

THE OFFICIAL
IATSE

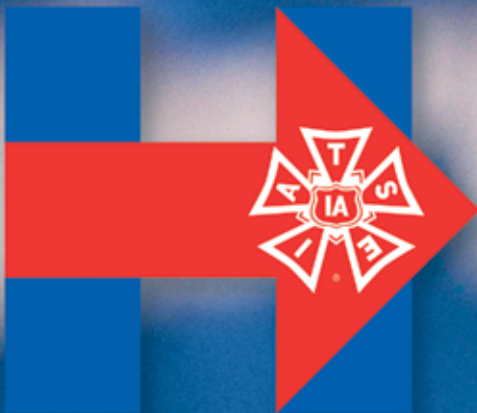
www.iatse.net

NUMBER 653
THIRD QUARTER, 2016

Bulletin



IATSE FOR HILLARY



ighting for us

INSIDE: ► FINANCIAL STATEMENTS ► SAN FRANCISCO GEB MINUTES

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

Card #: _____ **Expiration Date (MM/YY):** ____/____ **Card Security Code:** _____

Employee Signature _____ **Date** _____ **Last 4 Digits of SSN** _____ **Local Number** _____

Print Name _____ **Email** _____ **Phone Number** _____

Home Address _____ **City** _____ **State/Zip Code** _____

Billing Address _____ **City** _____ **State/Zip Code** _____ **Occupation/Employer** _____

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

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

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

THE OFFICIAL IATSE BULLETIN

NUMBER 653 • THIRD QUARTER 2016

Features

FINANCIAL STATEMENTS OF THE IATSE 10

For the years ended of April 30, 2016 and 2015

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING . . 32

San Francisco, CA, July 18-22, 2016

Departments

PRESIDENT'S NEWSLETTER 5

GENERAL SECRETARY-TREASURER'S MESSAGE 7

IATSE AND LABOR MOVEMENT NEWS 8

YOUNG WORKERS 9

EDUCATION & TRAINING 22

ACTIVISTS CORNER 31

TRADESHOW 88

CREW SHOTS 90

SAFETY ZONE 92

BROADCAST 94

STAGECRAFT 96

MOTION PICTURE & TELEVISION PRODUCTION 98

LOCAL UNION NEWS 101

IN MEMORIAM 106

DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS 109



22



85



95

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WHY UNIONS MATTER

IATSE Local 478 had over 50 volunteers from the film community and their friends help with deliveries and house gutting/cleaning due to the flooding in Southwest Louisiana. There were dozens more who donated to the drop pile at Second Line Studios. Hundreds of dollars in donations were called into the Union office, and tons of supplies were bought and sent to where they were needed the most. This picture was taken at a member's house that was cleaned and gutted in Tickfaw. Thank you to everyone that has worked so hard to help their neighbors, and a special thanks for Shira E. Landman for her tireless work behind the scenes to make this all possible. This is why unions matter.



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IATSE: www.facebook.com/iatse

IATSE Canada: www.facebook.com/iatsecanada

Young Workers: www.facebook.com/groups/IATSEYWC



IATSE: [@iatse](https://twitter.com/iatse)

IATSE Canada: [@iatsecanada](https://twitter.com/iatsecanada)

Young Workers: [@iatseywc](https://twitter.com/iatseywc)



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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

Vote for Hillary

The die has been cast and our choice for the presidential election is clear. We must support Hillary Clinton. She is the only choice for workers and for unions, and the future of this country depends upon putting someone in the White House who cares about the middle class and American families.



 @matthewloeb

Why vote for her? Hillary Clinton has real, concrete plans to address issues that matter to us. She has committed to reforming the tax system so that corporations pay their fair share instead of leaving the lion's share of the burden on workers. She is in favor of paid family and medical leave. She has a plan to create jobs by shoring up our infrastructure. She is focused on the need for expanded universal healthcare. She has promised to protect Medicare and Social Security, services that provide security and dignity for workers. She will work hard to promote domestic manufacturing. Products made in America. And she has said, in no uncertain terms, **WHEN UNIONS ARE STRONG, AMERICA IS STRONG.**

The future is at stake. The next U.S. President will appoint new Supreme Court Justices. The court is currently split, so these appointments will tilt the partisan balance for a generation. Add to this the importance of appointments to the National Labor Relations Board and the Department of Labor, and it becomes clear that this election will determine the policies and decisions that affect workers in many profound ways.

Hillary's opponent Donald Trump is no friend to workers. His claims to have a plan to bring jobs back are ironic

indeed. The man has made millions producing products outside America, in countries with poor labor and environmental standards where wages are a fraction of U.S. wages. He is at the core of the problem in undermining this country's economy. He is a fraud. And if you need more than that, HE **CROSSED AN IATSE PICKET LINE!**



The success of Hillary Clinton in this election will hinge on workers standing together and getting the vote out. We are at a pivotal moment in the history of the nation, one that can forge a path toward fairness if we are successful in electing Hillary. We have seen the affects of attacks on labor in recent history. We need this candidate who's not afraid to speak the words that unions are the solution, and who will support policies that put labor back where it belongs in the economic structure of the U.S.

Please exercise your right for change and vote. And remember Hillary Clinton is labor's candidate.



OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at Le Meridien New Orleans, 333 Poydras Street, New Orleans, LA 70130, at 10:00 a.m. on Monday, January 30, 2017, and will remain in session through and including Friday, February 3, 2017. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with Le Meridien New Orleans by calling (888) 627-8260. Guest room rate for the IATSE is \$219, 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 28, 2016

ONLINE HOTEL RESERVATIONS

Hotel reservations for I.A.T.S.E. General Executive Board meetings can be made online through a link on the International's Website. Simply go to the "Upcoming Events" section for further details.

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.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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



Why Should I Bother?

This unfortunately is the answer that is provided all too often when you ask somebody if they are planning to vote in an election. It doesn't even seem to matter what type of election it is. There has been a growing level of apathy occurring throughout the populations of both the United States and Canada when it comes to voter participation.



JAMES B. WOOD

During the 2012 Presidential Election, the voter turnout rate was approximately 58% of the U.S. population that was eligible to vote. The participation rate in Canadian federal elections has averaged in the area of 60% for the five elections prior to the 2015 election. The 2014 mid-term elections in the United States saw a participation rate that was only a little over 36% of the eligible population, the lowest in 70 years!

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 always viewed it more as a privilege.

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 the views of the majority of their constituency, if only because they want to be re-elected.

I have no problem living by the will of the majority, that's the foundation of democracy, but when all of us do not make our views known by voting then we get situations such as polls indicating that 70% of the population support a certain change to the law, but the politicians don't make any serious effort to implement such a change. That only happens because the politicians are not worried about polls of the entire population, they are concerned about satisfying a simple majority of those who actually cast a ballot.

At the beginning of this message I referred to the average of past Canadian federal elections. However, in the 2015 federal election, almost 70% of eligible Canadian voters went to the polls and cast their votes. The result was the removal from office of the long-standing party in power and a landslide victory for the Liberal party and their leader, Justin Trudeau. The Liberals had a lot of support from working people and they have instituted a number of positive changes for workers since their election. When you vote, the politicians see the results and address your issues and concerns.

In this election and all levels of future ones, 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. You will be glad you did.

IATSE for Hillary

Pictured here are Former President Bill Clinton and IATSE International Vice President/Department Director, Motion Picture & Television Production Michael F. Miller, Jr. The photo was taken in Los Angeles at a “Hillary for America” campaign event with unions that had endorsed Secretary Clinton.



PAC CONTRIBUTION SUPPORTS ILLINOIS CONGRESSMAN



Pictured here is Congressman Bill Foster (D-IL, 11th District) with International Vice President Craig Carlson. Congressman Foster was very grateful for IATSE's support.

IATSE PARTICIPATES IN “SCRIPT TO SCREEN” EVENT

On June 8, 2016 in the Hart Senate Office Building, the Creative Right Caucus, Judy Chu CA-27 and Doug Collins GA-9, Co-Chairs, held a panel discussion about the film “Spotlight”. Creative Future's Ruth Vitale led the discussion. These “Script to Screen” events highlight how films are made and point out how many good jobs are created each time a film is produced. Pictured here is IATSE Political Director Walter Cahill and Assistant Political Director Erika Dinkel-Smith, who attended the event.



LOCAL 695 YOUNG WORKERS CLEAN UP THE BEACH

By Eva Rismanforoush & Timothy O'Malley, Co-Chairs, Local 695 Young Workers Committee

On June 26th, 2016 the Local 695 Young Workers Committee organized a beach cleanup in Playa Del Rey, CA. The focus was to give back to the community and protect the marine life of the Pacific Ocean. We drew our inspiration from this year's IATSE Young Workers Conference in Atlanta, GA.

In recent years, the Los Angeles sound community has embraced the value of mentorship and inclusivity within our craft, so we opened the event to all age groups in our Local and invited prospective members as well. This gave young workers the opportunity for one-on-one conversations with Local 695 award-winning veteran members and to share experiences with their peers.

During the 90-minute clean up the attendees ventured in pairs of two across Playa Del Rey beach and collected Styrofoam particles, small plastics, cigarette butts, glass shards, bottle caps, and a few bizarre objects of questionable origin. Production Sound Mixer Mary Jo Devenney, "Dope" (2016) jokingly said she found the act of separating colorful microplastics from the sand "almost therapeutic."

Preparations for the beach cleanup took approximately four weeks, with the bulk of activities taking place in the last two weeks leading up to the event date. As Co-Chairs we distributed responsibilities such as accounting, social media, logistics, and obtaining a permit among our committee members. We utilized apps such as iMessage for effective communication. For example, our Young Workers' social media director Ben Lazarus created the "YWC Graphics" iMessage text group to share flyer revisions and announcement drafts

with those individuals assigned to the specific task. Local 695 Trustee Jeff Wexler, "Fight Club" (1999) & "Almost Famous" (2000) set us up with a Basecamp account for sharing meeting minutes and legal documents with the Local's Executive Board.

We provided gloves, buckets, trash bags, water and sunscreen to all attendees. Fortunately, we managed to borrow most our supplies, such as a pop-up tent, table and all the buckets, which brought our budget down to \$41.43 in total.

About twenty people attended the beach cleanup. We managed to fill five 32-gallon trash bags within an hour. After the cleanup the YWC invited everyone to brunch and mingle at a breakfast restaurant a couple blocks from the beach.

We would like to give a special thank you to Local 695 Business Representative Scott Bernard for all his generous support during the permitting process. Due to a minor spelling error on the insurance certificate, the Los Angeles Department of Beaches and Harbors halted the permit process about two weeks prior to the event date. Mr. Bernard worked after-hours to ensure we received the corrected and re-issued insurance certificate overnight to satisfy the 15-day permit term.

In conclusion the event was very positively received by the general membership. We would also like to thank President Mark Ulano, the Local 695 Executive Board, Trustees and Officers for their invaluable advice and constant encouragement. We also look forward to planning our next YWC event, which will celebrate the cultural diversity and musical talents in our Local.



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 statements of financial position as of April 30, 2016 and 2015, and the related combined statement of activities and combined statements of cash flows for the years 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 audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the 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, 2016 and 2015, and its changes in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplementary information on pages 26 through 37 are 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

Huappauge, New York

July 27, 2016

COMBINED STATEMENT OF FINANCIAL POSITION APRIL 30, 2016 AND 2015

	2016	2015		2016	2015
Assets			Liabilities and Net Assets		
Current assets			Current liabilities		
Cash	\$2,668,537	\$ 2,139,824	Accounts payable and accrued expenses	\$ 297,145	\$ 593,793
Investments - at fair value	48,558,403	44,404,711	Tenant deposit payable	27,765	35,680
Receivables			Other	90,839	-
Accrued interest and dividends ¹	30,511	121,822	Total current liabilities	415,749	629,473
Promissory notes	54,800	61,400	Deferred compensation plan	14,156,840	12,583,745
Per capita taxes	31,000	79,000	Deferred income	8,796,000	7,682,000
Other	134,295	218,479	Employers' bonds	1,497,629	1,333,554
Prepaid expenses	107,152	112,871	Total liabilities	24,866,218	22,228,772
Total current assets	51,684,698	47,138,107	Net assets		
Property and equipment - net	19,882,752	20,455,386	Unrestricted	46,178,196	45,080,456
Other assets	66,021	58,275	Temporarily restricted	589,057	342,540
Total assets	\$ 7,633,471	\$67,651,768	Total net assets	46,767,253	45,422,996
			Total liabilities and net assets	\$71,633,471	\$67,651,768

COMBINED STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2016
(WITH COMPARATIVE TOTALS FOR 2015)

	2016			2015
	Unrestricted	Temporarily Restricted	Total	
Revenue				
Per capita taxes and assessments	\$24,505,674	\$ -	\$24,505,674	\$22,873,809
Political action contributions	-	380,177	380,177	346,014
Processing fees	1,879,692	-	1,879,692	1,632,347
Supplies and other	55,872	-	55,872	61,000
Rent	255,591	-	255,591	368,974
Royalty income	185,904	-	185,904	163,487
Other	81,742	-	81,742	172,149
Net assets released from restrictions:				
Satisfaction of program restrictions	133,660	(133,660)	-	-
Total revenue	<u>27,098,135</u>	<u>246,517</u>	<u>27,344,652</u>	<u>25,617,780</u>
Expenses				
Program services	18,172,524	-	18,172,524	17,810,204
Management and general	6,375,999	-	6,375,999	6,048,332
Total expenses	<u>24,548,523</u>	<u>-</u>	<u>24,548,523</u>	<u>23,858,536</u>
Change in net assets before pension liabilities	2,549,612	246,517	2,796,129	1,759,244
Other changes				
Investment income	121,223	-	121,223	188,796
Pension related changes other than benefit costs	(1,573,095)	-	(1,573,095)	2,552,093
Change in net assets	1,097,740	246,517	1,344,257	4,500,133
Net assets				
Beginning of year	45,080,456	342,540	45,422,996	40,922,863
End of year	<u>\$46,178,196</u>	<u>\$589,057</u>	<u>\$46,767,253</u>	<u>\$45,422,996</u>

COMBINED STATEMENT OF CASH FLOWS
YEARS ENDED APRIL 30, 2016 AND 2015

	2016	2015
Change in net assets	\$1,344,257	\$4,500,133
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	751,502	807,365
Net (appreciation) depreciation in fair value of investments	(313,772)	(917,377)
Receivable - Accrued interest and dividends	(8,689)	25,706
Receivable - Promissory notes	6,600	13,400
Receivable - Per capita taxes	48,000	135,000
Receivable - Other	84,184	102,511
Prepaid expenses	5,719	(4,046)
Other assets	(7,746)	40,219
Accounts payable and accrued expenses	(296,648)	145,929
Tenants' security deposits	(7,915)	11,449
Other	90,839	-
Deferred compensation plan	1,573,095	(2,552,094)
Deferred income	1,114,000	658,000
Employers' bonds	164,075	(197,651)
Currency translation adjustment	569,637	1,189,177
Net cash provided by operating activities	<u>5,117,138</u>	<u>3,957,721</u>
Cash Flows from Investing Activities:		
Purchase of investments	(58,087,567)	(45,533,278)
Sale of investments	53,678,010	42,108,562
Purchase of property and equipment	(178,868)	(590,280)
Net cash used in investing activities	<u>(4,588,425)</u>	<u>(4,014,996)</u>
Net increase (decrease) in cash	<u>528,713</u>	<u>(57,275)</u>
Cash		
Beginning of year	2,139,824	2,197,099
End of year	<u>\$2,668,537</u>	<u>\$2,139,824</u>

Supplemental cash flow information:

There were no cash outlays for interest or income taxes during the years ended April 30, 2016 and 2015.

NOTES TO COMBINED FINANCIAL STATEMENTS
YEARS ENDED APRIL 30, 2016 AND 2015

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 years ended April 30, 2016 and 2015 was \$243,207 and \$258,723, respectively.

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 years ended April 30, 2016 and 2015 was \$366,885 and \$276,124, respectively. 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

	2016	2015
Interest bearing	\$1,951,594	\$1,713,705
Non interest bearing	716,943	426,119
Total	<u>\$2,668,537</u>	<u>\$2,139,824</u>

At times throughout the years 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:

	2016	2015
Certificates of deposit	4,102,996	3,710,507
Government securities	25,510,180	23,084,504
Corporate debt instruments	9,995,919	10,787,726
Registered investment companies	8,872,872	6,710,875
Non-publicly traded stock	76,436	111,099
Total	<u>\$48,558,403</u>	<u>\$44,404,711</u>

Investment income (loss) consists of the following:

	2016	2015
Interest and dividends	\$ 601,929	\$ 634,235
Net appreciation (depreciation) in fair value	313,772	917,377
Currency translation gain (loss)	(569,637)	(1,189,177)
Less: investment expenses	(224,841)	(173,639)
Total	<u>\$ 121,223</u>	<u>\$ 188,799</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 years ended April 30, 2016 and 2015 were \$1,506,157 and \$663,410, respectively. The fair value of the International's investment in the building reserve as of April 30, 2016 and 2015 was \$2,662,160 and \$1,152,435, respectively. This amount is included in the investments at fair value in the combined statements 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, corporate debt instruments and registered investment companies: Valued at the closing price 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, 2016, with fair value measurements on a recurring basis:

Description	2016	Level 1	Level 2	Level 3
Cash and cash equivalents	\$ 4,102,996	\$ 4,102,996	\$ -	\$ -
Investments at fair value as determined by quoted market price				
Government securities				
U.S. treasury securities	21,888,069	21,888,069	-	-
Mortgage backed securities	1,990,587	-	1,990,587	-
Foreign government securities	1,631,524	-	1,631,524	-
Corporate debt instruments				
Domestic corporate bonds	9,090,613	-	9,090,613	-
Foreign corporate bonds	905,306	-	905,306	-
Registered investment companies				
Money market mutual funds	7,308,971	7,308,971	-	-
Fixed income mutual funds	1,563,901	1,563,901	-	-
Investments at estimated fair value				
Other investments				
Non-publicly traded stock	76,436	-	-	76,436
Total	<u>\$48,558,403</u>	<u>\$34,863,937</u>	<u>\$13,618,030</u>	<u>\$76,436</u>

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2015, with fair value measurements on a recurring basis:

Description	2015	Level 1	Level 2	Level 3
Cash and cash equivalents	\$ 3,710,507	\$ 3,710,507	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	18,955,156	18,955,156	-	-
Mortgage backed securities	2,494,533	-	2,494,533	-
Foreign government securities	1,634,815	-	1,634,815	-
Corporate debt instruments				
Domestic corporate bonds	9,421,829	-	9,421,829	-
Foreign corporate bonds	1,365,897	-	1,365,897	-
Registered investment companies				
Money market mutual funds	5,257,042	5,257,042	-	-
Fixed income mutual funds	1,453,833	1,453,833	-	-
Investments at estimated fair value				
Other investments				
Non-publicly traded stock	111,099	-	-	111,099
Total	<u>\$44,404,711</u>	<u>\$29,376,538</u>	<u>\$14,917,074</u>	<u>\$111,099</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, 2016:

Description	Total	Non publicly traded stock
Opening balance	\$111,099	\$111,099
Total investment income included		
in changes in net assets	(34,663)	(34,663)
Closing balance	<u>\$ 76,436</u>	<u>\$76,436</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>(34,663)</u>	<u>\$(34,663)</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, 2015:

Description	Total	Non publicly traded stock
Opening balance	\$ 172,790	\$ 172,790
Total investment income included		
in changes in net assets	(61,691)	(61,691)
Closing balance	<u>\$ 111,099</u>	<u>\$ 111,099</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>\$(61,691)</u>	<u>\$(61,691)</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 were deemed collectable as of April 30, 2016 and 2015.

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

Local No.	2016	2015
55	\$ 500	\$ 2,500
153	9,000	9,000
369	5,400	-
423	-	2,800
707	8,400	9,600
822	31,500	37,500
Total	<u>\$ 54,800</u>	<u>\$ 61,400</u>

Note 8 - Property and equipment

	2016	2015
Land	\$3,865,543	\$3,865,543
Building and improvements	17,625,186	17,512,937
Furniture and equipment	2,785,036	2,746,624
	<u>24,275,765</u>	<u>24,125,104</u>
Less accumulated depreciation	4,393,013	3,669,718
Property and equipment - net	<u>\$19,882,752</u>	<u>\$20,455,386</u>

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2016 and 2015 was \$751,502 and \$807,365, respectively, 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				Alfred W. DiTolla/ Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2016 - Apr. 30, 2016	\$53.00	\$46.75	\$4.00	\$2.00	\$0.25
Jan. 1, 2015 - Dec. 31, 2015	51.00	44.75	4.00	2.00	0.25
Jan. 1, 2014 - Dec. 31, 2014	50.00	43.75	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 2017 through 2019.

Future annual rental income under noncancelable leases are as follows:

2017	\$109,331
2018	105,660
2019	108,828
Total	<u>\$323,819</u>

Total rent income received for the years ended April 30, 2016 and 2015 was \$255,591 and \$368,974, respectively.

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 for the years ended April 30, 2016 and 2015 were \$185,904 and \$163,487, respectively. 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 25% 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 years ended April 30, 2016 and 2015 were \$2,226,600 and \$2,123,811, respectively.

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, 2016 and 2015:

	2016	2015
Change in projected benefit obligation		
Projected benefit obligation at beginning of year	\$42,120,200	\$41,056,281
Service cost	1,346,333	1,242,841
Interest cost	1,903,710	1,778,216
Actuarial loss (gain)	1,025,410	(706,959)
Benefits paid	<u>(1,372,042)</u>	<u>(1,250,179)</u>
Projected benefit obligation at end of year	<u>45,023,611</u>	<u>42,120,200</u>

Change in fair value of plan assets		
Fair value of plan assets at beginning of year	29,536,455	25,920,442
Actual return on plan assets	(273,642)	2,010,192
Employer contributions	2,976,000	2,856,000
Benefits paid	<u>(1,372,042)</u>	<u>(1,250,179)</u>
Fair value of plan assets at end of year	<u>30,866,771</u>	<u>29,536,455</u>

Fair value of plan assets	30,866,771	29,536,455
Projected benefit obligation	<u>45,023,611</u>	<u>42,120,200</u>
Funded status at end of year	<u>\$ (14,156,840)</u>	<u>\$ (12,583,745)</u>

Amounts included in unrestricted net assets consist of:

	2016	2015
Accrued pension liability	<u>14,156,840</u>	<u>12,583,745</u>
	<u>\$14,156,840</u>	<u>\$ 12,583,745</u>

Net periodic pension cost (credit) includes the following components:

	2016	2015
Service cost	\$ 1,346,333	\$ 1,242,841
Interest cost	1,903,710	1,778,216
Expected return on plan assets	(2,273,563)	(1,998,224)
Amortization of unrecognized prior service cost (credit)	17,374	17,374
Amortization of unrecognized transition asset (liability)	-	-
Amortization of net loss / (gain)	<u>1,052,045</u>	<u>1,063,783</u>
Net periodic pension cost (credit)	<u>\$ 2,045,899</u>	<u>\$ 2,103,990</u>

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:

	2016	2015
Unrecognized prior service cost (credit)	\$ 33,441	\$ 50,815
Unrecognized net actuarial loss (gain)	16,136,290	13,615,720
Unrecognized transition asset (liability)	-	-
Total unrecognized components	<u>\$16,169,731</u>	<u>\$13,666,535</u>

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:

	2016	2015
Discount rate	4.50%	4.50%
Rate of compensation increases	3.25%	3.25%
Measurement date	4/30/2016	4/30/2015

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

	2016	2015
Discount rate	4.50%	4.50%
Rate of compensation increases	3.25%	3.25%
Long term rate of return on assets	7.50%	7.50%
Measurement date	4/30/2016	4/30/2015

Additional year end information:

	2016	2015
Projected benefit obligation	\$45,023,611	\$42,120,200
Accumulated benefit obligation	39,411,783	36,828,013
Fair value of plan assets	30,866,771	29,536,455

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

	Target allocation range	2016	2015
Equity securities	30% - 60%	52%	53%
Fixed income	20% - 45%	35%	33%
Alternative investments	5% - 30%	5%	6%
Cash & equivalents	0% - 12%	8%	8%
Total assets		100%	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 of the 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 years ended April 30, 2016 and 2015.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2016, with fair value measurements on a recurring basis:

Description	2016	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,487,512	\$ 2,487,512	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,596,151	1,596,151	-	-
Mortgage backed securities	1,306,276	-	1,306,276	-
Corporate debt instruments				
A or above credit rating	336,222	-	336,222	-
Below A credit rating	767,180	-	767,180	-
Corporate stock				
Large cap sector rotator	2,858,135	2,858,135	-	-
Large cap value	4,227,340	4,227,340	-	-
Large cap growth	3,068,757	3,068,757	-	-
International value	2,119,892	2,119,892	-	-
All cap core	3,776,557	3,776,557	-	-
Registered investment companies				
Global flexible portfolio	1,726,852	1,726,852	-	-
Fixed income & mortgage backed securities	4,954,188	4,954,188	-	-
Alternative	624,967	624,967	-	-
Emerging markets	288,499	288,499	-	-
Investments at estimated fair value				
Partnership/joint venture interests	728,243			728,243
Total	\$30,866,771	\$27,728,850	\$2,409,678	\$728,243

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2015, with fair value measurements on a recurring basis:

Description	2015	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,455,792	\$ 2,455,792	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,877,578	1,877,578	-	-
Mortgage backed securities	1,119,268	-	1,119,268	-
Corporate debt instruments				
A or above credit rating	335,078	-	335,078	-
Below A credit rating	626,196	-	626,196	-
Corporate stock				
Large cap sector rotator	2,413,344	2,413,344	-	-
Large cap value	4,120,907	4,120,907	-	-
Large cap growth	3,026,100	3,026,100	-	-
International value	2,027,396	2,027,396	-	-
All cap core	4,176,398	4,176,398	-	-
Registered investment companies				
Global flexible portfolio	1,815,333	1,815,333	-	-
Fixed income & mortgage backed securities	3,434,089	3,434,089	-	-
High yield corporate bonds	393,205	393,205	-	-
Alternative	665,862	665,862	-	-
Emerging markets	202,828	202,828	-	-
Investments at estimated fair value				
Partnership/joint venture interests	847,081			847,081
Total	\$29,536,455	\$26,608,832	\$2,080,542	\$847,081

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, 2016:

Description	Total	Partnership/joint venture interests
Opening balance	\$ 847,081	\$ 847,081
Total investment income	-	-
Sales	(118,838)	(118,838)
Closing balance	\$ 728,243	\$ 728,243

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, 2015:

Description	Total	Partnership/joint venture interests
Opening balance	\$1,283,712	\$1,283,712
Total investment income	(19,093)	(19,093)
Sales	(417,538)	(417,538)
Closing balance	\$ 847,081	\$ 847,081
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	\$ -	\$ -

Contributions

Contributions for the years ended April 30, 2016 and 2015 were \$3,342,885 and \$3,132,124, respectively. These amounts include reimbursed administrative expenses of \$366,885 and \$276,124, respectively. Contributions to the Pension Fund are expected to be \$3,216,000 for the year ending April 30, 2017.

Estimated Future Benefit Payments:

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

2017	\$1,678,036
2018	1,712,244
2019	1,787,824
2020	2,147,604
2021	2,102,058
2022 through 2026	12,901,154
Total	\$22,328,920

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.

**COMBINING SCHEDULES OF INVESTMENT INCOME
YEARS ENDED APRIL 30, 2016 AND 2015**

	2016			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$386,387	\$43,022	\$172,520	\$601,929
Net appreciation (depreciation) in fair value of investments	291,089	33,240	(10,557)	313,772
Currency translation gain (loss)	(479,656)	(71,258)	(18,723)	(569,637)
Less: Investment expenses	(146,876)	(5,412)	(72,553)	(224,841)
Total	\$50,944	\$(408)	\$70,687	\$121,223

	2015			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$406,330	\$30,026	\$197,879	\$634,235
Net appreciation (depreciation) in fair value of investments	848,265	60,930	8,182	917,377
Currency translation gain (loss)	(992,301)	(106,346)	(90,530)	(1,189,177)
Less: Investment expenses	(108,604)	(4,760)	(60,275)	(173,639)
Total	\$153,690	\$(20,150)	\$55,256	\$188,796

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2016**

	Total		Total
Local 8 re: Live Nation/Festival Pier/TLA Petition/Media Theatre for the Performing Arts	\$ 31,050	Local 611 re: Erin Barlowe and Sunset Cultural Center	3,850
Local 13 re: Varsity Theater Organizing	22,439	Local 695 re: TRO	41,504
Local 15 re: Rhino, NW, LLC/PSAV Organizing	31,998	Local 828 re: Theatre Aquarius	184
Local 28 re: Convention Center AV Petition	7,398	Local 849 re: Egg Productions - Court of Appeal	62,747
Local 56 re: Solotech - Accreditation	21,889	Local 917 re: Atlantic City Resorts	12,812
Local 56 re: Theatre Pauline-Julien	928	Local B-173 re: Toronto International Film Festival Inc./ Bell Lightbox Box Office	597
Local 56 re: Theatre du Vieux Terrebonne	8,155	IATSE re: AQTIS	31,918
Local 105 re: Canada Inc. cob as Freeman Audio Visual	3,743	IATSE re: Defamation/Egg Films	379
Local 118 re: Cirque du Soleil/PSAV Organizing	11,007	IATSE re: Basic Agreement	56,609
Local 122 re: La Jolla Playhouse	26,081	IATSE re: Black Walnut	900
Local 125 re: Horseshoe Casino RC Petition	19,030	IATSE re: Canadian Organizing Manual	14,301
Local 127 re: AEG Negotiations & ULPs	1,350	IATSE re: Crew One Campaign/Tricom	20,800
Local 129 re: Theatre Aquarius	2,893	IATSE re: Golf Channel/ Nu Image/ Zaffina/ Other	139,168
Local 168 re: Tidemark Theatre	12,652	IATSE re: Live Nation - Atlanta	11,945
Local 210 re: Bailey Theatre Society Certification	37,174	IATSE re: Organizing Drive/Pacers	6,603
Local 212 re: Redemption/Forsaken	8,704	IATSE re: Oregon Shakespeare Festival	107,426
Local 262 re: Cineplex Entertainment	44,781	IATSE re: Right to Strike	7,193
Local 262 re: Odyscene	4,321	IATSE re: Wisconsin Broadcast RC Petitions	6,122
Local 262 re: Cineplex / Colossus/Ste-Foy	4,517	L.E.A.P. Reimbursements to Locals and/or Officers	36,409
Local 320 re: Lucas Theater	60,011	Misc. Training/ InfoComm/ Instructors/Young Workers	228,880
Local 461 re: Brock University and the City of St. Catharines	1,286	Thorsen French Advocacy	80,000
Local 500 re: Kravis Center	611	Misc. The Harman Press/Peoria Civic Center Bargaining	30,389
Local 523 re: Center Videotron/Quebecor	11,471	Total	\$1,274,225

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2015**

	Total		Total
Local 3 re: August Wilson Center	\$ 3,540	Local 917 re: Atlantic City Resorts	35,910
Local 13 re: Varsity Theater Organizing	6,071	Local 927 re: Live Nation	1,775
Local 26 re: Meijer Gardens	3,545	Local B-173 re: Toronto Centre for the Arts/TIFF - Bell Lightbox	15,219
Local 56 re: Theatre du Vieux Terrebonne/Monument National	2,489	IATSE re: AQTIS	157,317
Local 58 re: Toronto Artscape	11,005	IATSE re: Axiom International Bankruptcy	1,193
Local 118 re: York Theatre	6,112	IATSE re: Barclays/Crew One/EE829/Golf Chan./Met Opera/	
Local 119 re: PAC 12 Networks	14,000	Mid Atl. RSN/NBC/RIPD/Jt. Emp./Other	157,041
Local 122 re: LEGOLAND	2,406	IATSE re: Basic Agreement	204,719
Local 125 re: Horseshoe Casino RC Petition	21,961	IATSE re: Broadway Overages	8,400
Local 127 re: AEG Negotiations & ULPs	2,070	IATSE re: Canadian Organizing Manual	2,211
Local 129 and B-173 re: Hamilton Entertainment	3,563	IATSE re: Crew One	18,836
Local 129 re: FFP Laser Systems Canada/Global Spectrum	2,183	IATSE re: Freedom Films	2,250
Local 142 re: ULP Charge (Randall Finch)	175	IATSE re: Gigapix "Blackbeard"	1,263
Local 193 re: Bloomington Performing Arts Center	1,762	IATSE re: Live Nation - Atlanta	10,522
Local 205 re: Long Center	6,913	IATSE re: Metropolitan Opera/Save The Met	125,844
Local 210 re: MacIab Centre Certification	6,857	IATSE re: Province of Quebec - Bill 32	14,275
Local 212 re: Redemption/Forsaken	64,200	IATSE re: RIPD Arbitration	15,000
Local 262 re: Cineplex Entertainment	3,673	IATSE re: Social Media Campaign Juno Awards	1,748
Local 320 re: Lucas Theater	44,895	IATSE re: Update Referral Rules	2,727
Local 415 re: Rialto Theatre Foundation	10,198	IATSE re: William A. Doucette, Jr.	1,693
Local 461 re: Brock University and the City of St. Catharines	4,875	IATSE re: Wisconsin Broadcast RC Petitions	9,282
Local 500 re: Kravis Center	1,398	L.E.A.P. Reimbursements to Locals and/or Officers	57,216
Local 611 re: Erin Barlowe and Sunset Cultural Center	8,685	Misc. Training/InfoComm/Instructors/Young Workers/Printing/Promo	297,715
Local 631 re: WDW Outsourcing - ESPN Wide World of Sports	3,786	Thorsen French Advocacy	116,334
Local 695 re: TRO	2,688	David Binder Research Focus Groups	43,500
Local 849 re: Egg Productions - Court of Appeal	10,655	Molinari Associates, LLC	7,500
Local 859 re: Fox Theatre	250	Total	<u>\$1,559,445</u>

**COMBINING STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2016**

	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
Assets										
Current assets										
Cash	\$ 322,299	\$ 38,147	\$ 25,271	\$ 2,087	\$ 66,97	\$ 125,460	\$1,499,242	\$589,057	\$ -	\$ 2,668,537
Investments - at fair value	30,492,704	-	-	-	5,544,227	12,521,472	-	-	-	48,558,403
Receivables										
Accrued interest and dividends	82,811	-	-	-	10,398	37,302	-	-	-	130,511
Related organizations	21,739,987	-	-	75,165	108,757	192,299	-	-	(22,116,208)	-
Promissory notes	54,800	-	-	-	-	-	-	-	-	54,800
Per capita taxes	27,000	-	-	-	1,000	3,000	-	-	-	31,000
Other	134,295	-	-	-	-	-	-	-	-	134,295
Prepaid expenses	74,566	24,969	6,550	1,067	-	-	-	-	-	107,152
Total current assets	52,928,462	63,116	31,821	78,319	5,731,356	12,879,533	1,499,242	589,057	(22,116,208)	51,684,698
Property and equipment - net	271,427	16,600,922	2,064,902	945,501	-	-	-	-	-	19,882,752
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	60,461	4,981	-	579	-	-	-	-	-	66,021
Total assets	<u>\$54,220,503</u>	<u>\$16,669,019</u>	<u>\$2,096,723</u>	<u>\$1,024,399</u>	<u>\$5,731,356</u>	<u>\$12,879,533</u>	<u>\$1,499,242</u>	<u>\$589,057</u>	<u>\$(23,076,361)</u>	<u>\$71,633,471</u>

COMBINING STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2016

Liabilities and Net Assets

Current liabilities

Accounts payable and accrued expenses	\$ 224,308	\$ -	\$ -	\$ 10,708	\$ -	\$ 62,129	\$ -	\$ -	\$ -	\$ 297,145
Related organizations	-	18,768,090	3,343,118	-	-	5,000	-	-	(22,116,208)	-
Tenant deposit payable	-	24,649	-	3,116	-	-	-	-	-	27,765
Other	90,839	-	-	-	-	-	-	-	-	90,839
Total current liabilities	315,147	18,792,739	3,343,118	13,824	-	62,129	5,000	-	(22,116,208)	415,749
Deferred compensation plan	14,156,840	-	-	-	-	-	-	-	-	14,156,840
Deferred income	7,786,000	-	-	-	337,000	673,000	-	-	-	8,796,000
Employers' bonds	-	-	-	-	-	-	1,497,629	-	-	1,497,629
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	22,257,987	18,792,739	3,343,118	973,977	337,000	735,129	1,502,629	-	(23,076,361)	24,866,218
Net assets										
Unrestricted	31,962,516	(2,123,720)	(1,246,395)	50,422	5,394,356	12,144,404	(3,387)	-	-	46,178,196
Temporarily restricted	-	-	-	-	-	-	589,057	-	-	589,057
Total net assets	31,962,516	(2,123,720)	(1,246,395)	50,422	5,394,356	12,144,404	(3,387)	589,057	-	46,767,253
Total liabilities and net assets	\$54,220,503	\$16,669,019	\$2,096,723	\$1,024,399	\$5,731,356	\$12,879,533	\$1,499,242	\$589,057	\$ (23,076,361)	\$71,633,471

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
Assets										
Current assets										
Cash	\$ 257,383	\$ 26,995	\$ 35,543	\$ 3,126	\$ 65,410	\$ 74,256	\$1,334,571	\$342,540	\$ -	\$ 2,139,824
Investments - at fair value	27,471,427	-	-	-	4,532,568	12,400,716	-	-	-	44,404,711
Receivables										
Accrued interest and dividends	76,987	-	-	-	7,465	37,370	-	-	-	121,822
Related organizations	21,552,382	-	-	-	125,095	179,842	-	-	(21,857,319)	-
Promissory notes	61,400	-	-	-	-	-	-	-	-	61,400
Per capita taxes	64,000	-	-	-	5,000	10,000	-	-	-	79,000
Other	215,989	-	2,490	-	-	-	-	-	-	218,479
Prepaid expenses	81,633	24,688	6,550	-	-	-	-	-	-	112,871
Total current assets	49,781,201	51,683	44,583	3,126	4,735,538	12,702,184	1,334,571	342,540	(21,857,319)	47,138,107
Property and equipment - net	416,159	16,935,078	2,121,822	982,327	-	-	-	-	-	20,455,386
Mortgage receivable	956,462	-	-	-	-	-	-	-	(956,462)	-
Other assets	53,295	4,980	-	-	-	-	-	-	-	58,275
Total assets	\$51,207,117	\$16,991,741	\$2,166,405	\$985,453	\$4,735,538	\$12,702,184	\$1,334,571	\$342,540	\$ (22,813,781)	\$67,651,768
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 341,432	\$ -	\$ -	\$9,950	\$ -	\$ 242,411	\$ -	\$ -	\$ -	\$ 593,793
Related organizations	-	18,316,273	3,318,118	221,928	-	-	1,000	-	(21,857,319)	-
Tenant deposit payable	-	24,665	7,899	3,116	-	-	-	-	-	35,680
Total current liabilities	341,432	18,340,938	3,326,017	234,994	-	242,411	1,000	-	(21,857,319)	629,473
Deferred compensation plan	12,583,745	-	-	-	-	-	-	-	-	12,583,745
Deferred income	6,763,000	-	-	-	306,000	613,000	-	-	-	7,682,000
Employers' bonds	-	-	-	-	-	-	1,333,554	-	-	1,333,554
Mortgage payable	-	-	-	956,462	-	-	-	-	(956,462)	-
Total liabilities	19,688,177	18,340,938	3,326,017	1,191,456	306,000	855,411	1,334,554	-	(22,813,781)	22,228,772
Net assets										
Unrestricted	31,518,940	(1,349,197)	(1,159,612)	(206,003)	4,429,538	11,846,773	17	-	-	45,080,456
Temporarily restricted	-	-	-	-	-	-	-	342,540	-	342,540
Total net assets	31,518,940	(1,349,197)	(1,159,612)	(206,003)	4,429,538	11,846,773	17	342,540	-	45,422,996
Total liabilities and net assets	\$51,207,117	\$16,991,741	\$2,166,405	\$985,453	\$4,735,538	\$12,702,184	\$1,334,571	\$342,540	\$ (22,813,781)	\$67,651,768

