letter to every attendee at the meeting, enclosing a half dozen PAC forms. In addition, a number of Locals have stepped up their efforts and have been aggressively going after their membership, such as Vice President Ford's letter to the membership of Local 52 encouraging them to contribute. Some Locals have also signed up all their officers and staff to be monthly contributors through payroll deductions. Through all these efforts, the number of monthly contributors to the IATSE-PAC has now reached over the 500 mark with contributions of \$40.00, \$20.00 or \$10.00 per month. It was also noted that notifications were sent to 88 people who had been making monthly contributors by credit card but whose credit card expired. A new PAC form was enclosed with those notifications in anticipation they will update their record with us and start contributing again.

It was further reported that all except one of the U.S. Districts have held their

conventions and through their fund raising efforts the District conventions have collectively brought in a total of \$21,420.

With the 2014 mid-term elections rapidly approaching, the PAC Committee will be making determinations as to how the PAC funds will best be distributed to federal candidates. The vetting process has changed to include additional criteria such as the number of contributions received by the PAC from the members of a particular local union when such Local seeks financial assistance to candidates in their areas.

It was noted that President Loeb, Vice President Cahill and Alec French have also visited Congressional members on Capitol Hill and had an opportunity to explain issues of importance to them and their staffers. It was further noted that this is the first time the International President himself has visited Capitol Hill for meetings of this kind. Additional meetings are scheduled between the time of this Board meeting and Election Day.

As President Loeb directed in 2012, the PAC contribution checks will be hand delivered to the candidates while again



**International Vice President J. Walter Cahill gave his portion of the IATSE-PAC Report.**



providing the candidate(s) with background on the IATSE and explaining issues of importance to our membership.

It was also noted that the International has made some financial contributions in key races and on issue-related campaigns on the state and local levels. These contributions have not come from the IATSE-PAC which is generally dedicated to contribution to federal candidates, but from other sources and now totals over \$200,000. Contributions on the state and local level are critical to defeating attacks on labor, including proposed voter suppression laws and right to work legislation in numerous jurisdictions.

The report concluded with a reminder that if any Local needs additional PAC materials (booklets, forms, flyers), Locals are requested to contact the General Office in New York and materials will be shipped as quickly as possible.

## **IATSE TRADESHOW PARTICIPATION**

International Vice President William E. Gearns, Jr., International Trustee C. Faye Harper and International Representatives Mark Kiracofe, Don Gandolini, and Barny Haines reported to the General Executive Board on developments on the International's tradeshow participation since the last Board meeting in San Antonio.

### ***PLASA Focus - Nashville and Baltimore***

In February 2014, PLASA repeated its Focus event in Nashville and International Representatives Brian Lawlor and Kiracofe staffed IATSE display. Representatives of Locals 46 and 492 joined the Representatives during the 2-day event which is a regional approach to PLASA's annual Live Design International show.

The IA functions as a media partner for this event and works with Locals in the region to make IA members aware of the available free seminars, product demonstrations and networking opportunities. Local unions also participate in an open session to provide information about IATSE, and specifically the Locals operations and membership requirements.

In May 2014, Vice President Walter Cahill joined Representative Lawlor for the same event held in Baltimore. In addition to a Local 19 exhibition, Locals 22 and 487 were also in attendance and participated in the open session.

### ***EXHIBITOR 2014 - Las Vegas March 16-18, 2014***

Trustee Harper and Representatives Gandolini and Joanne Sanders staffed the IATSE booth at EXHIBITOR 2014. This conference and tradeshow attracts 5,000 industry professionals from association directors, event planners, marketers and vendors. Exhibiting on the showfloor provides an opportunity to present IATSE's many skilled crafts in the exhibition and convention industry, and the number of Locals that work to produce those events throughout the US and Canada. This event also gives the IATSE the opportunity to meet with management of some of our largest contractors to discuss issues of mutual interest. Exhibitor 2015 returns to Las Vegas March 2-5 next year.

### ***USITT - Fort Worth March 27-29, 2014***

It was reported that Representatives Chris Bateman, Lawlor and Kiracofe were joined by Local 322 Business Agent Bo Howard in staffing the IA booth at USITT. Locals One and USA829 exhibit at USITT regularly, and Local 126 took exhibit space as well. In addition, Local 127 President

Franklin Horvath attended all three days of the show and was active with Representative Bateman and Brother Howard as they participated in the conference activities.

The USITT show is particularly rewarding for the IATSE as it provides access to college students who are entering the workforce in technical theatre crafts. It was noted that International Representative Ben Adams presented a workshop on the benefits of IA membership as part of the conference and led many attendees to the IATSE booth for follow up questions. The 2015 event will be held in Cincinnati on March 18-21.

### ***InfoComm 2014 - Las Vegas June 18-20, 2014***

The IA display anchored the Rigging and Safety demonstration area that the International continues to sponsor as a segment of IATSE's partnership with InfoComm, and was staffed by Representatives Lawlor, Haines and Kiracofe. IATSE Safety Committee Chairman Kent Jorgensen gave daily demonstrations on proper use of truss and rigging rescue techniques. ICAP Chair Alan Rowe presented sessions on electrical standards and best practices in the entertainment industry. Various members of InfoComm management and their education department were regular attendees and noted the quality of the instruction, and the attendance for the demos far exceeded previous shows.

The Live Events area remains a small segment of the overall show, which drew more than 37,000 attendees, but interest in the IATSE's crafts and education initiatives is growing, and IATSE's contributions are consistently recognized by InfoComm. This show moves back to Orlando next year on June 17-19.

Upcoming tradeshow where the



IATSE will participate this year are as follows:

SIGGRAPH 2014 -

Vancouver, BC - August 12-14

PLASA Focus -

Austin, TX - September 10-11

LDI -

Las Vegas, NV - November 21-23

Expo Expo -

Los Angeles, CA - December 9-11

President Loeb thanked the Trade-show Department for its efforts in representing the IATSE at these events and noted that IATSE's participation in these shows is a potent tool that not only serves as an invaluable organizing tool, but also a tool that increases the Union's profile in the industry.

## **IATSE YOUNG WORKERS**

Communications Director Emily Tao reported to the Board on the IATSE Young Workers. Director Tao serves as Co-Chair of the Young Workers Committee and reported that the second annual Young Workers Conference will be held at the Hilton Portland in Portland, Oregon, on October 2-4, 2014.

The first Conference was held in Philadelphia in 2012 where a total of almost 200 members attended trainings and discussions, with courses about the IATSE, labor history, leadership skills, and activism. Local 8 provided logistical support and ensured the Conference attendees enjoyed Philadelphia. BECTU, the IATSE's sister union in the United Kingdom, also sent two attendees. It was also noted that an informal Young Workers meet-up and lunch was held during the 67th Quadrennial Convention in Boston, 2013.

This year's Young Worker Conference will provide networking opportunities and training on how to strengthen the

union and become a better member and activist. Assistant Director of the Stagecraft Department Joe Hartnett, who also serves as Co-Chair of the Young Workers Committee, will be teaching an updated "Structure of the IA" course and will conduct COMET training which is specifically designed to train members on how to talk to fellow members about organizing the unorganized.

Another training session, "Messaging for Unions," will cover how to talk about unions and labor issues to a variety of audiences including non-union members, community, and family. There has been a push to reposition unions in mainstream media and unions are also under attack politically and legislatively. Thus, messaging for unions is a valuable skill to have and each young member will be equipped with the tools to explain what labor stands for to those who are not union members. This course is being arranged with the help of the Education and Training Department, and will be led by an instructor from the University of Oregon's Labor Education and Research Center.

Invited as guest speakers are AFL-CIO Secretary-Treasurer Elizabeth Shuler, and Oregon State AFL-CIO President Thomas Chamberlain, a passionate activist, organizer, and union leader who has been involved in labor for more than 20 years. Secretary Shuler, also a Portland native, fueled the young worker movement within labor, specifically the AFL-CIO's "Next Up" Young Worker group. BECTU will once again be represented by two young members who will be attending the IA's 2014 YWC.

This is a movement to get young members active, to meet others who might be dealing with the same issues,

and to strengthen the union. As with the AFL-CIO Young Workers Advisory Council, the IA Young Workers Conference is geared towards members who are 35 and under, however, others are also welcome to attend.

A room block is reserved at the Hilton Portland at a discounted rate for members who receive approval to attend. The International will reimburse attendees who will be staying at the hotel for the two nights of the Conference. All attendees must be sponsored by a local union officer. Locals can send a maximum of two attendees to allow for all Locals to have representation. The application cutoff is September 1st. Additional information or questions regarding the 2014 Conference maybe directed to the Young Workers Committee at [ywc@iatse.net](mailto:ywc@iatse.net).

President Loeb encouraged Locals to register. He noted the importance of this Committee which seeks to engage those who will be the next leaders in the IATSE and the union movement. He remarked that the Committee's primary focus for the 2014 Conference is activism, noting that attendees will come out of this Conference with concrete ideas.

President Loeb commended the Young Workers Committee, especially Co-Chairs Tao and Hartnett. He stated that this Committee is ensuring that the IATSE has strong, dedicated, labor-oriented members going forward.

## **LOCAL UNION TRAINING**

Members of the General Executive Board, International Representatives, IATSE Legal Counsel and Local Union representatives in attendance at the Seattle Board meetings participated in an educational training session entitled "Building Activist Local Unions" conducted by

**Round table discussions on Activism during the Education Session on Wednesday afternoon.**



Robyn Cavanagh, Assistant Director of the Education and Training Department and Barbara Byrd from the University of Oregon Labor Education and Research Center. The session explored ways in which local union leaders can identify a vision for activism within their respective Locals. The session went on to identify barriers local unions may face in getting members interested and involved in activism and then provided tools on how to overcome those barriers.

### **PAC12 SPORTS NETWORK**

International Vice Presidents Walter Cahill, William E. Gearns, Jr., Broadcast Department Director Sandra England, IATSE Lobbyist Alec French of Thorsen French Advocacy, and In-House Counsel Samantha Dulaney updated the Board on the area standards banner campaign against PAC-12 Network.

It was reported that pressure continues to be exerted by the International on PAC 12 Enterprises, the nonprofit foundation that runs the PAC 12 Networks to pay its employees area standard wages. President Loeb has been actively involved in the lobbying effort in both Washington, D.C. and in California to bring the voice of state

and federal legislators, many of whom are alumni of the constituent universities, back to the network and the Presidents of the Universities that serve as the body's governing board. The International's message is to implore PAC 12 to do right by the technicians that work for the Network.

This effort has included meetings with 38 federal legislators and many state assembly representatives in the western states. President Loeb, Vice President Cahill, Lobbyist French, along with The FX Crowley Company working alongside Locals of the Broadcast Department are engaged in this area standards campaign.

