

THE OFFICIAL  
IATSE

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

NUMBER 657  
THIRD QUARTER, 2017

# Bulletin



*“OUR **UNIFIED VISION** HAS  
EMBRACED **GROWTH** AND  
THE **STRENGTH** IT BRINGS. IT  
HAS BROUGHT US **CREDIBILITY**  
AND **RESPECT** AND – MOST  
IMPORTANTLY – **POSITIVELY**  
**BENEFITED** OUR MEMBERS”*

**MATTHEW D. LOEB**  
INTERNATIONAL PRESIDENT



# 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** \_\_\_\_\_

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**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**

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## HURRICANE RELIEF

**IATSE members needing financial assistance should submit a written request to their local union. The local union will forward the request to the Walsh/Di Tolla/Spivak Foundation for review.**

**For more information visit the IATSE's website: [www.iatse.net](http://www.iatse.net) and see page 78 for contribution information.**

**Thank you for your generosity!**



**James B. Wood**  
Editor

**MaryAnn Kelly**  
Assistant to the Editor



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To purchase a print of the 68th Quadrennial Convention Photo (see page 8), please send your check/money order, payable to IATSE, to the IATSE General Office, Attn: MaryAnn Kelly. The cost of the photo is \$25.00 (U.S.), which includes shipping and handling. Purchases with a credit card are not available.

The 2009 and 2013 Convention Photos are still available for purchase of \$10.00, which includes shipping and handling. Please specify which prints you are requesting. First come, first serve for there limited-edition prints.

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



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



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

# A Demonstration of Unity

*The 68th Quadrennial Convention held the week of July 17, 2017 was a grand example of unity and solidarity. As the Delegates Assembled considered matters such as constitutional changes, finances, resolutions and various other issues, it became clear that the union was of a single mind, positioned with strength and resolve to face the future.*



[@matthewloeb](#)

Most importantly, was a unified intention to stand together to best represent the membership. And that, Sisters and Brothers, is the primary goal of the Alliance.

The theme of the Convention was Growth=Strength. It is a basic principal that unions that are growing become stronger while those that are unable to grow, or lose members, are weakened. That's why it's imperative that we strive for the highest level of organization and IATSE union density possible. If we leave the employers no alternative but to turn to the IATSE, we control the industry and increase bargaining power. Then we can exert the strength garnered from growth to benefit the workers we are bound to represent. Too often competitive forces undermine our standards by performing our traditional work for substandard wages and conditions. This competition is an anchor to progress. The way to eliminate the competitive menace is to organize. To raise the standards of those performing the work and level the playing field with the employers. The Delegates at the Convention fully understood this necessity and wholeheartedly supported the theme through their involvement.

In the last four years, we have made significant efforts to position ourselves to grow. Strategic planning and the development of The Pillars of Success are integral in the foundation for growth: Leadership, Skills and Safety Training, Activism and Communications are the pillars upon which we build. These programs have been developed to further the goal of growth, and the strength that translates in to security for the membership.

As we face the challenges of the future, including vicious attacks on unions and workers, we must protect the membership by positioning ourselves to be strong, bold and formidable. The way to do this is to build strength as our most potent asset by organizing. Organizing makes us stronger, plain and simple. The Locals and International leadership showed unwavering support for this premise at the Convention. Now it's time to put our mutual interests into motion by implementing aggressive and inclusive organizing campaigns throughout the Alliance. The time is upon us and we will succeed together. Growth = Strength.

In Solidarity.



## OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Sheraton Grand Los Angeles, 711 South Hope Street, Los Angeles, California 90017, at 10:00 a.m. on Monday, January 29, 2018, and will remain in session through and including Friday, February 2, 2018. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Sheraton Grand Los Angeles by calling 1-800-325-3535 or go to [www.iatse.net/events/iatse-mid-winter-meeting-general-executive-board](http://www.iatse.net/events/iatse-mid-winter-meeting-general-executive-board) for online reservations. Guest room rate for the IATSE is \$239.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: December 27, 2017

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## 2018 SUPPLIES

The 2018 local union supplies and membership cards will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2017 and purchased all necessary per capita stamps for 2017.

## PER CAPITA TAX INCREASES

Delegates to the 68th Quadrennial Convention voted to increase the quarterly per capita tax for local unions by one dollar (\$1.00) effective 1/1/2018, one dollar (\$1.00) effective 1/1/2019, one dollar (\$1.00) effective 1/1/2020 and one dollar (\$1.00) effective 1/1/2021. Quarterly per capita tax payments for Special Department local unions and Retired Members will not be increased.

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

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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



## GENERAL SECRETARY-TREASURER'S MESSAGE

# Many Thanks

*This issue of the Official Bulletin focuses on the recently concluded 68th Quadrennial Convention held in Hollywood, Florida. As such, it presents an opportunity for me to express my sincerest appreciation for the efforts and achievements of those who helped make our Convention such a tremendous success.*



JAMES B. WOOD

While thanks are due to a great many people, I would particularly like to express my gratitude to the staff of the IATSE General Office for their hard work and dedication throughout the many long months of preparation. Many staff members are asked to take on many additional tasks while still performing their regular duties. In addition, those staff members that traveled to Florida and left behind their families for over two weeks to provide front-line assistance to officers and delegates deserve special recognition for the dedication that they demonstrated.

The extraordinary hospitality of the Host Locals, 161, 477, 500, 600, 700, 798, 800 and USA829 was much in evidence. Delegates, staff and guests were all made most welcome by our Host Locals and I know that they were all very appreciative.

It was also a pleasure to see the IATSE's extended family of organizations at the Convention. In all there were a total of 20 exhibitors present outside of the convention hall. Based on the crowds gathered around each booth, the delegates appreciated those exhibitors taking the time to be with us.

The members of the Credentials Committee ensured that delegate registration was a smooth and orderly process. It is no

easy task to accommodate many last-minute changes and get so many delegates registered in a timely manner, but this team did it with efficiency and grace. In the end, they registered 871 delegates, the largest number to ever attend an IA Convention.

I also need to recognize the Local 500 stagehands, members working under Pink Contracts and International Representatives for the work that they did setting up the convention and providing the delegates with a convention experience that far surpassed anything we have previously done.

Finally, thank you to the delegates for the support you gave me personally and for your commitment and participation in the supreme governing body of the IATSE. This was the 10th IATSE Convention that I have attended and my 4th Convention as General Secretary-Treasurer. As I said during my acceptance speech, the delegates in Hollywood were dedicated and hard working and it was the most unified feeling that I have ever experienced at a convention. The delegates were clearly committed to moving our union forward and as we continue to work together over the next four years we will do just that.





INTERNATIONAL ALLIANCE OF  
MOVING PICTURE TECHNICIAN  
OF THE UNITED STATES, ITS



**68TH QUADRENNIAL CONVENTION  
HOLLYWOOD, FLORIDA • JULY 17-21, 2017**



**THEATRICAL STAGE EMPLOYEES,  
S, ARTISTS AND ALLIED CRAFTS  
TERRITORIES AND CANADA**

Click on the photo to zoom in and find yourself! The 68th Quadrennial Convention  
Photo is available online for viewing. Visit <http://gigapan.com/gigapans/201019>.