COMBINING STATEMENTS OF ACTIVITIES
YEAR ENDED APRIL 30, 2016

	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
Revenue										
Per capita taxes and assessments	\$21,603,091	\$ -	\$ -	\$ -	\$ 966,515	\$ 1,936,068	\$ -	\$ -	\$ -	\$24,505,674
Political action contributions	-	-	-	-	-	-	-	380,177	-	380,177
Processing fees	1,879,692	-	-	-	-	-	-	-	-	1,879,692
Supplies and other	55,872	-	-	-	-	-	-	-	-	55,872
Rent	-	102,491	105,291	339,689	-	-	-	-	(291,880)	255,591
Royalty income	185,904	-	-	-	-	-	-	-	-	185,904
Other	61,937	25	-	6,614	8	13,102	56	-	-	81,742
Total revenue	23,786,496	102,516	105,291	346,303	966,523	1,949,170	56	380,177	(291,880)	27,344,652
Expenses										
Program services	15,707,703	613,927	134,452	60,115	1,297	1,722,226	3,460	133,660	(204,316)	18,172,524
Management and general	6,113,066	263,112	57,622	29,763	-	-	-	-	(87,564)	6,375,999
Total expenses	21,820,769	877,039	192,074	89,878	1,297	1,722,226	3,460	133,660	(291,880)	24,548,523
Change in net assets before pension liabilities	1,965,727	(774,523)	(86,783)	256,425	965,226	226,944	(3,404)	246,517	-	2,796,129
Other changes										
Investment return in excess of amounts designated for current operations	50,944	-	-	-	(408)	70,687	-	-	-	121,223
Pension related changes other than benefit costs	(1,573,095)	-	-	-	-	-	-	-	-	(1,573,095)
Change in net assets	443,576	(774,523)	(86,783)	256,425	964,818	297,631	(3,404)	246,517	-	1,344,257
Net assets										
Beginning of year	31,518,940	(1,349,197)	(1,159,612)	(206,003)	4,429,538	11,846,773	17	342,540	-	45,422,996
End of year	<u>\$31,962,516</u>	<u>\$ (2,123,720)</u>	<u>\$ (1,246,395)</u>	<u>\$ (50,422)</u>	<u>\$5,394,356</u>	<u>\$12,144,404</u>	<u>\$ (3,387)</u>	<u>\$589,057</u>	<u>\$ -</u>	<u>\$46,767,253</u>

COMBINING STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2015

	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
Revenue										
Per capita taxes and assessments	\$20,116,426	\$ -	\$ -	\$ -	\$ 919,801	\$ 1,837,582	\$ -	\$ -	\$ -	\$22,873,809
Political action contributions	-	-	-	-	-	-	-	346,014	-	346,014
Processing fees	1,632,347	-	-	-	-	-	-	-	-	1,632,347
Supplies and other	61,000	-	-	-	-	-	-	-	-	61,000
Rent	-	202,190	119,084	187,712	-	-	-	-	(140,012)	368,974
Royalty income	163,487	-	-	-	-	-	-	-	-	163,487
Other	46,728	45	-	-	55	124,550	771	-	-	172,149
Total revenue	22,019,988	202,235	119,084	187,712	919,856	1,962,132	771	346,014	(140,012)	25,617,780
Expenses										
Program services	14,790,779	689,694	131,721	59,808	4,309	2,016,712	1,100	214,089	(98,008)	17,810,204
Management and general	5,707,051	295,584	56,451	31,250	-	-	-	-	(42,004)	6,048,332
Total expenses	20,497,830	985,278	188,172	91,058	4,309	2,016,712	1,100	214,089	(140,012)	23,858,536
Change in net assets before pension liabilities	1,522,158	(783,043)	(69,088)	96,654	915,547	(54,580)	(329)	131,925	-	1,759,244
Other changes										
Investment return in excess of amounts designated for current operations	153,690	-	-	-	(20,150)	55,256	-	-	-	188,796
Pension related changes other than benefit costs	2,552,093	-	-	-	-	-	-	-	-	2,552,093
Change in net assets	4,227,941	(783,043)	(69,088)	96,654	895,397	676	(329)	131,925	-	4,500,133
Net assets										
Beginning of year	27,290,999	(566,154)	(1,090,524)	(302,657)	3,534,141	11,846,097	346	210,615	-	40,922,863
End of year	<u>\$31,518,940</u>	<u>\$ (1,349,197)</u>	<u>\$ (1,159,612)</u>	<u>\$ (206,003)</u>	<u>\$4,429,538</u>	<u>\$11,846,773</u>	<u>\$ 17</u>	<u>\$342,540</u>	<u>\$ -</u>	<u>\$45,422,996</u>

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2016**

	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	\$ 8,828,644	\$ -	\$ -	\$ -	\$ -	\$ 311,128	\$ -	\$ -	\$ -	\$ 9,139,772
Payroll taxes	627,347	-	-	-	-	-	-	-	-	627,347
Employee benefits	5,471,841	-	-	-	-	69,873	-	-	-	5,541,714
Occupancy	379,205	162,000	-	-	-	-	-	-	(291,880)	249,325
Utilities	-	60,763	21,204	7,930	-	-	-	-	-	89,897
Real estate taxes	-	149,728	39,160	22,129	-	-	-	-	-	211,017
Maintenance and repairs	35,668	19,766	59,916	5,795	-	-	-	-	-	121,145
Telephone	114,193	-	-	-	-	-	-	-	-	114,193
Printing and postage	957,917	-	-	-	-	-	-	-	-	957,917
Office	388,850	819	3,034	7,922	1,297	-	3,460	3,160	-	408,542
Legal	235,955	-	-	-	-	1,274,225	-	-	-	1,510,180
Accounting	214,772	-	-	4,000	-	-	-	-	-	218,772
Consulting and outside services	202,593	9,352	10,800	1,650	-	-	-	-	-	224,395
Computer	293,276	-	-	-	-	-	-	-	-	293,276
Insurance	218,486	-	1,040	3,625	-	-	-	-	-	223,151
Meetings and conferences	1,790,076	-	-	-	-	-	-	-	-	1,790,076
Per capita taxes - affiliated organizations	902,752	-	-	-	-	-	-	-	-	902,752
Promotional and charitable	517,160	-	-	-	-	-	-	-	-	517,160
Political contributions	210,000	-	-	-	-	-	-	130,500	-	340,500
Training	15,622	-	-	-	-	-	-	-	-	15,622
Currency exchange	233,268	-	-	-	-	67,000	-	-	-	300,268
Depreciation	183,144	474,611	56,920	36,827	-	-	-	-	-	751,502
Total expenses	\$21,820,769	\$877,039	\$192,074	\$89,878	\$1,297	\$1,722,226	\$3,460	\$133,660	\$(291,880)	\$24,548,523

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2015**

	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	\$ 8,009,477	\$ -	\$ -	\$ -	\$ 2,998	\$ 405,941	\$ -	\$ -	\$ -	\$ 8,418,416
Payroll taxes	587,424	-	-	-	-	-	-	-	-	587,424
Employee benefits	5,253,303	-	-	-	-	-	-	-	-	5,253,303
Occupancy	214,177	162,000	-	-	-	-	-	-	(140,012)	236,165
Utilities	-	73,070	22,768	8,589	-	-	-	-	-	104,427
Real estate taxes	-	140,137	39,297	31,959	-	-	-	-	-	211,393
Maintenance and repairs	37,529	23,352	55,796	1,750	-	-	-	-	-	118,427
Telephone	142,831	-	-	-	-	-	-	-	-	142,831
Printing and postage	951,765	-	-	-	-	-	-	-	-	951,765
Office	274,359	57,402	1,991	16,210	1,311	1,326	1,100	2,893	-	356,592
Legal	292,134	22,259	-	-	-	1,559,445	-	-	-	1,873,838
Accounting	245,096	-	-	5,617	-	-	-	-	-	250,713
Consulting and outside services	115,830	42,617	10,800	1,933	-	-	-	-	-	171,180
Computer	300,325	-	-	-	-	-	-	-	-	300,325
Insurance	214,019	-	600	4,527	-	-	-	-	-	219,146
Meetings and conferences	1,905,764	-	-	-	-	-	-	-	-	1,905,764
Per capita taxes - affiliated organizations	888,421	-	-	-	-	-	-	-	-	888,421
Promotional and charitable	464,345	-	-	-	-	-	-	-	-	464,345
Political contributions	213,500	-	-	-	-	-	-	211,196	-	424,696
Training	16,657	-	-	-	-	-	-	-	-	16,657
Currency exchange	105,343	-	-	-	-	50,000	-	-	-	155,343
Depreciation	265,531	464,441	56,920	20,473	-	-	-	-	-	807,365
Total expenses	\$20,497,830	\$985,278	\$188,172	\$91,058	\$4,309	\$2,016,712	\$1,100	\$214,089	\$(140,012)	\$23,858,536

**COMBINED SCHEDULES OF EXPENSES
YEARS ENDED APRIL 30, 2016 AND 2015**

	2016	2015
Payroll and allowances	\$ 9,139,772	\$ 8,418,416
Payroll taxes	627,347	587,424
Employee benefits	5,541,714	5,253,303
Occupancy	249,325	236,165
Utilities	89,897	104,427
Real estate taxes	211,017	211,393
Maintenance and repairs	121,145	118,427
Telephone	114,193	142,831
Printing and postage	957,917	951,765
Office	408,542	356,592
Legal	1,510,180	1,873,838
Accounting	218,772	250,713
Consulting and outside services	224,395	171,180
Computer	293,276	300,325
Insurance	223,151	219,146
Meetings and conferences	1,790,076	1,905,764
Per capita taxes - affiliated organizations	902,752	888,421
Promotional and charitable	517,160	464,345
Political contributions	340,500	424,696
Training	15,622	16,657
Currency exchange	300,268	155,343
Depreciation	751,502	807,365
Total expenses	<u>\$24,548,523</u>	<u>\$23,858,536</u>



STAR Training at District Conventions Builds Union Power

Strategic Training and Readiness for Local Union Leaders, or “STAR” training was the 2016 District Convention Education training this past summer and fall. The class knit together three components-- our IATSE historic embrace of growth, information on building active local unions and a preview of COMET training, a resource available to all local unions which helps to explain the value of growth to our rank-and-file members.

STAR training helps local union officers talk to working people about growth, change and building union power. There was an emphasis on preparing the membership for organizing and strengthening the local union internally. From there, Locals will be able to begin or increase their efforts toward organizing unrepresented workers using COMET (Continuing Organizing Membership Education and Training) as a tool to help their membership understand and become involved.

For 123 years the IATSE has been built by people working in the entertainment industry, standing up together to make a good living and also to have a decent life. We work together to maintain standards and safety, embrace new crafts and technologies and to stay strong. Being reminded of key moments of growth during our long history – from the first courageous stagehands who stood together to create the IATSE, through embracing new crafts, new technology and new people

as work in entertainment changed and evolved. Using story, historic video and a dynamic timeline, participants were reminded that the IA has always relied on key core elements of growth: perseverance, courage, justice, expertise in our crafts, embracing new crafts, and technological innovation. Our challenge right now is to see ourselves on that timeline – what will an IATSE member 100 years from now, perhaps working in a craft we can’t imagine, say about the choices we made in 2016 and



Brothers Jay and
Dennis Parker at
District 7 Convention.



Instructor Yvonne Syphax
at District 2 Convention.

2017 for the growth and strength of this Alliance?

In order to communicate the urgency of embracing the new to members, Convention delegates then learned about a transformative research project conducted by the AFL-CIO, working with ASO Communications and Lake Research Partners. The researchers did extensive investigation to discover what language resonates well with all different kinds of people--union members, unrepresented working people, the general public and even those who staunchly oppose unions.

Overall, the research emphasizes that a good message: 1) Doesn't say

what is already popular, it makes popular what needs to be said; 2) aspires to outcomes rather than process; and 3) motivates the base, moves the persuadables and alienates the opposition. It also revealed that some common union terms may actually be a turn-off to the people we are trying to reach, and suggests alternative phrases that the tests reveal may work better.

The first column in the chart below are words we commonly say. The research evaluated how people respond to these words and from there, recommends embracing the new words in the second column. The research recommends using language that is more per-

sonal, concrete and active. One example is a term we use almost daily: Collective Bargaining. "bargaining" made listeners think of haggling/ or "used car sale". As an alternative, "negotiating" is familiar and highly respected.

As representatives, once we are more mindful of how we communicate and strategize ways to be as clear and strong as possible, the best way to reach people is to talk to them. Conversations that move people to action are not the same as familiar conversation or giving a pitch. There are five steps for One-on-One Conversations that move people to action. Each of these steps was covered in the training, and they are:

STEP 1

Introduce yourself.

STEP 2

Listen to the concerns /issues raised.

STEP 3

Probe around these issues/concerns.

STEP 4

Educate and explain the benefits of moving forward as a team, with all of the workers in union together.

STEP 5

Ask for a commitment to support, join, or participate.

Small wallet-sized cards with the 5 steps for One-on-One conversations on one side and reminders of key "Words That Work" on the reverse were given to each delegate, who also received a poster of the Four Pillars which many leaders took back to post in union offices or on bulletin boards at venues. Additional copies of each of these resources are available on request from the Education and Training Department, by contacting Jennifer Halpern at jhalpern@iatse.net. The posters are an aid in remembering the Four Pillars--

MESSAGE FRAMEWORK	"WORDS THAT WORK"
REPLACE	EMBRACE
Bargaining	Negotiation together, speak up for one another
Deserve dignity and respect	Able to provide for family
Members, Workers	Working People
Job(s)	Work
Low paid is bad	Get paid for the work you do
Collective Bargaining	Negotiating Collectively
Labor union	Unions of working people
Joining a union	Joining in union
Bargaining unit, covered employees, union members	women and men, we, working people in union(s)
Exploit/harm/mistreat	Require we do more with less
Union Contract	Negotiated Contract
Raise wages, better wages and benefits	People who work for a living, make a good living and have a good life

EDUCATION AND TRAINING

Leadership, Skills and Safety, Communication and Activism—which are foundational to building union power for IATSE growth and strength.

STAR training concluded with a short preview and introduction of the program that can travel to your local union called COMET. This class is available to every IATSE Local upon request. The class facilitates executive board and member understanding of how to position your local for the future.

COMET covers topics that help members of a local union to:

- Understand the wide variety of factors that impact negotiating power when we bargain our contracts.

- Get the common objections to organizing out in the open and dispel them.

- Engage in discussion. COMET is interactive and helps members buy into building union power through organizing.

- Experience a presentation tailored to your own Local and craft.

Working people's ability to speak up together to improve their workplaces. Building strong local unions with engaged and active members is the key to positioning for strength into the future. STAR training was a step toward encouraging local union leaders to keep the Four Pillars in mind as they work



Brothers Dave Denman and Doug Acton at District 5 Convention.

to communicate better, grow and build union power in their Locals and the IATSE.

IATSE OFFICER INSTITUTE NEWS SECOND ADVANCED OFFICER INSTITUTE ADDED FOR 2016

**OFFICER INSTITUTE 2.0
NOVEMBER 30 - DECEMBER 2, 2016
LAS VEGAS, NV**

Two different courses will offer advanced training, customized for both Canadian and U.S. leaders.

Advanced Organizing 2.0

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

This 3-day course includes: Labor law and the mechanics of a campaign; Best Practices and Tactics; Targeting and Strategy; messaging to the Public, Unrepresented Workers and the Membership; Developing a Blueprint, and more.

Advanced Secretary-Treasurer Training 2.0

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

This training offers advanced work in issues of Financial Record Keeping, IATSE procedures, Fiduciary Responsibility, Fraud Prevention, Taking Minutes, and more. Content will be tailored for both Canadian and U.S. local leaders who have graduated from the IATSE Officer Institute and/or currently hold office as Secretaries and Treasurers in their local unions.

Register Early ...Class Size is Limited!

**Applications can be found in this issue of *The Bulletin*
For information, please email officerinstitute@iatse.net**

I.A.T.S.E. Organizing and Secretary-Treasurers 2.0 Training 2016

NOVEMBER 30 – DECEMBER 2, 2016 LAS VEGAS, NV

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

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

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

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:			
STREET ADDRESS			HOME PHONE ____ - ____ - ____
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: ____ - ____ - ____
CELL PHONE ____ - ____ - ____	EMAIL ADDRESS (please print)		
2. CLASS CHOICE (CHOOSE ONE ONLY)			
<input type="checkbox"/> ORGANIZING 2.0 MUST BE AN OFFICER INSTITUTE GRADUATE		<input type="checkbox"/> SECRETARY-TREASURERS 2.0 MUST BE A LOCAL UNION SECRETARY OR TREASURER AND/OR OFFICER INSTITUTE GRADUATE	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
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 2.0 named above.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:
I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001
Email: officerinstitute@iatse.net

27 WAYS TO PROMOTE ORGANIZING IN YOUR LOCAL

1. Think big, but start small. Resolve to be an organizer yourself.
2. Explain the Four Pillars to your Executive Board and Membership. (Leadership, Skills & Safety, Communication and Activism)
3. Display the picture of the Four Pillars in your office/ at your meetings.
4. Request assistance with organizing from the International.
5. Request COMET training for your members.
6. Buy a map of your town and mark the location of each venue with push pins—different colors for the places you have contracts and places you still need to organize.
7. Have one-on-one conversations with key workers to get their ideas and support.
8. Practice your listening skills.
9. Join and participate in your Central Labor Council/ Provincial Labour Body.
10. Support other unions and worker groups and causes that help working people.
11. Celebrate Labor Day. March in a parade or start your own event.
12. Have fun as a Local: plan parties, picnics, lectures and community outreach events to help your members bond together.
13. Host a craft or safety training event and include both current members and workers who are not yet members.
14. Read a book about organizing. Great books are available from Union Communication Services: <http://www.laborbooks.com/splash>
15. Learn about labor history online at this excellent web site: <http://www.aflcio.org/About/Our-History/Labor-History-Links>
16. Learn about the history of the IATSE and organizing in our union at <http://iatse.net/timeline>
17. Create a library of union resource books at your Local. If you do not have an office, or have a wide geographic jurisdiction, create an online library of links. Or do both.
18. Invite a speaker to address your board or membership. This could be a person from the AFL-CIO or regional Central Labor Body, somebody from the International or another Local, an unrepresented worker who needs your help, or a community activist.
19. Share inspirational quotes about unions and organizing via social media and in your newsletter.
20. Survey your membership to discover more about their interests—activism, politics, contract negotiations, community/youth outreach, social committee. Then follow up and give interested members a project.
21. Survey all of the people who work in your craft (represented and unrepresented) to discover what issues they value most.
22. Find and train member-organizers to help with outreach to unrepresented workers.
23. Take a LEAP (Labor Education Assistance Program)-funded course in organizing. <http://iatse.net/member-education/leap>
24. Attend the AFL-CIO Organizing Institute, especially when it comes to a city near you. <http://www.aflcio.org/Get-Involved/Become-a-Union-Organizer/Organizing-Institute>
25. Have a strategic planning meeting. If you need an outside facilitator to keep your group on track, go ahead and get one.
26. Set short and long-term organizing goals together as a Local (1 year, 2 year, 5 year Goals, “Four Pillars Goals”).
27. Don’t give up. If one way does not work, try another.



PHOTOGRAPHY



VIDEO



3D + ANIMATION



AUDIO + MUSIC



BUSINESS



LEADERSHIP



ANYTIME



ANYWHERE

\$25 Year 2 Subscriptions begin September 1, 2016 and end August 31, 2017

Enrollment for 2016-17 subscriptions is ONGOING
throughout the subscription period.



<http://iatse.net/member-education/lynda>

lynda@iatse.net

EDUCATION AND TRAINING

CYNTHIA O'ROURKE, SECRETARY-TREASURER OF MAKE-UP ARTISTS & HAIR STYLISTS LOCAL 798, AWARDED THE JOSEPH S. MURPHY SCHOLARSHIP FOR DIVERSITY IN LABOR

At a reception on May 25, 2016 at the CUNY Graduate Center in NYC, Cynthia O'Rourke, Secretary-Treasurer of Make-up Artists & Hair Stylists Local 798, was awarded the Joseph S. Murphy Scholarship for Diversity in Labor. This is a \$30,000 merit based scholarship dedicated to fostering new, diverse, and representative leadership in the labor movement and in the academic discipline of Labor Studies. Graduate applicants must have a minimum 3.5 GPA from prior undergraduate work, must demonstrate potential for leadership in social justice movements and/or capacity for academic scholarship in the field of Labor Studies, strong recommendations from academics and/or practitioners in areas of social justice, labor or labor education, a compelling statement of purpose, and good written and oral communication skills. The scholarship awards are based on a national competition and are intended for individuals who have demonstrated a commitment to work that will increase the participation of women and people of color in the fields of labor and/or Labor Studies.

In her acceptance speech, Sister O'Rourke expressed thanks to the membership of IATSE Makeup Artists & Hair Stylists Local 798 for the privilege of serving as Secretary-Treasurer, noted that she is deeply honored to serve her members on a daily basis, and that the skills she developed as a leader there have prepared her for this opportunity.

Cynthia O'Rourke will be starting graduate studies for a Master degree in Labor Studies this fall at the Murphy Institute for Labor Studies at the City University of New York.



Dr. Ruth Milkman, of the CUNY Graduate Center and the Murphy Institute, with Sister O'Rourke (right).

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UnionPlus.org

SAVINGS • SERVICE • SOLIDARITY

IATSE-EP-09-15-16



IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

COMING SOON!

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

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

**Check out our website to learn
about our other programs!
www.iatsetrainingtrust.org**

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

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

ELIGIBILITY

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

ENROLLMENT

Notices will be posted on our website and sent out through Locals and employers signatory to the 2015 Area Standard

Agreement when this program is launched. Individuals eligible for the General Safety Training "A" and Environmental Safety "A2" classes available through the IATSE TTF will be able to find enrollment information and applications on our website at: www.iatsetrainingtrust.org/asa.

COURSE DESCRIPTIONS:

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

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

A2: ENVIRONMENTAL SAFETY

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

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

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



IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

FALL SCHEDULE OF COURSES

TRAIN THE TRAINER WITH DR. MARK JOHNSON – OSHA 10/GES

Cincinnati – October 22 & 23, 2016

Nashville – October 29 & 30, 2016

Atlanta – November 12 & 13, 2016

New Orleans – November 5 & 6, 2016

See our website for more details: www.iatsetrainingtrust.org

COMING SOON!

IATSE TTF SAFETY FIRST! Curriculum Modules developed by UCLA

These customized safety modules with detailed instructor's notes are available to all locals to use for conducting training. For more information on the modules that will be available, see our website at www.iatsetrainingtrust.org/curriculum

IATSE LOCAL UNION OFFICERS:

Is your Local conducting training? Do you want to start offering training?

Contact us to learn more about our Supported Course program.

The Supported Course program offers a reimbursement to Locals to defray the cost of providing group safety and/or craft skills training.

Questions? : Email us at info@iatsetrainingtrust.org

Join the TTF mailing list and receive our latest news! Sign up on our website.

Visit us: <http://www.iatsetrainingtrust.org>,

Email us: info@iatsetrainingtrust.org or Call us: (818) 980-3499

ROSE ETTA VENETUCCI / LOCAL 28

Rose Etta Venetucci has been a member of the IATSE for 26 years. She was a member of Local 488 (1992-2001) and Local 28 (1990 to present). Rose Etta served Local 28 as Vice President, Executive Board, on Education and Membership Committees, and is currently serving as President. At the Oregon AFL-CIO's 2015 Convention in November, Local 28 was honored for "Most Volunteer Shifts," and Rose Etta was honored with the "Leading By Example" Award.



I was first introduced to Local 28 in college, working as a stagehand at Portland State University's Lincoln Hall. The theater was run by Brother Chris Herick. He raised us IATSE and ensured we learned our craft on the job site. On big shows he would bring in union crew to work side by side with us. I hand-delivered my application to my first Business Agent, John DiSciullo.

I had been active with the Local, serving on the executive board and helping with the 100 Year Anniversary Party in 1995. I also spent 10 years on the Education Committee. Then I became inactive with the Local.

Why did I come back?

I was asked.

It started with a phone call from my then-Business Agent to help in the office, and I ended up replacing then-Vice President Leah Okin for the end of her term after she joined Local 764 as Business Agent in New York. I then ran for President in 2013 and am currently in the third year of my term.

I have asked members to volunteer at least once a year in any event they choose to support our Local and our community. I ask members what issues they want to support. I ask organizations like Keep Oregon Working or political candidates to come speak to the membership, and they vote on what issues they want to get behind.

The most important part is showing the importance of the work and make it

fun. Being a union member has rights and responsibilities and being active is fun and rewarding.

This summer, Assistant Legislative/Political Director Erika Dinkel-Smith told us about Districts challenging each other to get new sign-ups for the IATSE-PAC. District One was to sign up monthly contributors. I enlisted the help of Local 15 Treasurer Greg Davis from Seattle, and we spoke to every delegate personally to explain why it is so vital to participate. We signed up 61.5% of our delegates, and now District One has 77.8% of delegates signed up for weekly or monthly PAC contributions. It was a record number of contributions.

On June 25th, 2016, District One held our District Social and PAC event sponsored by Locals 28 and 488. We previewed our highly coveted Local 28 Bowling Shirt, and the only way to get

one is to attend the event or donate to the PAC! Wardrobe sister Kathy Andrews (Local 28) was on hand to personally embroider each shirt. Members from Locals 488, 675, 28, and 339 all helped with the swag and prizes, and leaders from Oregon labor organizations attended. We had a great time and great discussions on why we need to be active.

Along with asking, I listen to my mentors. I listen to the AFL-CIO and the Northwest Oregon Labor Council about issues affecting our communities. I attended the IATSE Officer Institute; the IATSE Training Trust Fund "Train-the-Trainer" course; AFL-CIO summits, and much more. I am inspired by many of my brothers and sisters who have supported, shared, and educated me. I hope to pay it forward, and encourage any brothers and sisters interested in discussing activism to reach out to me.



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, July 18, 2016 in the Grand Ballroom of the Westin St. Francis, San Francisco, California.

ROLL CALL

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

MATTHEW D. LOEB,
International President

JAMES B. WOOD,
General Secretary-Treasurer

MICHAEL BARNES,
First Vice President

THOM DAVIS,
Second Vice President

ANTHONY DEPAULO,
Third Vice President and
Co-Director of Stagecraft

DAMIAN PETTI,
Fourth Vice President

MICHAEL F. MILLER, JR.,
Fifth Vice President and Director of
Motion Picture and Television Production

DANIEL E. DI TOLLA,
Sixth Vice President and
Co-Director of Stagecraft

JOHN R. FORD,
Seventh Vice President

JOHN M. LEWIS,
Eighth Vice President and
Director of Canadian Affairs

CRAIG P. CARLSON,
Ninth Vice President

WILLIAM E. GEARNIS, JR.,
Tenth Vice President and
Director of Tradeshow
and Display Work

PHIL LOCICERO,
Eleventh Vice President
C. FAYE HARPER,
Twelfth Vice President
COLLEEN GLYNN,
Thirteenth Vice President

In addition to the members of the Board, those present included: International Vice President Emeritus Edward C. Powell, Retired International Vice President John T. "Jack" Beckman; International Trustees Carlos Cota, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistant to the President Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Political Director J. Walter Cahill, Assistant Political Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, John Culleeny, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Joseph Short, Lyle Trachtenberg, Jason Vergnano and Joel Youngerman; Staff members Leslie Rosales, Asha Nandlal, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly and James Rainey, Jr.

Guests of the IATSE at this meeting included Assistant General Secretary of BECTU Luke Crawley and Alec French of 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, Nassau/Suffolk Counties of Long Island, 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 Cty-Santa Rosa-Lake Mendocino-Sonoma-Napa Cty-San Mateo Cty-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; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 107, Alameda Cty-Oakland-Berkley-Contra Costa Cty-Solano Cty-Richmond, CA; 110, Chicago, IL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 158, Fresno, CA; 161, States of New York/New Jersey/Connecticut; 210, Edmonton, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 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, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State

Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, 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; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 923, Anaheim, CA; USA829, United

States; ATPAM, New York, NY; B18, San Francisco, CA; B20, Portland, OR; B173, Toronto-Hamilton, ON and B192, Hollywood, CA.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals Local 119, 166, 600, 700, 706, 784, 800, USA829 and B18 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to San Francisco, California. On behalf of the Host Locals, Steve Lutge, Business Agent of Local 16, thanked the General Executive Board for the opportunity to host this meeting, since there has not been a Board Meeting in the city since 1992. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

GENERAL SECRETARY-TREASURER EMERITUS MICHAEL W. PROSCIA

At the onset of the meeting, Presi-

dent Loeb noted the passing of General Secretary-Treasurer Emeritus Michael W. Proscia and asked all attendees to stand in a moment of silence. Brother Proscia passed away on February 21, 2016.

INTRODUCTIONS

President Loeb introduced the following new members of the Official Family:

Jim Brett,

International Representative

Jim joined the I.A.T.S.E. in 1982. He is a member of both Local 357 and Local 58, where he has served as President since November 2009. Jim has toured extensively as Production Electrician and Head Electrician with the Stratford Festival, Livent, Mirvish Productions, and the Canadian Stage Company. Jim is based in the IATSE Canadian Office in Toronto.

Erika Dinkel-Smith, Assistant Political Director and Legislative Affairs

Erika has worked for AFSCME in Wisconsin since 2009 serving as a Staff Representative responsible for strategizing, developing and organizing political campaigns for local and statewide political leaders. She has demonstrated knowledge of contract negotiations, labor poli-

Representatives of the Host Locals opened the morning session on Monday, July 18th to welcome the Official Family to the city of San Francisco.



cy, and labor and employment law.

Erika Dinkel-Smith's appointment was effective April 18, 2016 and she is based in Washington, D.C.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Winter Meeting – January 11-15, 2016 – Hollywood, Florida

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Hollywood, Florida, the week of January 11-15, 2016.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on the Financial Status of the IATSE.

Audited Financial Statements

During the past several months, auditors from the accounting firm of Schultheis & Panettieri have been in the General Office working with the Finance Department to prepare the annual financial statements. As with past practice, these will be published in the Third Quarter 2016 issue of the Official Bulletin.

During the fiscal year ending April 30, 2016, the change in net assets from operations in the General Fund was an increase of \$1,965,727. The change in net assets in the Defense Fund was an increase of \$226,944. The change in net assets in the Convention Transportation and Per Diem Fund was an increase of \$965,226. The year-end total net assets of the International stand at \$46,767,253 million. This number only includes the depreciated values of the International's real estate holdings rather than the market values which would be substantially

higher.

The Form LM-2 has been completed and will be filed prior to the deadline of July 30, 2016 (90 days from fiscal year end). This year's LM-2 is 310 pages which is why the DOL requires it to be filed electronically.

LM-2s are due 90 days after year end, not three months, and a number of times the Locals file a day late, but from the DOL perspective that day late is the same as a year late. It is important that our local unions file their reports on time.

These reports are a Bush Administration "gift" to all unions. They cost a significant amount of money to prepare, and President Loeb, General Secretary-Treasurer Wood and IA staff must spend hours poring over this draft report, before it can be filed. The IA's Canadian brothers and sisters were politically active and avoided this when Bill C-377 was not implemented by the newly elected Liberal government. President Obama stopped proposed changes from the Bush Administration to make reporting even more onerous, but these sit on the shelf waiting if the upcoming election goes the wrong way.

68th Quadrennial Convention

A reminder that the next International Convention will take place one year from now at The Diplomat Hotel in Hollywood, Florida. The mid-summer meeting of the General Executive Board will precede the convention and take place from July 10 – 14, 2017 and the Convention itself will take place from July 17 – 21, 2017. The District meetings will occur during the weekend between the conclusion of the Board meeting and the start of the convention. The room rate will be \$199.00 per night single/double occupancy. Preparations are starting to be made in the General Office and those preparations

will continue to increase through the remainder of 2016 and early 2017. Many local unions will be holding elections later this year for delegates to the Convention and if there are any questions in regard to the number of delegates allowed for a local union they should contact the General Office.

Information Technology

Since the conclusion of the winter General Executive Board meeting, work has continued on the Online Organizing tool. This functionality has now been completed and is ready to deploy. A campaign can be quickly and easily created online by an Organizer in the field and then a link can be sent to any potential supporters of a campaign. That link will lead to an electronic organizing card which is optimized for cell phones, tablets or computers and that card can then be electronically completed and submitted. The entire campaign can be administered and monitored remotely through the use of our database.

Development and testing has been ongoing for the Member Events and Actions module that was requested by the various Department Directors. This module will allow for a single location within our database to track participation of members in training, strike actions and organizing activities.

The General Office is being upgraded to a fiber optic internet line which will allow for a much more reliable connection as well as increased bandwidth which will allow for video conferencing and other functions performed within the office to run more efficiently.

The antivirus program used in all three offices has been upgraded to provide better security protection especially when it comes to internet use. Research is also taking place in conjunction with

the National Benefit Funds into companies that can monitor our network and file structure for any irregularities to help fight any potential malicious attacks on our network.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During fiscal year ending April 30, 2016, royalty payments totaling \$180,903 were received.
2. There are now 251 of the International's 371 local unions using the online system for completing and submitting Quarterly Reports and these local unions represent 95% of the total membership of the Alliance.
3. A recent campaign was initiated to encourage members to receive the Official Bulletin in electronic format and resulted in almost 5,000 additional recipients. There are now almost 19,000 members that receive the Bulletin electronically. This will result in savings in postage and printing costs of over \$75,000 per year.
4. The total membership of the Alliance continues to grow and has now reached 128,208, which is an increase of over 2,367 members since the winter General Executive Board meeting in Hollywood, FL.
5. The International continues to charge fees for consultation responses for INS Visas. During fiscal year ending April 30, 2015, almost \$995,000 in fees were collected and as per prior General Executive Board action, all of that revenue is deposited in the Building Fund.

At the conclusion of his report, General Secretary-Treasurer Wood discussed

the anticipated need for future expenses to either update or relocate the West Coast Office. Although due diligence is still being performed in terms of the appropriate course of action, it is clear that a long anticipated real estate expense will be incurred in the not too distant future. The reason that the Building Fund was created was exactly for such purposes and to ensure that such expenses could be fully funded by segregated assets.

In light of the earlier reported strong financial condition of the International, General Secretary-Treasurer Wood made a motion to transfer \$500,000 from the General Fund to the Building Fund. The motion was passed unanimously by the General Executive Board.

President Loeb commented that the current LM reporting requirements are a gift that keeps on giving: each report requires hours and hours of work for accountants, himself, and General Secretary-Treasurer Wood. This issue has an attachment to political activities, as they have seen an attempt to initiate similar reports in Canada, but through political activity, labor has been able to avoid it; most of it is really unnecessary work. President Loeb stated that this would be the time, with an upcoming election, to address this problem; it was a gift from President Bush and the opponents of organized labor plan to bog down unions with onerous reporting requirements.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Thomas Cleary, Carlos Cota and Patricia White presented the Report of the Board of Trustees for the period of October 1, 2015 through April 30, 2016 to the General Executive Board. Trustee Cleary reported that the Trustees met in the General Of-

fice in New York City on June 14-16, 2016 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order. The Board accepted and approved the report and President Loeb thanked the Trustees for their work.

APPEAL:

John Boockholdt Jr. v. IATSE Local 78 – Birmingham, AL

The General Executive Board considered Brother John Boockholdt's May 4, 2016 appeal of International President Matthew D. Loeb's decision dated April 5, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Boockholdt's appeal and resolved to communicate this decision to Brother Boockholdt in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEAL:

Jennine Gaskin v. IATSE Local 411 – Toronto, ON

The General Executive Board considered Sister Jennine Gaskin's March 12, 2016 appeal of International President Matthew D. Loeb's decision dated February 11, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Sister Gaskin's appeal and resolved to communicate this decision to Sister Gaskin in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEAL:

Dawn Pavlonnis v. IATSE Local 488 – Pacific Northwest

The General Executive Board considered Sister Dawn Pavlonnis' March 31, 2016 appeal of International President Matthew D. Loeb's decision dated April 14, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Sister Pavlonnis' appeal and resolved to communicate this decision to Sister Pavlonnis in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEAL:

John Bignell v. IATSE Local 873 – Toronto, ON

The General Executive Board considered Brother Bignell's March 11, 2016 appeal of International President Matthew D. Loeb's decision dated February 11, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Bignell's appeal and resolved to communicate this decision to Brother Bignell in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEAL:

Randy Ford v. IATSE Local 16 – San Francisco, CA

The General Executive Board considered Brother Randy Ford's June 2, 2016 appeal of International President Matthew D. Loeb's decision dated June 1, 2016. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Ford's appeal and resolved to communicate this decision to Brother Ford in writing in accordance

with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEARANCE: TIM PAULSON, EXECUTIVE DIRECTOR, SAN FRANCISCO LABOR COUNCIL

International President Matthew D. Loeb introduced the attendees to Tim Paulson, Executive Director of the San Francisco Labor Council: Mr. Paulson joined the Council in December 2004. The Council has 150 unions with over 100,000 members. It works for their social and economic progress and assists member Locals in organizing and bargaining. Before joining the Council, Mr. Paulson worked with the San Mateo Labor Council, and prior to that with Bricklayers Local 3, where his duties included apprenticeship coordinator.

Mr. Paulson thanked President Loeb for a kind introduction. Mr. Paulson joined the Host Locals in welcoming attendees to San Francisco. He noted that San Francisco does not get as many union conventions as Chicago, Florida, and some other cities. But, he observed that San Francisco has a huge labor fabric and history, like New York City, as a union town. He noted that he was journeyman in the Bricklayers Union, which faces, like IATSE, issues of changes in technology and jurisdictional problems resulting from those changes. In response to a question posed by Vice President Thom Davis about the City's new sick leave law, Mr. Paulson explained that originally, San Francisco had a law for 5-6 days leave, but just adopted a stronger one. The City's progressive base allows labor to actually pass and incubate legislation for the rest of the state and nation. The City has the closest thing to universal healthcare

among all localities, the highest minimum wage, living wage for public sector workers and a retail labor bill of rights: a company cannot hire more part-timers until it has first offered its existing part-timers additional hours. Mr. Paulson was pleased to note that California's Lieutenant Governor Gavin Newsom was attending this meeting, who as Mayor and Lieutenant Governor has worked with Rebecca Rhine (Local 600), FX Crowley (Local 16), and others in IATSE to pursue labor rights. He urged attendees to enjoy the City.

APPEARANCE: LUKE CRAWLEY, ASSISTANT GENERAL SECRETARY, BECTU

Assistant General Secretary of Broadcasting, Entertainment, Cinematograph and Theatre Union (BECTU), Luke Crawley, appeared before the General Executive Board in San Francisco, California.

Assistant General Secretary Crawley brought greetings and solidarity from BECTU President Jane Perry and the United Kingdom. He went on to speak about the challenges and uncertainty faced by the union movement and entertainment industry arising from Britain's decision to leave the European Union in a recent referendum. He also spoke about BECTU's continued focus on ensuring the health and safety of its members. Assistant General Secretary Crawley concluded his remarks by emphasizing the value BECTU places on its long-standing relationship with IATSE.

International President Matthew D. Loeb thanked Assistant General Secretary Crawley for his appearance. In doing so, President Loeb pledged IATSE's continued commitment to working with BECTU on issues of mutual interest in



the future.