### **PSAV**

International Vice Presidents William E. Gearns, Jr., Craig Carlson, Michael Barnes and John T. "Jack" Beckman reported that ongoing negotiations with PSAV have resulted in an agreement that was signed in March of this year covering both the U.S. and Canada. The following Locals are to be added during this first year: Phoenix Local 336, San Antonio Local 76, Denver Local 7, Salt Lake City Local 99, Seattle Local 15, Minneapolis Local 13, Baltimore Local 19, and Washington, D.C. Local 22.

President Loeb commended everyone on their efforts and pointed out that our relationship with PSAV should be a win-win for our members and for the employer for many years to come. He encouraged all Locals to take advantage of the training programs offered by the Training Trust as well as those resulting from our partnership with InfoComm.

### **IATSE POLITICAL REPORT**

Appearing before the Board to present a report on the IATSE's political program in both the United States and Canada were International Vice Presidents J. Walter Cahill and John Lewis, Assistant to the President Deborah Reid and Canadian Office Operations Manager Krista Hurdon.

Vice President Lewis and Krista Hurdon provided a report on the status of both the federal and provincial political environments in Canada.

### **Federal Issues**

#### ***Bill C-377***

This proposed federal legislation seeks to create onerous financial reporting obligations for trade unions. It is still in second reading in the Senate with no indication that interest in this proposed legislation will be revived any time in the near future.

#### ***Bill C-525***

This proposed federal legislation seeks to change, among other things, certification and decertification laws for federal sector employees making it far more difficult to organize and far easier to terminate bargaining rights. The federal Liberal and New Democratic parties were able to secure amendments to the most egregious sections to this proposed



legislation during Committee meetings. The Bill continues a slow progression and is currently waiting for Second Reading in the Senate.

#### **Bill C-4**

This proposed federal legislation is an “omnibus bill” which, among other things, seeks to limit federal sector employees’ right to refuse unsafe work; allow employers to discipline workers not carrying out dangerous work; unilaterally determine what constitutes essential services, and; weaken protections for laid-off workers. It received Royal Assent and will come into force in October 2014. A joint legal challenge to this legislation is being pursued by 18 different unions representing mainly federal sector workers.

#### **Bill C-23: The Fair Elections Act**

This proposed legislation has received Royal Assent and is now law. This Act addresses a number of election issues such as political contribution limits, third party advertising and election expenses. It also establishes more stringent voter ID regulations. The Council of Canadians and the Canadian Federation of Students (CFS) have joined together to launch a Charter challenge against sections of the Act. The Charter challenge will target two central provisions of the Act, namely the ban on the use of a Voter Information Card to prove residency and the muzzling of the Chief Electoral Officer.

### **Provincial Issues**

#### **Quebec Election**

On April 7, 2014, the Province of Quebec held its elections. The Canadian Office consulted and worked with the Quebec Locals to craft IATSE’s message to the members, and the International data-

base was used to distribute it. The Quebec Liberal Party, under Philippe Couillard, won a majority government of 70 seats, while the incumbent Parti Québécois finished second with 30 seats, becoming the first single-term government since 1970. Even Premier Pauline Marois lost her own seat, which if nothing else, underscored that Quebec is ultimately a left-leaning province and if the PQ ever wants to regain power, it would do well to remember its socialist and labour roots.

#### **Ontario Election**

For the last few years, Ontario has had a minority Liberal government which limited the government’s ability to rule without the support of one of either the Conservatives or NDP. When the Liberals released their budget in late spring, although it had everything the NDP had prioritized, the NDP refused to support it, which triggered a June 12 election.

This election was a watershed moment for the labour movement. Conservative Leader Tim Hudak sought out Tea Party strategists and campaigned for Right-to-Work legislation and the elimination of mandatory dues check-off for all employees covered by a collective agreement. Hudak was so vocal about his anti-union agenda that the labour movement had to back away from its traditional support of the NDP and vote strategically. Most unions encouraged their members to vote for whichever left-leaning candidate in their riding – Liberal or NDP – that stood the better chance of defeating the Conservatives. Once again, the Canadian Office worked with all Ontario locals to ensure it was preparing an effective election message and sent that message out to Ontario members via the International database.

The IATSE also joined many other unions in a group called “Working Families.” This group pools its resources for anti-Conservative television and print ads. In the last Ontario election, the Working Families budget was almost the same size as the budgets of either of the two largest political parties. The group broadens its target audience past labour, so that if huge electricity bills is the issue that resonates with the general public and ensures they don’t vote Conservative, that’s what Working Families will focus on. The Ontario Locals of the IA contributed just under \$40,000 to Working Families.

The campaign was a huge success. The Liberals were re-elected, this time with a majority government. It is also important to note that this was the first time Ontario has elected not only a woman as Premier, but a Premier who is openly gay.

#### **Fairness Works Campaign**

The CLC’s “Together, Fairness Works” campaign to change the perception of unions in the minds of both the public and our own members continues. Following up on the success of the Phase 1 of the television advertising campaign which was reported at the last Board meeting, Phase 2 of the advertising campaign expands the platform beyond TV to social media, subway and bus ads, street furniture, etc. The first ads targeted the 35-50 year-old demographic. The second phase targeted the youth demographic and the “switchers” – those voters who aren’t so tied to a political party that they will switch their votes according to issues and candidates. A second commercial was shot and this time, through the efforts of the International at the CLC, the IATSE was successful in securing the work.

## Lobbyist

The Canadian Office has now engaged a professional lobbyist to assist the IA in ensuring its interests are properly communicated to both provincial and federal government decision makers. Professional lobbyist Isabel Metcalfe has been engaged to work on an as-needed basis for the IATSE in Canada. She brings to the IA her 30 years of experience as well as strong relationships with all three major parties. The Canadian Office is currently planning an IA lobbying day in the fall of 2014 where it will be meeting with key individuals in the departments of Heritage, Immigration & Citizenship, and Employment & Social Development.

President Loeb noted that it is crucial to participate in Canadian political affairs. Proposed legislation on federal levels needs to be defeated. This requires a commitment to activism.

Vice President Cahill and Assistant to the President Reid provided an update on the IATSE's political program in the United States.

It was reported that according to most 2014 election polls it appears that there may be little hope for the Democrats to gain control of the House, and the Democrats are in a tenuous position to retain control of the Senate. Due to the challenges of the 2014 elections, the demands on the labor community and all working people to turnout voters will be of paramount importance. That means

that the IATSE and all AFL-CIO affiliates and other labor unions need to be prepared to participate in grassroots efforts so that we turn out supporters for candidates friendly to labor and working families. We must engage at least one percent of our membership to actively participate in the critical mid-term elections this year, and there must be an effort to identify those members who are not registered to vote and get them registered.

Based on the results of studies conducted over the past several years by the AFL-CIO, the numbers below clearly illustrate that the labor community consistently outperforms the general public in terms of the percentage of them that vote.

It was noted that as one might expect, the percentages shown in the "Retirees" column below indicate that older members have gained wisdom over the years and know what direct impact the elections will have on their lives. Retirees clearly vote in the highest percentages of all categories.

In the IATSE, our participation in the political process has come a long way and has increased, however, it was noted that our activism must continue to grow and we truly need to do better. The 2014 elections will be all about turnout. Mark Gersh, who has been briefing AFL-CIO Political Directors for years, said recently that the majority of the House races that are in play will come down to who is able to get their supporters out. IATSE members are involved in door knocking,

phone banking and other campaign activities. When we get engaged, we do a great job of getting our members to the polls. There is so much at stake, it was noted we cannot afford to have the usual lack of "off-year" election turnout that generally occurs.

It was reported that as part of the IATSE's political program Vice President Cahill and Assistant to the President Reid continue to conduct regularly scheduled conference calls with the Chairpersons and Secretaries of the Districts in the United States. In addition, the District Secretaries continue to submit monthly reports that indicate the activities of the local unions in their respective Districts. Local unions were encouraged to submit reports to the District Secretaries so they may pass them on to the International.

Locals continue to submit their Local Union Coordinator forms that were distributed by the District Secretaries, however, a large number of local unions have yet to get their reports in to the General Office. It was noted that there are 334 local unions in the United States and at the time of this report, the General Office has received forms from only 68 local unions. As the mid-term elections rapidly approach it is important that every local union in the United States designate someone in their Local to serve as the Local Union Coordinator so that there is a point person at each Local who will receive and disseminate information to fellow members regarding actions that may be required at the grassroots level so that we may put forth every effort to ensure that labor-friendly candidates are elected.

It was reported that the AFL-CIO has distributed its list of the states in their Tier

### TURNOUT OF REGISTERED VOTERS (PER AFL-CIO STUDY)

Year	General Public	AFL-CIO Members	AFL-CIO Retirees	AFL-CIO Householders
2012	67.2%	80.5%	85.8%	72.2%
2010	45.5%	60.7%	75.9%	50.2%
2008	63.4%	78.4%	86.4%	68.4%



1, Tier 2 and Watch States. The states in these categories will be those that are particularly targeted for assistance in terms of staffing and resources. As in 2012, the International will provide some release staff in these targeted states on an as-needed basis and it was noted that if any member wishes to take a more active role in the labor movement's efforts leading up to Election Day, he/she should advise their local union and the Local will submit their name and contact information to the General Office. It was noted, however, that local unions are also asked to assist in releasing staff to work the AFL-CIO political programs for 2014, particularly in those states where the challenges are greatest.

The AFL-CIO has also distributed its 2014 list of Endorsed Candidates for the mid-term elections. This list has been shared with the District Secretaries and is constantly being updated. As a mandate of the 2013 AFL-CIO convention, the State Feds and CLCs have been submitting strategic plans to the National AFL-CIO and when approved will be sent to the local union affiliates in their respective jurisdictions. The Locals will be asked to sign off on the plans and by doing so, will be indicating that they are signing on to work the plan with their State Feds and CLCs. The AFL-CIO will also be notifying the International affiliate when their local unions have signed on.

It was also noted that Working America has partnered with various State AFL-CIO's to sign up members and bring them into the fold of the labor movement. By doing so, Working America gains the ability to communicate with them regarding various campaigns and actions leading up to the November elections. Through their efforts Working America has opened a

few new offices for this 2014 election season and they are providing employment opportunities to people whose work will help in those particularly targeted areas.

#### *NALC 2014 Food Drive*

For the first time, the IATSE participated in the 2014 national food drive of the National Association of Letter Carriers (NALC). The International participated by purchasing 100,000 grocery bags and had them shipped to areas with a density of our membership. The NALC reported that the 2014 nationwide effort collected 72.5 million pounds of groceries that were picked up at mailboxes on May 10th. These groceries have been delivered to local food banks and shelters and the timing was important because many community pantries become depleted in the summer because school lunch programs are not available. The IATSE's participation was well noted and on May the NALC's Burbank branch reported that 25,000 bags were received from the IATSE and more were still coming in. The NALC was so impressed with our efforts that in June the NALC Regional Coordinator in the Los Angeles area sent a thank you letter to Buffy Snyder at our West Coast Office stating that they had significant jumps in donations this year in the cities that received the IATSE bags.