# **GROWTH = STRENGTH**

## **68TH QUADRENNIAL CONVENTION HIGHLIGHTS**

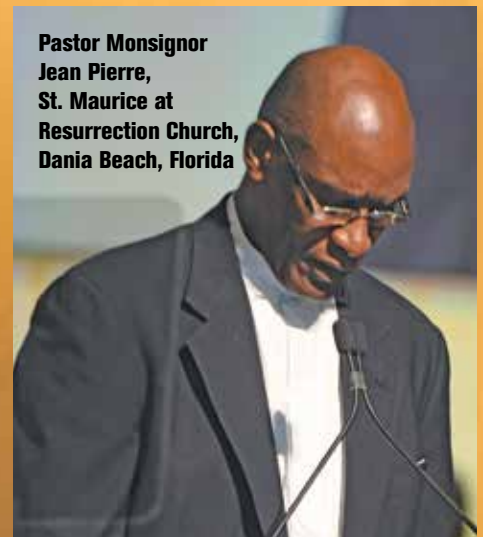


An animated video kicked off the 68th Quadrennial Convention. It combined the theme of the 2013 Convention, “The Pillars of Success,” excerpts of guest speaker speeches, and ending with the introduction of the theme of the 2017 Convention – Growth = Strength!



**Chairman of the Host Locals Terry McKenzie.**

**The Host Locals for this convention were Local 161, Script Supervisors; Local 477, Studio Mechanics; Local 500, Stagehands of South Florida; Local 600, Cinematographers Guild; Local 700, Motion Picture Editors Guild; Local 798, Makeup Artists and Hair Stylists; Local 800, Art Directors Guild; USA829, United Scenic Artists.**



**Pastor Monsignor Jean Pierre, St. Maurice at Resurrection Church, Dania Beach, Florida**





**Sarah Payne sang the anthems of the United States and Canada, accompanied by Paul Schwartz.**



**Pastor Kennedy McGowan, First Presbyterian Church, Hollywood, Florida.**



**Rabbi Barry Silver, Congregation L'Dor Va-Dor, Boynton Beach, Florida.**



**Local 900 won the Convention Gavel Raffle. The gavels and boxes were made by Local 500 members Thomas McLellan and Edward Gurney, Sr.**

**In addition to the fraternal greetings sent in by twenty affiliated unions that were printed and included in the Delegates' bags, President Loeb introduced video addresses by the General President James P. Hoffa, International Brotherhood of Teamsters, and National President J. David Cox, Sr., of the American Federation of Government Employees.**



**The Broward County Sheriff's Office Honor Guard**



# **GROWTH = STRENGTH**

## **68TH QUADRENNIAL CONVENTION HIGHLIGHTS**

**THE IATSE WAS HONORED TO HAVE THE FOLLOWING GUEST SPEAKERS THROUGHOUT THE CONVENTION WEEK:**

**President of the Canadian Labour  
Congress Hassan Yusseff**



**Todd Vradenburg, Executive Director of  
the Will Rogers Motion Picture Pioneers  
Foundation**



**President of SAG-AFTRA  
Gabrielle Carteris**



**National Secretary of  
BECTU Spencer MacDonald**



**President of the Directors Guild of  
America Thomas Schlamme**



**National Executive Director of the Direc-  
tors Guild of America Russell Hollander**



AFL-CIO President Richard Trumka



Kate Shindle, President of Actors Equity



Johannes Studinger, Head of UNI-MEI



**Jay Roth, Retired National Executive Director of the DGA, received an Honorary Lifetime Membership to the IATSE.**



Congressman Ted Deutch, representing Florida's 22nd District





# With Great Appreciation...

## OUTSTANDING WOMEN LEADER AWARD



## OUTSTANDING YOUNG LEADER AWARD



## INTERNATIONAL PRESIDENT LOEB PRESENTED THE INTERNATIONAL PRESIDENT'S AWARD TO THOSE PICTURED HERE:

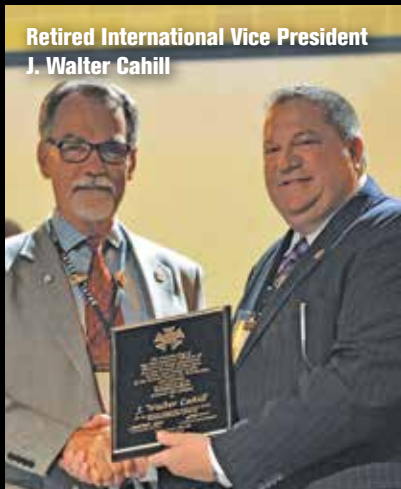




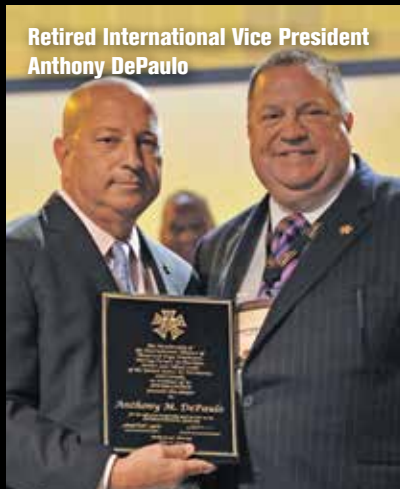
# and Extended Thanks

**INTERNATIONAL PRESIDENT LOEB PRESENTED THE RETIRED OFFICER'S AWARD TO THOSE PICTURED HERE:**

**Retired International Vice President  
J. Walter Cahill**



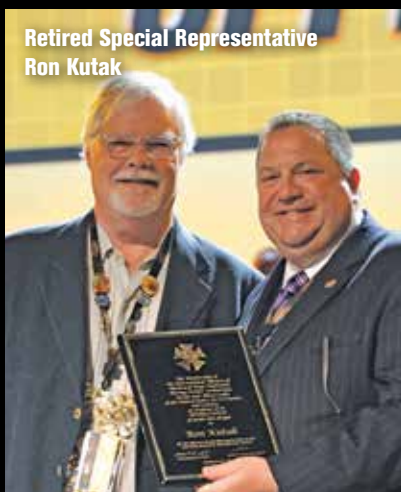
**Retired International Vice President  
Anthony DePaulo**



**Retired International  
Representative Barney Haines**



**Retired Special Representative  
Ron Kutak**



**Retired Assistant to the  
President Deborah Reid**



**Retired West Coast  
Counsel James Varga**



**Retired International Vice President Brian Lawlor was also recognized with an award but was unable to attend the Convention.**

**Retired International Representative  
Joel Youngerman**



**GROWTH =  
STRENGTH**

**68TH QUADRENNIAL CONVENTION HIGHLIGHTS**



# *A Special Word of Thanks*

The preparations for and the operation of this Convention required the assistance of many individuals. The IATSE would like to thank the following for their hard work and dedication in making this Convention such a success:

## **CREW**

Gustavo Acosta  
Derrick Allen  
Luis Arias  
Kevin Banaghan  
Philip Byrne  
Terri Carol  
Stephen Cavazza  
Ben Centoducati  
Brian Chacon  
Curtis Christoff  
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Paul Futo  
Franck Francois  
Howard Friedlander  
Alan Glassman

Quentin Green  
Brian Harris  
Craig Hobbs  
Kimberly Holdridge  
Matthew Humphrey  
Mark Idziak  
Martin Idziak  
Glenn Kenney  
Sean Khan  
Elaine Lauricella  
Robert Levering  
Charmaine Levy  
James Loncaric  
Matthew Ludlow  
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Lawrence Siefert  
Paul Smith  
Daniel Sobush  
Mitch Somers  
Judy Staresinic  
Craig Toth  
Roger Ulbrich  
Petru Vasilachi  
Scott Walker  
John Welsh  
Scott Williams  
Bob Zoucha







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Ben Adams,  
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Radar Bateman,  
International Representative  
Victoria Olson  
Thomas McLellan  
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David Kent  
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Floyd Black  
Greg Kasper  
Dan Williams  
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Apon Nichols  
Kevin McKenzie