**APPEARANCE:
GAVIN NEWSOM,
LIEUTENANT GOVERNOR
OF CALIFORNIA**

California's Lieutenant Governor Gavin Newsom was invited to address the General Executive Board and extended a warm and enthusiastic welcome to President Loeb, General Secretary-Treasurer Wood, the Board and all visitors attending the summer Board meeting. He noted the International's symbiotic relationship with California was begun long ago through California's unique industry, simply known as "Hollywood" and now extends to behind-the-scenes work in all aspects of entertainment throughout the state. He expressed warm appreciation to the IA local unions and members in California for their dedicated and focused efforts in support of tax credits which were instrumental in bringing motion picture production to California.

Turning to the events of the moment, Lt. Governor Newsom strongly encouraged active participation and engagement in the 2016 presidential and congressional elections. He remarked that for those who represent working people

there is only one choice for President—Hillary Clinton. He also urged those in attendance to vote—and to urge their members to vote—for congressional and down-ticket candidates who support labor's agenda. He remarked that strong labor unions lead to a strong middle class, which is good for America and are a bulwark against corporate greed, succinctly stating that "we're all better off when we're all better off."

**APPEARANCE:
LOCAL 769, CHICAGO, IL**

Re: The United Center

Local 769 Business Agent Shirley Berling expressed appreciation to President Loeb and the members of the Board for the opportunity to report on two significant events in Local 769.

The Local recently concluded negotiations with the United Center Arena. The arena has employed members of Local 769 since its opening in 1997. The Business Agent at the time was able to negotiate an excellent agreement, with one of the highest wage and benefit packages of all of the Local's agreements. Unfortunately, the agreement was never signed and was tantamount to a rate card with working conditions. In December of last year, when the current contract was due to expire, Local 769 and the United Center were able to negotiate a successor agreement to their mutual satisfaction which both parties signed.

Sister Berling also reported that in motion picture and television, the Local has been extremely busy over the last few years. Since the Local knew this year was going to be another busy year, it decided to take in new members.

The Local leadership explained to the membership the importance of these jobs being filled by Local 769 members and

not by people who did not belong to a union. The membership agreed that the Local should open its ranks to the new members.

Thirty-five people were invited to attend an information meeting; twenty-seven attended. In the end, the Local extended membership to twenty-one Journeymen and fourteen apprentices. Sister Berling was pleased to report that almost all of the new members are or will be employed in the next few months. Increased work has led to more members.

President Loeb commended Sister Berling, the other officers of Local 769 and all the members of the Local for their foresight. He observed that the Local has done great work in bringing in to membership a formerly non-union workforce. By doing so, the Local has not only impacted the lives of those workers for the better but has also strengthened its jurisdiction.

**APPEARANCE:
MOTION PICTURE AND
TELEVISION FUND**

Re: Day at the Races Committee

Local 800 Associate Executive Director dooner, Local 706 President Sue Cabral-Ebert, Business Representatives Local 729 Robert Denne, Local 839 Steve Hulett, Local 728 Patric Abaravich, International Representative Steve Kaplan, Local 44 Secretary-Treasurer Anthony Pawluc, Local 695 Business Agent Scott Bernard and Local 700 Western Executive Director Cathy Repola appeared before the General Executive Board to report on developments concerning Motion Picture and Television Fund: Day at the Races Committee.

Associate Executive Director dooner thanked the Board for the opportunity to speak to them about how the Los Ange-

les Locals have come together to support members through efforts on behalf of an industry charity.

The Motion Picture Television Fund (MPTF) provides a range of services to workers throughout their careers and into retirement.

Founded in 1921 by luminaries like Chaplin, Pickford and Fairbanks, and offering a range of services including crisis support, palliative care, insurance assistance and operating the retirement home, for ninety-five years, MPTF has been living up to its mission to help us take care of our own.

Each year, MPTF serves over 150,000 people, many of whom are IATSE members and their families, with healthcare, social services, and retirement living.

Social Services are a key element that the Fund makes available to workers who fall on hard times. Whether due to injury, unemployment, or a disruptive event like a strike, with a combination of counseling and financial assistance, MPTF has helped many members get back on track – and in some cases save their homes.

To this end, each year, MPTF provides about a million dollars in financial assistance grants across all industry workers. The actual amount rises and falls with employment. In 2014, IATSE members alone received nearly \$352,000. In a sign of an improving industry, last year that number was closer to \$295,000.

In 2011, MPTF celebrated its 90th anniversary and the “Every Member” campaign was launched in an effort to increase member awareness and contributions. While they were successful in the first part of that goal, coming at a very low point for production in Hollywood, it was a real struggle to raise the kind of funds that were hoped for.

Associate Executive dooner stated

that as President of Local 871 at that time, he became aware of members’ desire for an increased sense of family and IATSE community. At a Business Agent meeting that summer, he made a suggestion for holding a social event with a tie-in to MPTF fundraising. Having run several functions there for Carnegie Mellon alumni, he suggested a day at Santa Anita Race Track.

And with that the event was born. IATSE-MPTF Day at the Races brought together the Hollywood Locals for a day of fun and fundraising. A committee was formed and worked together to publicize, sell tickets, and gather a few items to raffle off.

The event was designed to be affordable for the average member. Ticket prices were just \$50 and included food.

Getting people together for the day was just as important as raising funds. dooner reported that they knew that once they got them there, they could educate them a bit about the MPTF and there would be more ways they could get them to contribute. And beyond the MPTF focus, it is also a direct contact with members that increases their tie to their Locals and the IATSE family.

They sold 212 tickets that first time and raised just over \$11,000. It was a small beginning, but they knew they were on to something. In the second year, the committee focused on increasing attendance, and selling sponsorships to help boost the fundraising. In the years since, the event has continually grown. Last year, with over 550 in attendance, they raised over \$130,000. Bringing them to a four year total of more than \$265,000. dooner said “This is a direct result of the work of the brothers and sisters to my left and right as well as some who could not be here today.”

As one of the four pillars, Activism can mean many things. For the MPTF, the IATSE-MPTF Day at the Races creates a wonderful opportunity for members to get involved without even thinking about it. Their activism was simple, buying a ticket meant supporting fellow workers. It was easy and it was fun.

They tried to keep it that way for the committee too. They have a good time planning and executing the event and get the joy of knowing that together we are raising funds to ensure that members have a place to turn when they are in need.

The success of the event has brought about big changes for their fifth year. They’re moving to a new area of the track, shifting from January to October, October 22nd to be exact, and they’re putting even more focus on families and a picnic atmosphere.

While the IATSE-MPTF Day at the Races supports a Motion Picture and Television charity, it truly is an event for the entire IA family on the west coast. And regardless of where anyone lives, they can help too. dooner shared, “If you’re in the area, come join us. If not, there are many sponsorships available, or you can buy an ad on our “Starting Gate” which is a step and repeat area where our guests enter the event.”

This year, is raffling off a trip to the Big Game at the end of the American Football season and will be drawing the winner at the Day at the Races. It is a \$17,000 prize package and with only 200 tickets being sold, the odds may be ever in your favor. An information packet was distributed showing the many ways to help and a short promo was shown.

President Loeb praised the work of the organization and the Locals supporting it. He urged attendees to encourage support for Day at the Races.

APPEARANCE: TRAINING TRUST FUND

Liz Campos, Executive Director of the IATSE Training Trust Fund (TTF), and Fund Trustees Patricia White, Julia Neville, James Varga, Beverly Miller and Murray Campbell reported on new programs at the TTF and provided updates on existing programs.

On June 22, 2016, the TTF reached a significant milestone. On that day in 2011, DADCO and IATSE signed the agreement to create the IATSE Entertainment and Exhibition Industries Training Trust Fund, a Taft Hartley Labor Management Training Trust Fund. The Trust has now been in existence for five years offering and supporting training opportunities for those working under IATSE agreements. The number of employers has increased tremendously over the past five years from just a few to over 1,450. The Trust has a full spectrum of programs designed to reach all crafts and Locals regardless of size and resources. Director Liz Campos has been with the TTF since 2012 and noted that it is quite remarkable to witness what were just dreams in the early days of the Trust become realities.

At the last Board meeting, Executive Director Campos and Director of Education and Training, Patricia White, were preparing to present to the International Foundation of Employee Benefits Plans – Training, Apprenticeship and Education Conference in Palm Springs. They presented on all of the TTF programs and their presentation was well received. They are currently offering ideas for workshops at the January 2017 Training, Apprenticeship and Education Conference.

The UCLA Curriculum project is progressing and twelve of the seventeen safety modules are complete. The Trust

reported that the completed modules will be available for use by Locals very soon. Those modules are: Introduction to Basic Entertainment Safety, Biological Hazards, Electrical Safety, Fall Prevention and Protection, Elevated Work Platforms and Aerial Lifts, Ergonomics, Noise Exposure, Confined Spaces/Small Spaces, Hand and Power Tools, Compressed Gases and Welding and Cutting. Still to be completed are Scaffold Safety, Chemical Protection, Firearm Safety, Rigging Safety and Lockout/Tagout.

Director Campos reminded everyone that this curriculum is designed to be used by all Locals and crafts. Because it is broken out into seventeen different modules, Locals can choose the modules they wish to use. The instructor manuals give a detailed script and it can be taught by instructors of all levels.

Locals will be able to apply for the curriculum with the application for curriculum use; and after a brief orientation on how to use it, a Local can start conducting trainings using the materials.

Also reported was that Locals that have applied to use the OSHA 10/GES and AV TTF curriculum, can now have student materials sent to them for classes taught using the curriculum. Once Locals are approved to use TTF Curriculum, the TTF will send them, an order form so that the instructors who go through an orientation can receive student materials, such as workbooks, for scheduled classes. The TTF is completing instructor guides for each of these classes and will send a copy of the instructor guide for each instructor listed on the application for curriculum use.

The TTF is developing a Train-the-Trainer Master class for those people who attended the Train-the-Trainer and have conducted a requisite number of safety

and/or skills classes since the first course. Campos remarked that one of the things the TTF hears most from people is that they wish they had more time for feedback from Dr. Mark Johnson, who teaches Train-the-Trainer. They are responding to this feedback and making sure they deliver just that. This session will be an opportunity for skills and safety trainers to workshop a course they are developing/would like to develop. Students will arrive with the course concept and a rough outline and will walk away with a fleshed out course with ample feedback from their peers and Dr. Johnson. This course will be piloted in early 2017.

The original Train-the-Trainer is still very successful and it will soon be more accessible. While there are over 300 people who attended sessions last year and this year, there are many Locals who have not been able to access the Train-the-Trainer due to the expense of sending two to three trainers to the two-day session. Soon, the Train-the-Trainer session will be brought to Locals without the resources to send trainers to the sessions taught by Dr. Johnson. TTF Training Implementation Specialist, Bill McCord, has been working closely with Dr. Johnson over the past year and will be able to conduct this course for clusters of small local unions wanting to develop new trainers. This two-day session will focus on smaller Locals and new trainers.

As a reminder, the Guide to Develop Training Programs is available online or in print format. The printed format can be requested by emailing info@iatsetrainingtrust.org

An update on the Online Safety courses for Motion Picture workers was provided. The TTF is getting ready to roll out the online safety classes General Safety also known as the Safety Pass “A” class

and Environmental Safety also known as the Safety Pass "A2" class. These classes are for motion pictures workers in areas that perform work under the Area Standards Agreement. Notices will be sent to Locals, workers and employers and there was a notice in the Bulletin about these classes. The TTF website will have a page with all the information people need to sign up for the classes. There will also be flyers available to be downloaded on the website. Locals are able to check and see whom from their Local has taken these classes. The TTF will be working closely with Locals to make sure that people get signed up. It was reported that the TTF is in the process of setting up a hotline so workers can call in if they need help with their initial eligibility application or if they have any questions throughout the process.

The OSHA /General Entertainment Safety course will continue to be a core calendared course. Locals were reminded that they can apply for this to be a supported course with their own instructor or TTF Training Implementation Specialist McCord can go to Locals and teach this class for them. Lastly, Locals were reminded about the TTF newsletter which provides updates, new course announcements and other news. Anyone can sign up to receive it on the website which is also where one can find all information about available courses and programs. Lastly, it was reported that all applications and forms, along with information about the programs mentioned in the TTF presentation may be found on the TTF website at www.iatsetrainingtrust.org.

The Trust continues to embark on exciting new program ventures that will have a lasting impact on training throughout the IATSE.

President Loeb thanked Executive Di-

rector Campos and the Trustees for their report and commended their work.

**APPEARANCE:
LOCAL 751, NEW YORK, NY
Re: Negotiations with Second Stage**

International Vice President Anthony DePaulo appeared before the Board along with Local 751 Secretary-Treasurer and Business Agent Peter Attanasio, and Local 751 President Lawrence Paone to report upon a recent contract dispute with Second Stage Theatre company in New York City.

Second Stage recently became the owner of Broadway's Helen Hayes Theatre and a dispute arose over staffing requirements in the box office. Specifically, Local 751 contended that the box office staff should be increased from three to four people. The (Tony Award-winning) show playing at the Hayes, "The Humans", was selling tickets at approximately 92% of capacity on a weekly basis and therefore another staffer was necessary. Additionally, to accommodate days off the box office staff was reduced to only two ticket takers on certain days and the Head Treasurer was obligated to tend to the ticket window, detracting from time that should have been spent on other important duties. The Treasurer also could not devote adequate time to premium ticket sales, which could easily maximize profits for the show.

Local 751 President Paone wrote to President Loeb seeking assistance with the dispute and Vice President DePaulo was assigned. Negotiations were held with Second Stage. Local 751's officers, Vice President DePaulo, union attorney Elizabeth Orfan, and members of the Helen Hayes Theatre box office staff (Suzanne Abbott and Vicci Stanton) composed the bargaining committee. The committee

attained its goal of securing a fourth person in the Helen Hayes box office for the run of "The Humans" (which moved to the Schoenfeld Theater when renovation of the Helen Hayes began in June 2016). It was noted that after the fourth person was added to the box office staff, premium ticket sales steadily increased.

On behalf of the members of Local 751, those reporting thanked President Loeb and Vice President DePaulo for their knowledge and support. President Loeb commended the efforts of Local 751 and remarked that the International is glad to offer its assistance when challenges like this arise.

**APPEARANCE:
LOCAL 58, TORONTO, ON
Re: Organizing Activities**

IATSE Local 58 President Justin Antheunis and Business Agent Nelson Robinson appeared before the General Executive Board in San Francisco, California to highlight the Local's recent organizing successes and community outreach.

Local President Antheunis confirmed that Local 58 was successful in being certified by the Ontario Labour Relations Board as exclusive bargaining agent for stage hands working at Artscape's Daniel Spectrum, a multi-use live event and theatre venue located in Toronto, Ontario with the assistance of the International Defense Fund. Based on the success of that organizing drive, Local President Antheunis advised that Local 58 was also recently certified by the Ontario Labour Relations Board to represent stage hands working three other venues: Factory Theatre, Artscape's Fleck Dance Studio and Sandbox as well as the Harbourfront Centre's Enwave Theatre. He went on to explain that the Local's focus on organizing has increased its membership by 33%

over the last ten years and has resulted in a membership that better reflects Toronto's diverse community. Local President Antheunis then described various Local 58 organizing and community outreach initiatives the Local has been pursuing including "#Dinewith58" spear-headed by the Local's Young Workers Committee. Local President Antheunis concluded his appearance by thanking President Loeb as well as International Vice Presidents Barnes and Lewis for their efforts and time in supporting the Local's organizing initiatives.

International President Loeb congratulated President Antheunis and Business Agent Nelson Robinson on the efforts and successes of Local 58 in organizing and growing its membership. President Loeb encouraged all Locals in the IATSE to take note of the positives associated with organizing and to pursue their own organizing and membership growth opportunities.

**APPEARANCE:
LOCAL 798, NEW YORK, NY
Re: Major Contract Negotiation**

IATSE Local 798 Vice President Angela Johnson, Secretary-Treasurer Cynthia O'Rourke, Sergeant-of-Arms John Jack Curtin, and Business Representatives Rosemarie Levy and Daniel Dashman appeared before the General Executive Board to report on Major Contract Negotiation.

On Sunday February 28, 2016, the Local 798 Major Film & Television contract was ratified for a three-year term by over 100 members in good standing at the General Membership meeting in New York. Having so many members come to a General Membership meeting was historic in itself and ultimately a testament to the level of involvement that the



ATPAM Secretary-Treasurer Nick Kaledin with Manager Chris Hutton and Press Agent Thomas Raynor grabbed a photo op with International President Loeb. This was the first General Executive Board meeting for Brothers Hutton and Raynor, and it was a truly enjoyable and learning experience for both.

leadership of Local 798 garnered from the membership throughout the contract negotiation process.

Twenty-six members participated on the negotiating committee. On the final day, sitting across from the AMPTP representatives, there were sixteen officers and members-at-large representing each District in Local 798's jurisdiction, along with International President Matthew D. Loeb, Assistant Director of Motion Picture and Television Production Dan Mahoney, and Spivak Lipton counsel Elizabeth Orfan. Local 798 felt the Employer's side took notice of the presence of President Loeb, in addition to the breadth of representation in the room in comparison to previous years. This participation led to a distinct shift in the atmosphere from previous negotiation cycles.

Including such a large and diverse body enabled two-way communication. This allowed Local 798 to address issues particular to specific regions in the negotiation process, as well as to communicate back to the members why certain proposals could not be addressed in this round of negotiations. Members in areas of Local 798's jurisdiction that may have felt

ignored in the past were encouraged to be a part of the process which led to unprecedented participation, even if Local 798 was unable to achieve all of its goals.

After several committee meetings, including tele-conferences with representatives in various areas of Local 798's jurisdiction, it developed a long "wish list" of proposals but ultimately found that the overwhelming concern for most members were the inequities between the geographical areas covered under the contract. Nowhere was this more extreme than the disparity between the workers receiving Annuity contributions, and those who did not.

In a much earlier contract cycle, employer contributions for Local 798 benefits shifted away from Annuity for members working in Television. Only members working in certain geographic areas and in motion picture production were receiving Annuity contributions. Contribution amounts varied by region: in the New York Tri-State region workers got a dollar amount plus a percentage of wages; other areas only received a dollar amount that remained the same over several contract cycles. In Louisiana, the contract prohib-

ited any Annuity contributions at all — in both motion picture and television. As the membership and the amount of work has been growing in areas outside of the New York Tri-State region, the current lack of Annuity benefits in some areas had become more glaring. Local 798's members wanted to work towards even coverage going forward so that all members working under the contract, regardless of location or type of media, were earning contributions for retirement.

In order to achieve a parity and because Local 798 was coming in at the tail end of a pattern bargaining year, it pared down the proposal list to a minimum, and started thinking outside the box, to convince the AMPTP to give them Annuity where it didn't already exist and build in increases in regions where contributions had stagnated.

Pattern bargaining helped Local 798; it knew it could achieve 3% wage raises and \$5 per day benefit increases over the three-year term because of what other Locals had achieved. Research back twenty-five years into the history of the Local's contracts and benefits contributions for every part of the Local's jurisdiction gave support for the members' requests and led the Local to discover a possible solution.

The Local determined they could pay for "Annuity for All" by taking 1% from the expected wage raise in the first year, and transferring the monetized value into Annuity contributions. Management proposed the monetized value to be \$4 per person per day. International President Loeb immediately countered with \$5. Management agreed to that proposal. Local 798 then took \$3 of the \$5 in pattern bargaining benefits increase for the first year and also assigned that to Annuity. This gave \$8 per day Annuity increases across the board, including to those who

had not been receiving any Annuity at all.

Instead of having to horse-trade on the Local's proposals, or accept something unpalatable from the Employer in exchange, this plan would cost the AMPTP nothing more than they were already prepared to give, and would immensely benefit the vast majority of members. The Local's goal was to make it easy for the AMPTP to say "yes" by having research ready and sharing spreadsheets and calculations to prove the zero cost.

The issue with Annuity was not the only major issue in this negotiation. The AMPTP had proposed introducing a third rate for over three cycles of negotiations, undercutting the lowest contract rates. The Local fended off a third rate in the last two cycles, the last time with Assistant Director Dan Mahoney's assistance. At this negotiation, they again proposed a 3rd rate, this time with insultingly-low rates for quote-unquote "unskilled" background workers. President Loeb made it clear that a third rate is not currently and will not in the future be considered by Local 798.

The rest of the negotiation followed the patterns of previous Locals' negotiations. There were minimal per diem increases and added contributions to the IATSE Training Trust Fund. Local 798 stood strong against an 8:00 p.m. cancellation time (except in the case of extreme inclement weather). With the support of President Loeb, Local 798 completely shut down the conversation on adding a third rate and lowering the scale rates for the Southern jurisdiction.

Local 798 thanked President Loeb for assigning Assistant Director of Motion Picture and Television Production Dan Mahoney to assist them in their preparations and negotiations; his guidance was invaluable.

Local 798 also thanked President Loeb for joining them at the table and lending his leadership, wisdom and support. As Local 798 President Rose Chatterton likes to say, "President Loeb is a rockstar!"

APPEARANCE: LOCAL 669, WESTERN CANADA

Re: Organizing Low-Budget Productions in British Columbia

IATSE Local 669 Business Agent Peter Hayman appeared before the General Executive Board to report on the status of Local 669's efforts to organize the low budget production industry for the camera department in Western Canada.

Hayman explained that Local 669 President Brian Whittred and Executive Board established a goal for the Local to bring low budget "non-union" productions under contract with the Local. To this end, the Local implemented a strategy of communication with members on the importance of only working on productions under contract with Local 669. The Local then put together a low-budget agreement template and began a communications strategy with the low-budget producers operating in Western Canada with a view to encouraging them to voluntarily sign on to the agreement. The Local's efforts have, to date, translated into a 20% increase in membership and thirty-one productions signing on to a low-budget agreement. The Local continues to work on establishing low-budget term agreements with producers as well.

President Loeb applauded the efforts of Local 669 on its success in establishing a low-budget agreement.

AICP CONTRACT

Vice President and Motion Picture Production Department Director Mi-

chael F. Miller reported to the Board regarding the recently concluded Association of Independent Commercial Producers (AICP) negotiations. Appearing with Vice President Miller were Assistant Department Director Dan Mahoney, International Representative Steve Aredas, General Counsel Samantha Dulaney, Associate West Coast Counsel Andy Kahn and Bargaining Committee members International Vice President Phil LoCicero, Rebecca Rhine, dooner, Scott Bernard, Leslie Simon, Colleen Donahue, Dan Dashman, Chris O'Donnell, and Ed Brown.

Vice President Miller reported that negotiations took place in New York the week of May 23rd, 2016. President Loeb chaired these negotiations on behalf of the IATSE. Proposals were solicited from the motion picture Locals affected by this agreement and twenty-one Locals responded with suggested proposals. Negotiations began with an aggressive set of proposals offered by each side. After several days of negotiations, a successor agreement was reached. Vice President Miller reviewed the Memorandum of Agreement for the General Executive Board and highlighted several items such as the 3% annual wage increases, the benefit contribution increases per the Basic Agreement, which includes an additional \$3.00 per hour, and an additional \$5.00 per person per day increase to the IATSE National Benefit Plans and other Funds with a daily contribution rate.

Improvements were negotiated that impact subcontracting and provide for such work to be handed over to IATSE-represented employees at the production location. The Training Trust Fund language was improved and includes an increase to the annual cap. Veteran's Day was added as a holiday.

The low budget caps were raised and the studio zone language was modified consistent with other agreements.

Vice President Miller discussed at length the importance of ongoing organizing in the commercial area. The primary concern of the signatory producers was the increased competition for commercial spots caused by a proliferation of non-union production companies, many of whom utilize IATSE members to service these non-union jobs. This includes several ad agencies that are producing in-house and foregoing the production companies entirely. This was the principal argument used to justify the employer proposals for concessions.

During these discussions the bargaining committee reaffirmed its commitment to organizing those non-union companies in order to provide a fair playing field to the union commercial production companies.

At the conclusion of the report the GEB voted unanimously to ratify the agreement.

Vice President Miller reported that the Memorandum of Agreement had been completed and signed earlier this month, and that a draft of the new CBA was in circulation.

Leslie Simon from Local 871 thanked President Loeb, the International and members of the bargaining team for their support on the issue of getting coordinators treated as covered by the contract. She estimated there are about 600 coordinators whom the employers are improperly leaving out.

Ed Brown from Local 44 thanked everyone involved for securing for the IA all set construction work once materials arrive at the site of the commercial's production; he expressed his belief this would restore many union jobs which

have been unfairly taken by non-union set shops.

BEYONCÉ CONCERT, RALEIGH/DURHAM, NC

Special Representatives David F. Garretson and Stasia Savage appeared before the Board to report on the Beyoncé Concert Tour in Raleigh/Durham, North Carolina. The Stagecraft Department negotiated with representatives from Live Nation to provide the steel and production work for this concert. The International's success with last year's Rolling Stones concert in the same jurisdiction likely led to the IATSE getting this concert under contract.

Local 417 Raleigh/Durham, North Carolina held the contract and crew was coordinated from a number of IATSE Locals in the Carolinas.

Building on the model established last year, regular conference calls took place to coordinate the efforts of the Locals. Special Representatives Garretson and Savage were also onsite during the concert to facilitate and coordinate the event.

President Loeb commended Local 417 and all IATSE Locals in the Carolina's for their diligent efforts on this event. He noted that this production required leadership, skill, and professionalism. It highlights that the International should be the labor force for concerts such as this. President Loeb extended his appreciation to Representatives Garretson and Savage for the coordination and guidance they provided regarding this event.

CANADA PENSION PLAN

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on the Canadian federal government's recent announcement to ex-

pand the Canada Pension Plan (CPP).

Vice President Lewis explained that the CPP is Canada's national retirement plan available to every Canadian who contributes during his or her working life (although there is a separate yet similar plan in Quebec for Quebec residents). Although the CPP is indexed to inflation, current maximum CPP benefits leave many seniors left to struggle economically in their retirement.

Since 2009, the Canadian Labour Congress and all of its affiliated unions, including IATSE, have been fighting for an expansion of the CPP. Despite getting strong support initially from the provinces, the lobbying effort was abandoned due to an unresponsive Conservative federal government at the time. However, under a new Liberal government, labour began its lobbying efforts once again, aiming to (1) return the Old Age Supplement (OAS) eligibility age back from 67 to 65; (2) increase the Guaranteed Income Supplement (GIS); (3) double CPP contributions (employer & employee) over seven years so that benefits are also doubled; and (4) upon success, ensure the

labour movement obtained recognition for leading this fight.

The release of the federal budget in March of 2016 brought with it success for the labour movement's first and second goals. When the federal government announced significant increases to CPP (although not a doubling of the benefit) in June of 2016 (that have been approved in principle by the provinces but still subject to formal ratification), the labour movement also realized success with its third goal as well. After this announcement, even the staunchest conservative newspapers were crediting the labour movement for the changes to CPP.

President Loeb congratulated the Canadian Labour Congress on its persistence in lobbying the federal government to enhance government sponsored benefits made available to all Canadian retirees regardless of whether they are unionized or not.

CAROLINA REBELLION, CHARLOTTE, NC

Special Representatives David F. Garretson and Stasia Savage updated the Board on the Alliance's involvement in Carolina Rebellion, an AEG Live event in Charlotte, North Carolina. As was previously reported to the Board, Carolina Rebellion is an annual multi-stage rock music festival, which has been staffed by Local 322 stagehands numerous times since its inception. This year, festival work was secured under a run-of-show agreement within Local 322's jurisdiction. The contract was equivalent to others negotiated for similar events within the Charlotte area (yearly improvements in such agreements are expected). Representatives Garretson and Savage served as on-site

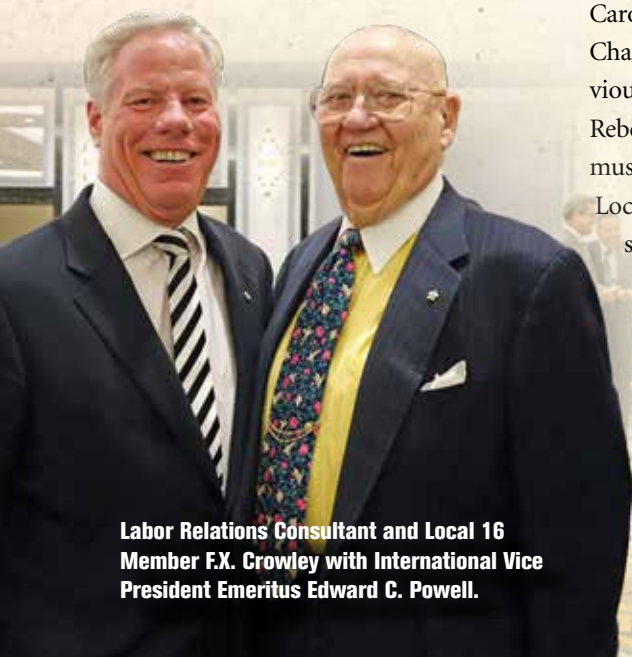
facilitators and troubleshooters during the three-day event in May 2016. They acknowledged the officers and members of Local 322 who protected the Local's jurisdiction. The crew chiefs on each of the festival's four stages were also specifically commended for their professionalism and skilled work on the event. No major complications were reported. It was noted that many individuals who have worked on Carolina Rebellion, appreciative of the benefits of IATSE membership, have become members or applied to do so. The Alliance will continue to build upon its relationships surrounding these events in the future.

President Loeb commented that this is a characteristic example of a job well done and the International will continue to support efforts to conduct these shows under the protections of an IATSE agreement. He commended the Local's members and those reporting for their commitment.

CONTRACT SERVICES INSTRUCTORS STRIKE

International Vice President Thom Davis and Bill Witthans (Local 80) appeared before the Board to report on the Contract Services Instructors strike.

Vice President Davis thanked President Loeb for the opportunity to speak on behalf of a very small but very important unit of Contract Services Administrative Trust Fund (CSATF), the instructors. As has been the experience of many, these workers unionized after they decided that "enough was enough". They did important work but were being abused by management. CSATF provides the safety training required by law for those employed by the Alliance of Motion Picture and Television Producers (AMPTP) for most of the unit under the Basic



**Labor Relations Consultant and Local 16
Member F.X. Crowley with International Vice
President Emeritus Edward C. Powell.**

Agreement. The instructors approached Local 80 seeking representation. Local 80 contacted CSATF Chair Hank Lachmund to request recognition and they agreed to a card count. Negotiations went on a frustrating pace, as someone on management's side bargaining table was always unavailable. CSATF assigned Mr. Lachmund, three managers, an attorney for CSATF, and the lead attorney for AMPTP, for a unit of just seven employees. Management began a campaign of retaliation. Management's egregious actions led to the filing of several unfair labor practice charges and a strike. On the first day of the strike, there were over one hundred people on the picket line, one of the most inspiring sights in Vice President Davis' career. He expressed his gratitude for assistance from other Locals, and to Representative Ron Garcia, who assisted with erecting an inflatable rat on the sidewalk. The strike lasted for three days. By the end it was clear to management that they could not provide the legally-required training. Vice President Davis thanked President Loeb for the assistance the IATSE provided, and thanked Vice President Miller for his assistance in getting this resolved. This could not have happened without the strength of this International and the Locals' Business Agents showing up.

Bill Witthans (Local 80) stated that he had been a grip for thirty-seven years. At times he needed help and IATSE was there to help. He recently left the field to be a CSATF instructor to use his experience to help members with training. He came to the realization with his co-workers that they needed representation in dealing with management. Some at CSATF management decided they needed to strike back at the employees for organizing. This tactic was meant to scare

and intimidate other instructors. This strategy might have worked in other situations, but Brother Witthans observed that he had IATSE at his back, and he thanked IATSE for help. "All for one, one for all" means something, said Brother Witthans.

President Loeb remarked that "sometimes you have to fight that fight for one person," but actually this was a fight for the entire bargaining unit. He stated that this was about power and managers at CSATF not wanting employees to have any influence. He also thought CSATF's response was retaliation for the organizing drive, forcing the IATSE had to do whatever it had to do on behalf of the workers. President Loeb recounted that when Vice President Davis called about the CSATF instructors he told Vice President Davis that these workers were putting themselves at risk, so the IATSE stood ready to help them.

Vice President Davis reported that the parties were close to reaching a contract.

ELECTIONS AND THE LAW

General Counsel Samantha Dulaney made a presentation to the Board concerning the importance of the 2016 Presidential and Senatorial Elections on the current vacancy on the United States Supreme Court, the federal judiciary and governmental agencies such as the National Labor Relations Board, the United States Department of Labor, and the Environmental Protection Agency. Lynn Rhinehart, AFL-CIO General Counsel made available to legal counsels representing AFL-CIO affiliated International Unions, including the IATSE, a Power-Point entitled "The Elections and the Law." She encouraged those counsels to share the presentation with union officers, representatives and members.

Accordingly, General Counsel Dulaney discussed significant Supreme Court decisions that were decided by a 5-4 vote, as well as important decisions from the NLRB, DOL, etc. that impacted issues relevant to organized labor. In several notable Supreme Court cases, one vote determined whether worker rights or corporations prevailed. Cases such as *Citizens United v. Federal Election Commission*, *McCutcheon v. Federal Election Commission*, *Burwell v. Hobby Lobby*, *Wal-Mart Stores, Inc. v. Dukes*, etc. were decided along ideological lines and one vote could have swung the decisions in favor of worker issues. The importance of the election regarding appointments to the NLRB and DOL was also discussed. The upshot of the presentation was that the make-up of the federal courts and appointments to the NLRB and DOL, for example, will be impacted by the upcoming elections. Thus, the President of the United States and the composition of the Senate will play a big role in the future of worker issues for the next generation.

President Loeb encouraged all in attendance (and those reading this Bulletin) to do everything they can to elect Hillary Clinton and Tim Kaine and to support pro-worker candidates at the federal level and in down-ticket elections. He implored all Locals to engage this political season, stating that those in the labor movement cannot afford to "sit out this election" cycle. He stated that the future of the labor movement and the protection of worker rights are at stake this year.

Special appreciation is extended to AFL-CIO General Counsel Rhinehart and her legal team for sharing the Power-Point which was used as a basis for General Counsel Dulaney's presentation.

EMERGENCY PROTOCOL MEETING

Assistant Stagecraft Department Director, D. Joseph Hartnett, Local One President James Claffey, Jr. and Business Representative Paul Dean, Jr., reported before the Board regarding meetings Local One coordinated with members of the New York City Fire Department's Counterterrorism Emergency Preparedness Department. These meetings discussed emergency protocol for IATSE members working in theaters and other entertainment venues in New York City. These discussions by their nature are ongoing and also involve the Federal Bureau of Investigation, Department of Homeland Security, and the New York Police Department.

President Loeb stressed to those in attendance that they engage the federal and local authorities in their geographic jurisdictions and their employers for emergency preparedness in these trying times.

CANADIAN NATIONAL FOOD DRIVE "EVERY PLATE FULL CHALLENGE"

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti and International Representative Krista Hurdon presented a Power-Point presentation to the General Executive Board on the 2016 Canadian National Food Drive and IATSE's successes in the Every Plate Full Challenge.

The initiative was an overwhelming success again in 2016, surpassing the initial goal of raising 200,000 meals. The challenge ended with twenty IATSE Locals combining to raise over 245,000 meals. Many of the meals were used to feed the evacuees from the Fort McMurray wildfires.

President Loeb congratulated the Ca-

nadian Office and all participating Canadian Locals on the tremendous success of the national food drive. In doing so, he noted the importance of community engagement and encouraged all Locals to both identify and participate in similar opportunities in the future.

HB 2112

Local 336 Business Agent William "Bill" Hennessey and General Counsel Samantha Dulaney appeared before the Board to report on anti-worker legislation that was before the Arizona State Legislature.

Shortly after the General Executive Board meeting in Hollywood, Florida, in January, President Loeb received notice from IATSE Representatives and Locals in Arizona about a proposed bill wending its way through that state's legislature. That bill was commonly known as HB 2112.

HB 2112 would have excluded AV and production event workers from being classified as employees for unemployment insurance purposes. The events targeted by the proposed legislation were conference, convention, tradeshow, business, professional, charitable or similar event. These are industries where IATSE – represented workers are employed in traditional IATSE classifications.

On January 21, 2016, the Arizona Democratic Caucus contacted Local 336 about HB 2112. Local 336 became aware of the bill after it had already passed committee and was one week away from being heard by the full Arizona State House of Representatives.

Understandably, President Loeb provided direction to the IATSE's Arizona Locals regarding their next steps. He also advised Political Director J. Walter Cahill and IATSE Consultant Alec French about HB 2112. Finally, because of the threat

to IATSE-represented classifications by HB 2112, President Loeb determined that the International would cover the cost of counsel and lobbyists to engage against this pernicious legislation. Local 336 Business Agent Hennessey reported on the extensive activist and education campaigns of the International's Arizona Locals, led by Local 336. Indeed, from January until May, the Arizona Locals led by Local 336 were fully engaged on this issue. They mobilized their members, the City and State AFL-CIO, and other stakeholders.

All of the Arizona Locals which were led in this endeavor by Business Agent Hennessey, Local 336 Secretary Pamela Boyd, Local Counsel Stan Lubin and Local Lobbyist the Gauthier Group worked very diligently and capably to beat back this anti-worker legislations. President Loeb remarked that he gave the Local support from the International in the form of financial and other resources because of the implications this bill would have on workers in IATSE Crafts. He observed further that had the Arizona Locals not had the wherewithal to engage and activate their members, allies, and other stakeholders, a different outcome might have resulted.

President Loeb commended Business Agent Hennessey, Secretary Pamela Boyd and all the Arizona Locals and members for working together to beat back this anti-worker legislation. He cautioned that the Local must remain diligent and must continue to monitor not only HB 2112 but also any legislation that could adversely impact IATSE Crafts.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents and Co-Department Directors Daniel E. Di Tolla

and Anthony DePaulo, International Vice Presidents Michael J. Barnes and John M. Lewis, International Trustee Patricia White, Assistant to the President Sean McGuire, Assistant Department Director D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Peter Marley, and Joel Youngerman, Special Representatives David F. Garretson, Stasia Savage, and Joseph Short appeared before the Board to report on matters relating to the Stagecraft Department since the Mid-Winter Meeting of the General Executive Board in Hollywood, Florida.

Representative Bateman reported that he is continuing to assist Local B-7 Denver, CO with the Denver Performing Arts Center, Local 918 Anchorage, AK with the Alaska Performing Arts Center, Local B-20 Portland, OR with Portland Metro, and Local 675 Eugene, OR with the Matthew Knight Center in their ongoing negotiations.

Representative Bateman also reported on the continuing assistance with Locals 15, 28, 93 and 675 regarding the organizing campaign for the Rhino NW Riggers. The campaign has recently held a rally in support of the workers seeking representation and is preparing for the upcoming NLRB hearing dealing with charges that have been brought against the recalcitrant employer.

Lastly, he reported about the assistance he has been providing to Local 51 Houston, Texas. The Local now is preparing to secure its jurisdiction.

Representative Youngerman informed the Board of the effectual negotiation assistance provided to Local 363 with Total Crew Services for work at the Peppermill Resort and Casino and the Pioneer Center for the Performing Arts, and with Local 13 Minneapolis, MN with SMG for work at the new US Bank Sta-

dium and the recently organized Varsity Theater.

Representative Marley was pleased to report that the assignment assisting Local 720 with negotiations with the Bellagio/MGM Properties regarding the Audio Visual Technicians and Encore Event Technologies have concluded successfully.

He also reported that the negotiations with Local 122 and the La Jolla Playhouse have started, but as with many first-time contract negotiations they were slow going. Even though there have been delays in scheduling due to the availability of management's legal counsel, there has been progress made on many of the non-economic issues and contractual language for this first-time agreement.