#### **MIDWEST BROADCAST ORGANIZING**

Director of Broadcast Sandra England and International Representative Fran O'Hern reported on organizing campaigns in Wisconsin and Minnesota. The Department has been very active in organizing in the upper Midwest. Representatives Fran O'Hern and Steve Belsky aided by officers and members of Broadcast Locals 745 and 762 took on an ambitious project to

bring the non-union contractors in Wisconsin under agreement with the IATSE. They were successful in getting a majority of workers in Wisconsin to sign authorization for representation cards and prevail in an election held by the NLRB with three employers in the State; the regional sports network Fox Sports Wisconsin, the crewing contractor, Program Productions, and the sports cable channel, The Big Ten Network. The workers voted overwhelmingly for IATSE representation and were welcomed to the Department. Meetings will be held with the new unit to develop the strategy for negotiating an agreement with each of these employers.

The same team, along with Broadcast Local 745, set out to organize technicians with non-union contractors in Minnesota. A majority of authorization cards were collected for Big Ten Network, LDM Worldwide, Inc., Program Productions, Inc., and the Mobile Television Group. Program Productions agreed to voluntarily recognize the Local, and an NLRB election was held for the remaining three employers. The Local prevailed in the LDM and Big Ten Network elections. The Mobile Television election is still undetermined.

#### **MOTION PICTURE INDUSTRY AND PENSION AND HEALTH PLANS**

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other Labor Directors Bruce Doering (Local 600), Ron Kutak (Local 700), Colleen Donahue (Local 161), Patrick Abaravich (Local 728), Tommy Cole (Local 706), and Scott Roth (Local 800) reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP). The combined value of Plan

assets has for the first time exceeded \$8 billion. As of June 30, 2014 the Pension Plan held \$3.4 billion in assets, followed by the IAP with \$3.8 billion. The Active and Retiree Health Plans held \$775 million and \$71 million, respectively. As of June 30th, the MPIPHP investment returns for 2014 were up by approximately 5.6%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that it is prudent over the long term for plans such as the MPIPHP.

The combined hours into the MPIPHP for 2013 were 81 million. This exceeded estimates by 6 million hours. Employer hourly contributions of \$688 million were received in 2013. This is due to the increased number of hours as well as contracts that require higher hourly contributions into the Plans such as the AICP, Music Video and many single project agreements. Residual contributions for 2013 exceeded \$400 million and are \$5 million over the same period so far this year.

The Active Health Plan has over 43,000 participants and over 93,000 covered lives, with an average annualized cost of \$11,550 per participant. The Retiree Plan consists of over 20,000 covered lives with an annualized cost of over \$8,000 per participant. The total healthcare spend is estimated to be \$621 million between the two Plans in 2014. The MPIPHP reported that as of December 31, 2013, the reserve levels were at 18.4 months in the Active Plan and 9.3 months in the Retiree Plan. Current estimates are that those reserve levels will remain flat thru 2014.

The Plan Director's also reported on the elimination of the MPIPHP Home Plan as of April 1, 2014. The Home Plan was created over a decade ago to deal with a small contingent of participants that were residing outside the MPIPHP areas. As domestic tax incentives impacted the work patterns across the IATSE's jurisdictions, the Home Plan grew exponentially. This growth, unanticipated at the creation of the Home Plan, has created economic and resource draining hardships on the MPIPHP. Home Plan participants do not count towards residuals for pro-rating or triggering. Contribution rates are at the lower, LA Basic Agreement rates as well, creating a "double hit" to the MPIPHP. This is subsidized by the participants working under the Basic and other agreements that require residuals and higher contribution rates. However, the Directors of the MPIPHP also recognized that there are participants that have actually changed their permanent address and qualified for the Home Plan could be adversely impacted by a wholesale cancellation of the Home Plan. Therefore, it was determined that any participant who qualified for the Home Plan before April 1, 2014, would be grandfathered and allowed to continue in the MPIPHP.

It was also reported that the Motion Picture and Television Fund (MPTF) clinics that are in the MPIPHP network have been transferred to the UCLA Medical Center for administration and medical services, and in the new partnership, the clinics are named MPTF/UCLA Medical Center Clinic.

The Directors reported on several senior level staff changes at MPIPHP including the hiring of a new CFO, Alan von Halle.

## **NATIONAL LABOR LEADERSHIP INITIATIVE**

Director of Education and Training Patricia White reported to the General Executive Board on a new leadership program started by the AFL-CIO in partnership with the Cornell Worker Institute called the National Labor Leadership Initiative. AFL-CIO President Richard L. Trumka founded this program in response to the turbulent conditions confronting workers and unions in the 21st century. Director White has been a participant in this program over the past year.

The National Labor Leadership Initiative (NLLI) attempted to consider three interdependent domains of leadership: "Personal Qualities of Leadership," "Leading and Transforming Your Organization," and "Building an Inclusive and Dynamic Movement." Each topic was covered extensively during three separate one-week retreats, held between November 2013 and June, 2014. Intensive follow-up with faculty, field application, peer coaching and network-building took place continuously between sessions.

Participants at the NLLI retreats spent many hours considering capacity building and infrastructure for an enhanced pro-worker movement. A powerful, progressive majority in the United States and Canada needs to embrace the union message, and unions need to be able to confront the claim that they are only interested in the explicit self-interest of their members. At the same time, non-union worker organizations, such the National Domestic Worker Alliance and Jobs with Justice that speak for workers not in unions must learn from labor and unite around common goals. Participants need to build their own organizations while



building the movement. Rather than apathy and demobilization, there should be rising expectations and new demands regarding what citizens should expect from their government.

Director White stated that organized labor needs its own think tanks, and this is one of them. She went on to explain that organized labor needs to reach into and befriend the progressive institutions that promote the rights of common people, workers, immigrants, students, and the middle class.

Director White stated that President Loeb and the General Executive Board took a very positive step when they voted to approve IATSE's participation at the NLLI. In the months to follow, some of the material presented will make its way into some of the leadership training presented by the IATSE. Additionally, the alliances and friendships made with the other participants are a resource which the IATSE will be able to draw upon, if needed, in the future.

President Loeb thanked Director White for her efforts and participation in this initiative. He went on to comment on the importance of organizing a "think tank" to pro-actively advocate the interests of labor collectively. President Loeb confirmed that IATSE will continue to participate and invest in this initiative, and advised those in attendance that he will be assigning General Secretary-Treasurer Wood to the next session of the NLLI.

### **NEXSTAR COMMUNICATIONS**

General Counsel Samantha Dulaney, on behalf of Assistant Director of Stagecraft Joseph Hartnett, reported to the Board in closed session regarding the International's recently concluded negotiations with Nexstar Communications/

WETM-TV in Elmira/Corning, NY.

In February 2014, Assistant Director Hartnett was assigned to assist Local 289 in its negotiations with Nexstar. The employer's proposals would have decimated the collective bargaining agreement. Against this backdrop, bargaining was contentious but a deal was reached in March of this year. Two days after signing the agreement, Nexstar informed three members of the bargaining unit that they had been reclassified and were no longer members of the bargaining unit. Counsel Dulaney filed an unfair labor practice charge with Region 3 of the National Labor Relations Board (NLRB) in Buffalo, NY. Assistant Director Hartnett, along with two of the three members of the unit who had been wrongfully reclassified, gave affidavits to the NLRB. The Region issued a complaint and a hearing is scheduled for October 2014.

### **RED BULL STADIUM**

Broadcast Department Director Sandra England, International Representative John Culleen and General Counsel Samantha Dulaney appeared before the Board to report on an organizing effort of a crew at Red Bull Stadium, located in Harrison, New Jersey.

On Memorial Day 2014 a match was held at Red Bull Stadium between the soccer teams of Jamaica and Serbia. Members of New York Broadcast Local 100 were contacted to work the event by a signatory employer and were subsequently cancelled from the event because the producing company did not want to pay holiday pay under the agreement. The crew was then re-booked by an out-of-town crewing contractor to work non-union. Representative Culleen and Local 100 Business Agent Greg Calvin vis-

ited the jobsite. The crew exercised their rights under the National Labor Relations Act and lawfully struck for recognition by the Employer. The entire crew was united and as a result the Company and the International negotiated a mutually acceptable agreement.

### **RIPD/NBC – UNIVERSAL ARBITRATION**

International Vice President Michael F. Miller, Jr. and Brother Chris O'Donnell, Business Agent of Local 481, reported on the outcome of the arbitration between IATSE and NBC/Universal over the grievance filed on the production RIPD. This case involved the producer's assignment of covered work to a production assistant (PA), a non-bargaining unit employee. The project was covered under the Area Standards Agreement (ASA).

The arbitrator ruled that the work defines whether this person is performing covered work, not the job title assigned by the producer. 'Set Decorator Coordinator' was the job title given to the PA performing the job, but the tasks were those traditionally covered by the ASA. The arbitrator ruled that this was indeed covered work. NBC/Universal has refused to implement the award contending the person was properly paid, so no back wages were due, but the employee was paid at PA's wages not ASA wages. An additional three days of hearings are scheduled to clarify the remedy.

### **SCHISM ARBITRATION**

West Coast Counsel James G. Varga gave a report to the General Executive Board on the status of a grievance matter on a project called "Schism." This production has recently been released under the title "Fractured." On February 9, 2014,

Arbitrator Michael D. Rappaport rendered his award sustaining the grievance filed by the IATSE and Studio Mechanics Local 478. The Award requires the Producer to pay benefit contributions for all employees on the IATSE crew working during pre-production, to pay the crew that worked on the Martin Luther King, Jr. holiday in January, 2012, and to make whole an employee found to have been terminated without just cause and in violation of her Section 7 rights under the NLRA. Since the Award was issued, however, the recalcitrant Producer, 4 Pix, LLC and its principal member Ray Markovich, along with Seven Arts Entertainment principal Peter J. Hoffman, the “financier” and representative of 4 Pix, have taken great pains to avoid fulfilling their obligations under the collective bargaining agreement and the Arbitrator’s Award. The IATSE has authorized filing a petition to enforce the Award.

### **TEMPORARY FOREIGN WORKER PROGRAM (TFWP)**

International Vice President John Lewis, International Representative Julia Neville and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board on the status of the Canadian Temporary Foreign Worker Program.

The Temporary Foreign Worker Program is an immigration program under which employers bring foreign workers into Canada. In the past year there has been extensive media coverage of abuses by employers who used the TFWP to displace Canadian workers to lower labour costs. Large banks, fast food and mining industries have used it to pay less than minimum wages to low-skill, low-wage immigrant workers. The Canadian labour movement has been at the forefront of tak-

ing the Conservative government to task on these issues.