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Wesley Vega

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David Bailey, Local 868  
Ray Fortune, Local 52, Co-Chairman  
Frank Gallagher, Local 764  
Mark Hogan, Local 476  
Michael Lehane, Local 27, Co-Chairman  
Jane Leslie, Local 33  
Chris O'Donnell, Local 481

### **LAST BUT NOT LEAST**

Dave Borucki  
Elizabeth Cioffi  
Jim Connor  
Jerry Dyer  
Janine Ferren  
Patsy Hammond  
Tara Hudson  
Mike Kelly  
Gary Locke  
Pam Ponsford  
Rick Sabo

### **IATSE OFFICE STAFF**

Thomas Hill  
Marcia Lewis  
Asha Nandlal  
Jimmy Rainey  
Melanie Ramdeo  
Nate Richmond

A special thanks to MaryAnn Kelly, Dan Mahoney, David Garretson, Terry McKenzie, Tina Underwood, Host Locals, International Officers, Department Directors, Representatives, and the Diplomat Resort Hotel for making sure the guest speakers, officers, delegates, staff and guests had everything they needed for an enjoyable and productive stay in Hollywood, Florida.



# **GROWTH STRENGTH**

## **68TH QUADRENNIAL CONVENTION HIGHLIGHTS**

The leadership of the IATSE is comprised of the officers who are elected every four years by the delegates assembled at the International's Convention. The entire slate of IATSE officers was elected unopposed. All of the newly-elected officers took the oath of office, administered by Retired International Vice President J. Walter Cahill, and then gave an acceptance speech. A standing ovation was given by the delegation to congratulate the officers.

### **GENERAL EXECUTIVE BOARD**

Matthew D. Loeb, International President	Michael F. Miller, Jr., Fourth Vice President	William E. Gearns, Jr., Ninth Vice President
James B. Wood, General Secretary-Treasurer	Daniel E. Di Tolla, Fifth Vice President	Phil LoCicero, Tenth Vice President
Michael Barnes, First Vice President	John R. Ford, Sixth Vice President	C. Faye Harper, Eleventh Vice President
Thom Davis, Second Vice President	John M. Lewis, Seventh Vice President	Colleen Glynn, Twelfth Vice President
Damian Petti, Third Vice President	Craig P. Carlson, Eighth Vice President	James J. Claffey, Jr., Thirteenth Vice President

### **INTERNATIONAL TRUSTEES**

Patricia A. White   Carlos Cota   Andrew C. Oyaas

### **CLC DELEGATE**

Siobhan Vipond



# Actions of the Convention

## AMENDMENTS TO THE INTERNATIONAL CONSTITUTION AND BYLAWS

The following represents the amendments to the International Constitution and Bylaws that were adopted by the Delegates to the 68th Quadrennial Convention held in Hollywood, Florida, July 17 – 21, 2017. These amendments will be reflected in the 68th Edition of the International Constitution and Bylaws which will be printed and copies will be forwarded to each local union.

### Amend the Constitution and Bylaws throughout to make gender-neutral language changes

Constitutional language should be as inclusive as possible and not make any assumptions about traits, classifications or professions belonging to one gender or the other.

#### ARTICLE TWO, SECTION 5. OFFICERS

This provision was altered to reflect historical practice that the Delegate to the Canadian Labour Congress does not have to be an IATSE Vice President.

The last sentence of the first paragraph was modified by deleting (1) “s” from “delegates”; (2) the “;” after Congress and (3) the phrase “one of whom shall be a Canadian Vice President”.

#### ARTICLE THREE, SECTION 1. [CONVENTION] REGULAR

#### ARTICLE FIVE, SECTION 2. [OFFICERS] TENURE OF OFFICE

The year 2001 was replaced with 2017.

#### ARTICLE FOUR, SECTION 9. DELEGATE'S COMPENSATION

An increase in Delegate compensation from one-hundred, fifty dollars (\$150.00) per day to two-hundred dollars (\$200.00) per day for a maximum of ten (10) days was approved.

#### ARTICLE FIVE, SECTION 5. NOMINATION OF CANDIDATES

This provision was amended to provide that nominations of Officers begin no later than 12:00 p.m. (from 11:00 a.m.) and the number of seconders (of nominations) be limited to one (from two). The amended provision thus requires one nominator and one seconder.

#### ARTICLE FIVE, SECTION 8. VOTING

#### ARTICLE FIVE, SECTION 9. CANVASS OF RETURNS

A substantial number of language changes were approved in order that these two sections accurately reflect the current election procedure and the use of electronic voting machines.

#### ARTICLE SIX, SECTION 1(A). MATTERS PROPER FOR REFERENDUM

Subsection 1.a. was removed to eliminate confusion and a conflict with ARTICLE TWENTY-FOUR, Section 1.

#### ARTICLE SEVEN, SECTION 1. [INTERNATIONAL PRESIDENT] SALARY AND ALLOWANCES

#### ARTICLE EIGHT, SECTION 2. [INTERNATIONAL VICE PRESIDENTS] SALARY AND ALLOWANCES

#### ARTICLE NINE, SECTION 10. [GENERAL SECRETARY-TREASURER] SALARY AND ALLOWANCES

#### ARTICLE TEN, SECTION 2. [INTERNATIONAL TRUSTEES]

#### ARTICLE TWELVE, SECTION 1.B ASSISTANT(S) TO THE PRESIDENT AND SECTION 2.B INTERNATIONAL REPRESENTATIVES

The salary and per diem expenses of International Officers and staff shall be increased by three percent (3%) annually effective January 1, 2018 and on each subsequent January 1st through and including January 1, 2021. It was further approved that the per diem of all International Officers and staff be the same as the per diem of the International President and General Secretary-Treasurer.

#### ARTICLE SEVEN, SECTION 5. JUDICIAL PROCESS

Section 5.a. was revised to clarify that it covers charges brought by member(s) against member(s) of the same or different local union(s) and additional subparts to Section 5.a. were added for ease of reading and understanding. A new Section 5.e. was added to ensure a fair and balanced judicial procedure.

#### ARTICLE THIRTEEN, SECTION 6. DISTRICT SECRETARY-TREASURER

Amended to be consistent with each District's respective Constitutions and Bylaws in terms of the election of the District Secretary-Treasurer.



**ARTICLE FOURTEEN, SECTION 1.  
PER CAPITA TAX**

**ARTICLE NINETEEN, SECTION 12.  
FINANCIAL OBLIGATIONS**

**ARTICLE NINETEEN, SECTION 24A.  
MEMBERS AT LARGE**

**RULES AND REGULATIONS OF THE AFFILIATED  
DEPARTMENTS OF THE I.A.T.S.E.**

RADIO AND TELEVISION DEPARTMENT

**ASSOCIATED CRAFTS AND TECHNICIANS  
(A.C.T.) DEPARTMENT**

These Sections were amended to provide that the quarterly per capita tax payments of Class “A” local unions to the International as well as for direct members of the International (Members At Large, Radio and Television and Associated Crafts and Technicians) be increased by one dollar (\$1.00) effective January 1, 2018, one dollar (\$1.00) effective January 1, 2019, one dollar (\$1.00) effective January 1, 2020 and one dollar (\$1.00) effective January 1, 2021. The per capita tax payments of Class “B” (Special Department) local unions and Retired Members per capita payments will not be increased. All increases to the per capita tax are to be allocated to the General Fund.

**ARTICLE NINETEEN, SECTION 26.  
ADDITIONAL REVENUE**

Amended to clarify that members on Pink Contracts are required to remit dues to their Home Locals.