Negotiations with Disneyland Resort and Locals 504 and 923 had reached a tentative agreement in late February, but have reopened after the membership of both Locals rejected the proposed contract. This was due to the company continuing to disparage the workers as overpaid for the market while simultaneously promoting how much profit the park is generating. Negotiations began in late June and are ongoing.

Representative Garretson reported to the Board about his assignment to assist Local 322 Charlotte, North Carolina in their negotiations at the Blumenthal Performing Arts Center which houses three distinct venues in Downtown Charlotte. The venue was originally serviced under a rate card by the Local in the 1990's until 2000 when the Local, through an internal organizing drive, garnered the first Collective Bargaining Agreement for the Local at the venue.

Representative Garretson stated that using some of the tools garnered through the IATSE staff training, such as a SWOT (Strengths, Weaknesses, Opportunities

and Threats) analysis of the relationship between the Local and management, he was able to work with the Local's organizing committee to be well prepared for the usually contentious negotiations. A tentative agreement was reached and ratified by the membership which included wage and benefit increases over the three-year deal, new language clarifying work conditions to conform with industry standards, expansion of jurisdiction for smaller community presentations at the various venues, and most notably the addition of gender non-discrimination language to defend against the legislative attacks on the dignity of the LGBTQ community.

He noted that this was an excellent example of a Local in a labor hostile environment that worked thoughtfully to engage their membership to achieve what is now one of the best stagecraft contracts in the Carolinas.

Special Representative Savage was assigned to assist Local 757 Treasurers and Ticketsellers, Detroit, Michigan, with organizing efforts in their jurisdiction. This assignment is ongoing and she noted that it has led to other administrative assistance in the Local, such as rewriting its Constitution and ByLaws.

Special Representative Short reported on working with Locals 48 and B-148 on the expansion of the Pro Football Hall of Fame in Canton, Ohio. After coordinating a successful meeting with the new Production Company both Locals have now garnered work at the venue.

International Trustee White reported that her assignments assisting Theatrical Wardrobe Unions Local 859 in Atlanta, Georgia and Local 787 in Pittsburgh, Pennsylvania concluded. In Atlanta, a new three-year agreement for wardrobe workers at the Fox Theatre in Atlanta was achieved. While Local 859 has exclusively

referred workers to the Fox Theatre for many years, it did so using a “rate card”, and this is the first real collective bargaining agreement for the Local at this venue. She commended the members of the Local, especially Business Agent Kelly Chipman, for sticking with the process until an agreement was reached. She also noted that any Locals that are faced with employer proposals for drug and alcohol policies should be cautious and contact the International if assistance is needed drafting such clauses.

In Pittsburgh, at the Pittsburgh Public Theatre a new four-year agreement provides for yearly compounded wage and benefit increases added to the Annuity in both the first and third years. Housekeeping issues of importance to both sides were also addressed. Larger increases were given to those working in the lowest wage category. This achieves a long-term goal that the workers and union have held since the theatre was first organized in 2005. This agreement is a great example of the power of organizing to improve wages and working conditions for costume shop and wardrobe workers.

Vice President Barnes discussed the successful negotiations with Spectra Venue management (formerly Global Spectrum), to which he was assigned along with Vice Presidents Di Tolla and Carlson. A tentative agreement was reached with wage and benefits increases in each year of the three-year agreement. The substance abuse and background check policies were updated to provide better protection for IA-represented workers. After consulting with thirty-three Locals in the national agreement before the negotiations, Vice President Barnes stated that a variety of the Local issues were resolved.

Vice President Lewis gave an account of the activities of the Canadian Department and Canadian Locals in Stagecraft.

The Canadian Pink Agreement expired on December 31, 2015. There are fourteen producing companies which are signatory to the Canadian Pink Agreement. Unlike the US Pink Contract, there is no central employer organization with whom the International can bargain with, so the International is required to bargain individually with each of the fourteen companies. The agreements are largely identical, but allow for a degree of flexibility to recognize local practices which had been enshrined in the individual Pink Contracts. Assistant to the President Sean McGuire and International Representative Jason Vergnano are assigned to this matter.

The Canadian Pink followed the economic pattern established with the recently negotiated US Broadway League Agreement. In addition, the Canadian Pink has been updated and modified to reflect the needs of IATSE crews, including significant improvements in leave, travel, and Training Trust language. Vice President Lewis discussed the continued policy of meeting with every travelling crew on the road on a Canadian Pink as well as US tours traveling to Canada.

He then reported on the Canadian Arena Labour Listing (CALL) which was demonstrated at the previous Board meeting. CALL is an interactive database which tracks arena tours from the moment their dates are announced, until the encore in the final city, Business Agents and call stewards have access to itineraries and the evolving labour needs for load-ins, performance calls and tear-downs of every arena event as it makes its way across IATSE Canadian jurisdictions. It gives Locals the ability to send informa-

tion “down the line” ensuring IATSE Stage crews are always the best informed and best prepared.

The network of communication fostered by CALL will greatly reduce the scrambling faced by some Locals due to missing, late or incorrect information provided by shows. When a tour claims to not need anyone for the show call, Locals will know exactly how many people worked the performances in the previous cities, all the way back to first date of the tour. By increasing their knowledge and awareness, Locals will have the necessary tools to be proactive instead of reactive.

All but five IATSE represented Canadian arenas are now being tracked by the CALL database to collect labour requirements of shows travelling through Canada. In addition to the arenas, the database is now tracking all roadhouse venues where IATSE members are doing the work, bringing the total number of venues being tracked to 105. Many IATSE Locals have reported that they have experienced immediate dividends from using the system to share information across the country.

Vice President Lewis concluded that the Department is adding every Local stage agreement in Canada to the IATSE Contracts Database. Each representative in Canada has been tasked with a number of local unions and they hope to have this project completed in six months.

Assistant Department Director Hartnett noted that the Stagecraft Department has updated the packets that new ACT members receive upon joining the IATSE. Packets are now following the International’s updated colors and design for IATSE communications. Besides updating and editing some of the preexisting information, they will now include the Pink Contract Booklet the member

will be working under, as well as current copies of the International Constitution and Bylaws.

The Department, through Assistant Director Hartnett, successfully organized Brierpatch Productions' Tour of "The Amazing Tour is Not on Fire," a popular UK BBC radio and YouTube production that was doing a tour in the US after a successful European Tour presenting the YouTube show live.

He also reported on assisting Local 69 in negotiations with the Orpheum Theater. Assistant Director Hartnett resolved an arbitration with Local 289 Elmira, NY with WETM/Nexstar Communications. Lastly, he commended Local 200 Allentown, Bethlehem, Easton, PA on organizing and reaching an agreement with Center Stage Lighting and Rigging, bringing several new members into the Local.

Vice President DePaulo was assigned to assist Local B-754 at the Belterra Park racetrack and Casino. Local B-754 represents the ushers, admissions sales, program sales, and para mutual ticket sellers at the racetrack. The racetrack was taken over by Pinnacle Entertainment, which owns and operates eight casinos in the U.S., but this is their first foray in the racetrack business. Vice President DePaulo also reported on his assignment to assist Local B-4 Boston, Massachusetts in the negotiations at the Wang Center and the Shubert Theater. An agreement was reached including wage and benefit increases.

Vice President Di Tolla informed the Board that the Stagecraft Department continues to work with SMG towards replacing rate cards with collective bargaining agreements and securing jurisdiction for Locals.

President Loeb remarked on the comprehensiveness of the report, noting espe-

cially the breadth of the activities. Specifically, he noted that the Department is organizing, training, negotiating, and providing assistance to stage Locals in two countries. He commended everyone in the Department, encouraging them to continue to press forward.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Motion Picture and Television Production Directors Daniel M. Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Scott D. Harbinson, Jamie Fry, Ronald Garcia, Steve Kaplan and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last Board meeting.

Vice President and Motion Picture and Television Production Department Director Miller reported on status of the current major production agreements. The IATSE – AMPTP Basic Agreement has finally been executed by both parties after over a year of review by attorneys for both sides. This was caused in part by the complicated inclusion of the Digital Supplemental Agreement into the Basic Agreement. The Videotape Supplemental Basic Agreement has also been finalized and executed. The Local Basic Agreements have also been modified to include the changes made by IATSE Counsel and forwarded by the employers to the local unions for execution.

The AICP Agreement was recently renegotiated and is part of a separate report to the GEB. The Low Budget Theatrical Agreement will expire at the end of 2016 and preparations are being made for a successor agreement.

The Department continues to organize and negotiate contracts for distribution via the Internet. The Basic Agreement's new media sideletter's SVOD high budget provisions now provide wages, benefits, and working conditions in line with similar television or feature production. By way of example, Warner Brothers recently utilized the new tiers when producing "Fuller House" and "Gilmore Girls" for Netflix. The Department has also been crafting one-off contracts for a dizzying array of programming – from fourteen minute ultra-low budget episodic deals for YouTube productions, to "branded content" mini-stories, to programming made to only be viewed on a certain brand of phone. Vice President Miller reported that the ½ hour and 1 hour formulae are expanding. The Department has adapted by carefully analyzing the number of production days, type and style of production, and budget per minute and episode to maintain an industry standard, even when the content could hardly be called standard.

Viewing habits are changing; a recent Nielsen study showed that among 18-34-year-olds, the use of smartphones, tablets, streaming boxes and game consoles had increased by more than twenty-five percent just between 2014 and 2015. Among that same demographic, traditional television viewing had fallen by ten percent during the same period. The Department is well-positioned to continue to cover all manner of production under contracts containing industry-standard wages and working conditions.

Since the last GEB, nine new companies have signed the IATSE motion picture term agreements and audits have been concluded on five low budget projects. None of the projects audited have exceeded the budget caps required by the

Low Budget Theatrical Agreement, and there are more than a dozen audits pending. These will be reported to the Board at the next meeting in January 2017.

Organizing in the South continues to be robust, reported Representative Harbinson, with multiple successful organizing drives in Georgia, Virginia and Tennessee since the beginning of the year. Budgets of these organized shows generally are around the million dollar mark; however, "A Little Mermaid", shooting in Savannah, Georgia had a budget of \$2.3 million. That project endured a strike and ended up paying roughly \$250,000 in benefits, salary adjustments, housing, per diem and layover pay. At the conclusion of the strike, a number of the crew felt moved to contribute to the IATSE Political Action Committee. When an IATSE member donates to the PAC, that money can be used to help politicians who are pro-worker and will further labor-friendly legislation. Discussing a burgeoning market and the importance of continued organizing, Representative Harbinson reported on faith-based motion picture production in the South. This genre has been organized by the IATSE a number of times and discussions are ongoing. Representative Fry described a situation that proved the adage that "bad Employers make the best organizers." The crew on an ultra-low budget feature were nervous about organizing until Production told them that if they tried to organize, they would fire them at the end of the day and replace them all. This resulted in the crew unanimously walking off the show and going on strike. After a day and a half, with no replacement crew in sight and an Unfair Labor Practice charge filed against the company, a deal was reached. The crew returned to work under contract and the ULP was withdrawn.

As an update to the strike that occurred on "Sharknado 3", Representative Trachtenberg detailed how "Sharknado 4" was produced under a union agreement. The most important element of the contract was right of first refusal for some employees. Other provisions include higher meal penalties, enhanced daily and weekend turnaround and an added holiday.

Vice President and Director of Canadian Affairs Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the Local 873 Term Agreement and the Local 411 Term Agreement. There are now 343 companies signatory to the Canadian Binder Agreement and 109 to the Canadian local unions Term Agreements. Vice President Lewis stated the Canadian office currently is in the process of revising the wording of the Canadian Binder Agreement to make it a little tighter and to reflect the presence of Locals 671 and 709 in Newfoundland and Labrador and Local 634 in Northern Ontario.

Vice President Miller shared the Department is in constant contact with Canadian Locals to ensure that IATSE-term-signatory employers producing in Canada work under IATSE agreements for Canadian crews as well. To this end, Canadian Locals are sent term signatory lists monthly to renew when a signatory company comes to Canada. This has been successful with several US companies operating in British Columbia (BC). Vice President Miller noted that their recent successes with three production companies: Bron, WWE and Voltage. All three companies produced in BC

with ACFC initially and since signing the term agreements have produced fourteen shows under IATSE agreements.

These agreements have had a significant impact on IATSE's ability to protect its jurisdiction in Canada and most notably in Toronto and Vancouver. In the first six months of 2016, Local 873 secured agreements on eighteen US productions with a total production value of \$595 Million in Toronto. This represents 100% of US based productions shooting in Toronto and 75% of total productions. In BC, Local 891 was able to secure agreements on fifty-one productions while ACFC was limited to six productions which were mainly lower budgeted.

Overall, the first six months of 2016 appears to be setting historical high levels of productions in a number of regions in Canada. The International tracks all IATSE productions in Canada and as of the end of June, there were 121 productions under agreement. The high levels of foreign service work is largely attributed to the low Canadian dollar and stable tax incentives. The International has seen the rebirth of the industry in Nova Scotia and to a lesser extent in Saskatchewan. Vice President Lewis said the Department has made important strides in securing jurisdiction in Northern Ontario which is becoming a significant production centre. Finally, in 2014, the Department was able to fight off attempts by the Quebec Union AQTIS to displace the bargaining rights held by Locals 514 and 667. That was a significant fight and the Department is meeting regularly with local representatives to map out their strategy for the next open period.

Assistant Department Director Holtgrewe described the breadth of new contracts in the reality/unscripted genres of television production that benefit hun-

dreds of crew members. These projects include “Kicking and Screaming” and “We the Jury” for FOX, “Ultimate Beastmaster” for Netflix, and “Window Washers” and “First Impressions”, both for basic cable. Assistant Director Holtgrewe reported that organizing in this genre continues to bear fruit. Assistant Director Holtgrewe reported that a long-standing target, “Celebrity Apprentice” is now union. Vice President Miller commented that the original Apprentice was subject to an organizing drive years ago and that current Republican Presidential candidate Donald Trump crossed an IATSE picket line.

A new three-year term Agreement for EndemolShineUSA was reached in July. EndemolShine originally was comprised of two separate term signatories and only recently merged to form one megacompany. They produce “Master Chef”, “Master Chef Jr.”, “The Biggest Loser” and countless other non-scripted and scripted programs. Although the relationship started out rocky with “The Biggest

Loser” strike in 2010, since that time, they have provided hundreds of thousands of hours of benefit contributions on behalf of members working on their productions. The Department’s goals for these negotiations were to lower the budget caps of their non-scripted Agreement, improve working conditions, and remove large subcontracts from two shows that had been organized in the past. Assistant Director Holtgrewe and the Department achieved this and more. This is a significant gain for IATSE members.

Assistant Department Director Mahoney reported upon the settlements for two productions that did not meet their financial obligations to the crew. To date, for the productions of “The Squid and the Whale” and “The Adderall Diaries”, over \$850,000 has been paid to those IATSE members who are owed money, with more forthcoming. He also updated the Executive Board about O-1 and O-2 Visas issues. The House of Representatives recently passed a bill that would require U.S. Citizenship and Immigration Service

es to give notice of its decisions on O Visa petitions to the labor unions that provided advisory opinions on the petitions. This would allow for some transparency and clarity to the process, and allow the IATSE to better oversee this process.

The Oversee Visa Integrity with Stakeholder Advisories (O-VISA) Act (H.R. 3636) was introduced by Representative Mimi Walters (R-Calif.) last September. The amended bill cleared the House Judiciary Committee on May 25, 2016. The bipartisan measure passed the full House on June 13, 2016 by voice vote under suspension of the rules. The proposed legislation is now being examined by the Senate. If adopted by the Senate, then the bill would be forwarded to the President.

Representative Kaplan reported on SIGGRAPH, a large computer graphics convention that attracts workers and employers from all areas of computer graphics, Visual Effects and technology. Assistant Director Vanessa Holtgrewe and International Representatives Mark



In tribute to recently retired International Representative Barney Haines, the Canadian Department sported Barney-inspired argyle socks at the GEB. He'll definitely be missed!

Kiracofe and Julia Neville will be joined by Locals 600, 800, 839, 891, and USA829 in Irvine, California from August 25-28. Representative Kaplan also reported that VFX organizing efforts are ongoing. Discussions with BECTU National Officer Paul Evans in London have also taken place. Regular calls and strategy meetings have been held to identify the best opportunities and organizing paths.

Representative Kaplan also reported on a contract ten years in the making. Local 839 entered into a Term Agreement with Rough Draft Animation Studios after a protracted period of negotiations. In June of this year, the International, working closely with Local 839 entered a collective bargaining agreement with Rough Draft.

Representative Kaplan joined Vice President Michael Miller in negotiations for a successor agreement with the Warner Animation Group (WAG). Negotiations were held and concluded on March 28, 2016. The new three-year agreement sees the same wage increases and benefits adjustments gained during the 2015 Basic Agreement negotiations as well as securing the jurisdiction for productions made for New Media.

2016 marks the 20th anniversary of the AICP-IATSE commercial production agreement. What started as a small eight-page booklet that covered just Los Angeles County has expanded and now covers IATSE members across the entire United States. Representative Aredas discussed the proliferation and growth of internet-based advertising. There were twenty-one commercial companies organized since the last meeting, all signed to the Independent Commercial Agreement, and this aggressive stance ensures the IATSE are well positioned to continue to represent the commercial crews, no

matter what type of commercial production they create.

For motion picture related issues, the safety hotline call volume has been steady, with the majority of phone calls to the hotline coming from motion picture and television crews. As people share their positive experience with fellow crew members concerning the response they received when they reported a safety concern, that amount will continue to grow. The types of calls have varied; Safety Officer Kent Jorgenson and the Department Representatives have handled everything from weather issues to questions about fumes on set. The Department works with the production and affected Locals to research each issue and determine any necessary correction.

The Motion Picture and Television Production Department emphasized through its report to the Board the continued focus on organizing. As the entertainment industry grows beyond feature films and television into the existing world of Visual Effects, various distribution outlets created by new media and internet distribution to the newest entertainment product Virtual Reality, the IATSE must continue to represent all workers in these genres. Through education and training, the IATSE can also be sure that members have the necessary tools to be the dominant workforce in the expanding entertainment industry workforce.

IATSE TRADESHOW & DISPLAY WORK DEPARTMENT

International Vice President and Director of Tradeshows William E. Gearn, International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President C. Faye Harper, International Representatives Mark Kira-

cofe, Donald Gandolini, Jr., Joanne Sanders and Dan'l Cook reported to the Board on developments within the Department.

AV Training Initiatives

Training continues to be a priority for the Tradeshow Department. International Representatives continue to be trained to provide Freeman Customer Service Training to Locals and Locals continue to request this training. Of note is the training that Representative Sanders provided to Locals 22, 30, 52, 115 and 500 with more than 175 trainees in attendance since the last General Executive Board meeting in Hollywood, Florida. In addition to providing the training, Representative Sanders met with the Executive Boards of the various Locals to address AV Essentials and the importance of identifying additional training on related equipment. As a result, each Local has follow up training scheduled in the latter half of the year. Local 31 also hosted an AV Essentials training program earlier this year and has committed to additional customer service training later this year. Locals 17, 18, 127 and 205 have also committed to either AV Essential and/or Customer Service training sessions later this year as well. Locals 5, 12 and 118 are in the process of scheduling PSAV Agreement training for early 2017. With the assistance of Representative Kiracofe, Local 838 members have also received training to better equip the Local to meet the demands of the Outdoor Retailers show scheduled for August 2016. In addition, Representative Kiracofe and International Representative Ben Adams provided Local 99 with both training and testing of the AV Essentials curriculum.

Local 17 Louisville

Local 17 and Genesis Exposition agreed to a new four-year collective agree-

ment. The parties previously worked under a rate card.

Local 31 Kansas City

Local 31 continues to bargain for a renewal agreement with GES and is optimistic that one will be reached shortly.

Representative Sanders and Local 31 Business Agent Jason Taylor continue their efforts to create an area standard agreement for the tradeshow industry. To date, the Local has successfully signed the Shepard Company to the agreement.

Local 39 New Orleans

After Local 39 filed unfair labor practice complaints against EAC employer Nth Degree for refusing to bargain, Nth Degree agreed to negotiate. The Local is optimistic an agreement will be reached in the near future.

Local 46 Nashville

Negotiations were held in Nashville in May 2016 with Freeman, GES and Fern Expo for a successor GSC agreement in the jurisdiction of Local 46. The Local had limited proposals for improved conditions and quickly settled in favor of a 16% economic package over the five-year term. Significant increases were directed to health and welfare contributions to insure the Local's health trust is ACA compliant. The contract document has been approved and signed by the employers, and the additional eight GSCs invited to negotiations are receiving the product of negotiations.

Local 205 Austin

Local 205 has resolved almost all of the thirty grievances against GES arising out of the annual Dell World Show held in late 2015.

Local 320 Savannah

International Vice President Faye Harper assisted Local 320 in negotiations

with GES. Business Agent Matthew William, Local 320's negotiations committee and Vice President Harper met with GES representatives and reached agreement on a five-year agreement with wage increases in each year of the contract.

Local 363 Reno

Representative Kiracofe traveled to Reno in May 2016 to negotiate the expiring GES contract. The Local was able to reach a renewal agreement that included wages increases of 3% in each of the 5 years and a 1% increase in health and welfare contributions in the first year. A Foreman rate was also negotiated at \$1.00 per hour over the lead persons' rate.

Local 363 also recently renewed its collective agreement with TriCord Tradeshow for a one-year term.

Local 415 Tucson

When Conference Services International unlawfully withdrew recognition and refused to bargain a successor Memorandum of Agreement with Local 415, an unfair labor practice complaint was filed with the National Labor Relations Board. In late June 2016, the NLRB determined that a complaint should issue in the case unless a settlement was reached. The Local is in the process of trying to reach a settlement of the dispute.

Local 720 Las Vegas

Local 720 recently overwhelmingly ratified an agreement with Freeman AV in January 2016 which resulted in retroactive raises for eligible employees.

Local 835 Orlando

A number of grievances filed by Local 835 against both Freeman and GES have been resolved since the last General Executive Board meetings including a grievance and accompanying unfair labor

practice complaint in response to GES unilaterally changing the conditions of employment related to minimums and payment for dark days for those employees on the road.

Local 835 has also begun its preparations for an upswing in tradeshow work expected in early 2017 including the hiring of call stewards, the recruitment of referents, the implementation of a new computer system and the amendment of the Local's call procedures.

Local 838 Salt Lake City

Local 838 recently secured a voluntary collective agreement with the SMG managed Salt Palace CC. Negotiations were amicable and resulted in an agreement that includes an 11% wage increase and 4% benefit increase in year 1, a 9% combined increase in wages and benefits in year two, \$0.75 per hour shift differential for night shift workers and the addition of defined rest and meal periods / penalties.

Representative Kiracofe is assisting Local 838 in negotiations with the eight EACs signatory to an agreement expiring in July 2016.

Representative Kiracofe continues to oversee a restructuring of the Local 838 Training Trust and the Joint Committee for Training and Certification. The process has been well received by both contributing employers and members.

Exhibitor Show 2016 Las Vegas, NV

In February 2016, Representatives Gandolini, Cook, Kiracofe and Sanders staffed the IATSE display booth for the annual "tradeshow for tradeshows." The event went well and the IATSE's presence was well received by industry partners.

ESCA Summer Conference

The 2016 ESCA Summer Conference was held June 25 to June 30, 2016 in Coeur

d'Alene, ID. This conference was attended by tradeshow general contractors, unions representing exhibit employees, and show and facility managers. The IATSE plays a key role in the organization with Representative Gandolini serving as co-chair of the Labor Council, Representative Kira-cofe serving on the Education Committee and Vice President Gearn holding the Labor position on the Board of Directors. The conference included workshops on Current Issues in Labor Law including a panel discussion that included IA General Counsel, Samantha Dulaney.

Tradeshow Participation

The IATSE also participated in the following trade show events:

EXHIBITOR in Las Vegas

USITT in Salt Lake City

CITT Expo Scene in Montreal

InfoComm in Las Vegas

Canada AV Training

International Representatives Jim Brett and Jason Vergnano have been assigned to work with Vice Presidents Gearn and Lewis to develop and roll out the Canadian AV training package to provide Canadian Locals with the necessary tools to identify AV work and organizing opportunities in their jurisdiction and equip members to perform that AV work.

CITT Tradeshow Booth/Exposcène

In late 2015, International Representative Jason Vergnano attended the Canadian Institute for Theatre Technology's Exposcène in Montréal. In May 2016, International Representatives Mark Kira-cofe and Jason Vergnano brought a newly designed tradeshow booth with both English and French language graphics to the 2016 Exposcène event. This event was a great success with fourteen local union representatives from Locals 56, 262, 514, 523, 667, and 863 attending both days as-

sisting in staffing the booth and speaking on behalf of their respective Locals. The booth is scheduled to travel next to Winnipeg, Manitoba for another CITT event. In September 2016, the booth will be present for an industry training and job fair event night being held in conjunction with Sudbury, Ontario's Cinéfest international film festival.

PSAV

Vice Presidents Gearn and Lewis as well as International Representative Dan'l Cook, Washington DC Local 22 Business Representative John Brasseux and Orlando Local 631 Business Representative Joe Shelton commenced negotiations for the renewal of the PSAV national agreement in April 2016. Follow-up meetings took place with the Atlanta Locals in May 2016 and included Vice President Harper and Local 927 Business Representative Neil Gluckman. Some important progress on terms and conditions was reached during these meetings. Further meetings were also held with Tampa Local 321 and included International Representative Joanne Sanders and Local 321 Business Representative Paul Paleveda. Again, progress was made on terms and conditions including AV and ETCP training. Through the course of negotiations, Kansas City Local 31 and Cleveland Local 27 were added to the agreement and Vancouver Local 118 negotiations are almost finished. Local 27's inclusion has resulted in work jurisdiction over the Cleveland Convention Centre and newly constructed Hilton Hotel. Local 118's inclusion will translate into the incorporation of a Canadian addendum that is more reflective of prevailing working conditions in Canada.

President Loeb applauded the efforts of the tradeshow department re-

marking that the tradeshow industry remains an important growth area for the organization.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Emily Tao reported upon communications activities since the Board's last meeting. The Communications Department has continued to create and maintain communications platforms, distribute content to its audiences, and assist with various campaign initiatives. A major focus remains on raising the online profile of the Alliance and its members using social media (e.g., Facebook, Twitter, and Instagram). Director Tao and Senior Communications Coordinator Molly Katchpole successfully manage multiple communications platforms while continually monitoring emerging communications technologies to determine if any would provide added alternatives.

Due to the speed of social media, a large volume of content is needed every week. The Communications Department creates content that pushes activism, draws attention to IATSE members, the labor movement, and relevant current events. As an example, the report detailed the Equal Pay Day Twitterstorm, which was led by the IATSE Women's Committee, generating tweets and posts about equal pay for women.

The AFL-CIO, state federations, other labor groups, and progressive organizations often support IATSE campaigns through social media. Therefore, the IATSE is proud to similarly support such groups. For example, upon President Loeb's request, the Communications Department used social media to declare the IATSE's support for the Bakery, Con-

fectionary, Tobacco Workers & Grain Millers' (BCTGM) campaign to boycott Nabisco products made in Mexico. Within the past six months, the IATSE also supported the Communications Worker of America (CWA) as fiber optic technicians at a facility in Norcross, Georgia struggled for a fair contract.

On IATSE social media platforms, union and industry news items are packaged into compelling content for the IATSE audience. Local unions and members are always encouraged to submit content and the Department is grateful that many have done so. These contributions have extended the reach of the IATSE's online community and have spread the growth of the IATSE's digital presence, which has considerably increased in size. The IATSE's various social media platforms have collectively gained thousands of followers in the past six months.

As discussed at length during the education session at the last General Executive Board meeting in Hollywood, Florida, precise messaging and message language are important features of any communications program. Accordingly, the Communications Department has adhered to new messaging practices, including those promoted by the AFL-CIO. This initiative was also shared with attendees at the most recent IATSE staff training and various IATSE district conventions. As an example, the report described changes to the IATSE website to highlight how subtle changes affect the ways that a message might be perceived. In addition, the report described the Department's routine maintenance of the IATSE website, which prominently features member stories, labor news, and current events. Website security updates are also provided through a web developer.

Department Director Tao briefed the Board on a recent transition to a new email distribution program. The new distribution options, which became available beginning in March, allow targeted emails to be sent to specific geographic territories (such as zip codes or congressional districts). The former program did not allow these features, which are a useful tool (particularly in connection with current and expected email correspondences about presidential nominating elections and the upcoming general election.)

The report further discussed IATSE's online presence, which allows it to meet activists in the digital space. For example, the IATSE has amplified its efforts to promote political activism. Politicians are now extremely active on social media (presidential candidates have official campaign Facebook pages and Twitter accounts). Accordingly, the IATSE has been preparing its online presence for the 2016 U.S. presidential election. On January 13, 2016, the IATSE officially endorsed Hillary Clinton for president. Like other major announcements, that news was shared in a press release and was posted on the IATSE website, Facebook page, Twitter account, and Instagram page. This is the second time the IATSE shared news of a presidential endorsement on social media (the first was in 2012 when President Obama ran for reelection). The endorsement was the IATSE's third-most widely seen post on Facebook, reaching more than 87,000 people. It was shared over 340 times and received over 720 comments. The Department has continued to evaluate the need for future messaging based on poll results and research.

The Communications Department continues its involvement in various IATSE organizing campaigns. Communications are either distributed in a

campaign's early stages or issued when the campaign escalates. The Communications Department has recently assisted with prominent Stagecraft Department and Motion Picture and Television Production Department organizing campaigns on commercials, motion picture and television projects. For example, the Department helped in the Oregon Shakespeare Festival employees' push for a first contract. Support for the Oregon Shakespeare Festival workers was gathered using email, Facebook and Twitter posts. Additionally, an online petition garnered 500 signatures in a single day.

Another recent example of promoting activism through online outreach was the Department's distribution of the IATSE equality statement. Since the release of the IATSE equality statement in January 2016 it has been prominently featured online, especially on Twitter.

In addition to online activities, the Department continues its involvement in completing the Alliance's traditional publications like the Official Bulletin. The Board was briefed on stories and content submitted by members and Locals for the Bulletin, such as a follow-up on the second annual charity basketball game between Locals 476 and 600. These stories, which are often also posted to the IATSE website, display creative ways for members to become to become active. Furthermore, the Communications Department continues to routinely field press requests, write and edit press releases, and assist IATSE staff members. Recently the Department contributed to the IATSE-AICP joint press release regarding completion of successful negotiations for the new commercials contract. The Department also continues to assist local unions and members by fielding questions regarding communications, social media,

and best practices for campaigns. Many questions arise concerning professional conduct on social media and members are frequently directed to the IATSE social media trainings and netiquette guide. The social media guides have been updated to reflect Facebook's and Twitter's recent format changes.

The IATSE now also has an expanding network with other labor and entertainment communicators. Director Tao has worked with other labor and industry groups to publicize press releases and issue joint statements on matters affecting the Alliance. Such efforts have targeted the Federal Communications Commission's recent set-top box proposal and related activities on Capitol Hill.

In conclusion, it was noted that the work of the Communications Department has taken shape in only the past five years following its 2011 launch. On behalf of the Department, Director Tao thanked President Loeb and General Secretary-Treasurer Wood for their vision and guidance. Constant support from local unions and members was also commended. The Department takes pride in widely sharing the inspiring stories of the Alliance and its members.

President Loeb thanked the Department for its work. He noted that focused communications are crucial and integral to all IA campaigns. The Communications Department contributes greatly to strengthening the Alliance's solidarity and political programs. It has built a robust program and developed the skills to tailor our outreach strategies appropriately. Vice President Miller echoed those remarks and noted that the Communications Department has become indispensable in certain organizing campaigns. The Alliance has achieved more immediate successes in organizing based in part on effective communications.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams and ICAP members Alan Rowe, Kent Jorgensen Paul Dean, Jr., Sheila Pruden and Eddie Raymond reported on the recent activities of the Education and Training Department which works primarily in three areas – Union Leadership Training, Craft

Skills and Safety Training, and Student Outreach.

Craft Skills and Safety Training

Audio Visual Training

Representative Adams reported on the IATSE AV Essentials Training, which teaches principals of audio visual work, shows practical applications, and gives opportunity for student practice.

Since the January General Executive Board Meeting, the IATSE Training Trust Fund has sponsored AV Essentials classes for Local 31 in Kansas City, and Local 13 in Minneapolis/ St. Paul. Representative Adams has assisted Locals 8, 15, and 99 with locally produced AV Essentials and Train-the-Trainer classes, and Locals 8, 15, and 99 have all presented these classes multiple times on their own. In the coming months, Representative Adams will assist Local 631 in Orlando with their second class, and Local 107 in Oakland, California and Local 115 in Jacksonville, Florida with their first classes.

Representative Adams, along with IATSE Training Trust Program Coordinator Luz Vazquez, have accomplished major revisions to both the AV Essentials workbook materials and the Trainer's



Representatives from the Education and Training Department, along with ICAP Committee members reported to the Board on its recent activities.

Guide, which helps guide Locals through the process of presenting the course. To aid in learning and presenting materials in the most professional manner possible, all of this material is now IATSE Training Trust “branded”, and presented in spiral bound books.

To date, two-hundred seventy-five IATSE – represented workers have completed both the four-day AV Essentials class, and the online InfoComm classes necessary to receive an InfoComm/ Live Event Technician Certificate, and more members are in the pipeline.

InfoComm

The International’s partnership with InfoComm International now permits IATSE workers to have free membership in InfoComm, giving them access to on-line courses and other perks. As of July 6, 2016, well over two thousand IATSE workers are enrolled in the partnership. The International once again had a presence at the annual InfoComm show this year presenting not only floor demonstrations but also a panel on Safety in the Entertainment Industry lead by ICAP Members Rowe and Jorgensen. Representative Adams is now a member of InfoComm’s curriculum department team for live events. The partnership continues to be very worthwhile.

IATSE Craft Advancement Program (ICAP)

ICAP Chairman Rowe reported on the activities of the ICAP, which serves the IATSE by advocating and educating to keep workers both safe on the job and trained with the most up-to-date skills possible, ensuring that their livelihoods are secure. To accomplish these goals, the ICAP’s work is focused in three major areas: supporting the IATSE Training Trust Fund, facilitating the IATSE/

USITT/ OSHA Alliance, and coordinating standards writing.

The members of the ICAP and the Locals that give them the support to do this work are Joe Aldridge (Local 720), Paul Dean, Jr. (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728).

ICAP continues to work closely with the IATSE Training Trust to present calendar OSHA 10 classes, and to coordinate assistance for members and Locals who are preparing to take certification exams, such as ETCP. All of the ICAP members spend time helping to develop classes for the Training Trust Fund, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons.

As announced at the January General Executive Board Meeting, the ICAP is expanding the IATSE’s program in order to train OSHA compliance and consultation officers. Interest in this program has come from cities and regions all across the United States including Miami, Atlanta, New Orleans, Houston, Dallas, Kansas City, San Francisco, and Las Vegas. The ICAP recently provided this training to OSHA staff in Philadelphia and New York City. This training gives the OSHA personnel the insight to correctly evaluate the type of work environments and unique situations in which IATSE varies from more traditional industries.

In 2015 there were major changes in standards writing when PLASA North America, the organization formerly responsible for creating American National Standards (ANSI) for the entertainment industry, dissolved their relationship with PLASA UK and resumed operation under the previous name of ESTA (Entertain-

ment Services and Technology Association). The work of ESTA directly affects the crafts of the IATSE and Chairman Rowe noted the importance of member Locals continuing their sponsorship of ESTA and/or participating in the standards writing process.

The second round of National Electrical Code (NEC) Panel 15 meetings for the 2017 revision were held this past November in San Diego. Brothers Eddie Kramer (Local One) and Alan Rowe (Local 728) were there to protect IATSE interests. The scope of Code Panel 15 covers Theaters, Motion Picture Studios, Carnivals and Fairs, and other places of Assembly where the IATSE works.

Entertainment Technician Certification Program (ETCP)

While the number of newly-certified IATSE members continues to grow, the non-union certifications are also increasing, as the ETCP program becomes more popular. This is good news for industry safety overall, but Brother Rowe advised that this should be a wakeup call to IATSE members and Locals. IATSE-represented workers are encouraged to receive ETCP certification and Locals may consider organizing the non-represented ETCP-certified technicians in their towns.

President Loeb interjected to those present and to members reading this Bulletin to increase their ETCP certifications. He implored Locals and as many members as possible to take the ETCP test, stressing that the IATSE must be the go-to labor force. He noted that many employers now require this certification. Thus, Locals that have members who are ETCP-certified have shored up their jurisdictions. Locals may also identify who is performing this work and consider bringing them into membership.

As reported at the January General Executive Board Meeting, the ETCP has been working on a new electrical certification called The Power Distribution Technician Certification. Intended for persons who are working with portable power systems, this certification will be beneficial to IATSE Local Unions, Employers, and members.

Due to overwhelming interest, the ETCP Portable Power Distribution Technician examination will be offered at over 190 testing centers in North America beginning July 15 for computer-based testing. There is no application deadline and once a candidate is approved he/she can usually test within a couple of weeks, depending on candidate volume.

ETCP is also offering the examinations via paper and pencil in the following cities in August 2016: Orlando, Dallas and Phoenix. Please contact Meredith Moseley-Bennett, etcp@esta.org to register for the exam.

Members who are interested in the certification can find more information and the 2016 PPDT Application, at <http://etcp.esta.org/ppdt>

lynda.com

Director White announced that the IATSE will continue to offer premium annual lynda.com subscriptions at a significant discount for a second year.

Over 6,400 members are enrolled in lynda.com. These members have viewed over 87,000 videos and earned over 900 certificates of completion, in courses that improve both craft related skills and leadership skills. Courses in DaVinci Resolve, Photoshop, SketchUp, Final Cut Pro, and Avid Media Composer are a few of the most popular lynda courses with IATSE members, as these courses help members to meet the needs of some of the ever-

changing technologies in the entertainment and exhibition industries. Courses such as Time Management, Body Language for Leaders, Influencing Others, and Strategic Negotiation help Local officers hone their leadership skills so that they may provide the finest representation possible to the workers they represent.

A yearly subscription can cost up to \$350 dollars, but IATSE members in good standing and local union staff can purchase year two subscriptions through their local unions for \$25. Year two subscriptions begin September 1, 2016 and end August 31, 2017. Director White noted that many members have already enrolled for year two subscriptions, and that additional information can be found on the IATSE website and in the second quarter issue of the Bulletin.

Student Outreach

Roundabout Theatre

Director White showed an engaging video about "Hidden Career Path Days" which are presented in conjunction with the Roundabout Theatre Company. The video was filmed during "Hair and Makeup Day" and included footage from several events, which expose New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers. Students meet on six different days throughout the year to learn about Electrics, Stagehands, Sound, Wardrobe, and Hair and Makeup, and this year the program was expanded to include a day for Front of House. Director White expressed special thanks to Local One President James J. Claffey, Jr. for going out of his way to coordinate Local One members working at the top of their fields as presenters, to Local 751

President Lawrence Paone and Local 306 President John Seid, for both coordinating member involvement and for sharing their time and expertise personally with the students for our first Front of House Day, and to Local 764 Secretary-Treasurer Martha Smith and Local 798 Secretary-Treasurer Cynthia O'Rourke who regularly turn out members who go above and beyond to give workshops. Most of all, thanks to the members themselves, who graciously volunteer their time.

In addition to volunteering as presenters for these "Hidden Career Path Days", IATSE members appear at various high school college and career days, helping the workers of the future learn about the union and the jobs IATSE workers do.

Director White announced a new program, also in conjunction with the Roundabout Theatre Company: The Theatrical Workforce Development Program (TWDP), a program that will train recent New York City public high school graduates to enter the workforce. The IATSE Education and Training Department is consulting with Roundabout on curriculum and will coordinate mentors from IATSE membership for the students. Mentorships will be a key element of the program, which starts in September 2016. The Education and Training Department is currently recruiting volunteers from the IATSE membership. Members, interested in becoming a mentor can contact Jennifer Halpern at the IATSE General Office.