The film and television industry in Canada has used the TFWP for decades and while it is not a perfect fit it has worked well enough. Virtually all key creative and technical employees are brought in under this program, including U.S. IATSE members working on productions in Canada. Over the years issues arose such as how much to involve unions in the immigration permit process, but generally, the Canadian IATSE Locals have relied on their collective agreements to address permit issues for non-Canadian employees.

On June 20, 2014, the federal government, in response to increasing scrutiny by the media, announced a number of changes to the TFWP aimed at addressing the rampant abuses by employers in low-wage, low-skill sectors. The changes were enacted immediately and unfortunately, the film and television industry has been affected, despite no history of abuse and despite involving highly-skilled, highly-paid workers.

Some issues arising include:

1. A job classification is now deemed “low-wage” or “high-wage” based upon its median provincial rate. This has resulted in actors and some IATSE classifications being deemed “low-wage” regardless of the wage paid, resulting in delays and rejections for permit applications.
2. Service Canada staff was unprepared for the changes, also causing delays in permit processing. A number of U.S.-based productions have been disrupted, with key talent and creative personnel not always able to enter Canada when required.
3. The permit application fee increased to \$1,000, from \$275, a significant in-

crease.

4. The employer is now required to outline a plan to transition temporary workers to permanent resident status, so it will not require non-Canadian employees in the future. This has no relevance for our industry, where the work is truly temporary and short-term, and non-Canadian employees leave Canada when their work on a project is completed.
5. There are caps on the cumulative amount of time a worker may be employed in Canada under this program, causing potential long-term problems for series with recurring cast and crew.

The Canadian Office is working with the Locals, the MPAA, the CMPA, immigration lawyers and other labour unions and guilds to develop solutions to these problems, and have participated in several meetings with senior officials in the federal government. An industry proposal for a model that is a better fit for the film and television industry is expected soon.

This model includes two “streams”; one program for union productions with a union letter of concurrence, and another for employers without a union letter of concurrence. As noted earlier, the IATSE Locals rely on their collective agreements rather than Canada Immigration to facilitate non-Canadian workers coming into their jurisdiction. Given the high-profile abuses in other industries the government wants protection from potential fraud in their immigration programs. In exchange for providing the security of union endorsement for a foreign worker, the unionized film and television sector is getting a faster and cheaper process. This has been made possible largely by the im-





**Vice President Anthony DePaulo (center) gave an update on the negotiations with New York's Metropolitan Opera along with Local One Television Business Manager Edward McMahon, Local 798 Theatrical Business Manager Daniel Dashman, International Trustee Patricia White, In House Counsel Samantha Dulaney and Local USA829 Associate Business Representative Michael Smith.**

mediate and dire crisis at hand, combined with insistence by the government that labour be a part of the solution.

Changes to the TFWP have had little impact on the live performance industry. In terms of tours for the music industry, any touring group coming in for less than two weeks would not require a Labour Market Impact Assessment (LMIA) or work permit. If entering for longer than two weeks, an LMIA and work permit is required - even under the International Mobility Program designation. The program remains unchanged for entourage of 15 or more foreign entertainers entering Canada, even for durations of longer than two weeks - they still would not require a LMIA or work permit. The Canadian Office has been in regular contact with Canadian Federation of Musicians and with Canadian Actors' Equity Association and will continue to work collaboratively to address any fall-out or unintended consequences.

President Loeb thanked the Canadian Office for its efforts on this issue. He noted that IATSE's leading role in resolving problems associated with the TFWP is the result of the IATSE's increased emphasis on activism.

## **METROPOLITAN OPERA**

International Vice President Anthony DePaulo, International Trustee Patri-

cia White, Local One Television Business Manager Edward McMahon, Local 798 Theatrical Business Manager Daniel Dashman, Local USA829 Associate Business Representative Michael Smith and In-House Counsel Samantha Dulaney gave an update on the negotiations with New York's Metropolitan Opera.

The contracts of seven (7) IA local unions, Locals One, 751, 764, 794, 798, USA829, and Exhibition Employees Local 829, along with the contracts of eight (8) other unions expired at Midnight, July 31, 2014. The largest locals at the Met are IATSE Local One, the American Guild of Musical Artists (AGMA), representing the choristers and singers, and American Federation of Musicians Local 802 representing the orchestra musicians.

As the contract expiration deadline approached, the Met Opera, AGMA and Local 802 sought the assistance of a federal mediator. In addition, that mediator brought in an independent financial auditor to review the Met's books and records and to assist in the contract negotiations with AGMA and Local 802. The Met agreed to extend the deadline for a lockout until the independent audit was completed. At the time of this report, that extension remains in place.

By way of background, it was noted that in February of this year, the Met

General Manager Peter Gelb threatened all the unions with a lockout on August 1, if they were not willing to give 16-17% concessions in wages and benefits. He also stated that without these cuts the Met would go bankrupt in a few years.

In March, President Loeb convened a meeting at the General Office with the IA Locals representing the workers at the Met to discuss the upcoming contract negotiations. Also in attendance were the Locals' respective legal counsel and IA accountant James Heinzman who had prepared a financial analysis of the Met.

At the meeting, a decision was made to have a coordinated public relations campaign for the IA Locals at the Met, the purposes of which were threefold: 1) to inform the public about what our members do, 2) attack the premise that the workers' compensation was the only solution to the problem, and 3) to come across in the media as "rational" in a situation that was playing out as an operatic drama. President Loeb engaged PRWRK and Tricom Associates to assist and develop the campaign.

After that first meeting in March, the International rolled out its "Save the Met" catchphrase. The campaign has grown since then and now consists of:

"Save the Met" buttons worn by members and workers throughout New York, as

well as by sister unions in Europe, including BECTU (UK) and VERDI (Germany)

- “United” T-shirts worn by all the union-represented workers at the Met
- “Save the Met” Facebook and Twitter pages

- Savethemetopera.com website

- “Save the Met” petition

- Banner campaign of HD Screening of Met Productions shown at theatres in:

- NYC – Locals One, 764, USA 829, 751
- Chicago, Local 2
- Philadelphia, Local 8
- Seattle, Local 15
- San Francisco, Local 16
- Portland, OR, Local 28
- Los Angeles, Local 33
- San Diego, Local 122
- Reno, Local 363
- Miami, Ft. Lauderdale, Local 500

- Google ads

- Traditional media:

- NY Times
- Wall Street Journal
- Huffington Post
- Crains New York Business
- NPR
- WNYC/WQXR Radio in NY
- CBS News
- NY Local ABC, NBC, CBS AND FOX affiliates
- NY 1
- Latin Post
- Associated Press
- AFP (French Press)
- Reuters
- BBC Radio
- Union Edge Radio Program

In addition, President Loeb wrote an impassioned letter to the entire Board of Directors at the Met, which was quoted

favorably in the press.

At the time of this report, the IA Locals were waiting to learn when they would be scheduled to resume negotiations. It is hoped that agreements will be reached and a lockout of workers can be avoided.

President Loeb remarked that this is far from over but that the International is optimistic that negotiations will conclude with agreements between the Met and all the unions and a lockout of workers avoided. He thanked Stagecraft Department Assistant Director Joseph Hartnett, Communications Director Emily Tao and Communications Coordinator Molly Katchpole for their tireless efforts in getting out the IA’s message. He also complimented the leadership of the IA Locals who have demonstrated the courage to stand together. President Loeb also expressed his appreciation to all of the Locals across the country (and the world) who have stood in lockstep with the IA during this bitter campaign.

### **WARNER BROS. ATLANTA AGREEMENT**

International Vice President Michael F. Miller, Jr. and Assistant Department Director Daniel M. Mahoney appeared before the Board to report on the recently concluded initial collective bargaining agreement between the IATSE and Warner Bros. Studio Facilities Atlanta.

Warner Bros. Studio Facilities Atlanta is a recently opened facility that is engaged in the procurement, rental and maintenance of property equipment for Warner Bros. Productions and its various clients in the Entertainment Industry.

The Agreement recognizes the IATSE as the exclusive collective bargaining representative of the employees in the bargaining unit of warehouse workers and

establishes the wages, hours, benefits and working conditions for all of the technical and property personal at the Atlanta facility. The term of the new Agreement is for three years with an effective date of June 1, 2014 through May 31, 2017. The Agreement provides for 10 hour rest periods and daily overtime after 8 hours, among other quality of life protections.

It was noted that with this agreement the IATSE will have people working on the inside who will be aware of productions coming into the area, and that this agreement will be useful as a template for other such facilities.

### **WILLIAM A. DOUCETTE, JR. VS. IATSE**

West Coast Counsel James G. Varga reported on the status of litigation in the matter of William A. Doucette, Jr. vs. International Alliance of Theatrical Stage Employees. In 2012, Brother Doucette filed his complaint alleging discrimination and retaliation against him in the operation of the Local 33 hiring hall system. Brother Doucette named the IATSE along with his local union, IATSE Local 33 (Los Angeles, CA), and numerous other defendants. Without having served the IATSE with the Complaint, Brother Doucette filed a First Amended Complaint and served the IATSE in early February 2013. After a demurrer, the plaintiff filed his Second Amended Complaint in August 2013, this time naming both the International and International President Matthew D. Loeb, among the numerous other defendants. In court the IATSE argued that the court lacked proper jurisdiction and that the plaintiff had failed to exhaust administrative remedies since he had not named the International nor President Loeb as a respondent in any of the claims he filed with



federal and state agencies. More significantly, counsel pointed out to the Court that the local union was autonomous, and that the International was not responsible for operation of the local union's hiring hall system. On April 3, 2014, the Court dismissed the Second Amended Complaint as against the International and President Loeb with prejudice.

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

### **Re: PAC Efforts**

International Vice President Craig Carlson reported to the Board on the efforts of Chicago Stage Local 2 to raise contribution levels to the IATSE-PAC. It was noted that the Local currently has 406 active members and 210 of the members are either one-time contributors or sustaining monthly contributors. Fifty-two percent of the Local's membership participates in PAC activities. Thus far, monthly contributions in the aggregate total \$1,640 per month to the IATSE-PAC.

The message to the Local 2 membership is that political participation is critical because of the direct link to the creation and maintenance of jobs for the members. This is especially true for the publicly owned venues serviced by the membership.

It was reported that a strategy for getting members engaged in the process is to task all Job Stewards, Department Heads and Local Officers to sign up new contributors. Accountability is created by required reporting of the success of each of these groups on a regular basis. Efforts are continually made to inform the members that they can make their contributions by credit/debit card authorization, online sign up, or one-time cash or check contributions.

The Local has worked hard to develop ongoing relationships with Illinois' mem-

bers of the House of Representatives. The Local stays in the forefront by maintaining its strong relationship with Speaker of the State Legislature Michael Madigan, who also serves as head of the State Democratic Party.