**ARTICLE TWENTY-ONE, SECTION 1.  
QUALIFICATIONS FOR MEMBERSHIP**

Amended to include all categories of crafts represented by the Alliance.

**ARTICLE TWENTY-ONE, SECTION 14. REIN-  
STATEMENT OR READMISSION OF MEMBERS**

Amended to codify practice and procedure and to clarify that those seeking reinstatement, readmission or who are withdrawn are not members, but rather former members.

**ARTICLE TWENTY-SIX, SECTION 2.  
[DEFINITIONS] GENDER**

This provision was deleted as it is no longer needed because gender-neutral language will be used throughout the Constitution and Bylaws.

**RULES AND REGULATIONS OF THE AFFILIATED  
DEPARTMENTS OF THE I.A.T.S.E. RADIO AND  
TELEVISION DEPARTMENT**

Subsection 7A. was deleted because the provision conflicts with Article Twenty-one, Section 14.

**BYLAWS ARTICLE NINE, STANDING  
RULES FOR MEETINGS**

Revised the preamble to reflect that a Convention’s Rules Committee proposes and that Convention adopts rules that govern the Convention.





# Actions of the Convention

## CONVENTION RESOLUTIONS

As a result of Resolutions properly submitted to the Convention, the following is a compilation of additional actions taken by the Delegates on such Resolutions that require action by local unions of the IATSE and/or the International:

### RESOLUTION NO. 1

WHEREAS, H.R. 676 (Conyers, Dem.-MI.) is a United States Congressional bill calling for a single payer health care system; and

WHEREAS, The Delegates convened at the 66th and 67th Quadrennial IATSE Conventions unanimously endorsed H.R. 676; and

WHEREAS, H.R. 676 has been endorsed by 44 State AFL-CIO's, over 600 Unions throughout the United States including 152 Central Labor Councils and Area Labor Federations; and

WHEREAS, The AFL-CIO, the nation's largest labor federation representing millions of workers in international and national unions, unanimously endorsed a single payer health care system as the best way to guarantee healthcare to everyone; and

WHEREAS, The Congressional Budget Office has estimated that approximately 23 million Americans will lose their health care under the American Health Care Act (AHCA) as proposed by the Republican Speaker of the House of Representatives Paul Ryan (District 1, WI.); and

WHEREAS, Every person in the United States deserves access to affordable, quality health care; and

WHEREAS, H.R. 676 would save billions of dollars annually by eliminating the administrative burdens, overhead and profits of the private health insurance industry and apply those savings to improved and expanded coverage for all, and

THEREFORE BE IT RESOLVED, That the Delegates convened at the 68th Quadrennial Convention endorse H.R. 676.

**Convention Action: The Delegates adopted this resolution and therefore the 68th Quadrennial Convention, like the 66th and 67th Quadrennial Conventions, is on record in support of H.R. 676, proposing single payer healthcare in the United States.**

### RESOLUTION NO. 2

WHEREAS, in so-called Right-to-Work States, statistics show a detrimental effect on workers, workplace safety, business, and the local economy, with an increase in unemployment; and

WHEREAS, States that have passed Right-to-Work Laws

have lower wages for all workers' unions, non-unions, women, and persons of color; and

WHEREAS, States that have Right-to-Work Laws have unsafe conditions in the workplace. According to the Bureau of Labor Statistics, the rate of workplace deaths is higher in those states; and

WHEREAS, States that passed Right-to-Work Laws have not improved their economy. Of the eleven (11) states with the highest unemployment rates, seven (7) of them are Right-to-Work States; and

WHEREAS, Right-to-Work Laws offer no protection to workers who do not join a union or agree with union politics; and

WHEREAS, States with Right-to-Work Laws have workers who are less likely to have employer-sponsored health insurance plans. In Right to Work states, the rate of employer-sponsored health insurance is 2.6 percentage points lower than in states without these restrictions; and

WHEREAS, Businesses in Right-to-Work States have difficulty attracting quality employees, due to lower wages and lack of benefits; and

WHEREAS, Right-to-Work Laws' true purpose is to hurt the ability of unions to advocate for all workers and serve as a check on corporate greed; and

WHEREAS, Federal Labor Law protects workers who do not want to join a union or make political contributions; and

THEREFORE BE IT RESOLVED, That the IATSE General Executive Board and its Locals throughout the United States take measure to lobby government, the National AFL-CIO promote legislation and regularly safeguard to prevent the passage of the National Right-to-Work Law H.R. 785, introduced to the 115th session of Congress.

**Convention Action: The Delegates adopted this Resolution that seeks to block national right-to-work legislation in the United States, including the Right-to-Work Law H.R. 785. As required by this Resolution, the International and its local unions will actively oppose such lawmaking.**

### RESOLUTIONS NOS. 4 AND 13

WHEREAS, Working families form the foundation of our society; and

WHEREAS, The IATSE represents members throughout the country struggling to honor both work and family commitments; and

WHEREAS, Many municipal and state elected leaders have tried to provide support for those families through legislation that mandates paid family and sick leave; and

THEREFORE BE IT RESOLVED, That the IATSE will continue to support local, state and federal efforts to improve the lives of working families through the passage of family friendly legislation and policies such as paid family and sick leave.

***Convention Action: The Delegates adopted this Resolution encouraging laws that support workers and their families.***

## **RESOLUTIONS NOS. 5 AND 11**

WHEREAS, There is increased awareness of the urgency of caring for our environment; and

WHEREAS, There is increasing proof that it's possible to have good jobs that support both sustainability and a good standard of living; and

WHEREAS, Many Employers, venues, individual productions and local governments have "sustainability projects" throughout the United States and Canada, including 20th Century Fox, Warner Bros. Entertainment, Paramount, NBCUniversal, Sony Pictures Entertainment, Walt Disney and the Broadway League; and

WHEREAS, There are more and more businesses and initiatives springing up – such as "Eco Set", "Earth Angel, NY", "Good Planet", "Reel Green" and "Ready Set Recycle" that cater directly to helping productions become sustainable while reducing costs; and

WHEREAS, The Producers Guild of America has the PGA Green Committee nationwide, which has produced the PGA Green Guide to assist productions in the best ways to "go green", and the Broadway League has formed that Broadway Green Alliance (BGA) as part of an industry-wide initiative that educates, motivates, and inspires the entire theatre community and its patrons to adopt environmentally friendlier practices; and

THEREFORE BE IT RESOLVED, That the delegates respectfully request the IATSE form its own GREEN COMMITTEE and/or GREEN TASK FORCE to promote similar practices for the good of all.

***Convention Action: As required by this Resolution, the International President will form a Green Committee to recommend and advise on environment-sustaining/preservation policies.***

## **RESOLUTIONS NOS. 6 AND 12**

WHEREAS, The IATSE has acknowledged the safety and well-being of its members to be of the greatest concern; and

WHEREAS, The Delegates have affirmed their concern about the issue of excessive hours, sleep deprivation and fatigue through numerous previous District and International Convention resolutions, including at the 67th Quadrennial Convention in Boston, Massachusetts; and

WHEREAS, Our health and safety remain beyond compromise; and

WHEREAS, The Delegates wish to support the ongoing efforts of the IATSE, its local unions and its members to ensure the health and safety of all workers who face challenging working conditions including excessive and unsafe hours; and

THEREFORE BE IT RESOLVED, That the Delegates to the IATSE 68th Quadrennial Convention recognize and commend the steps taken by the IATSE to ensure the safety of our members since its last Convention, by establishing its safety hotline program and negotiating the inclusion of Guidelines Regarding Extended Work Days in many collective bargaining agreements including the Hollywood Basic, Commercial Production, and Theatrical Low Budget Agreements; and

BE IT FURTHER RESOLVED, That the IATSE continue in its efforts to communicate these concerns to labor-management safety committees and make efforts to increase awareness that long hours of work cause injuries and illnesses as well as deteriorating in job performance, as part of the IATSE Entertainment and Exhibition Industries Training Trust and CSATF Safety Pass Programs; and

BE IT FURTHER RESOLVED, That efforts be made to continue to require all signatory companies to recognize fatigue as a health and safety hazard in their safety guidelines.