Road Show

This presentation, which teaches the connection between strong unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a particular city to present to their members. Family, friends,

and other community members are also welcome. Attendees come away with a much greater appreciation of both the union movement and the local union's role in it. There are versions for both Canadian and U.S. Locals. Recently, the Roadshow was presented to the Local 600 National Executive Board, and met with very positive evaluations. It is also part of every IATSE Officer institute and is available free of charge to all local unions on request.

College Outreach

The USITT Conference attracts college students from around the United States, and is a great way to connect with the workers of the future. Director White reported that a more coordinated approach to this event was undertaken this year, in order to maximize communication with members of the future, who are graduating from college and graduate school.

Representative Adams led a panel of IATSE workers featuring ICAP Member Raymond, Local 887 Business Agent Delia Mulholland and Representative Bateman in which students could hear information about the IATSE and its role in guaranteeing a middle class life for workers in the entertainment industry.

Also at USITT, as part of the OSHA Alliance, members of the ICAP presented an Entertainment Industry OSHA 10 class at the 2016 USITT Conference in Salt Lake City on March 14 and 15. This outreach demonstrated to students and educational faculty in attendance the IATSE's commitment to safety for the entire industry and the benefits that are part of belonging to a union.

All of this outreach was in addition to the International's popular booth on the tradeshow floor, and the involvement of

several of IATSE local unions – notably Locals One, 99, 764, and USA829.

CreativeFuture

Director White outlined a new collaboration with CreativeFuture, an advocacy group which promotes the value of creativity in the digital age and works in opposition to the for-profit digital theft of creative work (digital theft). The Education and Training Department has teamed up with CreativeFuture to tailor the IATSE Training Trust "Train-the-Trainer" model to the CreativeFuture message in order to teach IATSE members about ethical digital citizenship so that they may present this message to and effectively engage young people in their communities in a dialogue about digital piracy. A pilot "CreativeFuture Train-the-Trainer" was presented for twenty IATSE members on May 19, taught by Dr. Mark Johnson and CreativeFuture's Allison Smartt. Four members volunteered to practice what they learned the next day, May 20, when they presented to approximately 100 fifth grade students at P.S. 346 in Brooklyn, New York. Director White noted that the pilot session was informative, the program is in the process of being fine-tuned, and will be incorporated into other outreach activities this fall. Director White expressed special thanks to Ryann Lynch (Local 764), Vincent Galindez (Local 600), Cindy Gardner (Local 798), and Dennis Fierman (Local 700) for volunteering to participate in the pilot presentation.

Union Leadership Training

Assistant Department Director Cavanagh reported on the IATSE Officers Institute, the Financial Subsidy Program for "1.0" sessions, and the Advanced Officer Institute, known as "2.0".

IATSE Officer Institute

The IATSE Officer Institute, "1.0", has been held twice since the January Board Meeting. The first 2016 session was from March 7 – 11 in Cambridge, Massachusetts and the second 2016 session was from May 9 – 13 in Austin, Texas. This original comprehensive week-long training, has continued to be popular. Since it was launched in 2014, the Education and Training Department has presented eleven Officer Institute sessions, and has brought together participants from diverse geographies, crafts, and sizes of Locals over eleven sessions. Four hundred seventy-four local union representatives from one hundred fifty-nine local unions have graduated from the program so far, representing eighty-four percent of our membership.

As reported at the January 2016 General Executive Board meeting, the participation of the smallest Locals has been a challenge. To address this, the Board approved thirty financial subsidies, ten for each session, to defray the costs of lodging for local unions with less than two hundred and fifty thousand dollars in gross receipts during the previous year. Local unions must apply and are limited to two subsidies per year. To date, nineteen subsidies have been awarded to local unions for the first two Officer Institute sessions. The Vancouver session, which will be held from October 17 – 21 is the International's first joint US/Canadian session and it is filling fast with a good mix of US and Canadian students.

IATSE Advanced Officer Institute, "2.0"

This course was developed in response to the many requests for more in-depth study on the topics covered at the original IATSE Officer Institute, particularly for

continuing study in the area of Organizing and the role of Secretary-Treasurer. The inaugural 2.0 held at the Maritime Institute in Baltimore, Maryland, in February, had a graduating class of seventy-three officers from thirty-nine different local unions and was very popular.

Topics covered in the Organizing class include analytical targeting and strategies, real-world applications and advice from successful organizers, communication and messaging, labor law for organizing, running elections, tactical planning, and mentored individual work with focus on actual organizing targets in students' own jurisdictions. Topics covered in the Secretary-Treasurer class included labor law for Secretary-Treasurers, IATSE International Constitution and Bylaws, maintaining the books and records of IATSE local unions, keeping the minutes of the meeting, budgeting for local unions, filing government forms, the trustee audit, and fraud prevention. By popular demand, a second session of our Advanced IATSE Officer Institute 2.0 is scheduled for November 30 – December 2, 2016, in Las Vegas, Nevada.

Applications and information about all Officer Institute programs are on the website and in the Bulletin.

The Labor Education Assistance Program (LEAP)

This program continues to be very popular, and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. It was noted that information about LEAP is available on the IATSE website. The total program spending to date (since September 2009) is \$72,260.52 in Canada and \$96,001.93 in the U.S. for a grand total of \$168,262.45.



Instructor Arthur Matthews addresses the Education Session.

Education Session at the General Executive Board Meeting

The summer 2016 session, "Political Activism in Your Local Union", led by Arthur Matthews of Cornell University and the Clinton School of Public Service laid out the opportunities and plans for all IATSE local unions to increase political engagement, and encouraged leaders to engage members and build upon the pillar of activism. A closed session by the IATSE Training Trust Fund followed for Vice Presidents and International Representatives.

IATSE Staff Training

In April, IATSE Vice Presidents and Representatives along with President Loeb and General Secretary-Treasurer Wood attended a three-day staff training session. The group previewed and commented on the Strategic Training and Readiness (STAR) training module for district education sessions, participated in workshops on Communication and Messaging for Unions, and worked together on advance planning for the 2017 Convention.

District Convention Education Sessions

The 2016 District Convention Train-

ings continue the focus on strong local unions by applying STAR. This curriculum lays a foundation for increased local union organizing, with an emphasis on the first step of educating leaders, preparing the membership, and strengthening the local union internally. The report shared three major components of the training: a look at the IATSE's history of organizing and growth; a workshop on effective language to better communicate the value of joining in union and; learning about the value of Continuing Organizing Member Education and Training (COMET) as a tool to help explain the need for organizing to local union membership. The goal is to help Local leaders to be better able to make the case for organizing at their Locals, dispel hesitations among their members, and begin or increase their efforts toward organizing unrepresented workers. So far, the training has been presented at Districts 1, 3, 4, 5, 7, 8, 9, 10 and 14 with Districts 2, 6, 11, 12 to follow in August through October. Twenty-one local unions have requested COMET training thus far as a result of the District training, and request cards are available at this meeting.

Each of the Four Pillars—Leadership, Activism, Craft Skills and Safety and

Communication all are at the forefront of the Department to help create a stronger IATSE.

President Loeb remarked that this Department was established and supported to build strength in the Alliance. Its mission is to provide the education training and skills so that Locals grow secure jobs and their jurisdictions. President Loeb expressed appreciation to ICAP, especially Chairman Rowe. He noted that the work of the ICAP on industry standards, especially the training of OSHA compliance officers regarding standards for IATSE crafts is significant. He observed further that the Department's outreach is fantastic noting particularly that the outreach reflects the diverse labor force. President Loeb remarked this is education for the next generation of people who consume the products and services the members make. Thus, this outreach benefits our members. President Loeb especially highlighted that eighty-four percent of the International's members have at least one officer who attended the IATSE's leadership institutes, which is very significant and encouraging. These education and training initiatives have changed the IATSE. President Loeb encouraged every Local to attend these trainings in order to represent the membership to the best ability.

President Loeb concluded that the International is focused on Growth and Strength. "We owe the members our best." He expressed sincere appreciation to the Department, especially Directors White and Cavanagh who do an incredible job.

IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England and International Representatives Steve Belsky, John Culleney

and Fran O'Hern reported upon recent activities of the Department. Department Director England began by briefing the Board on the increasing number of changes taking place in the broadcast industry, particularly with respect to delivery of content. A Federal Communication Commission (FCC) auction of television station bandwidth is currently underway. The results of this effort are not yet public but it seems inevitable that portions of the current television bandwidth spectrum will be repurposed for other uses. Following the auction, remaining stations will be restacked or become subscription, cable, satellite, and internet services, rather than available over-the-air. As a result, consumers may be left paying for content delivered through telecom or other television distributions system, which was once free. Television airwaves for the benefit of the public at large may become more and more scarce.

Recent agreements between traditional broadcast networks and streaming content subscription services have resulted from the transition of the distribution system as a whole. This process will accelerate if the FCC issues guidelines for multi-platform set top boxes. Multi-platform set top boxes will allow any device to receive all forms of distribution (cable, satellite, or web-based).

IATSE Locals that negotiate with media companies in traditional studio broadcast settings have often faced the prospect of automation and job consolidation. Recently, collective bargaining negotiations surrounding traditional studio settings have become even more contentious in light of these industry changes. In Seattle, for example, Local 600 Representative Dave Twedell has been fighting to keep photo journalism and the union's contract alive. The Seattle City Council

has called for support of the employees' efforts to attain a fair contract. Meanwhile, it was noted that some media companies operating broadcast stations may seek to abandon traditional news crews in favor of independent contractors, who will be dispatched to news sites by a mobile app.

For live sports productions, media companies have been experimenting with studio hubs for technicians who once always worked at event locations in mobile broadcast trucks. The Broadcast Department is currently in negotiations with its bargaining partners over how these changes will be handled.

It was also noted that restructuring within major broadcast companies has resulted in shifting management arrangements. As an example, the Board was briefed on such changes within the San Diego region. It was noted that certain producers who have been great partners with the IA for many years are shifting roles. The Broadcast Department will continue to brief the Board on the emerging state of broadcast businesses.

Local 100, New York

Local 100 recently concluded successful negotiations with the YES Network for employees working at home shows, the YES Network Studio, other Fox sports network away feeds, FS1, and FS2. The New York region was the last regional sports network that was not participating in shared or dual feed production. Those productions were added this summer. Local 100 and YES Network negotiated and worked cooperatively to mitigate any losses that might result from working with these types of production.

Local 119, San Francisco Bay Area and Sacramento

In January 2015, IATSE Local 119

Business Agent Dan Nicholson, together with labor relations consultant and IATSE member F.X. Crowley, and various San Francisco city officials worked on prevailing wage legislation that will establish area standards for broadcast work performed on city-owned, operated, and leased property. This process took over a year and involved multiple meetings and discussions with municipal agencies and Local stakeholders before consensus was reached on the proposed ordinance. In February 2016, the San Francisco Board of Supervisors passed the new prevailing wage ordinance unanimously. It ensures wage and benefit area standards for broadcast technicians. This legislation complements existing San Francisco prevailing wage ordinances, which cover stagehands and other crafts. It is believed that San Francisco's ordinances are the only prevailing wage statutes in the nation covering these specific trades.

Local 745, Minnesota

Local 745 has been active at organizing within its jurisdiction. Several years ago, Local 745 had only one contract with a regional sports network. It now has reached agreements with virtually all major crewing companies within its jurisdiction. Local 745 also recently gained a showing of majority support among employees working as statisticians in its territory. Therefore, statistician employees are now covered by existing collective bargaining agreements in the Twin Cities market.

Discussions recently concluded concerning jurisdiction over work at the new U.S. Bank Stadium, which will be home to the Minnesota Vikings. IATSE Local 13 has agreed that Local 745 broadcast technicians will staff broadcast and certain in-house video positions. International

Representative Joel Youngerman, Local 13 President Bill Devins, and Local 13 Business Agent Matt Rice were recognized for their foresight in working out this jurisdictional arrangement.

Local 762, Chicago

Local 762 recently concluded negotiations for a successor contract with crewing company Program Productions, Inc. The new contract, which primarily covers individuals working on broadcasts for Comcast Sports Net Chicago contains increases in wages and benefits and has been ratified by Local 762's members.

Local 793, Washington and Oregon

Local 793 continues to strengthen the solidarity of its members in Oregon and Washington. The Local's Business Agents have improved communication with members and employers, and have coordinated organizing efforts on one-off events within the Local's territory. The Local also recently sponsored a National Benefit Fund forum in Seattle and Portland. All IATSE members in the area were invited to attend. A National Benefit Fund representative answered questions regarding benefits and plan options available to participants. Topics included the rules and administration of the health and retirement plans, as well as common questions about changes related to Affordable Care Act compliance.

Indianapolis, Indiana

Broadcast Department Representatives and Local bargaining unit employees in Indianapolis have met several times with representatives from the Indianapolis Pacers organization to settle the details of a first contract for broadcast technicians working on Pacers games and other events at the Bankers Life Fieldhouse. Steady progress toward achieving a tentative agreement has been made,

but economic details are unresolved. The bargaining committee is committed to achieving a fair deal and expect to do so soon.

Regional Sports Network Negotiations:

Fox Regional Sports Network

Negotiations are under way to unite four separate Fox Sports Net regional collective bargaining agreements into a single contract. Employees covered by these four regions include Los Angeles (represented by Locals 600, 695, 700, 800, and 871), San Diego (represented by Local 795), Arizona (represented by Local 748), and Texas (represented by Local 796). Members and officers from those regions have come together to prepare joint proposals and bargain a universal agreement for their collective regions. Current contracts have been extended during negotiations with compensation increases during the extension period. Negotiations are progressing on all issues. Once completed the contract will be ratified by all Locals involved. The resulting agreement is expected to build the Alliance's strength in those regions.

Big Ten

As previously reported to the Board, the IATSE now has a current collective bargaining agreement with the Big Ten Network covering work performed in Wisconsin and Minnesota. As the contract has been implemented, officers of the Locals and Big Ten management have cooperatively solved problems. It is expected that this will continue to develop into a mature bargaining relationship.

Golf Channel

Since the last report to the Board, the IATSE has strived to ensure that its collective bargaining agreement with the Golf

Channel has been fully implemented. Those efforts have been strained by various management faults. Consequently, the Alliance has filed multiple grievances and unfair labor practice charges, which are currently under investigation. Additionally, the National Labor Relations Board (NLRB) regional office in Atlanta has ruled that the results of a decertification election held in 2015—which the IATSE prevailed in—will be set aside and a rerun will be conducted at a future time. The NLRB regional office found that a rerun is necessary because Golf Channel failed to provide an accurate list of eligible voters and complications arose due to mishandling the ballots.

It was also noted that over one hundred Golf Channel employees who would not otherwise enjoy employer-provided health care are now receiving those benefits through participation in the IATSE National Health Plan. And for the first time, in June 2016, Golf Channel employees received a pay raise because of their IATSE contract. Employer healthcare contributions to the IATSE National Benefit Funds have also increased.

Additional Activities of the Broadcast Department

The Broadcast Department has developed a fiber optic training class currently being offered to broadcast technicians and stagehands. The class, which has received support from the IATSE Training Trust, has thus far been offered in Minneapolis, Seattle, Dallas and Houston. Recurring trainings will be held in more cities. The class has received positive reviews. The Department also continues to offer steward training to local unions. Multiple Locals have taken advantage of steward training this year. Many officers of the Alliance's broadcast Locals have

now also taken advantage of the IATSE Officer Institute. Without exception, those individuals have reported that they returned better prepared to lead their Locals and more confident with their expanded skills. Since many broadcast departments are relatively new, the Officer Institute has been a valuable resource.

Representatives of the Broadcast Department also briefed the Board on numerous ongoing organizing drives in various parts of the country.

President Loeb thanked the Department for its report and noted that there has been tremendous growth within this sector of the Alliance. There will continue to be growth and the IA will continue to closely follow changes in the broadcast market.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Peter DaPrato, Jason Vergnano, Krista Hurdon and Jim Brett, CLC Delegate Kelly Moon, Canadian Legal Counsel Ernie Schirru and District 11 Representative and IATSE Local 709 President Andrew Best reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Hollywood, Florida (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a multitude of

tasks ranging from organizing to collective bargaining to activism. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Local 58 Toronto – Stage

Local 58 recently reached a tentative renewal collective agreement with its third largest employer, Exhibition Place. Exhibition Place is a 192 acre venue in downtown Toronto. It is the home of the Canadian National Exhibition as well as Enercare Centre which is a 1 million square foot exhibition venue, the Allstream Centre which is a 43,900 square foot ballroom and meeting facility, the Better Living Centre and Queen Elizabeth Building which is a 263,000 square foot trade show and corporate event facility, the Biosteel Centre which is the Raptors training facility, BMO Field which is a 31,000 seat stadium serving as the home of the MLS Toronto Football Club and the CFL Toronto Argonauts, the Ricoh Coliseum which is a 7,800 seat arena serving as home to the AHL Toronto Marlies, the Queen Elizabeth Theatre which is a 700 seat theatre, Hotel X which is a 400 room hotel and many other venues. The agreement is scheduled for a ratification vote at the end of July.

Local 63 Winnipeg – Mixed

As previously reported, Local 63 commenced a lawsuit against the Canadian Football League which was being pursued with the assistance of the International Defence Fund. The lawsuit alleged a breach of contract arising from the CFL's decision to engage NASCO, a non-union contractor, to perform all labour in connection with the November 2015 Grey Cup half-time show after it had already entered into a contract with Local 63 to perform the work. This lawsuit was set-

tled to the satisfaction of the Local in late January 2016.

Global Spectrum/ Spectra Venue Management

The International assisted IATSE Local B-173 (front of house) and Local 129 (stage) with the negotiation of renewal agreements with Spectra Management covering the First Ontario Place Arena, Hamilton Place Theatre and the Molson Canadian Studio, all of which fall outside of the International Global Spectrum Agreement. Both Locals received increases of 3% per year with retroactivity back to the respective commencement date of each agreement. Local B-173 has ratified its agreement and Local 129 expects to do so soon.

Local 168 Vancouver Island – Stage

Local 168 continues to pursue several outstanding grievances with the Tide-mark Theatre in Campbell River, BC, including two harassment grievances arising from the bad treatment of employees by the theatre manager as well as her role in trying to pressure employees to file to decertify the local union.

Local 212 Calgary - Stage

Local 212 is once again facing the prospect of a possible jurisdictional dispute with the Directors Guild of Canada over the editor position on a production entitled “Heartland” – a position that has historically been shared jurisdiction between the two unions. The Local has filed a grievance against the production. Although there is no consensus yet on the nature of the shared jurisdiction, Local 212 was able to ensure its members employment was maintained on the production.

Local 262 Montreal - Operators

Local 262 continues to be in the midst

of a protracted dispute with Cineplex Canada, the largest operator of movie theatres in the country. The Local has eight agreements with Cineplex in the province of Quebec. Recent organizing successes have translated into the Local recently acquiring the bargaining rights for 90 employees at the Ste-Foy Theatre located in Quebec City and 110 employees at the Colossus Theatre located in Laval. Negotiations for a first collective agreement at each venue have been unnecessarily confrontational and have resulted in conciliation and arbitration in both instances. The parties have concluded litigation of the first contract arbitration and now await a decision from the arbitrator. The International continues to assist the Local throughout this process.

Local 461 St. Catharines / Welland / Niagara Falls – Mixed

Assistant to the President Sean McGuire recently assisted the Local in bargaining its three renewal agreements with the Shaw Festival covering production, facilities and front-of-house. This bargaining cycle was difficult given the Festival announced a substantial deficit from the previous operating season and was also in the midst of transitioning to a new Executive Director. The Local agreed to a one year freeze in exchange for raising the wages for some of the lower paid positions in facilities and front of house by 1.5%.

Local 523 Quebec City - Mixed

Local 523 acquired bargaining rights for employees working at Quebec City’s Videotron Arena, an arena built by Quebec City but managed by Quebecor which in turn has engaged AEG Worldwide to run the day-to-day venue operations and programming. The Local has since been engaged in the negotiation of a first

collective agreement. Multiple meetings have not seen any significant movement. In June 2016, the Local requested that the Ministry of Labour appoint a conciliation officer to commence formal mediation efforts. If these efforts fail, the next step will be filing for first contract arbitration.

Local 709 Newfoundland / Labrador – Mixed

The International chartered Local 709 in 2013 to address the requirements of the Newfoundland Labour Relations Act. In May 2016, Local 709 reached a first collective agreement with Production Rigging Inc., a stagehand supply company serving Mile One Arena and other venues throughout Newfoundland and Labrador. The contract contains all of the expected conditions dealing with overtime, rates of pay, benefits and will provide a solid foundation to move forward and build upon. The Local will be taking into membership approximately twenty-eight stagehands and expects that number to grow as the employer’s business expands.

Local 849 – Motion Picture Technicians – Maritime Provinces

After a lengthy legal process, Local 849 was successful in organizing Egg Studios (formerly Egg Films) and achieved a first agreement through binding arbitration. After the expiry of that imposed agreement, Egg locked out the members of the Local. The Local filed charges with the Labour Board in Nova Scotia alleging Egg had bargained in bad faith and the lockout was illegal.

On November 19, 2015 the Nova Scotia Labour Board rendered a decision on the Bad Faith Bargaining complaint filed by the Local. The Board held that Egg bargained in bad faith, the lockout was illegal, the Local was entitled to compensation for any work performed during the

lockout and ordered the parties back to the table to bargain within sixty days. Egg refused to comply with the orders resulting in the Local once again going back to the Labour Board seeking an order for Egg to comply with the aforementioned orders. A settlement was reached in which Egg paid damages in the amount of \$10,000 and signed a three-year collective agreement with the Local.

Canadian Entertainment Industry Retirement Plan

The Plan continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of \$343 million and 17,707 participating members. Online banking was introduced in January 2016 so that members can now make contributions to RRSP or TFSA accounts online. CEIRP has expanded its communication with members through the creation of videos and quarterly reports sent electronically. CEIRP is preparing to launch a registered retirement income fund or RRIF to the Plan in the fall of 2016.

IATSE Canadian National Health Plan

On July 1, 2016, Great-West Life was renewed as the primary health benefits underwriter for the National Health Plan. The Plan now has twenty Locals participating and the total annual premium is approximately \$24.6 million. The Plan continues to see some real synergies and was able to negotiate an overall increase of 8.84% for the Plan. The Plan's non-claims cost levels once again remain unchanged which allowed more premiums to be allocated to paying claims.

The second IATSE Canada Health Plan Stakeholder report was recently published for all participating groups. It contains Plan information for local plan

administrators, with a focus on website tools available to members to view their plan information, research drug and claim options, and find information on a wide range of health topics.

Temporary Foreign Worker Permit

On February 17, 2016, Labour Market Impact Assessment (LMIA) exemptions for the entertainment industry were implemented by Immigration, Refugees and Citizenship Canada. This is the culmination of many years of consultation between government, film and television, and performing arts representatives to address negative repercussions to the entertainment industry arising from amendments to the Temporary Foreign Worker Program. The IATSE acted as the sole voice for labour throughout these consultations. These LMIA exemptions offer a faster and less expensive immigration option for productions employing foreign entertainment industry workers in Canada. These exemptions are under the International Mobility Program, and employers no longer need to use the Temporary Foreign Worker Program, which is under review due to problems arising in many other industries. To access the LMIA exemption, film and television productions must meet the criteria, which includes tax credit eligibility and the requirement for a letter of "no objection" from the union with jurisdiction of the classification being hired. All industry unions endorsed this exemption, and the IATSE will continue to work with government representatives to ensure smooth implementation of the new option. The Temporary Foreign Worker Program remains available, but most of the unionized sector has shifted to the International Mobility Program.

State of the Union Motion Picture

Film and television production experienced one of its best years in 2014/15. After posting growth of only 1.5% in 2013/14, the total volume of film and television production in Canada jumped by 19.6% to reach an all-time high of \$7.1 billion in 2014/15. Domestic film and television production accounted for a combined 42% of total volume in Canada in 2014/15. It was followed in size by the Foreign Location Sector with a 37% share. Broadcaster in-house production accounted for the remaining 21% of film and television production in Canada.

About two-thirds of the growth in 2014/15 originated from the Foreign Location and Service Production (FLS) sector. A lower Canadian dollar certainly contributed to this. The other third of the increase in the total volume of production originated on the domestic side — most notably in the Canadian television production sector. The growth in this sector was fueled by higher levels of private financing linked to the increased opportunities to license Canadian television programs and feature films in other territories or on other platforms.

As noted above, the FLS production sector made the largest contribution to the industry's overall growth in 2014/15. The total volume of FLS increased by \$774 million, or 42.4% in 2014/15. More than three-quarters of this increase occurred in British Columbia while Ontario and Quebec also posted increases in 2014/15. Both feature film and television production in this sector were up sharply in 2014/15; however, the majority of the gains was in television production, which rose by 67% to over \$1.3 billion.

The second largest contribution to overall industry growth in 2014/15 came from the Canadian television subsector.

The volume of production increased by \$232 million, or 9.8%, pushing the total volume over \$2.6 billion.

Although not based on formal statistics, the first six months of 2016 appears to be setting historical high levels of productions in a number of regions in Canada. The International tracks all IA productions in Canada and as of the end of June, there were 121 productions under agreement.

Canadian Office Changes

The Canadian Office has recently hired two new staff members: Jim Brett – International Representative and Liz Albert – Receptionist. In addition, the Canadian Entertainment Retirement Plan which is housed in the Canadian Offices located in Toronto, Ontario, hired an assistant to work with the Plan Manager. To accommodate these hires, the Canadian Office has undergone a number of renovations to modify the space.

The Canadian Office is also in the process of approving major renovations for the tenant which rents out the two first floors of the building and also renegotiating a renewal of the tenant's rental agreement.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and activism is particularly commendable.

IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, Associate Counsel Adrian D. Healy, Associate West Coast Counsel Andrew Kahn, and Canadian Counsel Ernie A. Schirru reported on recent legal developments important to the Alliance.

The report first addressed recent U.S. federal court cases of note. Prominently

described was *Friedrichs v California Teachers*, a Supreme Court case on the constitutionality of union security in the public sector, which was previously reported to the Board. Due in part to the February 2016 death of Justice Scalia, the Court deadlocked 4-4 on this case. In doing so, the Court declined the chance to impose a right-to-work regime in public sector workplaces, but the issue remains alive in other cases pending in more than a dozen different courthouses around the nation. The attitudes of the next justice appointed to the Supreme Court (as determined by the upcoming election for President and Senate) may weigh heavily in ultimately deciding the outcome of this issue.

Another crucial matter addressed in pending federal cases is whether employees will be allowed to pursue class actions to enforce their legal rights against employers, or instead be constrained by employer rules requiring individual arbitration. Individual arbitration is cost-prohibitive because of the small sums involved in each typical employee's claim for overtime or similar payments. Often, proceeding on a class basis is the only way that workers can reasonably pursue wage issues. The National Labor Relations Board (NLRB) holds that employees have a federally protected right to proceed on a group basis. Several federal courts around the country have approved the NLRB's view, but the Supreme Court has not yet decided this issue. It is expected that the viability of workplace class actions could also be decided in an upcoming term of the next Supreme Court.

A recent federal decision also addressed companies' use of interns without adhering to federal minimum wage and overtime standards. In a case called *Glatt v. Fox Searchlight Pictures*, a federal ap-

peals court in New York rejected a restrictive view of employers' use of unpaid interns. However, other appeals courts and the U.S. Supreme Court could disagree. Ultimately, it is likely that unpaid internships will continue in the IA's industries as a result of this decision especially in the New York area. Therefore, Locals and members of the Alliance must be diligent in protecting work jurisdiction. It will remain necessary to evaluate each intern's duties in comparison with the traditional duties of IATSE job classifications.

In connection with pending matters in federal courts, the Board and all members of the Alliance were reminded of the importance of the upcoming U.S. Presidential election since the next President and Senate will decide who becomes future federal judges.

The report described a recent NLRB decision in a case called *Miller & Anderson, Inc.* There, the NLRB reversed prior precedent by ruling that solely employed employees and jointly employed employees may be combined into a single bargaining unit without consent of each separate employer so long as the NLRB is satisfied that all employees make up an appropriate bargaining unit. This decision will likely allow all employees in a single workplace (regardless of whether they are directly employed or furnished by a subcontractor) to join together for bargaining purposes and act upon their combined economic strength. This will be an important decision in any industry where labor contractors or subcontractors are frequently used by employers.

Two recent actions by the U.S. Department of Labor (DOL) were also noted. First, in March 2016 the DOL finalized a long-awaited rule requiring employers to disclose information about consultants hired to persuade workers regarding the

exercise of their rights to organize and bargain collectively. The rule was to take effect July 1, 2016 but in a lawsuit led by business groups, a federal judge in Texas issued a nationwide injunction blocking the rule. It is expected that further legal proceedings or actions by the DOL on this topic are imminent.

Second, in May 2016 the DOL released new rules governing overtime pay under the federal Fair Labor Standards Act (FLSA). The rules—effective on December 1, 2016—imposed new salary thresholds that certain employees must meet before qualifying as exempt from overtime pay. Under existing rules, employers may not be required to pay employees in executive, administrative, or professional positions overtime for work beyond forty hours in a week if they earn a minimum salary level of \$455 per week (\$23,660 per year). The salary threshold for most workers under the new regulations will be increased to \$913 per week (\$47,476 per year). Additionally, the new rules include a special salary level of \$1,397 per week applicable to employees in the motion picture industry. The rules are expected to have a dramatic impact, by allowing millions of workers to become overtime-eligible.

Canadian Counsel Ernie A. Schirru discussed two recent Canadian labour board cases relating to the use of electronic membership evidence in organizing drives. In the first case, the Quebec Labour Relations Board accepted electronic membership evidence in an application for certification filed by a Quebec trade union. In doing so, the Quebec Labour Board stated that rejecting electronic membership evidence would be contrary to the history of legislative amendments to the Quebec Labour Code aimed at accommodating the rising

popularity of information technology. In the second case, the British Columbia Labour Relations Board also accepted membership evidence signed and dated electronically. The B.C. Board concluded that the program used by the union in that case (Adobe E-sign) sufficiently ensured that electronic membership cards were authentic and reliable. The union thus met the requirements of the British Columbia Labour Relations Act. Counsel Schirru stated that, on the strength of these recent precedents (and recent amendments to the NLRB processes in the U.S.) a test case involving electronic membership evidence in other provinces will be possible. The IATSE Canadian Office is also in the process of finalizing a lobbying brief in association with the Canadian Labour Congress which advocates for amendments to the Canada Labour Code that would permit receipt of electronic membership evidence in connection with applications for union certification.

The report also mentioned certain pending cases in which the Alliance is a party. Canadian Counsel Schirru provided the General Executive Board with an update on the status of an ongoing case where the International and IATSE Local 58 (among others) are defending claims arising from concert at Exhibition Place in Toronto in December 2013. General Counsel Samantha Dulaney also described the status of a lawsuit that has been filed in U.S. federal court in New York. In that case, the International and its officers were named as defendants. The case, which was cited during previous reports to the Board, was filed by a former member of Local 21. That individual's claims against the International were dismissed by a federal court in an earlier case in New Jersey.

The report also mentioned other recent activities of the legal department. In particular, during the last six months, General Counsel Dulaney served on panels of speakers at various law and business conferences. Along with other leading experts, she addressed current labor law topics at recent events hosted by the AFL-CIO Lawyers Coordinating Committee and the American Bar Association.

On behalf of the Board, President Loeb thanked the Legal Department for its valuable report.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon, and Director J. Walter Cahill and Assistant Director Erika Dinkel-Smith of the Political and Legislative Department appeared before the General Executive Board to report on Canadian and U.S. political and legislative developments.

CANADA

Representative Hurdon reported that with the Liberal government in power, labour once again has the ability to advocate strongly for change, with the possibility that the public might actually be heard. With this in mind, Vice President Lewis and Representative Hurdon began 2016 by drafting a political strategy for the coming years. They framed IATSE's goals in such a way that they emphasized the new government's own priorities in order to give the IATSE the highest possibility of success.

Those goals were to reform Employment Insurance, to implement Tax Incentives for the Performing Arts, building a relationship with the Department of Canadian Heritage so that the IATSE could

open a dialogue on issues like amending film funding regulations, copyright reform, expanding the Canada Pension Plan.

International Vice President Lewis and Representative Hurdon went to Ottawa to lobby on February 17 and 18, 2016. With such a large list of goals, they were determined to focus their meetings on two issues – Employment Insurance reform and tax credits for the performing arts – although other issues were discussed if the opportunity arose. The IATSE's Canadian lobbyist, Isabel Metcalfe, scheduled a number of valuable meetings, particularly with representatives from the departments of Finance and Employment and Social Development.

Vice President Lewis and Representative Hurdon were very pleased with the positive reception at all of their meetings and with the feeling that this government genuinely wanted to hear their issues. With regard to Employment Insurance (EI) Reform, they were assured that the Liberals would be making changes to the system so their input on change was welcomed, particularly concerning the detrimental effect the Conservatives' changes to EI had on the entertainment industry. Shortly after their lobbying, the new federal budget was released and the government began to announce changes. The first major changes were with regard to Employment Insurance. They included a reduction in qualifying hours for new entrants and re-entrants to the labour force, and a harmonizing of their qualifying hours with other recipients in their region. The job search requirements implemented in 2012 by the Conservatives have been eliminated, which had seen workers forced to accept jobs with longer commutes and lower rates of pay. Further, the length of claims has been extend-

ed for those living in the 12 regions of Canada that are the economically hardest hit. Arts and Culture also scored a win on a number of fronts. In addition to the announcement that the Liberals would be committing \$675 million over five years to the Canadian Broadcasting Cooperation, the government has committed \$1.9 billion over five years to other aspects of the arts and culture sector, including \$550 million to the Canada Council for the Arts, \$22 million to Telefilm, and \$114.0 million to the National Arts Centre, a signatory employer of IATSE members.

Vice President Lewis and Representative Hurdon have also seen some positive signs from Canadian Heritage. On April 22, 2016 the new Minister of Canadian Heritage, Mélanie Joly, announced that she would be conducting a sweeping review of Canadian cultural policy, with a focus on technology, entitled, "Strengthening Canadian content creation, discovery and export in a digital world." There are two opportunities for consultation. The first was online submissions, which the IATSE participated in. The second stage will be more formal written submissions, and those are to happen in the fall. The IATSE will be preparing more extensive submissions for that stage of the process. In these submissions, the issues of copyright reform and amending federal film funding regulations will be raised, the latter of which has already been recommended by a government committee.

National Lobby Day

The labour movement has seen more co-operation from this Liberal government than it has in almost a decade. The Canadian Labour Congress therefore decided that the time was ripe to organize a National Lobby Day involving all affiliates. Vice President Lewis and Rep-

resentative Hurdon contacted all Locals to encourage as many as possible to attend. Collectively, Labour's team of 286 people from across the country met with 134 Members of Parliament and some key leaders in the Senate. Between the International and the Locals, the IATSE sent thirteen Representatives. A training session for all lobbyists was held on the evening of April 18, 2016 where information was provided on the issues which were the primary focus: reforming the Canadian Pension Plan (CPP), opposing the Trans-Pacific Partnership (TPP), and a complete ban of asbestos, for which currently there is only a partial ban. The lobby itself was on the 19th, followed by a reception for lobbyists and the officials with whom they had previously met.

As the Liberals have a majority government and therefore the power to make changes without the support of a second party, most of the meetings were held with Liberals, though there were a handful with the New Democratic Party and Conservatives. Some of the targets were not completely up to speed on each issue, so the Canadian Labour Congress (CLC) also provided 'leave-behind kits,' which were a valuable tool. The CLC also gave lobbyists the option of raising union's issues in the meetings if the opportunity arose. Most of the IATSE lobbyists were able to do this to varying degrees, even if that meant simply increasing goodwill for the IATSE by thanking the Liberal government for its ongoing support though the federal film tax credit or for its assistance in accommodating the industry by creating an exemption under the Temporary Foreign Workers Program.

The lobby was capped off with a reception on Parliament Hill, where the IATSE was fortunate enough to host over fifty Members of Parliament as well as

Prime Minister Trudeau, who surprised everyone by dropping by.

Provincial Involvement

The International was involved with two provincial elections. On April 4th, the province of Saskatchewan held their provincial elections. The International worked with Locals 295 and 300 to craft an appropriate message to members. The Locals recommended a message that was geared to getting members out to vote rather than a focus on specific issues or parties.

Manitoba's elections were held on April 19, 2016 and Vice President Lewis and Representative Hurdon worked with Locals 63 and 856 to craft a message for their members. Once again, the Locals recommended a message for members that was more get-out-the-vote. Sadly, the Manitoba result was not much different from Saskatchewan's. The New Democratic Party of Manitoba was defeated by the Progressive Conservative Party of Manitoba, ending nearly seventeen years of NDP reign.

In British Columbia, the Canadian Department worked with Locals 118, 168, and 891 to draft a submission on health and safety issues and joint committees for same within the entertainment industry.

In Ontario, the International is working with the Ontario Federation of Labour on a campaign that is called "Make it Fair." This campaign is centred on a huge labour and employment law review being undertaken by the province. Representative Hurdon is sitting on Make it Fair's Steering Committee and the Union Communicators Committee, and Canadian Counsel Ernie A. Schirru is working with the Legislative and Research Committee, which will be tasked with reviewing the interim report and the final report as they

are released over the next few months. Once these decisions are released and reviewed, labour will be better able to craft a position so that the Canadian Department can begin to work on lobbying for specific changes next spring. An update will be provided at the next General Executive Board Meeting.

UNITED STATES

Retired Vice President J. Walter Cahill reported that last January, at the General Executive Board meeting held in Hollywood, Florida, he was appointed by President Loeb to lead the new Political and Legislative Department for the International. President Loeb decided to double the size of the Department and hire someone to be the Assistant Political and Legislative Director. With the help of IATSE Human Resources and Office Manager Asha Nandlal and General Counsel Samantha Dulaney, this position was posted. Director Cahill and Representative Harbinson conducted several interviews. President Loeb traveled to Washington D.C. to conduct the final interviews after which he extended an offer to Erika Dinkel-Smith, Assistant Political and Legislative Director. On Monday, April 18th, Assistant Director Dinkel-Smith began working for the IATSE. Her first official act was to attend a fundraiser for Senator Elizabeth Warren. Political Director Cahill was pleased to share that he and Assistant Director Dinkel-Smith have a keen interest in politics and are deeply committed to developing plans that will grow the political program for the IATSE.

Political Director Cahill reported on an event that took place on December 8, 2015 at Local 22's Office in Washington D.C. The IATSE hosted a fundraiser for Congresswoman Linda Sanchez from

California's 38th District and the IATSE raised almost \$27,000. The Sanchez Campaign was extremely pleased with the IATSE's efforts, regarding legislation with an impact on IATSE crafts and members. President Loeb has ramped up the IATSE's political involvement and all members are encouraged to give to the IATSE-PAC. The International must protect and secure safe jobs with middle-class wages and benefits for all members. Thus, political involvement, including financial contributions to political campaigns are necessary. All members should contribute to the IATSE-PAC to insure IATSE issues are heard and addressed.

On June 30th, at the headquarters for the National Education Association, the Political and Legislative team met with several representatives of the Clinton Campaign, including Chairman John Podesta. The battleground states for the campaign are Ohio, Pennsylvania, Virginia, Michigan, Wisconsin, New Hampshire, Iowa, North Carolina, Florida, Nevada and Colorado. Political Director Cahill reported the campaign is almost finished in identifying a lead in each of the eleven states and are hoping to also find three IATSE members to work with Working Voices on being "messengers" for the Campaign. The Clinton Campaign will offer training for this messaging. There will be Labor Mobilization Weekends starting August 6th. In addition there will be others: September 3rd, October 15th, October 22nd and November 5th. Aside from stoking interest in the November Election, the campaign will focus on voter registration. This information along with other details will be sent to the District Secretaries and they will disseminate the information to the Locals.