## **LOCAL NO. 8, PHILADELPHIA, PA/CAMDEN-MERCER COUNTY, NJ**

### **Re: Bristol Riverside Theatre Organizing Drive**

International Vice President Michael Barnes appeared before the Board in his capacity as President of Philadelphia Stage Local 8 to report on the Local's success in organizing the stagehands employed at the Bristol Riverside Theatre (BRT). The BRT is a three hundred (300) seat regional theatre located in Bristol, PA. After the Local filed a representation petition and authorization cards with Region 4 of the National Labor Relations Board, the Local and the BRT agreed to a stipulated election agreement setting the election for November 25, 2013. The Local won the election and over the course of the next seven (7) months, the parties proceeded to negotiate a mutually acceptable first collective bargaining agreement. Of particular note, the agreement includes wage increases including an annual percentage increase, overtime provisions, grievance and arbitration procedures and most importantly, health and welfare benefits. Because of the successful organizing of the BRT, Local 8 has experienced an increase in its membership and has credibility in the regional theatre community in Philadelphia.

President Loeb commended Vice President Barnes and the officers and members of Local 8 for their work on the BRT, as well as in organizing generally. He observed that the significance of

this report cannot be overstated. Local 8 is extremely aggressive in its union building efforts which will strengthen the Local and its jurisdiction.

## **LOCAL NO. 8, PHILADELPHIA, PA/CAMDEN-MERCER COUNTY, NJ**

### **Re: PAC Efforts**

In his position as President of Local 8, Vice President Michael Barnes reported to the Board on the efforts of the Local to raise funds for the IATSE-PAC. Local 8 is making a push to increase the number of its members who are contributing to the IATSE-PAC. Prior to the Local's campaign, there were 123 one-time contributions and 59 regular monthly contributors. At the time of this report, the number increased to over 100 monthly contributors. Some of the fund raising methods being used by the Local include the following:

1. Competition between House Crews – When 100% of a house crew signs up for PAC contributions, that crew is invited to join officers of the Local at the local sports establishment.
2. Competition between Local 8 and other local unions - The Local has initiated dialog with other Locals to establish a competition to increase PAC fund contributions. When all details of the competition are finalized, Local 8 will announce this to its members to get them motivated.
3. Social Media – The Local is posting messages on Facebook and Twitter regarding anti-worker legislation. This is done in the context of increasing awareness of the need to participate in PAC activities.
4. An education seminar is presented which includes:

- a. Information from the International's "Why Unions Still Matter"
  - b. The political structure in the United States, emphasizing the differences between federal, state and local offices.
  - c. The benefits of political action to Local 8, the International and the labor movement.
5. Structured Communications - Based on the direction of President Loeb during the last election cycle, a structure has been implemented and includes messaging on various issues including, but not limited to political messages. This has proved to be effective and encourages participation throughout the Local's membership, including on the job-sites.
  6. Political Action Committee - The Local has created a Committee comprised of Regional Members, Venue Members, Legislative Director, Endorsement Director, Communications Director and Union City Director. Each of these positions have specific responsibilities to assist in the Local's efforts to identify state and local issues as it continues to implement its 3-prong political agenda: 1) registering voters among the membership, 2) advocating the members on political issues, and 3) getting out the vote.

President Loeb thanked Vice President Barnes and commended Local 8 for the efforts it is making to educate its members and increase their participation in the IATSE-PAC and in the overall political process.

**LOCAL NO. 11, BOSTON, MA**  
**Re: Great Lakes and F&D "Lego Store"**

International Vice President John

Lewis and Local 11 Business Agent Colleen Glynn appeared before the Board to report on recent developments in IATSE's relationship with Great Lakes Scenic.

Great Lakes Scenic is a props and set construction shop based in Southwest Ontario and is signatory to collective agreements with Locals 129 and 828. Great Lakes is the sister company to F&D Scenic based in Calgary, Alberta which is signatory with Local 212. Both companies build not only traditional theatrical sets and props, but also sets for zoos, museums, condominium developers and retail stores like Lego. Great Lakes is continuing with the expansion of its non-theatrical installation work throughout North America. Vice President Lewis confirmed that he has commenced negotiations for an International Installation Agreement which would secure more of this work for IATSE members and establish working terms and conditions with local wage rates in a process similar to the Global Spectrum Agreement.

During the course of these negotiations, Vice President Lewis put Great Lakes in contact with the Business Agents from Kansas City Local 31 and Atlanta Local 927 and they were able to reach an agreement to perform work in their respective territorial jurisdictions with IA crews. More recently, Vice President Lewis put Great Lakes in contact with Boston Local 11 in order to secure work for IA members during the construction of the Lego Discovery Center at Assembly Row in Somerville, Massachusetts.

**LOCAL NO. 63, WINNIPEG, MB**  
**Re: The Workplace Safety and Health Act**

International Vice President John Lewis, International Representative

Barney Haines and Canadian Counsel Ernie Schirru reported to the General Executive Board on the status of Manitoba Workplace Safety and Health Act provincial offence charges filed against, among others, Local 63, arising from a workplace accident at the Winnipeg Symphony Orchestra event at the Manitoba Centennial Concert Hall (MCCH).

Representative Haines explained that on February 3, 2012, a member of Local 63 was working the set-up of a Winnipeg Symphony Orchestra event at the Manitoba Centennial Concert Hall when he sustained a workplace injury that required a hospital visit and time off work. Representative Haines went on to explain that a Provincial Inspector conducted an investigation of the circumstances giving rise to workplace injury and following this investigation, some 20 charges were filed against the WSO, MCCH and Local 63. To date, no Canadian Criminal Code charges have been laid. Representative Haines confirmed that Local 63 has retained legal counsel from Myers Weinberg LLP to defend against the provincial charges. Representative Haines then provided an update on the status of those charges against Local 63.

Counsel Schirru explained that the Manitoba Workplace Safety and Health Act provides the Province with the ability to lay provincial quasi-criminal charges against workplace parties for violations of the workplace health and safety rules and obligations set out in the legislation. Counsel Schirru explained that each province and territory in Canada has similar legislation. Counsel Schirru also explained that the Canadian Criminal Code contains rules for attributing criminal liability to organizations, their representatives and



those who direct the work of others and imposes serious penalties for violations of workplace health and safety rules that result in injuries or death. Counsel Schirru then discussed best business practices that IATSE Locals should consider in order to limit exposure to any such quasi-criminal and/or criminal charges.

President Loeb commented that this is a serious issue of which all Canadian Locals should take note. President Loeb also requested that the Canadian Office work to put together draft contractual language to be incorporated into collective agreements that would provide indemnification for legal fees associated with defending against any such quasi-criminal or criminal charges that may arise from workplace accidents.

#### **LOCAL NO. 193, BLOOMINGTON-SPRINGFIELD-JACKSONVILLE-NORMAL-MACOMB-PEORIA, IL**

##### **Re: City of Bloomington**

International Vice President Craig Carlson reported to the Board on his assignment to assist Local 193 in negotiations for a maiden agreement with the Bloomington Center for the Performing Arts (BCPA).

Bloomington-Normal is 160 miles south of Chicago and home to 21,000 on campus Illinois State University Students. At the time of this assignment, Local 193 already had several collective bargaining agreements covering work at area universities, but none of them were with a municipality, and inasmuch as the BCPA is owned and operated by the city, it was new to them.

The Bloomington Center for the Performing Arts is an enormous, three story, brick building. It includes the largest brick wall ever erected in the State of Illinois and

contains an eleven hundred seat proscenium theatre, a six thousand square foot meeting space, several smaller meeting rooms, a large ornate foyer, a loading dock, a massive commercial kitchen and a spacious lobby which is use for various commercial gatherings. The BCPA produces concerts, dances, legitimate theatre shows, corporate meetings, and other events.

Local 193 successfully organized the stagehands at the BCPA. As the Local entered into contract negotiations, Vice President Carlson relied upon the relationship of the International and Chicago Local 2 with the National and State AFL-CIO, and strategies learned in various educational seminars sponsored by the International.

Despite having some leverage, it was still a long six months of negotiations. After many long bargaining sessions, numerous language revisions, proposals exchanged via email and then long phone call sessions with the BCPA attorney, the parties reached an agreement. Highlights include a three-year term, standard contractual provisions, premium pay, and wage increases. The Agreement was unanimously ratified by Local 193 at its general membership meeting on May 1, 2014. The International waived initiation fees for the six new journeymen and 31 new registered apprentices as well as granted dispensation which allowed the Local to almost double its membership with this organizational effort.

Vice President Carlson thanked President Loeb, and Stagecraft Co-Directors DePaulo and DiTolla for providing Local 193 all the support needed to succeed, including legal counsel. He also expressed sincere thanks to Joe Burns and David Huffman-Gottschling for the outstanding legal representation they provided.

President Loeb remarked that the increases and conditions achieved are significant. He commended Vice President Carlson for using activism to get an agreement for the Local, noting that his commitment at the bargaining table helped the Local change the lives of the workers.

#### **LOCAL NO. 695, HOLLYWOOD, CA**

##### **Re: Trusteeship**

International Vice President Michael F. Miller, Jr., International Representative Peter J. Marley and West Coast Counsel James G. Varga reported to the Board on the status of the Trusteeship imposed on Local 695. Vice President Miller, Representative Marley and International Representative Steve Aredas are the appointed Trustees for Local 695.

On February 25, 2014 the Trusteeship was imposed by Order of President Matthew D. Loeb following a hearing and recommended decision from the Hearing Officer. Six appeals were filed by former officers of Local 695. As previously reported, the appeals were heard by the General Executive Board at their meeting held on April 22, 2014, and all were denied.

#### **LOCAL NO. 729, BURBANK, CA**

##### **Re: Warner Brothers Lot Painting**

International Vice President Michael F. Miller, Jr. and Local 729 Business Agent Bob Denne reported to the General Executive Board that Local 729 had secured an agreement with Warner Brothers Studio Facilities for maintenance painting on the studio lot that had heretofore been sub-contracted to outside vendors. This is for maintenance painting that exceeds 25,000 square feet. Two buildings and four stages are involved in the initial phase which began in April 2014 and is ongoing. Brother Denne reported that it is estimat-



ed that several dozen members will likely be employed for more than two years on this project. The terms and conditions of employment are pursuant to the Movie of the Week provisions of the Basic Agreement. Vice President Miller pointed out that these are new employment opportunities that Local 729 was able to identify and secure for its members.

President Loeb congratulated Local 729 for having the foresight to secure this work.

#### **LOCAL NO. 927, ATLANTA, GA** **Re: Fox Theater Agreement**

International Vice President Walter Cahill and Local 927 Business Agent Neil Gluckman reported on Local 927 and the Fox Theater agreement. The Atlanta Stage Technicians have a long standing relationship with the Fox Theater in Atlanta, Georgia that dates back to the opening of the building in December of 1929. In 1992, Local 927 entered into its first of several agreements with the Theater. Over the next two plus decades, there have been five successor agreements.