***Convention Action: The Delegates adopted this Resolution. As required, the International will continue all of its efforts to prevent long work days; additionally, it will continue educating signatory employers, as well as the IATSE Entertainment and Exhibition Training Trust, and the Contract Services Industries Administration Trust Fund Safety Pass programs about fatigue. The International will press for the recognition of fatigue as a health and safety hazard in any guidelines provided by employers and training programs.***

## **RESOLUTION NO. 7**

WHEREAS, In the spirit of the theme of the 68th Convention of the IATSE is "Growth Equals Strength," we acknowledge



that we must do all within our power to become a membership that is as inclusive as possible;

WHEREAS, We recognize that the population of the United States of America and Canada is increasingly becoming more diverse;

WHEREAS, In order to “Grow” our membership, we must be accepting of diversity so that our membership reflects the neighborhoods and communities in which our members work;

WHEREAS, To maximize the strength that this Union already enjoys, it is recognized that we should reach out and build alliances and relationships with community based organizations that will help achieve the goal of a diverse membership;

WHEREAS, It is recognized that the labor movement is the one institution that can speak for the working people of the United States and Canada to bring about true social equity and justice;

WHEREAS, Even in this modern day, women and people of color face obstacles in achieving fairness and equality for entry into the workplace;

WHEREAS, It is the duty and moral obligation of this, and every Union, to fight for the premise that each workplace reflects the community in which it operates;

THEREFORE, BE IT RESOLVED, That from the date of adjournment of this Convention, each Delegate present make the personal commitment to be mindful of their moral responsibility to bring inclusiveness and to promote diversity in their workplace;

BE IT FURTHER RESOLVED, That each Local union of the IATSE make a commitment to be mindful and inclusionary in their day to day actions;

BE IT FINALLY RESOLVED, Each Delegate present at this Convention endeavor to address head on, as an advocate for the oppressed when they witness to any type of bigotry or bias when applied against another worker.

***Convention Action: The Delegates adopted this Resolution. As required by this Resolution, each IATSE local union, Delegate and member are encouraged to be inclusive and supportive of diversity in the workplace, community, daily actions, and advocate on behalf of victims of any type of bias.***

## **RESOLUTION NO. 9**

WHEREAS, In 2010, Congress passed and President Obama signed the Affordable Healthcare Act (ACA), which went into effect in 2012;

WHEREAS, Ever since, it has been a major platform plank

of the Republican Party to “repeal and replace Obamacare (the ACA)” with something better that lowers taxes for corporations and the wealthiest Americans;

WHEREAS, This legislative session, the U.S. House of Representatives passed the Affordable Health Care Act, which would create 24 million uninsured Americans and defund the Medicaid expansion that has helped 15.9 million lower-income Americans get health coverage;

WHEREAS, The U.S. Senate has introduced the Better Care Reconciliation Act which would create 22 million uninsured Americans and also defund the Medicaid expansion;

WHEREAS, The effects of both Acts is to give corporations and the wealthiest Americans over \$500 billion in tax cuts while harming lower and middle income Americans;

WHEREAS, The Delegates to the IATSE 67th Quadrennial Convention in 2013 passed Resolution 7 endorsing legislation calling for single-payer healthcare system in the U.S.;

THEREFORE, BE IT RESOLVED, That the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC again support legislation that creates a single-payer health care system in America, and additionally

BE IT FURTHER RESOLVED, That the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC actively oppose both the House Affordable Healthcare Act and the Senate’s Better Care Reconciliation Act as well as any reconciliation legislation and/or other legislation that may arise that would repeal or amend the Affordable Care Act.

***Convention Action: The Delegates adopted this Resolution the sense of which is the same as Resolution 1. As required, the International will actively support single-payer health legislation and oppose any repeal of the Affordable Care Act. In addition, the International will oppose the House Affordable Healthcare Act and the Senate Better Care Reconciliation Act.***

## **RESOLUTION NO. 10**

WHEREAS, On June 12, 2016, one of the deadliest mass shootings in the history of the United States which 49 members of the LGBTQIA\* community were killed and 53 others were wounded at Pulse nightclub in Orlando, Florida;

WHEREAS, The IATSE Quadrennial Convention, which is the largest gathering of members and staff of the IATSE and the

highest legislative and judicial body in the IATSE, is taking place in Florida in July 2017, just over one year after the Pulse nightclub attack;

THEREFORE, BE IT RESOLVED, That the Delegates of the IATSE 68th Quadrennial Convention take a moment of silence to remember and honor the victims, their families, the survivors and the broader LGBTQIA\* community, including other sexual and gender identities not specified in the acronym used, affected by the attack at Pulse nightclub on June 12, 2016;

BE IT FURTHER RESOLVED, That the IATSE commits to standing united against hatred and discrimination and to promoting and supporting education and advocacy of human rights, equity issues and anti-oppression training within the IATSE International and Locals for all IATSE members and staff in an effort to instill an understanding of the fundamental values of equality and dignity for all people and building solidarity.

Note: \*represents other sexual and gender identities not specified in the acronym used.

***Convention Action: The Delegates unanimously adopted this Resolution and all acknowledged a moment of silence in memory and honor of the victims of the Pulse nightclub massacre on June 12, 2016.***

#### **RESOLUTION NO. 14**

WHEREAS, Working families form the foundation of our society;

WHEREAS, The IATSE represents members throughout the United States and Canada struggling to honor both work and family commitments;

WHEREAS, Many elected leaders in municipal, state and provincial government have tried to provide support for those families through legislation that mandates paid family and sick leave;

THEREFORE, BE IT RESOLVED, That the IATSE will continue to support local, state, provincial and federal efforts to improve the lives of working families through the passage of family friendly legislation and policies such as paid family and sick leave.

***Convention Action: The Delegates adopted this Resolution, observing that Resolution 14 extends Resolutions 4 and 13 to both the United States and Canada, which encourages laws that support working families.***

#### **RESOLUTION NO. 16**

WHEREAS, The IATSE has acknowledged the safety and well being of its members to be of the greatest concern;

WHEREAS, The IATSE Equality Statement reads in part “IATSE leaders and members must be vigilant in working, both with each other and with our employers, to promote an equal and welcoming environment for all people, through our actions, attitude, and language”;

WHEREAS, No human being should ever be subjected to any type of sexual or physical abuse in the workplace;

THEREFORE, BE IT RESOLVED, That the Delegates to the IATSE 68th Quadrennial Convention condemn sexual or other physical abuse perpetrated in the workplace; and

BE IT FURTHER RESOLVED, That efforts be made to support IATSE members who report workplace abuse; and

BE IT FURTHER RESOLVED, That the Locals of the IATSE will work together to inform members that such actions will not be tolerated and that anyone responsible for workplace abuse will be held accountable.