Political Director Cahill shared that Donald Trump has a possible pathway

to the White House and cautioned that there is too much at stake for anyone to sit on the sidelines. The politicians that are elected on November 8th – the Senators, Members of the House and the President – will have a profound impact on lives, especially as it relates to labor laws, policies implemented throughout the government that affect the Union as a whole, safety on the job and other matters such as the theft of the intellectual property and worker misclassification.

Political Director Cahill thanked Director Patricia White and Assistant Director of Education and Training Robyn Cavanagh for the recent training on political activism. One of the new tools the Political and Legislative team developed is the Volunteer Card. Similar to the PAC card, this card allows members to designate how many shifts or hours they are willing to volunteer for the November Election; it is a fact that actually getting someone to sign a form makes it much more likely that he/she will fulfill the promise. To obtain Volunteer Cards, please contact Political Director Cahill or Political Assistant Director Dinkel-Smith.

Assistant Director Dinkel-Smith reported that since April 2016, she has dedicated much time to learning the unique characteristics of the IATSE, working with Director Cahill to develop long-term and short-term department plans. As part of her acclimation and developing communications with IATSE Locals, she has attended District Conventions 3, 4, and 14; additionally, she has been assigned by President Loeb to attend District Conventions 2 and 6. When in attendance at a District Conventions, her goal is to learn as much as she can about the Locals in the District and to talk about why IATSE political involvement is important.

2016 Election

The 2016 Presidential election continues to elude most political strategists. As of July 14th, polling on the presidential election has produced varied results with some reporting either candidate leading the other and some reporting a dead heat. The AFL-CIO political program has focused attention on the battle ground states of Florida, Missouri, Nevada, Ohio, Pennsylvania, and Wisconsin regarding the presidential election. IATSE member involvement in this election will play a critical role gaining a victory for Labor.

Legislative Update

At present, Director Cahill and Assistant Director Dinkel-Smith have met with twenty-two electoral candidates since April as part of the current election cycle. The legislative priorities primarily discussed with candidates are Intellectual Property, Gig Economy and the misclassification of workers, and the O-Visa transparency bill. The issue of the so-called gig-economy and the misclassification of workers looms as a potential legislative fight in the future depending on the outcome of the presidential election.

The United States Congress has been widely considered stalled. There are two pieces of legislation the IATSE Political and Legislative Department would like to highlight. The Trans-Pacific-Partnership (TPP), was fast tracked in 2015 and has been projected by labor economists to have an economic growth of only .15% over fifteen years. The Democratic National Committee platform adopted new policies regarding the TPP which essentially denounces the TPP as it currently stands. The hope for Labor rests in how the TPP will be implemented by the party which secures control of the White House in November.

Secondly, a victory for IATSE members was achieved in the form of House Resolution 3636, the O-Visa Transparency Bill. HR 3636 passed the House Floor on June 13th, 2016 with strong bipartisan support. Assistant Director Dinkel-Smith made a special note of thanks to IATSE's registered lobbyist Alec French, International Representative Scott Harbinson and Assistant Director of Motion Picture and Television Production Daniel M. Mahoney for their hard work achieving this victory.

The O-Visa Transparency Bill passage through the house allowed the Department the opportunity to issue the first department Legislative Update, "IATSE on the Hill". The Political Department's long-term plan is to make regular legislative updates. Assistant Director Dinkel-Smith thanked Communications Director Emily Tao and Senior Communications Coordinator Molly Katchpole for their help in launching this effort.

Political Update

Current IATSE Political Department activities are focused around activism within 2016 November election. The intent of the Department is to organize around the 2016 presidential election in a manner which will help the IATSE Districts and Locals build on the program for future political activism. The three main areas of focus in the 2016 election are voter registration, volunteer recruitment and increasing PAC contributions. By focusing on these main areas of activity the IATSE can build a stronger Activism Pillar.

As part of the AFL-CIO ten point program goals, IATSE Locals have been challenged with increasing the number of their members registered to vote by five percent (5%). The Department is dedi-

cated to helping Local's achieve this goal through Labor Action Network (LAN) training, distributing voter registration resources and establishing continual support and follow up with District Secretaries. Assistant Director Dinkel-Smith stated they have already increased the number of Locals on the LAN from the 2014 election cycle.

The Department is also providing support to Locals in order to achieve President Loeb's request that a Local Union Coordinator (LUC) is appointed at each Local. The purpose of a LUC in a Local is to act as the primary point person for political contact from the Political Department and to be the primary political organizer in each Local. Currently there are approximately 122 Locals with LUCs which is an approximate 64% increase in the number of LUCs registered with the Department since 2012. The Political Department's goal is to increase the number of LUCs in the IATSE until each Local has appointed a LUC. The Department is also furthering support for Local LUCs by "test driving" a monthly political conference call for LUCs in District 3. These district conference calls aim to provide ongoing and direct information, mutual support for LUCs, friendly competition between Locals and efficient communication.

Volunteer recruitment and action have long proven to be a critical facet of elections; they are currently compiling new tools to support activist and volunteer opportunities in Locals. It is the Department's intent to dispense new voter registration resources, volunteer recruitment tools (including the volunteer pledge cards previously reported by Director Cahill) and updating the LAN to include PAC information. By having up-to-date information on the LAN, Locals

will be able to use the data as a recruitment tool.

Assistant Director Dinkel-Smith stated that for the 2016 Presidential elections, they are encouraging Locals to recruit members for the AFL-CIO State Federations and Central Labor Councils volunteer opportunities which include labor walks, phone banks and literature drops. The goal placed before the IATSE as part of the AFL-CIO Ten point program is to have 1% of membership engagement in volunteer activity with the AFL-CIO. The AFL-CIO has adopted new technology which will help track who and when our members volunteer. This new technology will aid in the ability to increase volunteer activity and exceed our goal of 1% engaged members. The Political Department encourages Locals to be creative when pursuing their political action; Assistant Director congratulated Local 480 for the successful 'Clowns for Trump' protest.

The long-term goals of the IATSE Political Department include pursuing continuous political activism in the off-election season, help develop political communications in Locals, produce advanced legislative education and encourage new avenues of political activism that highlight IATSE member's unique skills and talents.

Director Cahill and Assistant Director Dinkel-Smith aim to help build a political program which elevates the political profile of the IATSE. They have found there are many opportunities for the IATSE to be capable of surpassing the political achievements of many other similar sized unions. Assistant Director Dinkel-Smith thanked President Loeb in particular for the continued support in their effort to achieve these goals. She also thanked all the IATSE members and staff for such a

warm and generous welcome into the IATSE family, in particular, she thanked Political Director Cahill and President Loeb.

President Loeb remarked that Donald Trump needs to be stopped. Candidate Trump crossed the IATSE picket line and operated his show "The Apprentice" non-union for eight years. His rhetoric about bringing back steel jobs is empty, he does not have a plan. Donald Trump favors a national Right to Work bill. President Loeb said that the Republicans may seem like a "clown car" but they are actually scarier. He observed that in the next election, the Senate majority can change. "By winning the Presidential election and Senate, labor can push forward policies and judicial appointments to change workers lives for the better for the next twenty to thirty years". He noted further that the Secretary of Labor and the members of the National Labor Relations Board are appointed by the President. Thirty percent of the IATSE members are not registered to vote, and that is a topic that can be readily addressed. The IATSE must fully engage. This election can be won by candidates who support working people.

President Loeb thanked Vice President Lewis, Representative Hurdon, Political Director Cahill Political and Assistant Director Dinkel-Smith for their reports.

IATSE NATIONAL BENEFIT FUNDS

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

The recent pattern of year-to-year growth in contribution income, assets

and participation in the National Benefit Funds continues. As of May 31, 2016, year-to-date contribution growth has increased eight percent over the same period in 2015. It was noted that more than fifty-seven percent of that income was derived from motion picture production. The remainder was attributable to various live venues, trade shows, exhibitions, road shows, box offices, and sports broadcasting work, among others. Also as of May 31, 2016, the total net assets of the Funds reached approximately \$1.4 billion—an increase of ninety-three percent since December 31, 2010, when the net assets of the Funds stood at only \$726 million. This included a 3.45% increase in net assets from year-end 2015 through May 31, 2016. It was noted that increases during this period were held down by a relatively low investment return environment rather than slowing contributions.

The IATSE National Health and Welfare Fund now provides health benefits to 41,457 lives in seven different coverage options. This represents a forty-seven percent increase since 2012. The Board of Trustees has again worked diligently to successfully avoid increases in the Plan C CAPP rates through March 31, 2017.

The Board of Trustees also recently agreed to expand reimbursable items for participants enrolled in the Health and Welfare Fund's Medical Reimbursement Program, the Retiree Only Medical Reimbursement Program and for participants who have excess funds in their CAPP account. The list of reimbursable medical expenses now includes all items related to medical care as approved by the Internal Revenue Service. The reimbursement programs will be easier to understand thanks to a new reference tool for participants called the MRP guidebook. It lists some of the more notable SPD pas-

sages and provides the complete list of reimbursable expenses. The new items are highlighted in blue in the booklet and claims will be accepted for these as of September 1, 2016 as long as they were incurred on or after January 1, 2016.

The IATSE Annuity Fund, with assets held in individual accounts, has over 69,000 active accounts with retirement balances. It was noted that this figure has increased six percent from the same period last year. In accordance with an earlier decision of the Trustees, effective December 1, 2015, all individual participant accounts and assets were transferred from Mass Mutual to Wells Fargo and the move has been a success.

The IATSE National Pension Fund currently provides retirement benefits to 2,500 pensioners. Approximately 18,000 active working members and inactive vested participants will be able to receive valuable monthly income from the Fund's Plans B and C upon retirement.

It was noted that the Funds have continued to work on improvements in communications and participant satisfaction. The Funds recently released a new version of the newsletter, *Behind The Scenes*. The publication's extensive makeover continues to be well-received by participants. The new format has reduced the number of notice mailings issued by the Fund Office because many notifications are now included in the newsletter.

A new version of the Employer Contributions and Collection Guidebook has also been completed and distributed. It is believed that this will help the IATSE's local unions and their employers understand how to properly report contributions to the National Funds. Also included in the Guidebook is language requirements for agreements, how refunds are processed, how delinquency is treated

and more. All booklets are available on the Funds website, www.iatsenbf.org.

President Loeb expressed his appreciation for the report. He noted that the plan is running smoothly and there is administrative stability at the Fund Office. The growth of the Funds has been tremendous. Operation of the Funds involves a great deal of work and the trustees have performed admirably.

IATSE-PAC REPORT

Political and Legislative Director J. Walter Cahill reported that the IATSE-PAC contribution rates are well below levels of other unions; he presented comparative data on the IATSE and similar-sized unions as an example. He also discussed District meetings where additional PAC donations were made.

President Loeb reported that the IATSE is addressing candidate requests for contributions on a case-by-case basis. The IATSE has not given any money to candidates who endorsed Trans-Pacific Partnership (TPP) and does not intend to do so.

A motion to approve release time payments from the Speech PAC was approved.

A letter will be sent to Motion Picture Locals, publicizing that members can authorize PAC deductions by completing authorization forms that will be included in start paperwork.

International Vice President Craig P. Carlson discussed his solicitation efforts in Local 2; he started with a general email request to all stewards, then followed up with individually-addressed emails to stewards and retirees. This resulted in a significant increase in contributions on a monthly and one time basis.

At the end of the presentation, Local 21 President Michael Stas presented a



Members of the IA's Women's Committee reported on various activities since the last General Executive Board meeting.

check to the IATSE-PAC from its annual raffle bringing its 3-year total to \$10,000. President Loeb thanked Local 21 for their fundraising efforts.

IATSE WOMEN'S COMMITTEE

IATSE Women's Committee (IAWC) Chair Cathy Repola along with International Vice President Colleen Glynn, Trustee Patricia White, Department Director of Broadcast Sandra England, International Representative Joanne Sanders, Special Representative Stasia Savage, Local USA829 National Business Agent Cecilia Friedrichs and Local 891 Vice President Dusty Kelly updated the Board on the Committees varied activities since its meeting in Hollywood, Florida in January.

Chair Repola re-introduced the structure of the IAWC. In addition to serving as chair of the committee, she sits on the Executive Committee along with Vice President Glynn and Sisters Friederichs and Kelly. Sister Kelly also serves as the chair of the Networking & Events Subcommittee. Representatives England and Sanders are the co-chairs of the Community Outreach & Activism Subcommittee and the chairs of the Education & Training Subcommittee are Trustee White and Special Representative Savage.

Since January, the IAWC fine-tuned and finalized its Mission Statement, further defined the roles of the subcommittees and reinforced the overall structure of the whole committee. Next, it turned towards expanding its reach into the IATSE rank-and-file membership and to the broader labor community. To that end, President Loeb assigned Chair Repola and Vice President Glynn to attend the 2016 Women Build Nations Conference.

More than 1,500 women from all facets of the building trades were there, the largest numbers within the United States, but groups also attended from Canada, Nicaragua, the Philippines and Ecuador. The workshops included "How to be a Mentor", "How to Deal with Sexual Harassment on the job site", and "How to Develop and Maintain Women's Committee's". The IATSE was recognized as an event sponsor. A handful of IATSE rank-and-file women stagehands also attended and expressed their gratitude for the official IATSE representation at the Conference.

President Loeb's mandate to the Districts to set aside time and funds for women's networking events at this year's off-year conventions are providing a great opportunity for the Committee to broaden its reach to the rank-and-file. After

all the conventions have concluded the Committee will provide a comprehensive report to the Board. At each District meeting, there was a great deal of enthusiasm and appreciation expressed from the women who attended the networking events.

Sister Friederichs reported that the Education & Training Subcommittee's efforts of the women's committee have, to this point, been concentrated in two areas: advising women of available educational opportunities and networking opportunities throughout North America, and the creation of CONNECTION, the IAWC newsletter.

In 2016, the IAWC was represented at networking/educational events such as Women Build America – a conference centered around women in the building trades; the AFL-CIO women's global leadership program in conjunction with UN women; the United State of Women; and the Coalition of Labor Union Women (CLUW) Convention.

Specifically regarding CONNECTION—the medium developed by the IAWC to communicate with the women of the International—the goal is to expand the reach of the Women's Committee beyond the GEB meetings.

Each issue will include

- Profiles of several IATSE women of note – to demonstrate to others what is possible in terms of union participation and contribution at both the Local and the International level.
- Schedules and updates of educational and networking opportunities.
- Suggested reading on topics of interest to women in the labor movement, including health and safety in the workplace, and women's history and health in general.
- Articles on notable events concerning women's issues

The plan is to publish CONNECTION between the General Executive Board meetings in order to report on events that take place. The inaugural edition of CONNECTION was published in March and featured the elections of Vice Presidents Colleen Glynn and C. Faye Harper; profiles of Eileen McDonald – Co-Chair of the Local One Sister's Committee; Betty Madden – Political activist of Local 892; and articles about the inaugural women's event held at Districts 11 and 12 in Canada in 2015, the AFL-CIO Global Women's Leadership Program, and the extensive education opportunities for women during summer 2016.

CONNECTION is an "opt in" newsletter. An invitation to subscribe was sent out to all members of the IATSE. For more information, please email connection@iatse.net, and the Committee invites everyone to subscribe—men and women. Please submit ideas, articles and photographs for possible publication, especially women and women's committees which should be profiled. Members of the subcommittee are Co-Charis Trustee White and Representative Savage; Canadian Labour Congress Delegate Kelly Moon; Assistant Director of Motion Picture and Television Production Vanessa

Holtgrewe and Sisters Cynthia O'Rourke (Local 798), Lucia Aloï (Locals 21 and 311), and Linda Tweedy (Local 67).

Representatives England and Sanders reported on the Community Outreach and Activism Subcommittee. The members of the subcommittee include Vice Presidents Harper and Glynn (who is the Liaison to the Executive Committee), International Representative Krista Hurdon, Mimi Gramatky (Local 800), Martha Mountain (Local USA829), Leslie Simon (Local 871), Bambi Ooley (Local B-20), and Rose Etta Venetucci (Local 28).

Since the Winter GEB, the subcommittee has been actively involved in helping to identify social media campaigns whose causes were in keeping with the values of the IATSE Women's Committee. To that end, the subcommittee has identified at least one activity per month, including the Go Red for Women Day in February, the celebration of International Women's Day on March 8th and Women's History Month throughout March, and Equal Pay day in April.

The subcommittee was charged with the task of identifying a guest speaker for the Summer GEB dinner and recommended the Executive Director of the Rosie the Riveter Trust located in Richmond, California. The subcommittee is developing a proposal that will help mobilize IATSE women for the forthcoming General Election. The proposal will be presented to President Loeb for approval.

Sister Kelly, on behalf of Ellen Popiel (Local 487) Shirley Berling (Local 769) and Rachael Stanley (Local 892), reported on the activities of the Networking & Events Subcommittee.

As more Locals continue to elect or appoint women into leadership positions, the guests in attendance at the Women's Dinner continue to grow, with a record

sixty-five attendees at the summer 2016 Women's Dinner at the Sir Francis Drake Hotel. The guests were treated to a presentation by Marsha Mather-Thrift Executive Director of the Rosie the Riveter Trust. The Trust includes "Rosie's Girls", a leadership program that helps to introduce girls to the building trades and other non-traditional employment. Ms. Mather-Thrift gave an overview of the Rosie the Riveter national park. The Trust also holds an annual Career Day and an opportunity for the IATSE to participate. The IAWC is proud to report that \$1,500 was raised via voluntary donations from members of the IAWC for the Rosie's Girls program.

The dinner culminated in a toast to the newest International Vice Presidents C. Faye Harper and Colleen Glynn.

The Committee extended its appreciation to the IATSE General Executive Board under the leadership of President Loeb for generous financial support. In addition, gratitude was extended to Locals 11, 212, 487, 514, 669, 700, USA829, 873, 891 and 892 for their financial assistance. And a special thank you to Local 16 which arranged for an AV/Tech for the evening.

In closing, Chair Repola expressed pride in all that the IAWC has been able to accomplish since its establishment in the summer of 2015. She expressed sincere appreciation to all of the women seated at the table with her, to all the committee members and to those among them who volunteered to serve on the subcommittees, especially noting that the IAWC was an add-on to their already busy family and work lives. She recounted her sincere gratitude to President Loeb for establishing the IAWC, and to the GEB for its financial support.

President Loeb observed that the

IAWC has had significant accomplishments during its inaugural year. He stated that he expects to hear more reports of the Committee's impact not only at the Local and International levels but in the broader labor movement. He expressed his appreciation to the Board for its generous financial support of the Women's Dinners. Lastly, he thanked Chair Repola for her dedication to the Committee, noting that she is the right person for this task.

IATSE YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Stagecraft Department Director Joe Hartnett, Assistant Motion Picture and Television Department Director Vanessa Holtgrewe, International Representatives Chris 'Radar' Bateman and Jason Vergnano reported on recent activities of the IATSE Young Workers Committee.

The Committee hosts a recurring Young Workers Conference to encourage young workers to get active within their local union, their community, their workplace, or in politics. As previously reported, the 2016 IATSE Young Workers Conference was held May 19 through 21 in Atlanta, Georgia. Those

reporting remarked upon the diversity of the attendees. A total of 104 members from 18 various crafts were in attendance representing 58 Locals across the U.S. and Canada. The conference also welcomed two young members from the U.K.'s Broadcasting, Entertainment, Cinematograph and Theatre Union (BECTU). In order to allow the conference to reach a broad portion of the Alliance, no more than a two representatives from any Local were admitted. Additionally, as was previously reported, a new rule imposed this year required any prior conference attendee to demonstrate his or her activism before qualifying for the 2016 Young Worker Conference. This year, approximately 85% were first-time attendees.

The Committee was honored to have International Vice President C. Faye Harper as a conference speaker. Vice President Harper warmly welcomed the conference delegates into her hometown of Atlanta and expressed the pride that the organization has in the quality its young workers. She remarked that their intelligence and passion ensure the Alliance will remain strong well into the future.

IATSE Local 479 offered its hospitality and resources throughout the conference and scheduling process. Local 479 provided its hall as the meeting space, arranged transportation, and assisted with countless other tasks. Notably, the young workers of Local 479 were present for the entire conference and arranged networking and social events for their out-of-town guests. The Young Workers Committee gratefully thanked the Local—particularly Local 479 President Ray Brown and Office Manager Jennifer Hutchins—for its generosity and assistance.

One enduring goal of the Young Worker Committee is to see tangible results. During a previous report to the Board, the Committee noted that 56% of former conference attendees had taken part in some form of activism after the conference adjourned. The Committee is committed to accomplishing more. On that subject, Local 479 President Brown delivered an impassioned speech insisting that delegates become more active.

Among other conference speakers were Javier Ramirez from the Federal Mediation and Conciliation Services



Members of the Young Workers Committee Christopher "Radar" Bateman, Vanessa Holtgrewe, Joseph Hartnett, Emily Tao and Jason Vergnano.

who taught interest-based problem solving; A panel composed of young workers from Local 479, Local 720 and BECTU spoke about their respective challenges and successes; Senior Communications Coordinator Katchpole and Representative Vergnano gave a seminar on the basics of labor law and union structures within Canada and the U.S.; and Assistant Department Director Hartnett gave a compelling history lesson on the birth and rise of the IA and organized labor. He also instructed the group on the importance of organizing unrepresented workers.

In addition to panels and speakers, attendees were variously scheduled to interact with one another in workshops and brainstorm about activism within politics, their community or their local union. Feedback on the conference was overwhelmingly positive. The conference attendees gave useful tips about how to structure future Young Workers Conferences.

The Committee has begun to track the activism that attendees have taken part in since the Conference adjourned. Attendees set goals for themselves and the Committee established protocols to measure completion of the goals. The Committee designated four categories for those goals: local union activism, community activism, labor movement activism, and political activism. Each of the categories were discussed with attendees so they could choose a form of activism that fit their interests. To support them in working toward those goals, Committee members and Representatives have been assigned to small groups of attendees who will remain in contact throughout the next year. It was noted that in the few months since the conference, the Committee has al-

ready received several reports on activities commenced by conference attendees within their Locals or communities.

In addition to the Young Workers Conference, Committee members attended the annual BECTU Conference and its Young Member Forum in Eastbourne, U.K., in May 2016. At the BECTU Young Member Forum, they met with leaders of the BECTU Young Members Committee and shared future initiatives of their respective young worker groups. During the BECTU annual conference, they again networked with young workers. It was noted that these dialogues have been helpful in gaining additional perspectives for the IATSE Young Workers Committee. The BECTU young members were commended as a hardworking and inspiring group.

The IATSE Young Workers also remain involved in the activities of the AFL-CIO Young Worker Advisory Council (YWAC). Paul Kent of IATSE Local 22 is the IATSE young worker representative to the YWAC. It was noted that Brother Kent symbolizes many IATSE young workers because he is a working stagehand and gives up work calls and personal time to attend YWAC programs. He actively took part in the recent YWAC Summit and has since been invited to speak before the Maryland State and District of Columbia AFL-CIO and to help form other young worker groups. Brother Kent extended his thanks to President Loeb for the opportunity to represent the IATSE in this capacity.

Finally, it was noted that Director Tao and Brother Kent recently attended the Building Youth Power for Working People strategy session at the AFL-CIO in Washington, D.C. The event was co-

hosted by the AFL-CIO Young Engagement Fund (YEF) and Center for Information and Research on Civic Learning and Engagement (CIRCLE). There they joined over a dozen affiliate leaders, student/youth partners and other progressive organizations seeking to align interests on 2016 election work.

The Committee concluded its report by thanking President Loeb, the Board, our local unions and their members for supporting the 2016 Young Workers Conference and the young workers of all local unions. President Loeb expressed his appreciation for the Committee's work. He remarked that the International will continue to support this group because it represents the future of the organization. He observed, "We need a vital and diverse group of young workers to move the IATSE forward and their vitality and diversity was reflected at the 2016 Young Workers Conference."

LIVE NATION ATLANTA

International Vice President Daniel E. Di Tolla stated that after winning the election against Crew One in the summer of 2014 the company engaged in a technical refusal to bargain. The NLRB issued a complaint in response to the ULP charge. Crew One then appealed to the Court of Appeals which ruled against the IATSE, finding that the workers were properly classified as independent contractors. In response, President Loeb authorized an aggressive campaign in support of the workers.

Many people contributed to the success of this campaign: West Coast Associate Counsel Andrew Kahn designed and implemented the shareholders campaign, Human Resources and Office Manager Asha Nandlal coordinated

thousands of individual mailings, General Counsel Samantha Dulaney vetted all of IATSE messaging and settlement documents, Special Representative Stasia Savage performed research, local unions covered under the national contract contacted their local governmental agencies to request health and safety information, Communications Department Director Emily Tao and Senior Communications Coordinator Molly Katchpole put together the IATSE's web campaign, Education and Training Director Patricia White, IATSE Training Trust Fund Executive Director Liz Campos and IATSE Safety Committee Chairman Kent Jorgenson replied promptly to requests for training and course content materials that were to the IATSE being able to provide a highly skilled workforce, Jamie Horowitz and Scott Treibitz coordinated press outreach, Vice Presidents Barnes and Carlson provided invaluable insight through their contacts with local unions, Stagecraft Assistant Director D. Joseph Hartnett assisted in negotiations and participated in numerous conference calls.

These efforts have all resulted in a pro-worker environment and have shored up the terms and conditions of worker's wages, benefits and safety. President Loeb extended thanks to everyone involved and requested periodic updates regarding the affected venues.

LIVE NATION NEGOTIATIONS

Vice Presidents Michael J. Barnes, Daniel E. Di Tolla and Craig P. Carlson updated the Board on the continuing negotiations with Live Nation. In 2011 six individual contracts between Live Nation and local unions expired. They were combined into a single national contract with individual appendixes for

each Local's economics. During the term of that agreement, an additional eleven amphitheaters were added. That agreement expired December 31, 2015. Vice President's Barnes, Di Tolla and Carlson and Assistant Director of Stagecraft, D. Joseph Hartnett were assigned to negotiate a successor agreement. All affected Locals were contacted to identify any proposals they wished to make and each appendix was reviewed to determine which Locals had conditions that were inferior to the minimums contained in the national contract. Proposals were developed and submitted to each Local for review. Throughout negotiations the Locals have been consulted for input and given progress reports.

The negotiations continue but the parties appear close to reaching an agreement.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice Presidents Michael F. Miller and Thom Davis, and Motion Picture Industry Pension and Health Plans (MPIPHP) Directors Colleen Donahue, Patric Abaravich, Ron Kutak, Ed Brown and Tommy Cole appeared before the General Executive Board to report on the status of MPIPHP. The combined value of plan assets as of May 31, 2016, is approximately \$8 billion. The Pension Plan held \$3.2 billion in assets, followed by the IAP with \$3.8 billion. The Active and Retiree Health Plans held \$901 million and \$74 million, respectively. As of May 31, the MPIPHP investment returns for 2016 were up by approximately 2.2%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed

rate of return is eight percent and plan advisors and actuaries have indicated that it is prudent to maintain this rate over the long-term for plans such as the MPIPHP. However, it is also important to note that eight percent in the short-term is unlikely, primarily due to the low interest rate environment.

The combined hours into the MPIPHP in 2015 were 89 million. Vice President Miller noted that through May 31, contributed hours are outpacing 2015 by about seven percent or 2.8 million hours. Year-to-date totals through May are consistent with continued growth and the industry is currently very busy. Employer hourly contributions of \$340 million through May are up by \$38 million from the same period last year. This is due to both the increased hours and the hourly pension contribution increase of \$0.18 per hour that was negotiated into the last agreement.

Residual receipts into the MPIPHP in 2015 totaled \$450 million. This consists of \$335 million in supplemental markets and \$150 million in Post 60's. For the period through May, the MPI is trending below the same period last year by approximately \$8 million. Plan Staff reports that this is primarily due to timing and that several large residual contributions are due in June and July. It is anticipated that they will remain above assumptions and track last year's residual contributions.

The Active Health Plan has over 46,000 participants and more than 97,000 covered lives, with an average annualized cost of \$11,340 per participant. The retiree plan consists of 21,000 covered lives with an annualized cost of \$8,568 per participant. The Plans are currently trending below the projected

health care costs in both plans through May by roughly three percent. There are currently 15,500 retirees and 1,750 beneficiaries receiving pension benefits. This represents a two percent increase from 2015.

The MPIPHP reported that the reserve levels were at 21.3 months in the Active Plan and 9.2 months in the Retiree Plan through May 31, 2016. The projected reserve levels based on current projections indicate that we will be at fifteen months in the active plan and eight months in the retiree plan on December 31, 2017. That is in excess of what is necessary to trigger both the thirteenth and fourteenth checks for those that retired prior to 2009 and the ten percent pension increase that was negotiated into the last agreement.

David Asplund is the current CEO of the MPIPHP. Mr. Asplund came to MPI from the Motion Picture and Television Fund where he was CFO; he has substantial health care experience and is intimately familiar with the MPI health plans. David Camp has joined the MPI team as the CFO. Mr. Camp has a strong entertainment industry background; he was most recently at Warner Brothers. Mr. Asplund and Mr. Camp have had an immediate impact on the MPIPHP staff and systems.

The biggest challenge at the MPI in the last several years has been administrative. Those issues have been cured. The volatile and low interest rate investment environment is going to be the biggest obstacle the MPI is likely to face in the next few years. Ever increasing health care and prescription drug cost coupled with pensioners being retired longer than expected will also add to the substantial challenges the plans face going forward.

NORTHERN ONTARIO MOTION PICTURE PRODUCTION

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Peter DaPrato, Assistant to the President Sean McGuire and Local 634 Business Agent Matt Ellis reported to the General Executive Board on the efforts of the Canadian Office and Local 634 (Sudbury) to organize the motion picture industry in Northern Ontario since the last report in January 2016.

Representative DaPrato explained that since amending its Constitution and Bylaws with the approval of the International President, Local 634 has seen tremendous growth in the Local's membership going from 24 to 247 members. The Local has also seen exponential growth in work opportunities as well. Highlights of these work opportunities include an eOne and Sienna films 6-part miniseries "John Cardinal" which was shot in Sudbury, Ontario in the spring of 2016 as well as an NBC 10-episode series "Eyewitness" crewed by both Local 634 and Local 873 members which is being shot in Parry Sound, Ontario from April to August 2016. IATSE is also in negotiations to secure additional work in Northern Ontario for the remainder of 2016.

In addition, IATSE Locals 634, 667, 411 and 873, in conjunction with Directors Guild of Canada, ACTRA, William F. White, and Cooper Equipment, are set to host a Northern Ontario Training Symposium at the Northern Ontario Film Studios during the last weekend of one of Canada's largest film festivals, Cinéfest, on September 24 and 25, 2016. The training symposium will be a week-end long event providing an opportu-

nity for the Northern Ontario Heritage Fund Corporation as well as local and provincial politicians, media, and local and visiting producers to view some of the training IATSE will be bringing to its members in Northern Ontario. Training programs will cover such topics as set orientation, working at heights, camera training, car mounts, lift training and basic electrical.

President Loeb applauded the continued efforts of the Canadian Office and Local 634 in Northern Ontario to both grow the Local's membership and secure quality work opportunities for those members.

NU IMAGE V. IATSE

International Vice President Michael F. Miller, Jr., General Counsel Samantha Dulaney, and West Coast Counsel James G. Varga reported on the status of litigation brought by Nu Image, Inc. against the IATSE. This matter was previously reported to the General Executive Board at the Mid-Winter meeting in 2015. The matter arose during a collections action brought by the MPIPHP against Nu Image for failure to make Post-60s and Supplemental Markets residual payments as is required by the AMPTP-IATSE Basic Agreement. Nu Image denied owing residuals and claimed reliance on an alleged representation by the IATSE, and further an alleged representation that no independent producers paid residuals. Both assertions are baseless. Nu Image settled the litigation with MPIPHP in January 2015, and then sought indemnity from the IATSE through a grievance filed against the Union. The Union responded by filing a grievance seeking residuals owed under the Basic Agreement which were not recovered in the collection settle-

ment. These grievances were set to be arbitrated in August, 2015.

While the grievances were pending Nu Image changed counsel and their new lawyers brought a federal court lawsuit based on the same allegations of Nu Image's grievance. In October 2015, counsel representing the IATSE, David Rosenfeld from Weinberg, Roger and Rosenfeld filed a 12(b)(1) motion to dismiss the lawsuit. In March 2016 the Court granted the Union's motion and ruled that the Court did not have jurisdiction to hear the lawsuit because Nu Image failed to allege a breach of a collective bargaining agreement. Nu Image has filed an appeal of that ruling with the Ninth Circuit. Briefing has been scheduled by the Court and is pending.

The collective bargaining agreement with Nu Image has since expired and there is no successor contract in place.

O VISA ACT

Assistant Director of Motion Picture and Television Production Dan Mahoney, Political and Legislative Director J. Walter Cahill, Lobbyist Alec French and Assistant Political and Legislative Director Erika Dinkel-Smith appeared before the Board to report on developments concerning the O Visa Act.

Assistant Director Mahoney reported that they have had some success on the Hill. United States Citizenship and Immigration Services (USCIS) requires O visas for performing artists, and the IATSE, as the bargaining representative with the expertise sends opinions to USCIS on whether visa applications should be granted. Assistant Director Mahoney stated that there have been issues over the years with USCIS refusing to inform them about its decision-making process. The AFL-CIO's De-

partment of Professional Employees issued a comprehensive statement with two major concerns about this process (and copies shared with the GEB): (1) fraudulent applications, opinions were altered by the companies submitting them; (2) transparency: the opinion is not binding, it's supposed to have weight, but in many cases it appears to have been ignored. Some examples: a Bollywood production in South, Florida for forty-five positions. It was clear that there were qualified American workers available for that production, therefore the Bollywood Production was issued a detailed letter of denial. Assistant Director Mahoney reported they later followed up with their concerns that many people working on production appeared to be from out of the country, therefore working without visas or visas should not have been approved. USCIS did not provide a response or action as far as they could tell. On a production from China called "Supermodel", applications filed for thirty-nine positions, of which six camera, four makeup, gaffers, grips, with the same problem. When asked, investigators appeared to be concerned, but adjudicators were indifferent.

Lobbyist Alec French reported that it had become apparent that the USCIS is not doing their job, and they are approving en masse 30, 40, 50 visas on a production; the DGA experiences similar problems. Mr. French stated that about two years ago they started going to Congress to complain; a number of members of both parties got engaged. The Republican Congressman from rural Virginia and the Democrat Congressman from Detroit got involved. Democrat Congressman Adam Schiff from Los Angeles and John Carter, a Texas Republican, included language

requiring USCIS to respond to these concerns. Other committees weighed in but the result from USCIS was total intransigence. USCIS expressed to Congress that they don't collect any data on these visas, but they also claim they are always right. Mimi Walters, Republican Congresswoman from Orange County, and Jerry Nadler, a Democrat Congressman from New York, presented a bill requiring USCIS to report to labor organizations on when and why they grant petitions; "so now USCIS will have an incentive to take our concerns seriously, and we can go to the press and Congress if applications are granted improperly." No other bipartisan immigration legislation had moved, during this legislative session so the level of support is obvious. The House Judiciary Committee vote was unanimous. On June 13th the full House also voted unanimously. Mr. French stated that it is unlikely in the time remaining in this session that Senate will take up this bill. Efforts will start "on 3rd base" in next Congress. The House support has sent USCIS a message.

President Loeb responded that the 1992 law gave the IATSE the right to consult. The International approves most of these applications, as they come with a full file of accolades, but the frauds have been outrageous. President Loeb stated, "We don't expect anyone to get bussed out. All we are asking for is information on what was the disposition of the application. We are likely the only labor organization in the country that has received bipartisan support for anything from this Congress. When we have members that are willing and able to do those jobs, we will keep making noise about it."

OREGON SHAKESPEARE FESTIVAL

International Representative Christopher “Radar” Bateman reported to the Board about organizing efforts involving employees of the Oregon Shakespeare Festival (OSF) in Ashland, Oregon. Representative Bateman was joined by Jack Buckley, Courtney Cunningham, Rosey Johnson, and Amanda Sager, OSF employees and members of the Union’s bargaining committee.

The Board was first briefed with a timeline of the Alliance’s involvement in organizing the Oregon Shakespeare Festival crew. The present campaign spanned approximately twenty-two months—from Representative Bateman’s first meeting with Festival crew members in early August 2014 until early June 2016, when a first contract was signed. Within that time, the IATSE petitioned for a National Labor Relations Board election to represent the OSF run-of-show crew, a process involving multi-step legal proceedings. Balloting took place in June 2015 and the IATSE prevailed with a sizable ma-

jority of votes. Negotiations for a first contract commenced shortly thereafter and on June 6, 2016 a comprehensive tentative agreement was reached after numerous negotiating sessions. Seven days later, the tentative agreement was ratified by a unanimous vote of the run-of-show crew.

The members of the bargaining committee described the contract’s details to the Board. The three-year agreement preserved existing benefits and incorporated added improvements in basic working conditions. Employees will receive overall wage increases following the contract’s ratification and increases during each subsequent year. The contract requires just cause for discipline and employee performance evaluations. The bargaining unit also secured contractual benefits uniquely tailored to the OSF crew such as relocation benefits, specific turnaround times, meal penalties, weekly minimum guarantees, minimum call times, daily overtime, weekly overtime, and premium payments for work on dark days. Additionally, the contract’s jurisdictional

clause will protect the bargaining unit’s work in the future. The contract also protects all employees who currently have better wages and conditions than those negotiated. The committee was satisfied that it successfully developed an equitable agreement that creates fairness across all OSF departments.

Those reporting were honored by the opportunity to share their accomplishments with the Board. With eleven productions and approximately eight hundred performances per season, the crew was often devoting a substantial portion of their time off toward organizing and preparing for contract negotiations. Despite those sacrifices, they learned much, grew in solidarity, and were empowered by their gains. They expressed their appreciation for the overwhelming support received from other Locals and members of the Alliance, who sent hundreds of emails and social media messages signifying their support for the OSF crew. They thanked President Loeb and members of the Board for everything done to advance the strength and progress of their bar-



From left to right: International Representative Christopher “Radar” Bateman, Local 154 members Rosey Johnson, Jack Buckley, Courtney Cunningham, Amanda Sager and President Loeb.

gaining unit, which will be formed into the new IATSE Local 154.

President Loeb remarked that it was truly the Board's honor to have those reporting present in the room. He acknowledged the commitment and courage of the bargaining committee. President Loeb will be traveling to Ashland later in the year to deliver the charter for Local 154 and install its officers. He noted, however, that those appearing before the Board had not yet been sworn in as members of the Alliance. Accordingly, President Loeb led them in taking their Oath of Obligation. They were welcomed into the Alliance with a momentous round of applause.

PAC PAYROLL DEDUCTIONS

Associate West Coast Counsel Andrew Kahn reported on the development of a payroll deduction program to enable IATSE members to make PAC contributions directly to the IATSE-PAC through an authorized payroll deduction from their paycheck. It was reported that agreements were reached with the Alliance of Motion Picture and Television Producers (AMPTP) and the Association of Independent Commercial Producers (AICP) for implementation of the PAC payroll deduction system. In addition to the AMPTP-represented employers, the major Networks all agreed to participate in this program for their non-AMPTP represented entities where IATSE members are employed. Extensive work coordinating this program with the various payroll companies has been completed. The agreements call for PAC Payroll Deduction authorization cards to be distributed to employees as part of the start paperwork. Employees choosing to make PAC contributions merely need to fill out the authorization

card and turn it into their employer for processing. With the advent of this program the ability of the IATSE to solicit more involvement from the membership is greatly expanded. The agreements cover employees working under the Basic Agreement, the Area Standards Agreement and the Commercial Production Agreement. The Low Budget Agreement and all new one-off and new term agreements already have provisions enabling employees to authorize payroll deductions to make PAC contributions. PAC contribution authorization cards are also available through the IATSE Headquarters. Only US citizens or permanent residents may contribute to the IATSE-PAC.