The agreement between the Local and the Fox is a set of conditions and a set of wage tiers. There are five wage tiers depending on the type of show being presented. The Local sought to limit these tiers. The Fox proposed changes to conditions. The negotiations were hard fought, but the Local successfully beat back onerous proposals that would have changed work conditions, and it was able to achieve significant pay increases for the workers at the Fox.

President Loeb remarked that the recently concluded contract sets a long-term pattern for closing the wage gap between the traveling crew and the yellow card (local) crew. He commended Business

Agent Gluckman for using activism to expose the inequities in bargaining. He observed that the unanimous ratification speaks to the support by the membership of the Local's actions at the Fox. President Loeb complimented the Local on the deal and observed that the negotiators did a fine job.

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

##### **Re: Toronto International Film Festival (TIFF)**

International Vice President John Lewis, International Representative Peter DaPrato, Local B-173 President George King and Business Agent Chastity Brooker reported to the General Executive Board on the status of the Local's negotiations for a first collective agreement with TIFF following the Local's certification as exclusive bargaining agent for more than 50 ushers, concessions, gallery attendants and assistant cinema managers in November 2013.

The Local B-173 bargaining committee consisted of Vice President Lewis, Representative DaPrato as well as Local President King and Business Agent Brooker and members from the bargaining unit. The committee tabled 81 collective bargaining agreement proposals. Although the Local filed an unfair labour practice complaint with the Ontario Labour Relations Board

during the course of bargaining, the Local continued to make steady progress in negotiations. On June 13, 2014, the Local reached a four-year agreement with TIFF which was ratified unanimously by the unit on July 15, 2014. This new agreement significantly improves the working conditions for bargaining unit members. The Local is now in the process of bringing bargaining unit employees into membership and enrolling them in the Canadian Entertainment Industry Retirement Plan.

President Loeb congratulated Local B-173 and the bargaining committee for its success in both organizing TIFF and negotiating a first collective agreement that will improve the lives of many new members. President Loeb also commended the Local for its perseverance in continuing its efforts with this workplace following an unsuccessful certification vote two years early. In doing so, President Loeb stated that all Locals should note that an unsuccessful organizing drive should not be abandoned forever – Locals should re-tool and re-organize when the opportunity presents itself.

#### **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 9:40 a.m. on Friday, August 8, 2014.



**Local B-173 Business Agent Chastity Brooker and President George King reported on the agreement between Local B-173 and TIFF.**



**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE**  
**WESTIN SEATTLE • SEATTLE, WASHINGTON • AUGUST 5, 2014**

Since the last meeting of the Defense Fund Committee in San Antonio, Texas on January 14, 2014, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 3, Pittsburgh/New Castle, PA –		Local No. 461, St. Catherines/Welland/	
August Wilson – Legal	\$4,944.04	Niagara Falls, ON – Brock University and the	
Local No. 26, Grand Rapids/Muskegon/Battle Creek/Kalamazoo/		City of St. Catherines – Legal	9,588.84
Holland/St. Joseph, MI/Meijer Gardens/Legal	1,268.75	Local No. 500, South Florida – Kravis Center – Legal	182.50
Local No. 30, Indianapolis – Kokomo/Richmond, IN –		Local No. 611, Watsonville/Santa Cruz/Salinas/Gilroy –	
Indiana State Fair–Legal	40.00	Hollister/Monterey/Pacific Grove/Seaside, CA –	
Local No. 56, Montreal, QC – Special Organizing	799.92	Barlowe & Sunset Cultural Center – Legal	6,778.53
Local No. 66, Dayton/Springfield/Darke/Miami and		Local No. 695, Hollywood, CA – TRO – Legal	16,607.22
Champaign Counties, OH – Dayton Downtown		Local No. 849, Maritime Provinces – Egg Films – Legal	39,966.49
Revival – Legal	4,213.87	Local No. 906, Charlottetown, PEI–	
Local No. 118, Vancouver, BC – York Theatre – Legal	12,090.20	Harbourfront Festival – Legal	359.10
Local No. 121, Niagara Falls/Buffalo, NY –		Local No. 917, Atlantic City, NJ –	
Conference Center Niagara Falls – Legal	1,710.00	Trump Plaza, Atlantic City – Legal	7,687.76
Local No. 129, Hamilton/Brantford, ON – Hamilton Ent.		Local No. 927, Atlanta, GA – Live Nation – Legal	28,432.12
Convention & Global Spectrum Facility Management Ltd. –		<b>SUB TOTAL</b>	<b>\$ 343,356.72</b>
Legal	565.00	IATSE – Gigapix – Legal	1,581.25
Local 129 & B-173, Hamilton/Brantford/Toronto/Hamilton,		IATSE – Freedom Films – Legal	1,874.74
ON –Hamilton Entertainment Convention & Global		IATSE – William A. Doucette, Jr. – Legal	9,631.05
Spectrum Facility Management Ltd. – Legal	8,657.79	IATSE – International Organizing & Contracts – Legal	6,497.20
Local No. 142, Mobile, AL – David Tufts Hiring Hall/		IATSE – Update Referral Rules – Legal	2,858.60
Seniority List – Legal	37,160.29	IATSE – Metropolitan Opera – Legal	8,000.00
Local No. B-173, Toronto/Hamilton, ON –		IATSE – PAC-12 Network – Consulting	42,886.92
TIFF Bell Lightbox – Legal	14,748.00	IATSE – Axiom Bankruptcy – Legal	3,938.75
Local No. B-173, Toronto/Hamilton, ON –		IATSE – Golf Channel – Legal	166,425.21
NYPACC – Legal	2,276.43	IATSE – Province of Quebec – Bill 32	10,389.98
Local No. B-173, Toronto/Hamilton, ON – Hamilton		IATSE – Social Media Campaign – Juno Awards – Legal	2,033.43
Entertainment Convention & Global Spectrum Facility		<b>SUB TOTAL</b>	<b>\$ 256,242.13</b>
Management Ltd. – Legal	5,239.61	Thorsen French Advocacy	54,611.53
Local No. B-173, Toronto/Hamilton, ON –		Basic Agreement	5,087.50
City of Hamilton/HECFI – Legal	1,130.00	<b>SUB TOTAL</b>	<b>\$ 59,699.03</b>
Local No. 193, Bloomington/Springfield/Jacksonville/		<b>EDUCATION</b>	
Normal Macomb/Peoria, IL – Petition – Legal	29,916.87	LEAP Reimbursements to Locals and/or Officers	32,555.51
Local No. 205, Austin, TX – Long Center – Legal	1,085.00	Misc. Training/InfoComm/Instructors/Young Workers	181,473.65
Local No. 212, Calgary, AB –		<b>SUB TOTAL</b>	<b>\$ 214,029.16</b>
Redemption Albert, Inc./Payroll Default – Legal	57,476.80	<b>GRAND TOTAL</b>	<b>\$ 873,327.04</b>
Local No. 262, Montreal, QC –			
Cinema Brossard – Legal	4,345.93	Respectfully submitted,	
Local No. 300, Saskatoon, SK – Inland AV – Legal	32,135.07	Matthew D. Loeb	
Local No. 320, Savannah, GA – Lucas Theatre – Legal	6,856.00	Anthony DePaulo	
Local No. 357, Kitchener/Stratford/Cambridge/Guelph/		J. Walter Cahill	
Waterloo, ON – Mustang Drive/Sunset		John M. Lewis	
Cinema, Inc. – Legal	7,094.59	Daniel E. Di Tolla	

# IATSE Family Member Awarded 2014 Union Plus Scholarship

## WINNERS HONORED FOR ACHIEVEMENT AND UNION VALUES

**U**nion Plus recently awarded \$150,000 in scholarships to 116 students representing 39 unions, including one winner representing the International Alliance of Theatrical Stage Employees (IATSE), in the 2014 Union Plus Scholarship Program.

Steven Meissner of Valencia, Cal., whose father William Meissner is a member of Local 695, has been awarded a \$750 scholarship. Steven plans to follow a different career path from his father's, but one that will require similarly high levels of technical skill, expertise and creativity. He wants to be a mechanical engineer and create products that will have a positive impact on the world. "By designing new products," he says, "an engineer's contributions to society multiply as a company creates many products based on a single design." As an engineer Steven says he wants to work in a union shop to continue the legacy of good wages, benefits and respect he experienced growing up in an IATSE family.

"There are a lot of benefits to being a union member. Economic security is number one, and education is the first building block. Education sets up our kids for success, leadership and happiness," said Leslie Tolf, president of Union Privilege, the organization behind Union Plus benefits and the scholarship program. "By awarding these scholarships we level the playing field - everyone deserves an equal shot at a quality education. We help union families feel just a little more secure in embarking on successful lives."

For more information on Scholarships and other membership discounts, visit [UnionPlus.org](http://UnionPlus.org).





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

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

PLEASE PRINT LEGIBLY

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

Return Completed Application via Email, Fax or Mail to:

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

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

## CREW SHOTS



Medal of Honor Award Winner Corporal William "Kyle" Carpenter on stage at The Winter Garden Theatre, along with the Local One stage crew of the theatrical production "Rocky" and fellow Marines.

Pictured here is Local 74 house crew (partial) at the Shubert Theater in New Haven. The Shubert will be celebrating their 100th year this December and Local 74 has been affiliated with them the entire time.

Left to right: Ed Mangini, Head Carpenter, David Reilly, Head Electrician, Jason Kosko, stage crew, Sheri Kaplan, General Manager, Joe Miko, head props, and Thomas Quagliano, Head Sound.



Photo from "Silent Night" in Fort Worth, Texas, the third production of an amazing opera set in WWI and built by Local 13 members in Minneapolis. Three members of the Props crew were in costume to oversee onstage set changes throughout the production. Pictured from left to right are Jon Kruse-French, Al Olson- Scottish and Sarge Hill- German. All three are members of Local 126.



## ACTIVISTS CORNER

EMILY HO

*I've always known that I wanted to work in television production. As a dialogue editor for scripted television, I'm getting to live out my dream. I'm grateful to the union for many reasons, including the health care my family receives and what I feel are fair wages, particularly because living in California can be so expensive.*



Being a woman in the industry can be intimidating. Before joining the union, I had always struggled negotiating for myself. In the back of my mind, I had always wondered if my male coworkers were getting a better deal than me. Being in the union now, I feel confident that I'm paid what I'm worth and that I'm as valued as my male colleagues. All I have to do is go on the Motion Picture Editor's Guild Local 700's website to see our contract. It gives me peace of mind.

Unions have faced a lot of opposition in the last couple of decades. In 2011, I was glued to my television set during the protests against Wisconsin governor Scott Walker and his "budget repair bill." I was especially incensed that the unions targeted were the teachers and nurses unions, while the firefighter and police unions were left alone. I knew I had to get involved somehow. I donate to the IATSE-PAC to support

other working Americans who do not have the means to pay for political outreach.