***Convention Action: The Delegates adopted this Resolution. As required, the IATSE hereby reminds all local unions that the IATSE encourages and advocates for respectful work environments and adheres to anti-harassment, anti-discrimination and anti-bullying workplaces. It further reminds Locals that the IATSE Equality Statement can be found on the International’s website at [www.IATSE.net](http://www.IATSE.net).***

#### **RESOLUTION NO. 17**

WHEREAS, The growth of our Locals contributes to the strength of our Alliance;

WHEREAS, Opportunities exist on the jurisdiction of the locals of the Ninth District for growth both internally and externally;

WHEREAS, A diverse new membership brings further strength to our Alliance;

WHEREAS, The strength of our Locals strengthens the ability of our members to secure a solid middleclass existence for themselves and their families;

WHEREAS, The success of our membership and existing contracts are the best example of why growth = strength;

THEREFORE, BE IT RESOLVED, That the Delegates of the Ninth District pledge to return to their Locals and petition their executive boards to explore all possible opportunities for growth, both internal and external;

THEREFORE, BE IT FURTHER RESOLVED, That every effort be made to deputize our existing membership as ambassadors for the benefits of IATSE Membership.

***Convention Action: The Delegates adopted this Resolution***



*and applied the two Resolves to all IATSE local unions. As required, all IATSE local unions must explore “all possible opportunities for [internal and external] growth” and commission all members to serve as ambassadors for IATSE membership.*

#### **RESOLUTION NO. 19**

WHEREAS, Canada is the only country with a universal health care system that does not include prescription drug coverage;

WHEREAS, In 2013, \$27.7 billion was paid for prescription drugs, and with a universal public system, Canadians could see a 41% reduction and be paying \$16.3 billion;

WHEREAS, A federal government-run national public Pharmacare plan, with funding to the provinces, is needed;

WHEREAS, 78% of Canadians support a national public Pharmacare plan, and 86% support the bulk purchasing and negotiation of drug prices with pharmaceutical companies;

WHEREAS, The majority of Canadians are calling for a fair, safe, and sustainable drug plan.

THEREFORE, BE IT RESOLVED, That the IATSE will support and advocate for the investment in and expansion of Canada’s national healthcare system to include a national, comprehensive, single-payer Pharmacare program.

*Convention Action: The Delegates adopted this Resolution encouraging a national single-payer pharmacy plan in Canada.*

#### **RESOLUTION NO. 20**

WHEREAS, Far too many Canadians work full-time yet still live in poverty;

WHEREAS, many are employed by huge, multi-national corporations such as Wal-Mart or McDonald’s who are off-loading their fiscal responsibilities onto tax-payers;

WHEREAS, the \$15 minimum wage campaigns across the country are a powerful rebuke to the market fundamentalism favoured by corporate Canada;

WHEREAS, the labour community is on the side of all workers, regardless of their union status;

THEREFORE, BE IT RESOLVED, that the IATSE will support ongoing campaigns to ensure that every province, municipality, and all federally regulated sectors have a \$15 minimum wage.

*Convention Action: The Delegates adopted this Resolution and extend it to Locals in Canada and the United States. As required, the International will support living wage campaigns throughout Canada and the United States.*

#### **RESOLUTION NO. 21**

WHEREAS, Chapter 12 of the Trans-Pacific Partnership (TPP) gives corporations the ability to bring employees to Canada, en masse, without any requirement that these workers be paid fairly;

WHEREAS, The TPP’s concessions to drug companies could see Canadians pay over \$800 million annually in increased drug costs.

WHEREAS, Corporations will be able to challenge the regulations required to fight climate change if they deem them obstacles to carrying on their business activities, resulting in a chilling effect on governments taking the steps necessary to fight climate change;

WHEREAS, Free trade agreements have undermined labour standards, threatened public services, and limited the ability of governments to regulate in the public interest;

THEREFORE, BE IT RESOLVED, That the IATSE will work with the Canadian Labour Congress and its affiliates to call upon the Government of Canada to reject the Trans-Pacific Partnership Agreement.

*Convention Action: The Delegates adopted this Resolution. As required, the International will work with the CLC to request the Canadian government reject the TPPA.*

#### **RESOLUTION NO. 22**

WHEREAS, The work that men and women do is equally valuable;

WHEREAS Unions have long been at the forefront of efforts to ensure equal wages are paid for work of equal value;

WHEREAS Only the provinces of Ontario and Quebec have proactive pay equity laws covering both public and private sector workers;

THEREFORE, BE IT RESOLVED That the IATSE will work with the Canadian Labour Congress and its affiliates to continue to apply pressure to the Government of Canada to enact federal pay equity legislation as soon as possible.

*Convention Action: The Delegates adopted this Resolution. As required, the International will work with the CLC to encourage the passage of national pay equity laws in Canada.*

# REPORT OF THE PRESIDENT

*In accordance with the International Constitution, a Report of the President was presented to the delegates in attendance at the International's 68th Quadrennial Convention held in Hollywood, Florida the week of July 17-21, 2017. The following is an excerpt from the Report which will, in its entirety, be printed in the 2017 Combined Convention Proceedings.*

## INTRODUCTION

It is with a sincere sense of pride that I stand before you today. Steering this great organization as it becomes a strong leader in the labor movement is an incomparable privilege. Our many initiatives have built a foundation upon which we can grow into the future, reach new heights of strength and solidarity, and benefit the deserving members of our union.

We have embedded the pillars of success into the culture of the IATSE. We now see our collective efforts coming to fruition as our leaders and members reap the benefits of our shared vision. We have developed and implemented an

activism program, energizing our Locals and members to engage in actions that support our interests. From important political battles, to support for meaningful charities, to bolstering causes in the local community, we have realized the importance of being active. Such activism supports our goal to strengthen our union to best represent the membership. The support of politicians and favorable legislation is crucial as a supplement to our other representational efforts. Likewise, we must be part of the fight against actions that threaten workers' rights, the labor movement and the IATSE. We must use all available means to build power at the bargaining table, and our activism efforts are a tool that must remain sharp in our array of initiatives. When we engage in our communities—local, regional or national—we obtain an advantage that has gone untapped for too long. The ongoing vicious assault on unions requires us to exert our strength and pride, and to show our adversaries we are resourceful, connected and a force to be reckoned with.

We have connected our members through new and innovative methods of communicating. While we continue our periodic publication of *The Bulletin*, we now also have a robust and nimble communications program. It is aimed at connecting us, uniting us, strengthening us and supporting our many efforts and campaigns. The use of social media is an extremely effective and potent way

for us to build power around issues of importance. We can engage and inspire our members to action. We can bring the outside world into support of our initiatives. We use our communications resources to pressure and shame employers that resist our efforts to provide fair representation to those who seek and deserve it. Communication exposes the truth. It creates transparency. It brings us closer together in our mutual endeavors. Our communications program is a key component of our work on behalf of the membership. It increases the potency of our collective voice and strengthens us in our primary purpose as set forth in the Constitution, "to better the social and economic conditions of entertainment industry workers." And so we use communications resources to supplement and support all of our campaigns and battles.

We have been extremely successful in the development, implementation and support of skills and safety training for the membership. Such training is essential for our union. And to control the markets in which we work, we must be at the cutting edge with current skills and proficiency. The IATSE Entertainment and Exhibition Industries Training Trust Fund was established to further our efforts. The mission of the Training Trust is as follows:

- Providing training that improves existing skills, develops new skills,





embraces technological change, and focuses on the safest way to perform the work of the crafts;

- Supporting training opportunities to all employees working under the jurisdiction of the IATSE;
- Developing state-of-the-art training tools, resources and methods.

To this end we now have over 1,300 contributing employers. The employers are from every part of the various industries we represent. They recognize that the Fund is a bona fide, professionally run trust that benefits them in their efforts to utilize safe, qualified crew for any work they perform.