PINK CONTRACT

In March of this year, President Loeb, Co-Directors of Stagecraft/Vice Presidents Daniel E. Di Tolla and Anthony DePaulo, International Trustee Patricia White, Assistant Director D. Joseph Hartnett, General Counsel Samantha Dulaney, Special Representatives Brian Munroe and Don Martin, and Committee Members Angela Johnson, James Fedigan, Kevin Hoekstra and Liz Brady working under the Pink Contract met for several days to renegotiate the terms of the Pink Contract with The Broadway League and Disney Theatrical Productions. Significantly, the agreement provides for wage and per diem increases, improved language regarding hotel choices, defined meal breaks, salary protection language when tour's transition from lower to higher, increased taxi fare, benefits for Advance Pink Contract Technicians. Most significantly, Pink Contract employees will begin receiving premium pay earlier for hours worked during work weeks.

President Loeb commended the negotiating committee for their focused effort in improving conditions for those who work on the International's oldest collective bargaining agreement. He especially noted the four hour work calls and that no one on the Road will have to pay any more for their health plan coverage. In a time with double digit increases to health care, it is notable that the workers under IATSE Pink contracts still enjoy employer paid health benefits. He expressed a sincere thank you to the committee.

PRAIRIE WESTERN AGREEMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representative Julia Neville and CLC Delegate Kelly Moon reported to the General Executive Board on the status of promulgated collective agreements applicable to the Prairie Provinces in Canada since the last report in Hollywood, Florida.

Vice President Petti explained that after much consultation, Locals 210, 212, 856 and 669 have agreed to a number of common terms in their respective promulgated collective agreements such that the agreements are more aligned. This success increases the prospects of negotiating a term agreement for the Prairies.

President Loeb applauded the efforts of the Locals and noted that consistency in the Locals' various collective agreements is integral to securing better terms and conditions. President Loeb directed Vice President Petti, Representative Neville and Delegate Moon to continue to work with the Locals as required to ensure ongoing communication and cooperation.

QUEBEC ORGANIZING

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 56's ongoing and significant organizing initiatives with various employers in the Province of Quebec that have not yet culminated in applications for certification being filed.

President Loeb commended Vice President Lewis, Representative Vergnano and the Local on their efforts to try and secure bargaining rights with key Quebec based employers.

THEATRE AQUARIUS

Assistant to the President Sean McGuire and Local 129 President Cindy Jennings provided the General Executive Board with an update on Locals 129 and 828's negotiations for a renewal collective agreement for each Local with Theatre Aquarius in Hamilton, Ontario.

Local President Jennings explained that during this cycle of renewal bargaining, the Locals went to the table together. After very contentious and at times explosive bargaining sessions which included unfair labour practices being filed as well as the appointment of a conciliation officer and mediation, the parties reached five-year renewal agreements. Highlights include overall increases in wages of 22% over the life of the agreements, additional pension and health benefits, parity for wardrobe classifications and daily overtime. Assistant McGuire concluded the report by recognizing the efforts of the bargaining teams for each of the Locals and, in particular, the commitment and leadership of Local President Jennings and Local

828 Business Agent Sondra Richter throughout the bargaining process.

President Loeb congratulated the Locals on their success in securing renewable agreements.

WEST COAST OFFICE REPORT

International Vice Presidents Michael F. Miller and Thom Davis, and International Representatives Ron Garcia and Peter Marley appeared before the General Executive Board to report on the West Coast Office's activities.

Vice President Miller and Representative Garcia reported that the Hillary Clinton campaign had been active in California during the primary. There were dozens of events across California. The Clinton campaign held a strategy meeting in Los Angeles that was attended by representatives of labor unions that had endorsed Clinton. IBEW Local 11 hosted a large labor rally for Clinton where she specifically recognized the IATSE.

Former California Labor Federation President and current State Senator Connie Leyva asked for assistance with the campaign of Eloise Reyes for State Assembly. Senator Leyva has been a friend since her days at the Labor Federation and that relationship continues through her work in the Senate.

Vice President Davis reported on the Christmas in July event at which the IATSE West Coast Locals donated bicycles to the city's disadvantaged youth at an event hosted by State Senator Holly Mitchell.

The non-profit organization Working Californians will be holding one of the largest Labor Day events in the country on September 5th. This all-day labor and music festival will be en-

tirely supported and worked by union members for union members. Many of the LA-based IATSE Locals have committed to participating by purchasing sponsorships and tickets for their members and families to attend. The attendance goal for this event is 10,000 union families.

Los Angeles Mayor Eric Garcetti hosted his Creative Pathways initiative to provide internships to underserved Los Angeles youth and the IATSE was invited. Consistent with that initiative, a number of industry groups have been dealing with the issue of diversity. The California Film Incentive program contains a provision for paid interns to be employed on productions that receive the tax credit. The Career Readiness Program has several options but as the issue of diversity in the entertainment industry continues to be a priority issue, more companies are electing to provide paid internships. This has been discussed with and implemented by several production companies and the program has been very well received by members, production and the industry.

Recently the Actors Fund opened its new West Coast Office space on the third floor of the IATSE Local 80 Building. An open house was held in conjunction with their regional board meeting and was attended by several IATSE Locals who heard more about the great work that the Actors Fund does for IATSE members.

In the fall of this year, the Motion Picture and Television Fund (MPTF) will be celebrating its 95th Anniversary at the Motion Picture Home on its campus in Los Angeles. The International has a longstanding advisory committee that is working with the MPTF on this event. The MPTF is the primary charity

for motion picture industry members on the West Coast. Their contributions and assistance have helped countless IATSE members.

Vice President Miller pointed out that much of the activity in the West Coast Office that is not specific to individual craft departments revolves around the four pillars and activism in particular, as evidenced by several of the items reported to the Board, as well as by the current issue of the IATSE Bulletin which highlights activism across the International.

LOCAL 56, MONTREAL, QC

Re: Theatre du Vieux Terrebonne

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 56's ongoing negotiations to secure a first collective agreement with Theatre du Vieux Terrebonne located in Montreal, Quebec.

Representative Vergnano explained that reaching a first collective agreement with the Theatre following certification as exclusive bargaining agent on April 18, 2014 was a slow and arduous process that included countless meetings, the appointment of a provincial conciliator, a strike vote, attempts to schedule first contract arbitration and an information picket line. On May 11, 2016, however, the Local's resolve was rewarded with a first collective agreement that was ratified by an overwhelming majority of the Local. Highlights of the agreement include strong union security language, overtime premiums, health and retirement benefits and minimum crewing language.

President Loeb commended Vice

President Lewis and Representative Vergnano and the Local on their efforts to secure a first collective agreement.

LOCAL 193, BLOOMINGTON, IL

Re: Civic Center Agreement

International Vice President Craig P. Carlson reported to the Board on the assistance he provided to Local 193, at the request of President Loeb regarding the Local's Collective Bargaining Agreement (CBA) with the Peoria Civic Center, which is managed by SMG.

Built in 1982 and expanded in 2008, the Peoria Civic Center is an attractive multipurpose convention center facility located in downtown Peoria, Illinois. It houses the Carver Arena, the Peoria Civic Center Theatre, the Civic Center Exhibit Hall, the Civic Center Grand Ballroom and sixteen meeting rooms.

The Center's Exhibit Hall is used for banquets, tradeshow, and other events. The Center's Theater has 2,250 seats, is home to Peoria Symphony Orchestra and is also used for Pop Concerts, Broadway Shows, Ballet and other events. The Grand Ballroom holds 6,500 people.

Vice President Carlson reviewed the agreement with the Local officers and developed proposals. After negotiating with the Employer, the parties reached an agreement in which the Local secured the traditional jurisdiction of IATSE crafts. Additionally, the Local achieved annual wage increases as well as improved quality of life issues/working conditions.

Local 193 ratified this agreement and shortly afterwards furnished stagehands to work outdoor concerts and festivals held on Peoria Civic Center property. They have embraced their role in professionally crewing work on the tradeshow floor and the Carver Arena.

In Central Illinois, Local 193 is fast becoming the go-to labor force providing skilled and trained stage technicians. They participate in training and leadership programs made available to them by the International. They now have CBAs which cover work at Bradley University in Peoria, Western Illinois University in Macomb, Illinois State University in Bloomington-Normal, the Coliseum in Bloomington, the Bloomington Center for the Performing Arts and with the Peoria Civic Center. They have no rate cards.

Vice President Carlson expressed his appreciation to President Loeb for his leadership and support in getting this agreement and to Vice Presidents Di Tolla, De Paulo and Gearn for their help and advice.

President Loeb noted that jurisdiction was the key to success on this project. He observed that this is a solid contract providing meaningful work and good wages for Local 193. He extended congratulations to the Local on a good contract and for shoring up their jurisdiction. He thanked Vice President Carlson for his steadfast work.

LOCAL 210, EDMONTON, AB

Re: Rogers Place Arena

International Vice President and Director of Canadian Affairs John M. Lewis and Local 210 President Peter Gerrie reported to the General Executive Board on Local 210's efforts to secure a first collective agreement with Rogers Place Arena in Edmonton, Alberta.

Local 210 President Gerrie explained that Rogers Place Arena is a multi-use arena and new home of the Edmonton Oilers NHL hockey franchise. It has seating for over 18,000 for hockey games and seating for over 20,000 for concerts.

In addition, there is a 1,000 seat community ice rink as well as 24,000 square foot programmable space and a programmable plaza area for various other types of events.

After building relationships throughout the construction of the arena, Local 210 is in the process of finalizing a first collective agreement with the ownership group of the Rogers Place Arena and hopes to have it ratified prior to the September 2016 opening.

President Loeb commended the Local on its efforts to secure a first collective agreement.

LOCAL 295, REGINA, SK

Re: R.E.A.L. CBA

International Vice President and Director of Canadian Affairs John M. Lewis reported to the General Executive Board on behalf of International Representative Barny Haines on recent efforts to reach a renewal collective agreement with Regina Exhibition Association Limited (REAL).

Vice President Lewis explained that REAL manages, maintains and markets EVRAZ Place which is a 1.2 million square foot indoor tradeshow space and forty-two acre outdoor tradeshow space located in Regina, Saskatchewan. After a series of bargaining dates and subsequent follow up conversations, a renewal agreement was reached which was subsequently unanimously ratified by the Local 295 membership. Highlights of the four-year deal include wage increases in year one (retroactive) and two, increases to RRSP employer contributions and significant employee discounts on food purchased by employees while working.

President Loeb requested that Vice President Lewis pass on his congratu-

lations to Representative Haines and Local 295 on reaching a deal with REAL.

LOCAL 868, WASHINGTON, DC

Re: Kennedy Center Box Office

IATSE Political and Legislative Director J. Walter Cahill appeared before the Board along with Local 868 Vice President Barbara Churchill and Local 868 Corresponding Secretary Anne Vantine to report upon Local 868's most recent negotiations for a successor contract covering the box office personnel at the John F. Kennedy Center for the Performing Arts in Washington, D.C. Local 868 has represented the box office staff since the Kennedy Center first opened in 1971. Throughout the years, contract negotiations have variously ranged from trouble-free to difficult.

This year's negotiations were the first since a new Executive Director assumed office at the Center and it was believed that (relying upon the results of a business consultant's study) the Kennedy Center was seeking to cut costs throughout the facility by two percent.

Management opened the first bargaining session by seeking a two-year contract with wage and benefit freezes, reductions in staffing, rollbacks on healthcare costs, and reductions in the Local's jurisdiction. After seven bargaining sessions, little progress had been made and the Kennedy Center continued to insist upon staff reduction through attrition.

Relying upon bargaining surveys it collected from members, the Local learned that losses due to attrition were a major issue for the bargaining unit. The Local has periodically lost full-time staff members and limiting attrition was a high priority. An increase, rather than a decrease, in full-time positions was in

the best interests of the Kennedy Center because of the knowledge and experience of full-time box office personnel. It has one of the busiest box offices in the country, which is open 365 days per year. Ultimately, this schedule gives staff the experience necessary to understand ticketing needs and provide superior customer service.

The Local continued to push against management's request for cutbacks through attrition. Ultimately, it is likely the Local will likely lose only one full-time position during the life of the contract. Otherwise, Local 868 was able to achieve an agreement for a four-year term with wage increases over the life of the contract. It was believed that this was the best deal that could be had under the circumstances and the Local's bargaining unit members unanimously ratified the agreement on July 14, 2016.

Local 868's officers thanked the members of the Local for responding to bargaining surveys and especially thanked the tireless work of the bargaining committee. It was noted that every member of the bargaining unit took an active role in weighing the pros and cons of the proposed contract. They thanked the sister locals of the IATSE at the Kennedy Center and on behalf of Local 868, expressed their deep appreciation for Director Cahill's assistance and President Loeb's continued support.

Director Cahill also discussed the difficulty of these negotiations and he commended the dedication of the Local's officers. President Loeb remarked that Local 868 fought off some of the most onerous parts of the employer's proposals and attained the best deal it could under the circumstances. That was proven by the Local's unanimous ratification vote.

LOCAL 873, TORONTO, ON Re: Re-Recording Organizing

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Peter DaPrato, Canadian Counsel Ernie Schirru and Local 873 President Wayne Goodchild reported to the General Executive Board on recent efforts to organize re-recording mixers in Toronto, Ontario.

Representative DaPrato explained that after several meetings with a core group of re-recording mixers working in Toronto, an organizing campaign took shape which culminated in applications for certification being filed against Urban Post Production Inc., Tattersall Sound & Picture, Technicolor Canada Inc. and Deluxe Toronto Ltd. in late February 2016.

Ontario Labour Relations Board supervised votes were conducted in early March 2016. Unfortunately the pre-application employee support did not translate into success at the polls and three of the applications were either dismissed or withdrawn for lack of support. However, the Deluxe application remains active but employee status dis-

pute litigation must be determined by the Board before a final ballot count can take place. Additional hearing dates are in the process of being set for the fall of 2016.

President Loeb applauded the efforts of the Canadian Office and Local 873 to try and organize this aspect of the motion picture industry in Toronto and encouraged other Locals to identify similar opportunities of their own.

RETIREMENT OF INTERNATIONAL REPRESENTATIVE JOEL YOUNGERMAN

In a brief but poignant speech, Representative Youngerman bade farewell to the International. He noted that he has been an IATSE member for twenty-five years, the last twelve of which working as an International Representative. "It is very humbling to know that every day my primary function was to try to improve the lives of others" Representative Youngerman said in his remarks. He thanked President Loeb for allowing him to finish his working years in service to the International. He concluded by offering his assistance to all of his IATSE colleagues should any of them ever need him.

Representative Youngerman was saluted with a warm standing ovation by all in attendance. President Loeb expressed sincere appreciation to Representative Youngerman for his dedicated service to the International initially as a Local officer and subsequently as an IATSE Representative. Observing that "Joel has served the IA with dignity and pride," President Loeb wished Representative Youngerman a long, healthy retirement.

RETIREMENT OF WEST COAST COUNSEL JAMES VARGA

In a heartfelt and at times emotional address, West Coast Counsel James A. Varga advised President Loeb, General Secretary-Treasurer Wood, the General Executive Board and all in attendance of his retirement from the International as West Coast Counsel, a position he held for twelve years.

In his remarks, Counsel Varga recounted nostalgic moments from his thirty-eight year career as a labor lawyer, describing the last twelve as the perfect bookend to his chosen vocation. His passion for labor law began as a teenager when he worked on the "shop" floor in a steel mill where his father was also employed in Buffalo, New York.

Counsel Varga expressed genuine thanks to President Loeb for his support and leadership; Vice President Miller who advised him on how to be an "IA Lawyer"; the IATSE staff for their stalwart assistance, in particular the staff of the West Coast Office; and General Counsel Dulaney for her collegiality and unflinching friendship. He recounted that it was his privilege to work for the IATSE.

On behalf of the West Coast Office, Vice President Miller extended fond



International Representative Joel Youngerman and West Coast Counsel James Varga.

wishes to Counsel Varga for a well-deserved retirement.

President Loeb observed that Counsel Varga has served the Alliance above and beyond what was expected, noting that his dedication to the IATSE is unparalleled. He recounted that without Counsel Varga there would be no IATSE Entertainment and Exhibition

Industries Training Trust Fund and no agreement with InfoComm. President Loeb also noted Counsel Varga's capable representation of the IA PAC. President Loeb remarked that Counsel Varga had left an indelible imprint on the International and would always be a part of the IATSE family. He joined those in attendance in an extended warm ovation of

Counsel Varga's dedicated service to the International specifically and the labor movement generally.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 9:30 a.m. on Friday, July 22, 2016.



The IATSE Legal Department with Retired West Coast Counsel James Varga (center), Associate Counsel Adrian Healy, Associate West Coast Counsel Andre Kahn, Jim, General Counsel Samantha Dulaney and Canadian Counsel Ernie Schirru.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
THE WESTIN ST. FRANCIS • SAN FRANCISCO, CA • JULY 19, 2016

Since the last meeting of the Defense Fund Committee in Hollywood, FL on January 12, 2016 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. 13, Minneapolis-St. Cloud-Little Falls- Brainerd-St. John's University-College of St. Benedict- St. Paul, MN, Varsity Theater Organizing/ Vikings Stadium – Legal	11,193.65	Local No. 917, Atlantic City, NJ, Operating Engineers & Atlantic City Casinos – Legal	4,158.20
		SUB TOTAL:	\$297,532.05
Local No. 15, Seattle-Everett-Olympia-Tacoma- Bremerton-Bellingham-Anacortes-Mt. Vernon- Sedro Wooley-Port Angeles-Burlington-Concrete- Stanwood-Marysville-Longview, WA, Rhino, NW, and PSAV Organizing – Legal	13,405.00	INTERNATIONAL	
		IATSE-Crew One/Live Nation Crew One Campaign – Legal	2,329.50
Local No. 56, Montreal, QC, Theatre du Vieux Terrebonne/Solotech Organizing – Legal	34,396.83	IATSE - Basic Agreement – Legal	22,550.00
		IATSE-AQTIS -Jurisdictional Dispute – Legal	17,745.15
Local No. 122, San Diego, CA, La Jolla Playhouse – Legal	24,076.69	IATSE - Golf Channel, Nu Image, Inc., Zaffina, Live Nation – Legal	31,218.09
Local No. 125, Lake Porter and La Porte Counties- Ft. Wayne-Lafayette-Frankfurt-Crawfordsville, IN, Horseshoe Casino RC Petition – Legal	4,026.89	IATSE - Oregon Shakespeare Festival – Legal	63,784.36
		SUBTOTAL:	\$137,627.10
Local No. 129, Hamilton/Brantford, ON, Theatre Aquarius – Legal	3,559.50	LOBBYING AND CONSULTING	
Local No. 168, Vancouver Island, BC, Tidemark Theatre – Legal	17,986.30	Thorsen French Advocacy	\$30,107.50
		SUBTOTAL:	\$30,107.50
Local No. 193, Bloomington-Springfield- Jacksonville-Normal-Macomb-Peoria,IL, Peoria Civic, Center Bargaining – Legal	165.00	EDUCATION	
Local No. 210, Edmonton, AB, Bailey Theatre S ociety Certification – Legal	17,917.20	LEAP Reimbursements to Locals/Officers	16,610.41
Local No. 262, Montreal, QC, Cineplex Entertainment – Legal	26,360.51	Misc. Training/InfoComm/Instructors	158,832.43
Local No. 320, Savannah, GA, Lucas Theater – Legal	23,776.00	Young Workers Conference	16,281.86
		SUBTOTAL:	\$191,724.70
Local No. 523, Quebec, QC, Center Videotron/ Quebecor – Legal	3,385.62	GRAND TOTAL:	\$656,991.35
Local No. 695, Hollywood, CA, TRO – Legal	15,432.80	Respectfully Submitted,	
Local No. 828, Province of Ontario, Theatre Aquarius – Legal	226.00	s/Matthew D. Loeb	
Local No. 849, Maritime Provinces, Egg Productions – Legal	89,265.86	s/Anthony DePaulo	
Local No. 868, Washington, DC, Strathmore – Legal	8,200.00	s/Daniel Di Tolla	
		s/John M. Lewis	
		s/Colleen Glynn	

The Benefits of Continued Education and Training

During the month of July, the city of San Diego was immersed in a wide variety of corporate and sporting related events. The members of Local 122 along with the assistance of neighboring Locals worked around the clock and bounced between departments in order to ensure that the shows went up without a hitch.

Major League Baseball's annual, multimillion dollar All-Star Game & MLB FanFest was wedged in between ComicCon and Environmental Systems Research Institute (ESRI), creating many challenges for the Local, not the least of which was much higher than normal demand for skilled technicians.

The MLB installation alone was the largest in MLB history. With over 2,000

feet of truss, 1,200 theatrical lighting fixtures, 135 HD Flat screen monitors, 24 stereo sound systems and 11 LED walls, it was no walk in the ball park. Add the overlap of the technological intensity of ComicCon and ESRI (ESRI is a leader in GIS/GPS mapping) and even the best trained Local would be stressed. Thanks to continuous training and the assistance of neighboring

local unions, Local 122 was able to meet the demands of grueling schedules and high level skills sets.

This is just one example of what Locals face every week. Today's Trade-shows come in all shapes and sizes and it is imperative that our Locals are ready for the demands created with each event. In just a few days, stage technicians were expected to transform the

A few of the 135 HD TV Screens installed for MLB's All-Star FanFest.



PixelFLEX LED Walls installed for MLB's All-Star FanFest at the San Diego Convention Center.

cavernous void between the concrete walls of the convention center into a vibrant world of video walls and miniature city-sized displays. Whether it's a massive call for riggers, electricians,

audio visual, IT or lighting technicians, we all need to be ready and able to fill the calls.

As consumers demand more technical, interactive experiences, it's neces-

sary to be able to be flexible and deliver a state of the art product. Embracing technological growth and the corresponding training required is the path to meeting these new challenges.



ESCA 2016 SUMMER CONFERENCE

Staff of the Tradeshow Department attended the Exhibition Contractors and Suppliers Association's (ESCA) Annual Summer Conference June 26th – 29, 2016. The conference provides updated information on the industry, networking opportunities with employer representatives, and workshop sessions that focus on tradeshow related issues.

The IATSE has built its influence in the organization over the last several years and it was evident in the agenda of this year's conference. Two sessions were offered entitled "In Depth Discussions of Hot Topics in Labor Law". Samantha Dulaney, IATSE General Counsel, and Hope Goldstein, Partner at Bryan Cave in New York led the

workshops. Topics included Weingarten Rights, Information Requests, and New Standards for Deferral of NLRB Actions. Their presentations led to a lively discussion clarifying the application of Weingarten in different scenarios, defining the parameters of information requests, and reviewing the new standard established by the NLRB on deferrals.

Later in the conference agenda, the status of the industry took center stage. Panelists included leaders in facilities management, exhibit designers and producers, independent show organizers and exhibition industry researchers. Overall, the industry is expected to continue its growth patterns and may soon reach the record high



levels seen just before the most recent recession.

The projected growth in the Tradeshow Industry can provide our Locals with new opportunities for organizing.

CREW SHOTS



Boston Lyric Opera bids farewell to the Shubert Theatre. Pictured here are Locals 11 and 775 crew members for the final performance.

Here is the Joffrey Ballet "Cinderella" crew taken at the Auditorium Theater on May 22, 2016: Gregg Benkovich, Debra Schoel, Mary Luchsinger, Debi Broll, Barb Luchsinger, J.J. Broll-Cook, Carrie Schwetz, Susie Holm, Kate Shattock and Thomas Pusateri.



Local 134 Crew Photo from Google 10 2016 in Mountain View, CA.



The final cast and crew of "Jubilee!" which closed on February 11, 2016 after 35 years on the Las Vegas strip.



Pictured here is the Local 772 wardrobe running crew of the 2016 Ring Cycle at the John F. Kennedy Center for the Performing Arts in Washington, D.C.

Safety and Training Programs for Locals

The industries where IATSE members work have become more aware of the need to follow good safety practices. Incidents at live events, in convention halls, on stages, and on locations have started to open the eyes of the signatory corporations to their responsibility to provide occupational safety and health programs at their worksites. Occupational safety and health programs are proven ways to reduce the traumas of a workplace accident. And, by reducing accidents, these programs raise the efficiency of the business and reduce the costs of doing business.

The benefits have become so well known that it is not difficult to find information about what elements are necessary to create an effective program. Three main elements are leadership from management, participation of the employees, and education and training.

The International and many Locals have successfully created relationships with employers to help them comply with their obligations to provide a safe workplace with no recognized hazards. The IATSE Training Trust Fund, contractual training, safety committees, and OSHA 10 training are a few examples of the programs that have come about as a result of the concepts exemplified in the IATSE's Pillars of Success.

While there are many Locals that have safety and training committees, there are a large number that do not. Don't let what may seem like a huge pile of work stop your members from having this valuable benefit. There are many

Incidents at live events, in convention halls, on stages, and on locations have started to open the eyes of the signatory corporations to their responsibility to provide occupational safety and health programs at their worksites.

things to consider in creating and maintaining a committee, but most of them are not difficult and there is help available to navigate the process.

The first thing that needs to be done is making the commitment to having a safety and/or training program. The

Local will have to choose if they want a training program, a safety program, or a program that combines the two efforts. There needs to be a couple of members that are willing to wrangle the process, and there needs to be the support for the program. In many ways the answers to these questions are the most difficult part. Your committee does not have to create a program from scratch. Many IATSE members have already created safety and training programs and are willing to share.

Now that your committee has been created, reach out for help. The International and the Training Trust Fund have people and resources. Members of the ICAP committee are willing to share their experiences with overseeing programs. The IATSE Training Trust Fund's website has links to publications and resources (www.iatsetrainingtrust.org/resources).

The "Resources" link shows things like materials from other Locals as well

as links from vendors. Professional organizations have links to materials that are available. Industry Safety Committees' links like Act Safe and the Industry Wide Safety Committee bulletins are available.

The Training Trust Fund offers other assistance. Train-the-Trainer courses are available; funds to defray training course costs; and instruction on how to include Trust Fund language into contracts.

The Internet offers a nearly unlimited opportunity to find information. Both state and federal OSHAs have publications, e-tools, training materials and

other resources. Industry companies often offer information. Other government organizations have materials that they allow to be used including the Department of Energy and military field manuals.

The International has also made programs available to members that training committees can take advantage of. InfoComm is a professional organization that provides training and resources. Lynda.com is online training that committees can use to augment other parts of their programs.

There is too much information to cover in the space available, but there are resources available to Locals so they can put together safety and training programs. Having a safety and training committee can position a Local to work with an employer to make workplaces safer, make our members more valuable, and prepare members for changes in the industry. These things can improve the life of members and their families.

THERE'S AN APP FOR THAT!

By: Joe Aldridge, Paul Dean, Jr., Kent Jorgensen, Sheila Pruden, Eddie Raymond, Alan Rowe--IATSE Craft Advancement Program (ICAP) members

As members of the ICAP and as OSHA Outreach instructors, we frequently share ideas and resources with one another. We often refer to various apps as we deliver the OSHA modules to IATSE members and more and more we are asked to share some of them with those in attendance in the classes.

We know that not all of the titles on the list will be applicable to everyone, so, pick and choose from the list and use the resource to become a better-informed member. None of these Apps are a secret or proprietary. This list is always in flux, so, if you know of one that isn't on our list, forward the suggestion to the Education and Training Department c/o jhalpern@iatse.net.

OSHA AND SAFETY (RELATED) MOBILE APPS

*(*Most Mobile Phone Apps are FREE unless otherwise noted.)*

OSHA Heat Safety Tool
First Aid (American Red Cross)
Decibel 10TH
dB Meter Pro –
Sound Level Measuring (\$0.99)
Sound Meter
Ladder Safety (NIOSH)
ICG Safety
(All the Safety Bulletins, etc.)
Fall Clearance (Miller by Honeywell)
Fall Protection Field Guide
Fall Safety Pro (Tidyware, LLC)
OSHA Safety
(OSHA 1910 Regulations)
Scribe for OSHA
(Used for Filing Complaints)
iOSHA 1910 eReference
(4CYTE, LLC - \$17.99)
RIGIT

iRigging (by JR Clancy)
Rig Calc (by Alex French; \$4.99)
Chemical Safety Data Sheets – ICSC
(ThatsMyStapler Inc.)
SDS Mobile (by KHA)
Chemical Hazards Pocket Guided
(ThatsMyStapler Inc. - \$7.99)
NIOSH Chemical Hazards (\$2.99)
SDS Binderworks Mobile Phone
NIOSH Lift Index (\$2.99)
LiftRight (EMC Ins. Co.)
Weather Bug
NOAA Weather Radar
HazMat Toolkit Bundle (\$8.99)
Includes:
- 2016 HazMat Emergency Response
Guidebook (\$4.99)
- Chemical Hazards Pocket Guide
(\$7.99)



Local 745's Innovative Training Provides Live Sports Broadcast Production

It was one of the best experiences ever. You get to do your dream job. The pressure is off, but you still want to do your best.” That is how Local 745 member and capture/playback trainee Devon Prideaux described taking part in Local 745’s innovative training exercise that provides the opportunity for members and potential members, along with prospective on-air and above the line production team members, to learn the intricacies of live sports broadcast production under real world conditions.

Partnering with signatory employer Fox Sports North, the Minnesota Twins, and mobile unit provider (and also a signatory employer) Mobile TV Group, the local utilized the dormant “dual feed” portion of the home TV broadcast truck – the portion usually dedicated to a visiting team’s broadcast of the game - to conduct the training exercise during actual Minnesota Twins games. Just as they

would when being employed under one of the Local’s contracts, technicians built cameras, ran cables, placed microphones and communications equipment throughout Target field before the game started. Then, following the routine that has been well established in the industry for decades, they “faxed” their equipment, making certain that everything was working the way it should, that everyone could

communicate, and that all equipment and personnel were ready for the live broadcast at first pitch.

The bulk of the technical crew was made up of Local 745 members or referents, with a few positions being filled by students from the broadcast program at nearby St. Cloud State. Many of Local 745’s current members began their broadcast careers after passing through that program.

**Sara Davis,
Graphics Trainee.**



Once the crew was confident that the equipment was functioning properly, those at positions inside the truck were familiarized with the routine of pre-production. Under the supervision of FS North's producer and director trainees, capture playback operators prepared the elements for the highlight and video roll-in packages for the broadcast, audio mixed field effects sound with music to add excitement to the viewer's experience, the graphics team poured over statistics to build the on-screen overlays which would help tell the story of the night's matchup, and the technical director married all the visual elements together. Meanwhile, those camera operators out in the stadium worked with the video engineer to make sure focus was set properly, and the colors of the cameras matched. Battering practice gave the camera operators the chance to hone their skills shooting game action and following the flight of the ball without the pressure of being live.

All the while the crews for the real broadcasts of the evening's game performed the exact same duties, setting an example for the trainees. "There is no better environment to learn in than

a live game," said veteran camera operator Jesse Madison. "And watching their reaction as they start to 'get it' was surprisingly rewarding."

The idea for the training was first hatched by Local 745 Business Agent Charlie Cushing, who saw both the need to train the next generation of broadcast technicians and the means to do so right under everyone's noses. "I had heard about Local 119 doing training with an empty truck, and when I saw half our truck being unused during a game, it just seemed obvious," Cushing recalled. The Local 745 bargaining team then used the idea as a way to build trust with negotiators from FS North during their 2014 contract talks. "The employer realized, for perhaps the first time, that we sought a partnership in the market and not just a paycheck," said Lead IATSE Negotiator Steve Bel-sky.

Once the crew returned from lunch the job of putting the show together began. The technicians took their places in the truck and the stadium, FS North's producer and director trainees began running the crew through their rehearsal and final prep, and FS North's on-air talent trainees took their places

to check and set levels and go over notes for the evening's broadcast.

By first pitch the "broadcast" had already been on the air for almost ten minutes. Now the trainees learned what it was like to do the things they had been practicing under the pressure of a live broadcast. "It was unreal having a director talk to you during a live event," said Prideaux.

While on a movie set there may be the opportunity for another take, and on stage there may be another performance of the show later that same day or the next, in live sports each play happens only once, and each play, even a routine one, has the potential to be game changing. The technicians capturing the game have only once chance to get it right. Exposure to that kind of pressure is hard to come by. Broadcasters don't want to take the chance that a novice won't have the skill, experience or temperament to make the right decision in a split second. These IATSE technicians, along with FS North's talent and production team, were able to get a taste of what that is like, and FS North and Local 745 now have the ability to judge their readiness for the big leagues.



Devry Foss,
Camera Trainee.



JW Cox and John Hadden,
Announcer Trainees.



Devon Prideaux trains
on capture/playback.

NLRB Continues to Expand Joint Employer Standard

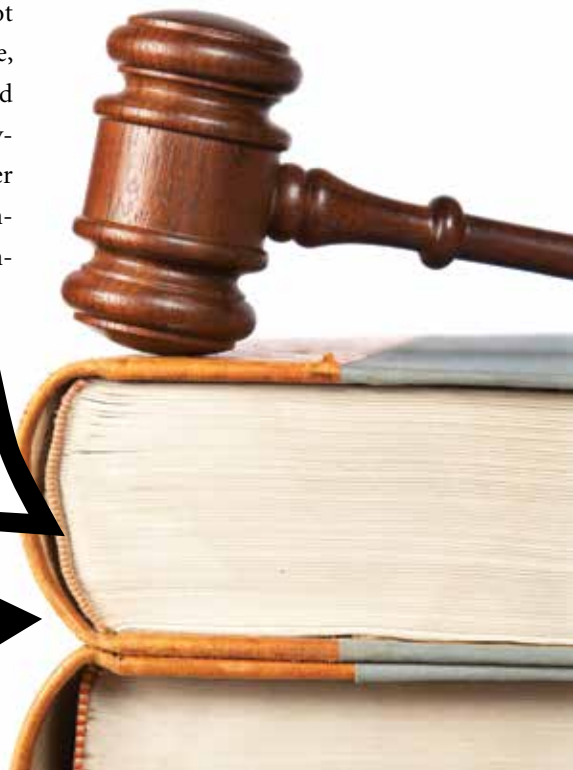
The National Labor Relations Board (NLRB) recently made a noteworthy change in U.S. labor law when it decided that a single collective bargaining unit could include both a company's own employees as well as workers provided by another firm or agency (such as a subcontractor) without the consent of both companies. The decision marks a return to an earlier ruling that was overruled twelve years ago.

This issue was initially addressed in 2000 when the NLRB decided a case called *M. B. Sturgis, Inc.* In that instance, the NLRB found a bargaining unit consisting of workers directly employed by M.B. Sturgis, Inc. and those jointly employed by Sturgis and a contractor could together be part of the same unit for purposes of an NLRB election. Since the use of labor contractors in the entertainment industry has long been a common practice, the International sought to exploit this decision to advance its organizing efforts. Between 2000 and 2004 the International was involved in organizing efforts among employees at several amphitheater venues where the operator subcontracted stage labor to labor contractors. The International was successful in organizing these venues in part because of the law from the NLRB's 2000 *M.B. Sturgis* decision (notably, these efforts formed the basis of an IATSE national amphitheater contract that covers seventeen venues).

Unfortunately, in 2004 (in a case led by majority appointees from the

George W. Bush administration) *M.B. Sturgis* was overturned. The 2004 decision in *Oakwood Care* found that involuntarily combining directly and jointly employed workers was inappropriate under federal labor legislation. In their 2004 *Oakwood Care* ruling, the NLRB misapplied the analysis governing multi-employer units to jointly employed units. Multi-employer units consist of distinct employers that do not share workers but who, for convenience, bargain together. The Board had previously ruled that multiple employers must consent to bargaining together in that way. Absent that voluntary consent unions cannot compel multi-em-

ployers to bargain. Joint employers, on the other hand, do business together and concurrently control a single workforce. By applying the consent requirement to joint employers, the *Oakwood* case severely limited the path to union representation for workers who are jointly employed. Organizing involving labor contractors and their clients con-



sequently stalled after the NLRB's 2004 *Oakwood* case.

With the growth of temporary or contingent workforce arrangements, the NLRB decided to reexamine the *Oakwood* decision last year in a case called *Miller & Anderson, Inc.* and issued its decision on July 11, 2016. The NLRB began its analysis by reviewing decades of precedents involving solely and jointly employed workers. It found no impediment to bargaining units combining solely and jointly employee workers from the 1940's through 1990. In 1990, the Board first introduced the concept of employer consent in these circumstances. First in *Sturgis* and now in *Miller & Anderson*, the NLRB has recognized its "faulty logic" in improperly extending the multi-employer consent analysis to joint employers (it is noteworthy that decisions where the NLRB raised the consent issue were made when the NLRB was comprised of majority Republican appointed members).

In its decision in *Miller & Anderson*, the NLRB stated that the central pur-

pose of the National Labor Relations Act (NLRA) is to "protect and facilitate employees' opportunities to organize unions to represent them in collective bargaining negotiations." Section 9(b) of the NLRA provides that "the Board shall decide in each case whether, in order to assure employees the fullest freedom in exercising the rights guaranteed by the Act, the unit appropriate for the purposes of collective bargaining..." It then went on to explain why a unit consisting of solely and jointly employed workers is appropriate. The decision specifically repudiates the "erroneous conception" that bargaining in a unit of this type constitutes multi-employer bargaining, "which requires consent of all parties."

In conjunction with the *Browning Ferris* decision (another recent NLRB decision discussed in the first quarter 2016 Bulletin) that expanded the standards for finding a user and supplier employer to be joint employers, the consequences of the *Miller & Anderson* cannot be overstated. Under the NLRB's current precedents, not only should it

be easier to establish that user and supplier employers are joint employers but also, once established, they should be required to bargain when a majority of their workers support a union of their choice. This effectuates the purpose of the NLRA, which grants workers "the right to self-organization, to bargain collectively through representatives of their own choosing..." The Board has found that the primary consideration in determining appropriate bargaining units is the community of interest among the workers, not the avoidance tactics of employers in the contingent economy. Any local union with jurisdiction infected by a non-union labor contractor that contributes to the deterioration of their standard conditions is well advised to remain aware of these important NLRB decisions. Furthermore, do not forget (especially in this election year) that the current appointees to the NLRB were made by a Democratic President. Without them, we would still be operating under the 2004 hurdles that *Oakwood* raised against organizing joint employers.

LOCAL ORGANIZING ACTIVITY

FIRST CONTRACT

LOCAL	EMPLOYER	UNIT
LOCAL 709	PRODUCTION RIGGING, INC.	STAGEHANDS
LOCAL 720	BELLAGIO	STAGEHANDS
LOCAL 927	LAKEWOOD AMPHITHEATER/LIVE NATION	STAGEHANDS/WARDROBE

RATE CARD TO CONTRACT

LOCAL	EMPLOYER	UNIT
LOCAL 769	UNITED CENTER	WARDROBE
LOCAL 51	STAGELIGHT, INC	STAGEHANDS
LOCAL 918	ALASKA CENTER FOR THE PERFORMING ARTS	STAGEHANDS/WARDROBE

The PAC: Strengthening Working Conditions on a National Scale

The IATSE represents 100,000 people in the United States, where the upcoming election between Hillary Clinton and Donald Trump looms large on the political landscape. Within most of our families are members with differing opinions on the hot button issues of the day.

However, the one issue that unites us is our commitment to the betterment of wages, benefits and working conditions for our members in particular and workers in general. To that end, the IATSE has formed a Political Action Committee (PAC). The PAC exists to promote candidates and issues who are supportive of policies that positively impact the working lives of the IATSE. That is the litmus test.