If you are like me, working full-time with small children at home, getting involved in a cause you believe in can seem daunting. I remember seeing fellow union members from California on the news during those Wisconsin protests and being jealous that they had the time and resources to actually be there. But finding a small way to participate like I do by donating to the IATSE-PAC can be very empowering.

For me, activism means engagement in ensuring the success of our union.

This means staying educated about issues that affect the lives of American workers and understanding and advocating for the proposals made by our union leadership.

### ARE YOU AN ACTIVIST? DO YOU KNOW AN IA MEMBER WHO IS?

The Activists Corner was introduced in this year's first quarter issue of Bulletin as a new section that is devoted to showcase the activism of our local unions and members.

The International wants to know what our local unions and members are up to, so if you know someone who you would like to "nominate" to be interviewed for us to highlight in this section, or if you would like to tell us about your own activism, please let us know. We also welcome stories about the activities of your local union.

Please send your submissions to the IATSE Official Bulletin via email to: [bulletin@iatse.net](mailto:bulletin@iatse.net).

▶ WWW.IATSE.NET

## CREW SHOTS



In June, members of Local 589 (Jackson, MS) completed work on the International Ballet Competition, an intense three-week event which is held in the U. S. every four years, alternating between Moscow; Varna, Bulgaria; and Tokyo. The event has been held at Thalia Mara Hall in Jackson since coming to the U. S. in 1979. Local 589 has worked the competition since its inception.

Pictured here is President Loeb during a recent trip to Las Vegas with the showroom crew at the Tropicana Hotel for the production of "Mamma Mia!"



Local 665 crew members took a moment for a photo with the cast of Hawaii Opera Theatre's (HOT) production of "The Mikado" at the Neal Blaisdell Center Concert Hall in Honolulu, Hawaii. The production marked the end of HOT's 2013-2014 season. In September, the 2014-2015 season will begin with "Madam Butterfly."



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Joseph K. Azelby May 6, 2014	1	Lexa Williams May 14, 2014	11	Shams Qama Najm April 22, 2014	44	Warren Eric Pilcher June 6, 2014	134
Anthony D'Aiuto May 5, 2014	1	Richard B. Russell May 7, 2014	15	Albert E. Stoessel April 19, 2014	44	Mike Mason June 16, 2014	138
Robert Delgado May 10, 2014	1	Kevin J. Kowalke May 17, 2014	16	Billy Jo Tolley, Jr. April 28, 2014	46	Elwood Buzzard June 12, 2014	200
Bari Haliti April 2, 2014	1	Cynthia D. Scala May 7, 2014	21	Robert J. Vinson March 7, 2014	44	Michael E. Gessaman June 27, 2014	205
Donald A. Kraeck June 23, 2014	1	Gordon R. Caudill May 14, 2014	22	Darrell Armstrong April 4, 2014	51	Jack N. Butler February 1, 2013	264
Darel S. Kriska June 18, 2014	1	Jean-Claud Elhosseine June 25, 2014	22	James D. Hamilton January 3, 2014	51	James Richards April 20, 2014	274
Michael T. Lyons June 27, 2014	1	John A. Rivera May 7, 2014	22	Don Jackson January 23, 2014	51	Tommy Ciaccio March 30, 2014	289
Charles H. Rasmussen April 7, 2014	1	Jack Kile June 30, 2014	27	Thomas J. Boles June 18, 2014	52	Jean Manso January 20, 2014	306
Frank A. Ruggiero, Jr. May 15, 2014	1	Theodore L. Zachary, Jr. July 20, 2013	27	John Breen May 1, 2014	52	Carmen Walker April 23, 2014	306
Mitchell Weiss April 29, 2014	1	James Rawlinson December 22, 2013	30	Louis Cappeto May 28, 2014	52	Robert C. Jones May 14, 2011	333
Richard Williamson June 21, 2014	1	Blane C. Chisam April 21, 2014	33	William R. Claxton, III April 22, 2014	52	Mary S. Ladas January 30, 2013	336
Robert W. Brown May 15, 2014	4	Joseph Dicato, Jr. April 17, 2014	33	Philip J. Devonshire April 27, 2014	52	Richard A. Medal April 8, 2014	378
Samuel Castoro May 21, 2014	4	Hector R. Elliott April 1, 2014	33	Jon W. Knoop May 3, 2014	52	James Haven April 19, 2014	395
Raymond Borroni April 24, 2014	6	Nick Feyz April 28, 2014	33	Winston E. Lawless April 7, 2014	51	Fernando Briones April 22, 2014	476
Richard M. McCarthy January 26, 2014	6	Charles E. Griffin June 13, 2014	33	Cory McClean April 13, 2014	52	Dean Gudmundson April 1, 2014	477
Daniel J. Murphy May 29, 2014	6	Kenneth Kuykendahl May 1, 2014	33	Stanley Mitteldorf June 13, 2014	52	Damon Bonin March 31, 2012	478
Joseph L. Peroutka February 18, 2014	6	Patrick J. Molyneux May 5, 2014	33	Jason M. Seiler April 26, 2014	52	Sidney Lambert June 28, 2014	478
Jason Michael Daines April 14, 2014	7	Maurice R. Nelson, Jr. April 4, 2014	33	James D. Senter, IV June 3, 2014	69	Sarah Maes April 28, 2014	478
Howard D. Duncan April 6, 2014	7	John M. Pokorski June 22, 2014	33	Marc H. Migliore May 10, 2014	74	Sarah Miller April 26, 2014	478
Hector R. Elliott April 1, 2014	7	Steven Basile April 12, 2014	44	Richard B. Morgan April 23, 2014	80	Gary Murret September 9, 2013	478
David E. Jaramillo June 24, 2014	7	Lucien Blackburn June 15, 2014	44	Stephen J. Rez, Jr. May 8, 2014	80	Russell Wingfield November 20, 2013	478
John Breen May 1, 2014	8	Donald E. Cecott May 16, 2014	44	George Triandos June 23, 2014	80	Jesse J. McNamara June 16, 2014	480
John J. Brennan March 29, 2014	11	David B. Farmer May 21, 2014	44	Jeffrey A. Welch April 13, 2014	80	Robert Valverde May 1, 2014	480
Paul E. Coughlin April 19, 2014	11	James E. Hurd, Jr. May 9, 2014	44	James B. George June 20, 2014	121	Andrew Kaslow August 22, 2013	487
Stephen Wallace April 24, 2014	11	Harry E. Kaven June 3, 2014	44	Shane Harper May 1, 2014	129	David C. Dustin June 27, 2014	490

# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
William G. Keith June 3, 2014	492	Dale Puckett May 24, 2014	695	Stephen Competiello May 2, 2014	751	John C Ross April 13, 2014	873
James Bracco June 27, 2014	500	Robert Johnson July 24, 2012	700	Vincent Giannone May 12, 2014	751	David E. Walker May 1, 2014	873
Albert M. Stasko April 15, 2014	500	Gary R. Marcallino February 12, 2014	700	Mildred Beener October 30, 2013	764	Karri Mayo June 23, 2014	884
Leo I. Wixman May 20, 2014	500	Alex Yates March 12, 2014	700	Krystina Danowska January 8, 2014	764	Ray Delle Robbins May 25, 2014	896
Cherie L. Sininger June 1, 2014	504	Heather R. Ferguson May 31, 2014	706	Daniel Eaton May 2, 2014	764	Gary C. Field May 19, 2013	918
Gordon R. Caudill May 26, 2014	591	William A. Blaydes May 9, 2014	720	Anthony Ciuffreda June 23, 2014	780	Donald J. Schwall June 12, 2013	918
Joseph Cosko, Jr. June 28, 2014	600	Kenneth W. Jennings April 1, 2014	720	Walter E. McNear June 22, 2014	780	Charles Berliner May 19, 2014	USA829
Dan Gillham May 14, 2014	600	Grant A. Kaiser May 28, 2014	720	David Barnard May 29, 2014	784	Robert Christen April 28, 2014	USA829
Jack Gottlieb April 21, 2014	600	Dana Pearson May 22, 2014	720	Victor Diaz July 27, 2013	794	Neal Deluca June 6, 2014	USA829
J. Barry Herron April 22, 2014	600	Blaise R. Dahlquist May 20, 2014	728	James Cola May 25, 2014	798	Kristine Haugan June 13, 2014	USA829
George Kohut May 8, 2014	600	Frank Sontag, Jr. March 30, 2014	728	Kristen Foster June 27, 2014	798	Faith Geer December 15, 2013	18032
Kenneth Marthey June 13, 2014	600	J. Michael Weathers April 14, 2014	728	Benjamin Bamps April 13, 2014	800	Richard M. Seader May 24, 2014	18032
David Rockwell May 26, 2014	600	Jason P. Wotherspoon May 22, 2014	728	Michael E. Fields June 8, 2014	835	Mitsuko Takahashi April 17, 2014	B751
Gordon Willis May 18, 2014	600	Jackson Beale June 8, 2014 2014 2	729	Paul Sisson June 20, 2014	856		
Karen L. Ksiez February 23, 2014	632	Edward O'Connell May 23, 2013	729	Fred Anderson April 13, 2014	873		
Frank Marrazzo June 19, 2014	632	Beth M. Stenmark June 1, 2013	729	Bruce Neil Bellinger May 1, 2014	873		
James E. Richards April 20, 2014	647			Albert Ezerzer May 9, 2014	873		
Bruce B. Glimpse June 12, 2014	695			Lino Frutti May 29, 2014	873		

## REMEMBERING ADAM RICHARDSON, JR.

Brother Adam Richardson and his mother Denise Gordon are pictured here with President Loeb on the dais at the 2013 Convention in Boston. During the convention Adam and Denise volunteered to staff the IATSE-PAC table and were asked pull the winning sweepstakes ticket for the PAC quilt. On June 30, 2014, Brother Richardson's 17-year old son (also Adam) was on his way to work with his grandfather when his car hit a tree and Adam (Jr) was killed. Adam (Jr) was due to graduate high school in 2015 and planned to work for New Hampshire Local 195 like his father and grandmother. Our heartfelt prayers are with Brother Richardson, Ms. Gordon and their entire family.





## REMEMBERING FRANK A. SONTAG, JR.

Brother Frank A. Sontag, Jr., member of Local 728 Studio Electrical Lighting Technicians since October 10, 1966, passed away March 30, 2014.

A member of Local 728 for nearly 50 years, Brother Sontag was an Executive Board member, Vice President and President from 1975 to 1981 and again from 1989 to 1999; he also served as a convention delegate, attending ten International Conventions and District 2 Conventions.

He began his career at Universal Studios on the rigging crew learning the basics from 1966 to 1975 and went on to become a Chief Lighting Technician on such television series as "The Rockford Files," "Knots Landing," "Wings," "Scarecrow and Mrs. King," "Perfect Strangers" and many more.