Through the Training Trust thousands of members have been trained. Hundreds of trainers have been taught to teach safety and skills locally and regionally. The Trust reimburses members who take certification examinations. And we have formed alliances with partners like the audiovisual industry organization InfoComm, so we can train to their standards and secure jobs with our current, qualified, knowledgeable and skilled workforce.

There are numerous programs offered and developed by the IATSE and the Training Trust. Our initiatives have quickly grown and the industry has recognized that we are well on the way to improving member skills while reinforcing crucial safety standards. Our approach is both practical and strategic. It is our aim to represent the best, most efficient, highly trained and skilled workforce available. We must leave the employers no alternative competing workforce to undermine our standards; period. And it must be stated that there is nothing more

important than safe work practices. The well-being of our membership must be secured and we will continue to prioritize safety on the job. No woman or man in entertainment (or any other industry for that matter) should be exposed to a preventable accident or illness at the workplace. It is to this end that we have placed great emphasis on our safety and skills training programs.

It is my honest belief that this room, in which we stand assembled in Convention, is occupied by the greatest leaders in the labor movement today. Not only do we have a deep understanding of the industries in which we work, we have an extremely developed sense of solidarity and pride. Furthermore, I am not aware of another union that is so focused on continuing leadership education for its officers. We have reached so many in a number of different ways. Through our Labor Education Assistance Program (LEAP), Officers Institute and 2.0 program, Roadshow, District Convention training sessions, International Officers and Representatives training, training at General Executive Board meetings, and the Convention training session, we have reached hundreds and hundreds of officers, and benefited the members in so many ways. And let us not forget that the members deserve the finest representation we can give them. They have given us their voice and so we speak on their behalf. We must always do so in their best interests with knowledge and professionalism. It is to this end that the IATSE has developed and implemented a leadership education program second to none in the labor movement. By preparing Local and International officers to meet the tremendous

challenges we face, we truly answer the call to better represent our members. We cement our strength, bringing sharp skills to the task. We build solidarity and present our adversaries with a formidable counterpart by coming to the table with confidence and resolve. The ultimate result of our continuing leadership development is direct benefit to the membership, with greater security and well-being for them and their families. It translates into better wages, greater retirement security, health coverage and protection at the workplace. Leadership development is the path to reaching the commitment to the membership. They stand together and bring collective power to us, and we must use it to the best of our ability, in order to better their lot, which they so richly deserve.

On June 4, 2015, after 122 years in existence, I appointed the first IATSE Women's Committee. It was long overdue. The interests of the great women members and leaders of this Union and, moreover, the tremendous power and solidarity they contribute to the organization must be recognized. The Committee has already engaged in significant work on behalf of the women of the IATSE and the organization as a whole. Subcommittees have been established: a Steering Subcommittee; Community Outreach and Activism Subcommittee; Networking Subcommittee; Education and Training Subcommittee are all active.

Women's access to healthcare, family responsibilities, harassment, discrimination, workplace issues and wage disparity are among the pressing matters faced by women workers. And unions must be part of the solution. We will continue to support the important work of the Com-



mittee and the women of the IATSE. The women of this great organization are part of its history, heritage and future, and must be wholeheartedly recognized and embraced as such.

The Young Workers Committee continues to be an active and progressive component of the work of the IATSE. Three conferences have been held. Extremely well attended, the conferences focused on developing a vital and active group of young workers bringing strength to the membership. Support for the union and its officers is conveyed by the young workers through the many activities in which they have engaged. Support for their respective Locals in organizing and bargaining gives strength to the officers. Fundraisers and support for community initiatives build relationships that are invaluable to the union when its own interests require allies. We often think of succession planning and who will fill the shoes of leadership in the future. While this remains important, we also need to focus on a strong membership for the future. Young workers will take the baton and need to be empowered by collective strength, recognizing that it is solidarity and the value of the union that creates benefits for its members. The union must harness all the strength at its disposal. The energy, ideas, enthusiasm and commitment of the young workers of the IATSE are integral to our efforts and the labor movement in general.

We have continued to expand our role as activists. Whether in the community, regional and national issues, or in the political realm, the IATSE has become a potent player by engaging in activities that further our interests, and support

individuals and organizations that share our goals. Beyond the day-to-day work on behalf of the membership—organizing, collective bargaining, contract administration and the like—activism also serves to strengthen our position and ultimately can be a determining factor in our success. When we support local causes and charities we build relationships of great value when we need community support. When we support local politicians who are influential we can secure an advantage in making sure we are present in our rightful place in government-owned and operated entertainment venues. When we launch a public relations campaign against a recalcitrant employer, we exert pressure on their economic interests. And when we engage in the national political process we can effect change in areas of crucial interest to our members and the industries in which they work.

Our political program has evolved into one of sophistication and is a potent tool in furthering the interests of the IATSE. We are integral in the plans and activities coordinated by the AFL-CIO and Canadian Labor Congress. The IA participates in lobbying to influence policy and legislation that supports our unique interests as well as the priorities of the labor movement in general. Representatives, officers and members of this Union are present at nearly every event where an issue of importance to our members is central. We must, and will, continue to place emphasis on the importance of the political process to our members. To act otherwise would be to forgo an opportunity to best represent them.

### **THE OFFICIAL FAMILY**

Over the four years since the 67th

Quadrennial Convention in 2013, several notable changes have occurred within the Official Family, including appointments of new representatives, elections of new officers, and several retirements. The following summarizes these notable changes.

Unfortunately, I deeply regret to report the passing of General Secretary-Treasurer Emeritus Michael W. Proscia in February 2016 at the age of 87. Brother Proscia served the IATSE as General Secretary-Treasurer with distinction from 1994 to 2002. In total, he served twenty-two years as an International Officer, eight years as General Secretary-Treasurer and fourteen years as an International Vice President. Brother Proscia was first a long-time member and officer in IATSE Locals One and 52 and a founding member of Local 477. The entire International Alliance owes a debt of gratitude to the legacy of General Secretary-Treasurer Emeritus Proscia for his immeasurable contributions to the Alliance and its membership.

Gene Allen, a former International Vice President of the IATSE from 1970 to 1978, passed away in October 2015. In addition to four two-year terms as International Vice President, he served as Executive Director of Local 800 for twenty-seven years. Throughout his distinguished career, he received numerous honors and recognitions for his accomplishments as a motion picture craftsman and union official.

Former International Vice President Alan Cowley passed away in August 2014 at the age of 80. Brother Cowley had a notable career as a renowned stagehand before being elected to the office of International Vice President in 1982, a position he held until retirement in 1995. During



his tenure, he served the International with pride and assisted countless Locals and members across Canada.

Regrettably, in February 2016 we also lost International Vice President Jean Fox, who served on the General Executive Board for eleven years. Upon her election in 1993, she was the second woman to ever serve as an International Vice President. Sister Fox, who retired in 2004, will be long remembered for her tireless work on behalf of the members of the Alliance. Additionally, former International Trustee William L. Daniel of Local 225 in Atlanta passed away in January 2016.

At the 2016 Mid-Winter Meeting of the General Executive Board, International Vice Presidents J. Walter Cahill and John T. “Jack” Beckman, Jr. announced their respective retirements. Vice President Beckman had served on the Board since 2004 and has been a member of Local 6 in St. Louis since 1970. He was Business Agent of his Local from 1978 until 2011. I remain grateful for his dedication to the Alliance during his time as an International officer. Vice President Cahill was first elected to the Executive Board in 2000. From 1987 to 2004 he also served as Vice President, President, and Business Agent of Local 22. He has continued to serve the International Alliance in the position of Political Director following his resignation from the Board.