Whatever your feelings are on the campaign issues making news and being debated on stages around the country, our institutional issue is singular - the improvement of the lives of our membership.

Your personal involvement in advancing our goals has never been more important. Since the disastrous Citizens United decision, the political process has become awash in money; amplifying the voices of the wealthy corporate interest and drowning out those of everyday people like us. Right now, Citizens United is the law of the land and your voice is being muted as a consequence. It doesn't have to be this way.

The IATSE-PAC can speak for you on workplace issues. To achieve this, how-



ever, it needs your support as political messaging has largely been reduced to dollar signs. To have your voice heard doesn't require huge individual sacrifice, just a small collective one. If each of the 100,000 US-based members committed as little as \$1 per month, \$1.2 million would be generated for the PAC over the course of a year. If the same group kicked in a dollar per week, it would yield almost \$6 million annually. And if it was increased to \$10 per month, that would raise more than \$13 million. Just as the power of collective bargaining creates a synergy in the workplace, collective action to make our voices influential comes awfully cheap.

The IA has a number of ways for you to make your voice heard. Coming soon, you will be seeing PAC donation forms in

your start paperwork on motion picture and television productions. Please consider making a contribution. As little as \$10-20 per week across a large crew can have an enormous impact. Recently, the crew of "A Little Mermaid" that was organized in Savannah, GA came together to make a statement and be heard. After the show was successfully brought under contract, the crew rallied to raise more than \$1,000 for the PAC.

In closing, the IATSE acknowledges and respects the diversity of opinion our members hold about social and political issues. The PAC's contributions focus on none of those issues unrelated to your employment. The PAC is being used to curtail the abuse of the immigration O-1 Visa process, maintain the Federal Film Tax Incentive, and push for stronger laws that will deter the illegal misclassification of workers as independent contractors. Stay involved in your cause, be passionate about your candidate or issue, but do not do it at the expense of muffling your voice advocating for improving the lives of working people and their families.

THE CONSEQUENCES OF WORKING NON-UNION COMMERCIALS

Prior to 1996, the majority of television commercials were produced non-union. No crew member received health or pension benefits and the crew was often paid as an independent contractor on a 1099 invoice. This misclassification is bad for workers; for example, independent contractors are not owed worker's compensation if injured on the job. Since that time, the IATSE has pushed back hard and currently we have over 500 signatory commercial production companies. Many of these were organized and signed on the street.

AICP signatory commercial production companies learned to understand that in order to create a professional looking commercial spot that will be seen by millions of viewers, you need to have high caliber crew working on that production. They learned to value the expertise an IATSE crew can deliver.

Forward to the year 2016. Production methods have changed and brought new challenges. Ad agencies producing in house and internet content creators such as "Funny or Die" and "College Humor" have all begun producing their own commercials, oftentimes non-union.

Sometimes we find IATSE members working on these non-union spots and they attempt to justify it by telling us

that they have already qualified for their health and pension hours in the Motion Picture health plans or have enough credits in the IA National Benefit Fund Health plan. These new non-union employers will undercut the AICP signatory companies who are currently providing your health and pension benefits. If these new non-union companies are not signed to the Agreement, we will inevitably head back to 1996 when there were no health and pension benefits. We need to protect signatory employers from unfair competition. Union companies suffer greatly when undercut by non-union entities that pocket your benefits and use the monetary savings as a tool to lower their bid and snatch a job away from a union employer.

An important element of working under an IATSE agreement is maintaining your family's health plan and preparing for retirement. Remember, it is your responsibility to call in your non-union jobs. All you need to do is send in your call sheet by email (anonymously) and the IATSE will do its best to flip your project union. The IATSE will continue set visits and aggressive organizing on the street. We can't do it without you, however, so continue to alert your Local about non-union work.

WE ARE THE EYES AND EARS ON SET

Part of being a good union sister or brother is helping to police our contracts. When you are working on an IA production, there are a few things you can do to ensure our union stays strong and our contracts remain robust.

Make sure you know which contract applies to the production. If the production does not tell you, ask the steward. If you don't know which person is the steward, or there is no assigned steward, call your Business Agent.

Once you know what contract applies to the production, check to make sure you are properly employed as a local or distant hire. In some contracts, we have a third status known as a nearby hire. If you aren't sure if you're being properly employed, talk to the steward or Business Agent of the Local administering the contract.

Never use a production assistant to do work that is tra-

ditionally covered by our agreements. If your department cannot function without an additional hand, it's time to let production know. A PA doing work covered by the contract must be re-rated to the proper classification. If you witness this practice, report it to the Local overseeing the production; they enforce the contract provisions.

Remember your union brothers and sisters when it's time to refer people to the production company. Generally, Employers are required to either use the Roster or get referral lists from the local union but when you have the chance to recommend someone, make it a union brother or sister!

If you realize the contract is being violated, let the steward or BA know as soon as possible. Every time we turn the other way and ignore violations of our contracts, we give the employer strength when it's time to bargain.

Organizing Visual Effects

The visual effects industry's growth and expansion closely follows the historic growth of the motion picture industry. When comparing the expansion of these two branches of entertainment, it becomes clear why the working people in the industry should act together. We are stronger together.

Over the decades, with the IATSE representing the crafts behind entertainment, contracts were negotiated, then adjusted and further built upon to address the shifting nature of the industry while never losing the focus of providing our members with a viable and safe industry in which to work. With our membership numbers at historic levels, our agreements have expanded to cover the cutting edge of motion picture production techniques and technologies while still providing our members with the ability to provide for themselves and their families.

This past August, in Anaheim, CA the 2016 SIGGRAPH convention was held, which is a yearly technology showcase for those in the visual effects industry. There were many companies touting a new application for visual effects technology, virtual reality (VR). Discussions and examples of VR were abundant and conference participants were excited about yet another expansion of their craft.

However, the companies and working people of visual effects haven't yet established a set of workplace standards that their industry can use and build upon. This has resulted in flagrant abuses of those people, the likes of which were the reasons our union was formed over 100 years ago. As the visual effects industry grows and their reach expands beyond the motion picture and television industry, the opportunities for abuse expand with it. Thus the need for establishing standards that are set by those who would be affected by them becomes even more important.

As always, the burden of making that stand falls to those whom it would benefit the most. Reaching out to visual effects artisans involves having discussions about the root causes for coming together in a union and building a better workplace. These discussions have to happen regularly and often as many visual effects artists and technicians have not yet held an IATSE card and thus don't understand the benefits of

joining in union with their colleagues. Ongoing education is also crucial; far too often, visual effects workers are unaware that the footage they are manipulating was created by a union crew. This is why the IATSE has been holding meetings large and small around Los Angeles to discuss the benefits of unionization with VFX workers.

VFX crews may not be experienced with standing together for a contract, but our members are. This is work that the IATSE has done many times in its one hundred and twenty-three years. Reviewing the IATSE history (<http://www.iatse.net/timeline>) shows IATSE members forging new ground by sharing the benefits of working together with those in our industries not yet covered under our agreements. This history helps illustrate to working people in visual effects that collaborating together to build a standard for the VFX workplace will help them, their colleagues around the world, and their industry.



IATSE Local 200 Reaches Agreement With Center Stage Lighting & Rigging, Inc.

BECOMES LOCAL'S FIRST-EVER UNION SHOP

After almost two years of negotiations, IATSE Local 200 has brought local entertainment company Center Stage Lighting & Rigging, Inc. into the IATSE family as a union shop. This is the first successfully negotiated union shop for Local 200. Center Stage located in Allentown, PA, provides sales, rental equipment, production services, and installations of lighting, rigging, audio and projections to schools, churches, and entertainment venues throughout Pennsylvania, New Jersey, and New York.

The agreement provides employees of Center Stage Lighting & Rigging, Inc. with wage increases, annuity contributions, and more standard benefits including vacation and sick time. Center Stage Lighting & Rigging, Inc. will employ all overhires from the Local 200 referral hall.

Negotiations between Local 200 and Center Stage Lighting & Rigging, Inc. began in 2014 and a two-year agreement was ratified by both parties in February 2016. The agreement is effect from March 1, 2016 to February 28, 2018.



From left to right: Local 200 members William Hallock and Christopher Connelly, Owner/President of Center Stage Lighting and Local 200 member Paul Tardue, Business Representative of Local 200 Frank Iafrate, and Local 200 members Colin Lang and Aaron Bach.

SARASOTA LOCAL HONORS LONG-TIME MEMBERS



At the March 20, 2016 Membership meeting, Local 412 honored six members with pins representing 40 years of Membership in the IA. Pictured left to right are Brothers Steve Hogan, Jeff Dean, Victor Meyrich, John Wilson, Burt Taylor and John Godsey. These six members all started work at the Asolo Repertory Theatre in the 1970's. Brothers Hogan, Dean, Meyrich and Taylor are still working in the Asolo Scenic Studios today.

Local 798 and USA 829 Members Honored at New York Women in Film & Television's 17th Annual Designing Women Awards Gala

On Monday June 13, 2016, Anita Gibson, Makeup Artist, Local 798, Rose Chatterton Hair Stylist and President, Local 798, and Sarah Edwards, Costume Designer, USA 829 were among those honored at New York Women in Film and Television's "Designing Women" gala, a leading New York City awards event which honors the achievements of renowned costume designers, makeup artists, and hairstylists in film, television and digital media.

Will Arnett presented the award to Sarah Edwards, who stressed the importance for established women to "give a younger woman a leg up if you can". Lela Loren, star of "Power",

presented the award to Anita Gibson, commenting that Gibson's warmth and strength are the "glue that holds the cast together". Ray Liotta had the audience in hysterics as he presented the award to his friend and "Shades of Blue" Hair Stylist Rose Chatterton with great affection, recalling "My hair is so good [on the show], and this is the God's honest truth, when people were giving reviews, people would talk about my hair! Nothing about my acting, but about my hair!"

Maura Tierney presented the Variety Ensemble Award to the Costume, Makeup and Hair Design team of "The Affair". Department Heads Diana Sikes

(hair, Local 798), Caroline Duncan (costumes, USA 829) and Sheri Kornhaber (makeup, Local 798) enthusiastically accepted the award on behalf of their entire teams. The award presentations were accompanied by video interviews of the honorees and clips illustrating their work. The evening was an empowering celebration of successful women encouraging, supporting, and mentoring other creative women. Proceeds from "Designing Women" benefit the nonprofit educational programs of New York Women in Film and Television.



Designers Sheri Kornhaber (Make-up, Local 798) Diana Sikes (Hair, Local 798), Caroline Duncan (Costumes, USA829) with presenter Maura Tierney.



Pictured here is the Local 8 crew at the Philadelphia 2016 Democratic National Convention! As Philadelphia Mayor Jim Kenney said of the arena: "This is what you get when you use skilled union labor." Thanks for all your hard work, sisters and brothers.

NEW ORLEANS LOCAL HONORS GOLD CARD MEMBERS

Local 39 held a luncheon on June 21, 2016 for four members receiving their Gold Cards. The event took place at Porter and Luke's restaurant, in Metairie, Louisiana, a suburb of New Orleans. Local 39 officers and guests of the recipients attended.

From left to right, Gold Card recipients, Brothers Michael Buisson, David Sims, and Lawrence Montecino, with Local 39 President, Keith Christopher



On May 4, 2016, Local 2 honored Gold Card members in Kerins Hall. From left to right, Richard "Doc" Wren, Richard Hartge, Irwin "Muggs" Shapiro, Thomas Farley Sr., Ronald Tyler, Patrick A. Donahue, International Trustee/Local 2 Secretary-Treasurer Thomas Cleary, Donald Garitty, Local 2 President Daniel "Kelly" Kerins, William Sears, Robert Coughlin, James Cunnea, Michael G. Collins Sr., Patrick McLaughlin and International Vice President/Local 2 Business Manager Craig Carlson. Not pictured (yet honored) was Ronson Snick.

LOCAL UNION NEWS

HUGE SUCCESS FOR FIRST-EVER VOLUNTEER DAY



Pictured here are some of the volunteers from over 30 IATSE Locals who participated in the first-ever IATSE Locals' Volunteer Day in Los Angeles, sorting food for the Letter Carrier's Food Drive, where roughly a million pounds of food were sorted.

GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

This not only allows for us to save paper and reduce emissions, but enhances the experience with linkable content, optimization for mobile devices and more! Go online now and sign up!

admin.iatse-intl.org/BulletinRegister.aspx





Local 74 swore in eleven new members as Apprentices at the June meeting. Pictured here are (Front Row): Claire Gaudette, Iggy Oliver, Kristin Kreho, Shaina Horton; (Back Row): Max Rado, Michael Stewart, Nelson Zuniga, Brian Andruskiwec, Michael Dilella, Alex Dunn, and Matthew Caporizzo.

STANDING IN SOLIDARITY WITH HOLLYWOOD LOCAL

IATSE Local 80 was on strike in Burbank, CA, against Contract Services Administration Trust Fund (CSATF) in support of Safety Passport Instructors, who are members of Local 80 and have attempted to obtain a contract with this organization.

This was an Unfair Labor Practice strike and all IATSE members were advised to honor the picket line and refrain from participating in CSATF classes and trainings until the dispute was resolved.

On June 21, after a 3-day walk-out, the safety trainers at the Contract Services Administration Trust Fund returned to their jobs and classes resumed. The strike was over. Thanks to the sisters and brothers standing in solidarity with Local 80 members.



LOCAL CONTINUES TO HONOR NAMESAKE SCHOLARSHIP



Pictured here is Chris Ranung, President, IATSE Local 477, Award Winner Nellie Zucker with her father, Local 477 member Lewis Zucker, and grandmother, Julie DeDonatis.

Local 477 announced the winners of the 2016 Michael W. Proscia / IATSE Local 477 awards. Thirteen applications were received this year, more than any other time since the establishment of the Scholarship in 2011. Local 477 wishes to express their continuing appreciation and high regard for the Scholarship namesake, Michael W. Proscia, International General Secretary-Treasurer Emeritus and founding member of this Local, who passed away in February of this year. The Local is honored to carry forward this good work in his name.

The winners were: Denise Holdridge, wife of Local 477 member Kimberly Bowles Holdridge; Nellie Zucker, daughter of Local 477 member Lewis Zucker; Noah Furman, son of Local 477 member Cynthia Furman; Sam Hassel, Jr., son of Local 477 member Sam Hassel, Sr.

In addition, Perry Edling, son of Local 477 member Mike Edling will receive the \$1000 Business Manager's Award endowed by Brother Fred Moyse.

IN MEMORIAM

LOCAL 22 REMEMBERS BERT MORRIS

Albert “Bert” W. Morris, Jr., longtime member and a past Vice President of Local 22, passed away June 29, 2016, just after his 70th birthday. Born June 25, 1946 in Salisbury, MD, Bert attended three colleges before coming to Washington, DC in 1972. He started working for Local 22 with film newsreel crews, toured with the Washington Ballet Theater, and went on to become an assistant soundman at the Wolf Trap Filene Center in the summers. Starting in 1984, he started working at Ford’s Theatre and became the staff followspot operator. He invented and manufactured the “Perfect Pick-up”, an aiming device for followspots that won a USITT Technology Award, which he patented and sold. Many IATSE spot ops still own and use them, even in the age of laser sights, because of the device’s portability, accuracy, and because it needs no batteries.

Bert also loved to teach newcomers about being a spot op; he could open up his lamp and talk for hours about optical

theory and the mechanism. He taught classes for Local 22 and many other Locals. He invited anyone with an interest to join him in his booth during a show to watch and learn. He developed a teaching system for the followspot, which the IA officially recognized. The pamphlet, “Getting the Most From Your Followspot”, published by his company, Theatrical Technicians, Inc., has been widely distributed to over 150 Locals, and is familiar to many spot ops even now.

But most of all, he liked to talk about how to operate the spot on a show. He was an artist with a spot. Directors and designers were known to just let him make up his own cues for a show in production, because they knew he would design and execute them better than anyone. The followspot booth at Ford’s was “his” booth for many, many years, until he gave it up in 2002.

He is greatly missed by the staff and crew at Ford’s, as well as his many friends in Local 22.



LOCAL 892 REMEMBERS RET TURNER

Costumer Designer Ret Turner passed away on Tuesday May 3rd after a long illness. Born April 14, 1929 in Marianna, Florida he came to Hollywood near the mid-century mark. He originally wanted to be an actor

but somehow always seemed to end up doing the costumes as well. In the early 50’s he was hired to head the costume department at NBC which he ran for 20 years. It was there that he met Ray Aghayan and Bob Mackie. The three of them partnered together in ownership of the prestigious costume house, Elizabeth Courtney Costumes. From the early 70s to 2005 Courtney’s as it was known was the place for actors to come for original costume design. During the heyday of the musical variety show Mackie and Turner designed and created over a hundred costumes a week. Ret suggested opening a

costume rental house and EC2 was born. Costumes from the *Carol Burnett Show* and *Sonny and Cher Shows* were the staple of the rental house which grew as TV specials, *Mama’s Family*, and Award show costumes were added to the inventory. During his career Ret was nominated for 23 Emmys with 5 wins. His resume included *The Tennessee Ernie Ford Show*, *Jim Nabors Show*, *The Andy Williams Show*, *The Donny and Marie Show*, *Sonny and Cher*, *Carol Burnett*, and *Mama’s Family*, four Academy Award shows, six Primetime Emmy shows, and a multitude of TV specials. In a recent interview he said his favorite all time project to work on was the Teachers Awards held yearly in Washington D.C. Although his credits are long his greatest legacy was his unparalleled dedication to helping new talent. He gave of himself unselfishly and his generosity of spirit was felt by many. He will be greatly missed and the world is a little less “perfect” without him in it.

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Robert T. Burns May 23, 2016	1	Thomas A. Faulkner April 17, 2016	30	Devlin W. Lerew April 5, 2016	44	Sandra Darbasie January 1, 2016	306
Dennis T. Carney May 19, 2016	1	David Floyd December 27, 2015	31	Leon Levine June 14, 2016	44	Philip Galbraith March 3, 2016	306
Albert J. Carroccia May 5, 2016	1	James P. Suellentrop October 17, 2015	31	Ricky McArthur March 6, 2016	44	Billie A. Stewart January 1, 2016	306
Garry Conrad May 18, 2016	1	Robert L. Ehrstrom April 20, 2016	33	Joseph L. McEveety June 9, 2016	44	Kathleen Wehmeyer February 10, 2016	306
Ronald Degen June 17, 2016	1	Allen P. Foxman April 25, 2016	33	Scott Mizgaites May 17, 2016	44	Michael V. Andrews June 21, 2016	322
Breffny Flynn May 13, 2016	1	Craig R. Hathaway May 25, 2016	33	Robert L. Peterson March 28, 2016	44	Robert W. Clark May 17, 2015	336
Richard E. Griffin May 11, 2016	1	Tony J. Kirkpatrick April 1, 2016	33	Brian Tipton May 24, 2016	44	Brett Levy June 3, 2016	336
John LaMacchia May 17, 2016	1	James S. Lowe June 8, 2016	33	Robert Sereno June 17, 2016	50	Al Tufford June 30, 2016	357
Vincent L. Lobianco April 27, 2016	1	Robert Mahoney May 21, 2016	33	Joe A. Loth April 26, 2016	51	Paul Firestone January 1, 2016	363
Vincent H. Newman June 5, 2016	1	David I. Small June 15, 2016	33	Robert Iulo June 14, 2016	52	Kevin T. Gildesgard November 17, 2014	363
Santa T. Parker, Jr. April 17, 2016	1	Joseph P. Gilluly May 29, 2016	38	Kevin J. McConville April 19, 2016	52	Sandra Potter January 1, 2016	363
Bruce Robbins April 22, 2016	1	Peter Moraites May 29, 2016	38	George Skelly April 3, 2016	52	Jeff Taylor April 27, 2016	411
Brad Gonda June 30, 2016	2	Jerry Sanders May 18, 2016	38	Peter J. Von Bartheld May 10, 2016	52	David A. Morse May 15, 2016	412
John W. Quinn June 2, 2016	3	Daniel Ambrose, Sr. June 28, 2016	39	James E. Dorsett February 27, 2016	76	Charles Delgreco June 12, 2016	476
David E. Royce May 3, 2016	7	Rickey A. Hawkes March 18, 2016	42	Raymond Sutton March 10, 2016	85	Joseph Tomko, Jr. June 5, 2016	476
Matt Levey June 12, 2016	8	Richard L. Johnson June 18, 2016	42	Michael O'Rourke April 15, 2016	100	Glen J. Arnal June 12, 2016	477
Marcia C. Frazier-Marsh April 22, 2016	12	Louis K. Abramson June 15, 2016	44	Robert Bryshun June 16, 2016	118	Rodney Brandenburg June 27, 2016	477
Robert E. Nicholas January 19, 2016	12	William Balles March 29, 2016	44	Albert J. Carroccia May 5, 2016	122	Ryan S. Hurst April 4, 2016	477
Michael Chevoor April 17, 2016	16	George Crawford May 25, 2016	44	Chris A. Bingham May 14, 2016	127	Carl E. Coker April 15, 2016	479
Michael G. Fulmer June 8, 2016	16	Douglas Devine April 3, 2016	44	Emmett W. Dempster May 1, 2016	127	Jack K. Hottel March 22, 2016	479
Burt Wiley May 11, 2016	16	Joseph P. Iannolo, Jr. May 14, 2016	44	Chris Stonehouse April 12, 2016	129	Thadea Williams March 2, 2016	479
Eric D. Dallam May 22, 2016	17	Alan R. Kiri June 2, 2016	44	Gerald B. Reed June 27, 2016	205	Garry Conrad May 18, 2016	481
Albert W. Morris, Jr. June 29, 2016	22	Richard D. Lambert June 7, 2016	44	Soproni Hadrian June 30, 2016	262	Dane De Boer May 21, 2016	481

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Edward T. Joyce May 12, 2016	481	Walter B. Bartner February 18, 2016	700	James A. Roy May 11, 2016 2016 2	764	Mitchell Brower April 2, 2016	ATPAM
Jean-Jacques Dion January 14, 2016	514	George E. Brownley April 29, 2016	700	William E. Balfanz February 16, 2016	777	Brian P. Gaynair March 10, 2016	ATPAM
Theodore Albert March 26, 2016	600	Peter N. Lonsdale June 7, 2016	700	Kathleen Mullarkey April 27, 2016	780	Maria C. Pucci April 18, 2016	ATPAM
Bruce A. Balton March 24, 2016	600	Edward Sandiford June 11, 2016	700	Lola E. Spurgeon April 3, 2016	780	Stewart J. Warkow April 15, 2016	ATPAM
Roy A. Barnett May 26, 2016	600	George D. Watters April 26, 2016	700	Ruth Regina June 1, 2016	798	Lauren P. Yates June 26, 2016	ATPAM
David A. Booth June 29, 2016	600	Cammy R. Langer April 24, 2016	706	Cleveland Ryan April 11, 2016	798	George Corrin December 3, 2015	USA829
Donald J. Defillips April 21, 2015	600	Tracey E. Bray June 17, 2016	720	Jennifer N. Steinhagen June 1, 2016	798	Dominick Dirienzi January 4, 2016	USA829
Cliff Dektar February 22, 2016	600	Ralph B. Hamilton April 14, 2016	720	Douglas Kraner April 4, 2016	800	Mary Dodson March 14, 2015	USA829
Daniel L. Donley March 1, 2016	600	Jon Karras April 22, 2016	720	Albert J. Londrville June 30, 2015	800	Sarah Gates February 22, 2016	USA829
Arturo Garcia February 17, 2016	600	Kris Lynn April 29, 2016	720	Thomas E. Duncan March 30, 2016	835	John Gunter April 11, 2016	USA829
Chris Matott May 21, 2016	600	Richard Welsh April 22, 2016	720	Andrea Losch April 25, 2016	839	Desmond Heeley June 13, 2016	USA829
Vasco L. Nunes March 11, 2016	600	Erik Bernstein May 10, 2016	728	Vincent R. Gordon June 23, 2016	873	Charles Lisanby February 15, 2016	USA829
Glen Pearcy May 31, 2016	600	Roger E. Blauvelt May 31, 2016	728	Al Jagminas May 9, 2016	873	Robert O'Hearn June 20, 2016	USA829
John R. Shannon April 16, 2016	600	Mark A. Combs June 10, 2016	728	James P. W. Moore May 3, 2016	873	Richard Oates March 28, 2016	USA829
Donald E. Thorin, Sr. February 9, 2016	600	Gina Marie Isaacs April 22, 2016	728	Rosemarie Morgan February 17, 2016	873	Robin Phillips October 26, 2015	USA829
Felix J. Trimboli February 14, 2016	600	James L. Murphy May 19, 2016	728	Greg Pelchat March 7, 2016	873	Terry Roberson February 29, 2016	USA829
Vilmos Zsigmond January 1, 2016	600	Sharleen Bright June 21, 2016	729	Robert Bryshun June 16, 2016	891	Ira Kart March 1, 2016	B18
Edward P. Wonsicki June 6, 2015	631	Lonnice C. Bingham May 18, 2016	750	Luke Davies April 30, 2016	891	Joseph F. Bonno June 1, 2016	B38
Richard P. Kalata April 15, 2016	632	Guy P. Bentley April 15, 2016	751	Leila Fritz May 27, 2016	891	Steven A. Corallo January 13, 2016	B751
Mark Sgambato May 30, 2016	632	James Gatens April 19, 2016	751	Steve Menunzio May 6, 2016	891		
James Dinizio March 15, 2016	640	Harry M. Jaffie June 7, 2016 2016 2	751	Ret Turner April 3, 2016	892		
Alan R. Kiriū June 2, 2016	665	Keshia Marcelle April 20, 2016 2016 2	764	James H. Williams April 7, 2016	927		

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 Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)
MPSP&SW Motion Picture Set Painters & Sign Writers
MPSPT Motion Picture Studio Production Technicians
MPST Motion Picture Studio Teachers and Welfare Workers
MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees
MT Mail Telephone Order Clerks
O Operators
PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators
PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists
S Stage Employees
S&FMT Sound & Figure Maintenance Technicians
SA&P Scenic Artists and Propmakers
SM Studio Mechanics
SM&BT Studio Mechanics & Broadcast Technicians
SS/C,C,A&APSG Script Supervisors, Continuity Coordinators,

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

CANADA

ALBERTA

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-Chris MacRae, secretary@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC-Kate Rittenhouse, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) Bus. Agt.: Stephen J.K. Latrans.
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. Rep.: Ron Nazer.
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.: Peter Hayman, hayman@iag69.com.
MPSPT 891 BRITISH COLUMBIA/YUKON TERR.-Ana Sebal, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Phil Klapwyk, philk@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.: Stuart Aikman.
MPSPT 856 PROVINCE OF MANITOBA-Nicolas Phillips, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

NEW BRUNSWICK

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

NEWFOUNDLAND AND LABRADOR

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

NOVA SCOTIA

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

ONTARIO

S 058 TORONTO, ON-Christopher Hains, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.
M 105 LONDON/ST. THOMAS/SARNIA, ON-Stephanie Gonyou, secretary@iatse105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.
S 129 HAMILTON/BRANTFORD, ON-Doug Nightingale, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.
M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.
PC, CP&HO 411 PROVINCE OF ONTARIO-Chandra-Li Paul, 2087 Dundas Street, East, Unit 104, Mississauga, ON L4X 2V7. (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Chandra-Li Paul, businessagent@iatse411.ca.
M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-G. Archie MacKenzie, 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 3K2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

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

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

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

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

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

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

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

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ALABAMA

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

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

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

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

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S 336 PHOENIX/PRESCOTT-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

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

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

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Alexander Kort; 7700 Edgewater Drive, Suite 801, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Kurt Dreyer.

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

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

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

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

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

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-James Ramsey, jramsey@iatse169.org; P.O. Box 29284, Oakland, 94604-9284. (510-282-4748) Bus. Agt.: James Ramsey, jramsey@iatse169.org.

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

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

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

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

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

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Poco Marshall, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, santacruzfitz@yahoo.com.

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

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

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

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

M 707 PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS-Shay Funk, P.O. Box 2240, Palm Desert, 92261 (760-848-7967) Bus. Agt.: Shay Funk, businessagent@iatse707.com.

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SS/C, C, A&APSG 871 HOLLYWOOD-Sandra Fleck, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Rep.: Leslie Simon.

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

S&FMT 923 ANAHEIM-Mark Russ, P.O. Box 9031, Anaheim, 92812-9031. (909-233-0113) Bus. Agt.: Orrin D'Antignac.

T B18 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T B32 SAN JOSE-SANTA CLARA COUNTY-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055. (408-464-3640) Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95819. (916-927-5141) Bus. Agt.: Francina Stevenson, roncina@frontiernet.net.

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S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-652-4626) (Fax: 302-655-6961) Bus. Agt.: Michael Harrington.

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M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Scott Campbell, scampbell@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Judy Philips, jphilips@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

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

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

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

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

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

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

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

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

GEORGIA

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

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

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, secretes@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401.

(910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

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

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

M 824 ATHENS-Peter Fancher, peterfancher@att.net; 160 Madison Street, Athens, 30601. (706-201-6123) Bus. Agt.: William Jackson, iatse824@gmail.com.

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

TWU 859 ATLANTA-Betty Jean Johnson, 1366 Little New York Road, Whitesburg, 30907. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

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

HAWAII

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

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@outlook.com, (509-999-5073) (Fax: 208-623-6496).

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

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

ILLINOIS

S 002 CHICAGO-Thomas J. Cleary, stagehandslocal2@iatselocal2.com; 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

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

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

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

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

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

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

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

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

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

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

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

TBSE 762 CHICAGO-Mike Maier, thomashoover@comcast.net; P.O. Box 462, Flossmoor, 60422. (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

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

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

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

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

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

INDIANA

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

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

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

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

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

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

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

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

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

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

IOWA

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

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: William R. Muniz, Bilymuniz81@aol.com.

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

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

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

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

KANSAS

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

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

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, wtuzicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Laura Papia, laurapapia17@gmail.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Matthew Dicken, iatse17@bellsouth.net.

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

M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Susan Anderson.

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

LOUISIANA

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

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

S 298 SHREVEPORT-Donald Wright, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Debra Graham.

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

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

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

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

MAINE

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

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

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-382-4187) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

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

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

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

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

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

TWU 913 BALTIMORE-Laureen Ruth Spriggs, lspriggs1@netzero.com; 1558 A. Bollinger Road, Westminster, 21157 (410-935-9883) Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

MASSACHUSETTS

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

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

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

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

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

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

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

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Carol F. Colantuoni, divadresser@comcast.net; 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 774-568-5615) Bus. Agt.: Carol F. Colantuoni.

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

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

MICHIGAN

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

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

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

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

S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-955-6907) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

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

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

MPP,O&VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

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

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

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

MID-ATLANTIC AREA

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

MINNESOTA

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

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

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

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

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

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

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

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

MISSISSIPPI

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

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

M 616 MERIDIAN-Benny Egger, 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker.

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

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

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joseph M. Rudd.

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

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

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M 363 RENO/LAKE TAHOE-Barbara Kneebone, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-686-2431) (Fax: 775-686-2401) Bus. Agt.: Terence Solon.

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

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

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S 059 JERSEY CITY-Richard Hancox, P.O. Box 3122, Secaucus, 07096. (561-596-9610) (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, gbakal@msn.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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S 009 SYRACUSE/ROME/ONEIDA/UTICA-Robert Dwyer, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell, karuss01@aol.com, (315-481-6327).

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-852-2196). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

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M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-969-3476) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

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O 324 ALBANY-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

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M 499 POUGHKEEPSIE-Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, iatse499@gmail.com.

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T&T 751 NEW YORK-Peter J. Attanasio, Jr., 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Peter J. Attanasio, Jr.

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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, jmcutcheon@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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SM 484 STATES OF OKLAHOMA/TEXAS-Jason Keene, 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-385-3466) Bus. Agt.: Stephen Beasley.

TWU 904 TULSA-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-810-5231) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Ian Anderson-Priddy, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Roger Gayton.

S 154 ASHLAND-Int'l Representative-in-Charge Christopher Bateman, 2540 Whittle Ave., Medford, 97504.

SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie488ba@gmail.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-344-6306) Bus. Agt.: Rocky Haffner.

TBR&SE 793 PACIFIC NORTHWEST-Chris Taylor, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

T B20 PORTLAND-Thomas Phelps, 3645 SE 32nd Avenue, Portland, 97202. (503-970-1944) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley, Booley.iatseb20@gmail.com.

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SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie488ba@gmail.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

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PENNSYLVANIA

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

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

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

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).

S 097 READING-David Sterner, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Jason Wingenroth, ba.iatse97@gmail.com.

S 098 HARRISBURG/HERSHEY/CARLISLE-Edward Weimer, P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

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

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

S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM-Nicholas Broyer, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, rlvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724(716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY-Judi S. Miller, jasmiller50@yahoo.com; 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Dan Wiley, Jr., tinman7@comcast.net.

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

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Charles Eccles, ba@iatse489.org.

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

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)-Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/

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T&T 862 PITTSBURGH-Joseph Gustafson, 655 Penn Avenue, Pittsburgh, 15222. (412-606-3298) Bus. Agt.: Timothy Smith.

TBSE 902 JOHNSTOWN/ALTOONA-Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Bob Fleegle.

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M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Mariella Navarro-Tejada; 2000 Carr. 8177 PMB 236 Suite 26, Guaynabo, PR 00966-3762. (787-764-4672) (Fax: 787-756-6323).Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

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M 333 CHARLESTON/MYRTLE BEACH-Nathan Grimes, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes, iatseba@att.net.

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

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON-Sherry Korthals, sherryssk@sio.midco.net; P.O. Box 2040, Sioux Falls, 57101. (605-212-2342) Bus. Agt.: Val Peterson, valpeterson1910@yahoo.com.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Lisa Anderson.

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S 046 NASHVILLE-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Mike Sandlin.

S 069 MEMPHIS-Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994) (Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-933-4658) Bus. Agt.: Bob Hasselle, businessagent140@gmail.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Geoffrey Greene, stage197@yahoo.com; P.O. Box 946, Knoxville, 37721. (865-742-0197) (Fax: 865-609-0750) Bus. Agt.: John Kryah, jckryah@yahoo.com.

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M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Walter Hughes, iatse699@gmail.com.

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

TWU 825 MEMPHIS-Linda Haley, 6418 Yale Road, Bartlett, 38134. (901-218-3449) (Fax: 901-383-9405) Bus. Agt.: Linda Haley.

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S 051 HOUSTON/GALVESTON-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Rhoads.

S 076 SAN ANTONIO-Daniel Vivier, spursan44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, ba@iatse76.org.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Diane Freeman.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: David Newman.

M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, raul.vigil07@gmail.com; 8704 Marble Drive, El Paso, TX 79904. (915-757-9581) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jarniestrawther@gmail.com.

M 205 AUSTIN-Gordon Kalso, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, itserrf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul, billrat2@centurylink.com.

M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

SM 484 STATES OF TEXAS/OKLAHOMA-Laura King, 4818 East Ben White Blvd., Suite 204, Austin, 78741 (512-385-3466) Bus. Agt.: Stephen Beasley.

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

TBSE 796 STATE OF TEXAS-Kevin Allen, secretarytreasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

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M 865 ODESSA/MIDLAND/LUBBOCK-Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618) Bus. Agt.: Albert Flores, aflores.ba.865@gmail.com.

TWU 896 HOUSTON-Lynne Fredrichsen, twu896lynn@ yahoo.com; P.O. Box 130774, Houston, 77219-0774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

T 8184 HOUSTON-Donna Tatman, dytatman@sbcglobal.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, deniseafabry@yahoo.com.

UTAH

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

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

VERMONT

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

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Craig Mowery, P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

VIRGINIA

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M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/ STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-Thomas W. Bryant, showdog1.tb@gmail.com; 7381 Sandy Lane, Mechanicsville 23111. (804-564-6698) (Fax: 804-746-1601) Bus. Agt.: John Fulwider.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

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

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

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S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Katy Brown, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Rep.: Mylor Treneer.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@outlook.com, (509-999-5073) (Fax: 208-623-6496).

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S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Susan Anderson.

M 578 NORTH CENTRAL WEST VIRGINIA-Melissa Garvin, roadcarp578@gmail.com; P.O. Box 293, Morgantown, WV 26507. (314-323-7561) Bus. Agt.: William Delbridge, ia578ba@gmail.com, (703-868-3154).

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WYOMING

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M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82601. (307-235-5159) Bus. Agt.: Gary R. Vassos.

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District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)-John Gates, 10 Tower Office Park, Suite 218, Woburn, MA 01801 (508-651-7886). Email: litguy@gmail.com.

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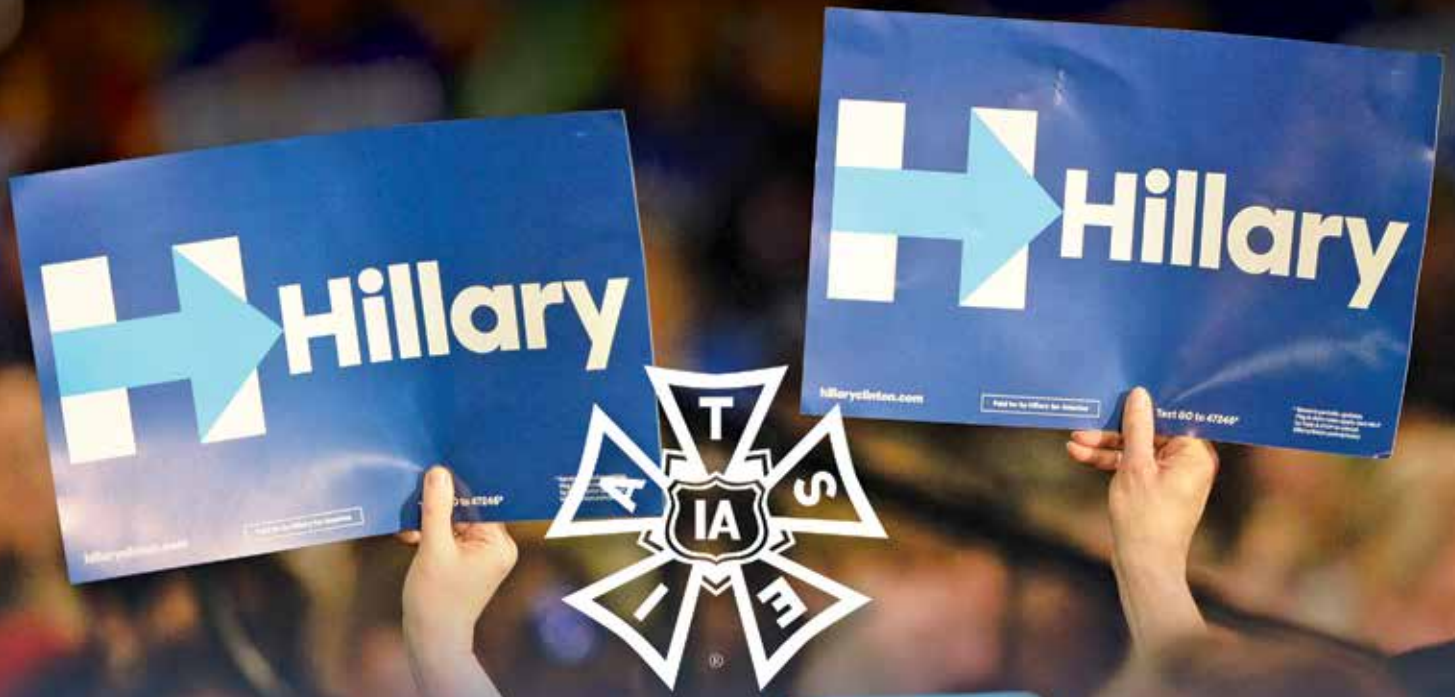
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