In November 2000, Brother Sontag was awarded Local 728's highest award, the honorary Gold Card membership.

A memorial was held for Brother Sontag on June 14, 2014 in Burbank, California.



## REMEMBERING TOMMY CIACCIO

Tommy ("Chach") Ciaccio, member of Elmira, New York Local 289 passed away on March 30, 2014 at the age of 94.

With great honor he received his Gold Card in 2011. It was a beautiful reminder of the many touring and Broadway shows he had worked on.

Tommy's most treasured memories of the entertainment industry were of the many wonderful people that he worked with on those shows and all of the wonderful folks he met in the many Locals and cities that he traveled through across the country.

Some of his favorite shows were Man of La Mancha, Raisin, Purlie, Sophisticated Ladies and Noises Off to name a few. He will be truly missed.

## THANK YOU

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

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

### *Contributor*

IATSE Local No. One  
Colleen Paul  
District No. 2  
Short & Shepherd

### *In Memory Of*

Mary DePaulo  
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Fund Contribution  
Samuel David Garretson

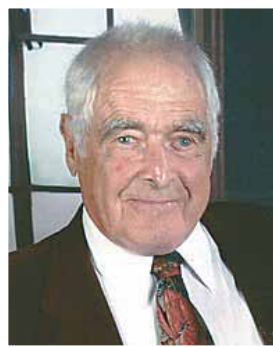
## IN MEMORIAM

### REMEMBERING RETIRED INTERNATIONAL VICE PRESIDENT ALAN COWLEY

**By James Brett, President of Local 58**

It is with great sadness that we inform you of the passing of former International Vice President Alan Leslie Cowley. Al passed peacefully at the Peterborough Regional Health Centre on Friday, August 29, 2014 at the age of 80. Beloved husband of Micheline Corriveau (Local 56) and the late Joan Cowley, loving father of son Curtis (Local 58) (Cindy Macedo) and daughter Vivianne Cowley (Local 58) and proud grandfather of Lauren, Darelle and Patrick.

Brother Cowley first became a member of the IA in 1958 as a Charter Member of the newly formed Motion Picture Technicians Local 873 in Toronto. On January 10, 1961, he obtained Apprentice status in Stage Local 58 and on January 9, 1965 Brother Cowley achieved journeyman membership in the Local. During Al's long and varied career, he toured North America with the likes of the National Ballet of Canada, Monty Python's Flying Circus and Livent. On July 10th 1973, as a



member of Hamilton Stage Local 129, Al was hired as the first Head Carpenter of the newly-built Hamilton Place, a post he held for a year.

Al Cowley was a stagehand's stagehand, well-versed and highly skilled in all areas of his craft. "Work hard and get the job done," was Al's credo right 'til the end, and he was a union man through and through. He was not only a champion of the labour movement but his inter-

est and involvement with the IATSE went well beyond the three Locals to which he belonged. In 1982, Al was elected to the office of International Vice President, a position he held until 1995. During his tenure, Al served three International Presidents and carried out many, many assignments, assisting Locals right across Canada with various issues and contract negotiations when they needed help. Brother Cowley remained engaged and was an active member in good standing of the IATSE for 56 years.

Brother Cowley will be sorely missed by many and condolences are extended to his family.



# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees

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

**AE** Arena Employees

**AFE** Arena Facility Employees

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

**AMTS** Admissions, Mutual Ticket Sellers

**APC** Affiliated Property Craftpersons

**ATPAM** Association of Theatrical Press Agents and Managers

**BPTS** Ball Park Ticket Sellers

**C** Camerapersons

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**EE** Exhibition Employees

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

**ICG** International Cinematographers Guild (inclusive of Publicists)

**M** Mixed

**MAHS** Make-Up Artists & Hair Stylists

**MAHSG** Make-Up Artists & Hair Stylists Guild

**MPC** Motion Picture Costumers

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

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

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

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

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

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

**MPSG/CS** Motion Picture Studio Grips/Crafts Service

**MPSP&SW** Motion Picture Set Painters & Sign Writers

**MPSPT** Motion Picture Studio Production Technicians

**MPST** Motion Picture Studio Teachers and Welfare Workers

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

**MT** Mail Telephone Order Clerks

**O** Operators

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

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

**S** Stage Employees

**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

**SS,CC,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

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

**T** Theatre Employees

**T&T** Treasurers & Ticket Sellers

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**TSA** Ticket Sales Agents

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

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

## CANADA

### ALBERTA

**S 210 EDMONTON, AB**-Tara Gale, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

**S 212 CALGARY, AB**-Albert Seibert, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Mot. Pic.) Michael Gibney, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

### BRITISH COLUMBIA

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**S 168 VANCOUVER ISLAND, BC**-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Rebekah Johnson.

**C 669 WESTERN CANADA**-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Marcus Handman, marcus@iag669.com.

**MPSPT 891 BRITISH COLUMBIA/YUKON TERR.**-Ana Sebal, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Paul Klassen, paulk@iatse.com.

### MANITOBA

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

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

### NEW BRUNSWICK

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

### NEWFOUNDLAND AND LABRADOR

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

**M 709 NEWFOUNDLAND/LABRADOR** - Debbie Vatcher, debbievatcher@yahoo.com; 15 McQuade Lake Cres., 2nd floor, Halifax, NS B3S 1C4. (902-425-2739) (Fax: 902-425-7696). Bus. Rep.: Gary Vemeir.

**T B898 ST. JOHN'S, NL**-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

### NOVA SCOTIA

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**M 848 SYDNEY/GLACE BAY, NS**-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

**MPSPT 849 MARITIME PROVINCES**-Raymond MacDonald, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vemeir.

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

### ONTARIO

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**M 105 LONDON/ST. THOMAS/SARNIA, ON**-Stephanie Gonyou, secretaryiatselocal105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-433-5742) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

**S 129 HAMILTON/BRANTFORD, ON**-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.

**M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON**-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.

**PC, CP&HO 411 PROVINCE OF ONTARIO**-Robert Shea, 1315 Lawrence Avenue East, Unit 103, Toronto, ON, M3A 3R3 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON**-Robert A. Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: Jeff Robertson.

**S 467 THUNDER BAY, ON**-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

**M 471 OTTAWA/KINGSTON/BELLEVEILLE, ON**-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

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

**M 634 SUDBURY/NORTH BAY, ON**-Keith Clausen, local\_634@hotmail.com; 24 St. Louis Street, Naughton, ON, P0M 2M0. (705-665-1163) (Fax: 705-692-9726) Bus. Agt.: Jamie Adamson, iatse634ba@bell.net.

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

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

**SA&P 828 PROVINCE OF ONTARIO**-Stephanie Milic, sec.iatse828@gmail.com, P.O. Box 80059, 510 Concession Street, Hamilton, ON, L9A1C0. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, ba.iatse828@gmail.com.

**MPSPT 873 TORONTO, ON**-Monty Montgomery, 1315 Lawrence Ave. East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomery, businessagent@iatse873.com.

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

## PRINCE EDWARD ISLAND

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

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

## QUEBEC

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

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

**MPSPT 514 PROVINCE OF QUEBEC**-Ian Lavoie, lan.lavoie@iatse514.com; 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron, Michel.charron@iatse514.com.

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

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

# UNITED STATES

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

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

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

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

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**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

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

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

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

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## IOWA

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

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

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

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

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

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**T B4 BOSTON**-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Eleanor Hanlon, elliecec@comcast.net.

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

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

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

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

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

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

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## NEW MEXICO

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

**M 423 ALBUQUERQUE/ROSWELL/SANTA FE**-Arthur Arndt, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Daniel Gonzales, business-agent@iatse423.com.

**SM 480 STATE OF NEW MEXICO**-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

**TWU 869 ALBUQUERQUE**-Darlene Jones, cdarlenejonz@hotmail.com; 369 Playful Meadows Dr., NE, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-247-8474).

## NEW YORK

**S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES** - Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Paul F. Dean, Jr. and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

**S 004 BROOKLYN and QUEENS**-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Gregory Saphire.

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**S 010 BUFFALO**-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

**S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY**-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

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**S 054 BINGHAMTON**-Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).



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**M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON**-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

**MPP,O,VT&AC 306 NEW YORK**-John Seid, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

**M 311 MIDDLETOWN/NEWBURGH/KINGSTON**-Franklin DenDanto, fdendanto@hvc.rr.com; P.O. Box 192, Washingtonville, 10992. (845-347-3313) Bus. Agt.: John Bradshaw, jabradshaw@hvc.rr.com

**O 324 ALBANY**-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378) Bus. Agt.: John K. Hill.

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**M 499 POUGHKEEPSIE**-Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, iatse499@gmail.com.

**M 524 GLENS FALLS/SARATOGA**-Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

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**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).

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**TBSE 794 NEW YORK**-Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Dennis Beattie.

**MAHS 798 NEW YORK**-Cynthia O'Rourke, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)**-Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

**EE/BPBD 829 NEW YORK**-Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (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, pierceb@wpent.com.

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**USA 829 NEW YORK REGIONAL OFFICE**-Carl Baldasso, 29 West 38th Street, 15th floor, New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friederichs.

**T B90 ROCHESTER**-Frank Puidokas, 67 Crossroads Lane, Rochester, 14612. (585-455-2027) Bus. Agt.: Mike Povia.

**MT B751 NEW YORK**-Katherine Lowell, P.O. Box 20561, P.A.C.C., 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.

**AFF AE936 ALBANY**-John Robinson, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

## NORTH CAROLINA

**M 278 ASHEVILLE**-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Michael D. Rhodes, iatseba278@gmail.com.

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

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**M 574 GREENSBORO/BURLINGTON/HIGH POINT**-Susanne Daves-Brown, P.O. Box 8575, Greensboro, 27419. (336-852-0660) (Fax: 336-727-0360) Bus. Agt.: Bill Daves, iatselocal574@aol.com; 4400 Old Well Place, Greensboro, NC 27406.

**M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE**-Henry Grillo, P.O. Box 24864, Winston-Salem, 27114-4864. (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. (701-306-5026) 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, jmcutecheon@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, rshack@iatse12.org.

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**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**-Patrick Duffy, 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Michael Lehane.

**S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD**-Helen Louie, secretary@ialocal48.com; 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie, businessagent@ialocal48.com.

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**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**-Jeffrey Hall; ia101secretary@aol.com; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne, jto33705@yahoo.com.

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

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**TWU 886 DAYTON**-Sharleen Rafferty, raffertyhouse@yahoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser, cc886@att.net.

**T 827 CLEVELAND**-Patrick Duffy, sduffy0222@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

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**T B148 AKRON**-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

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**S 082 WILKES BARRE**-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

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**TON/ALTOONA/WILLIAMSPORT/ JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/ SELINGROVE/INDIANA**-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Mark Smith, 49mark@wildravens.net.

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