To fill the vacancies created by the retirements of Vice Presidents Beckman and Cahill, the General Executive Board unanimously elected IATSE International Trustee and Local 834 Business Agent C. Faye Harper and Local 11 Business Agent Colleen Glynn as International Vice Presidents. Due to the vacancy created on

the Board of Trustees by Vice President Harper’s election to the General Executive Board, Carlos Cota—who served as Business Agent of Local 122 for more than ten years—was elected unanimously as International Trustee. In addition to his position as International Trustee, since March 2016 Brother Cota has served as an International Representative, focusing primarily on tradeshow and display work.

International Vice President Anthony DePaulo announced that he was stepping down from the General Executive Board at the Board’s Mid-Winter Meeting in February 2017. Vice President DePaulo served in that position with integrity since 2002. He first became a member of Local One in 1975 and served three terms as a Local One Business Manager. Following his resignation, he has remained as the Co-Department Director of the Stagecraft Department. To fill the vacancy created by Vice President DePaulo’s retirement, the General Executive Board unanimously elected Local One President James J. Claffey, Jr. as Thirteenth International Vice President.

In 2017, the General Executive Board unanimously elected Andrew “Roo” Oyaas, Secretary-Treasurer of Local 491 to the position of International Trustee and Local 210 member Siobhan Vipond to the position of Canadian Labour Congress (CLC) Delegate. These officers fill vacancies left by the respective departures of Thomas Cleary and Kelly Moon.

We have made several notable additions and changes to our staff in the past four years. In January 2014, I appointed Robyn Cavanagh as the Assistant Director of the Education and Training Department. Robyn has years of experience as an

instructor and consultant for the IATSE’s education programs. To further support development and implementation of the Alliance’s political initiatives, Erika Dinkel-Smith joined our staff as Assistant Political Director in 2016. She is based in Washington, D.C. where she focuses on legislative and electoral affairs. Brother D. Joseph Hartnett was appointed as the Assistant Director of the Stagecraft Department in late 2013. Brother Hartnett had previously been an International Representative in Stagecraft since 2009. In 2014, I also appointed International Representative Vanessa Holtgrewe as Assistant Department Director of Motion Picture and Television Production. She has served as an International Representative since 2012.

In 2016, I appointed Brother James Brett as an International Representative working out of the Canadian Office in Toronto with his primary focus in the Stagecraft Department. Brother Brett has been a member of the Alliance since 1982 and has served many years as an officer of Local 58. Dan’l Cook was added to the Tradeshow and Display Work Department as an International Representative in 2015. Brother Cook has been a member and officer of IATSE Local 720 since 1995. Krista Hurdon was appointed as an International Representative working from the Canadian office in Toronto in 2015. She formerly served as the Canadian Office’s Operations Manager for thirteen years prior to her appointment. Brother Steven Kaplan was appointed in 2016 to serve as an International Representative in Motion Picture and Television Production working out of the West Coast Office. Brother Kaplan began his career with



Local 839 and has significant experience in the animation and visual effects fields. In 2017, I appointed Stasia Savage as an International Representative in Stagecraft. In addition to previously functioning as an IA Special Representative, Sister Savage serves as Business Agent of Local 26. Additionally, in 2015, I appointed International Representative Jason Vergnano. Jason has been a member of Montreal's Stage Local 56 since 1999. Brother Vergnano, who is bilingual in English and French, has extensive organizing experience and serves our many Locals across Canada.

The International has also lost several staff members to retirement. In 2016, Barny Haines retired after twenty years of service as an International Representative. Representative Haines completed a successful career in Canada with integrity and deserves our utmost respect. Later in 2016, IATSE Special Representative and Local 700, Motion Picture Editors Guild National Executive Director Ronald Kutak retired after an exceptionally long career. At the time of his retirement, Ron was the longest serving executive of any entertainment union or guild. His knowledge and experience will be missed. Additionally, in 2016, International Representative Joel Youngerman retired from the International's staff. An IATSE member for twenty-five years, Representative Youngerman devoted his service to the International with dignity and pride. I also wish to acknowledge the retirement of Colleen Paul. Colleen served as office manager of the General Office in New York for many years until her retirement in 2015. Colleen's professionalism will long be remembered.

In 2014, Dale W. Short submitted his resignation as General Counsel of the International Alliance. He has served the International as well as many local unions for years. The Alliance, its Locals, and members remain appreciative of his impressive service and sound guidance. Counsel Short has continued to serve as special counsel to the International. To fill the vacancy created by his resignation, in 2014 I appointed Samantha Dulaney to the position of IATSE General Counsel. General Counsel Dulaney previously served as in-house counsel in the IATSE General Office since 2008 and has made countless outstanding past and current contributions to IATSE. To further expand our in-house legal capacity in the General Office in New York, Adrian D. Healy, an attorney formerly with the law firm Spivak Lipton LLP, joined the IATSE as Associate Counsel in 2014.

After twelve years in the West Coast Office, our IATSE West Coast Counsel, James G. Varga, retired from that position in 2016. A union lawyer for thirty-eight years at the time of his retirement, Counsel Varga served the Alliance with extraordinary wisdom and dedication. To fill the post left open by Counsel Varga's departure, Jacob J. White joined the West Coast Office from the law firm of Weinberg, Roger & Rosenfeld in 2016 and now serves as Associate West Coast Counsel. Finally, I regretfully report that Assistant to the International President Deborah A. Reid retired from the International Alliance effective October 2015. She first joined the staff of the Alliance in 1974 as a secretary in the General Office working for International President Walter F. Diehl. She was appointed as an International Represen-

tative in 1994 and later promoted to the position of Assistant to the President in 2004. At her retirement, Assistant to the President Reid had spent over forty years working for the International under four consecutive International Presidents. Her unprecedented dedication to the IATSE has been sorely missed and she deserves our collective gratitude in recognition of her long career.

## **IATSE OFFICE OPERATIONS**

For many years, leaders of the Alliance reported to Delegates in convention about the need to explore purchasing fixed property to house the IATSE General Office. I reported to you during our last Convention in 2013 that under my leadership the International finally accomplished that goal by purchasing office space in New York City to house the General Office. Since that time, we have continued to maximize the new work environment in the General Office and secured revenue-generating rent from tenants in unused portions of our space.

To improve workflow, we have made minor strategic rearrangements and enhanced the building infrastructure to increase the reliability of our technological tools (including fiber optic internet). Overall, the functionality of the General Office is outstanding and it inures to the benefit of the members we serve. Statistics show that the costs of commercial real estate in New York have increased by drastic percentages over the past five years and reached record highs within that period. These trends demonstrate the growing economic value of the General Office. After decades, we are no longer subject to record rental costs and have added to the future financial stability of our organization.



The IATSE West Coast Office operates in Los Angeles as an extension of the President's office under my supervision. The West Coast Office (WCO) is administered day-to-day by Vice President Michael Miller. Officers, representatives, and staff working out of the WCO are involved in the representation of all crafts of the Alliance and serve Locals and members throughout the western United States. In addition, the offices of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTTF) occupy the first floor as a tenant of our current Los Angeles office building.

As the officers and staff of the IATSE and the Training Trust have grown, it became apparent that we needed to upgrade our Los Angeles facilities to accommodate our advancement and future expansion. An analysis was conducted to determine the best course of action to position the WCO for current needs and future growth. After comparing the cost of renovations against the cost of purchasing a different building, it became obvious that renovating the existing space would be expensive and future enlargement would be difficult. The total size of our existing building would restrict the expanding range of events that could otherwise be hosted by the WCO (including bargaining, union activism, and meetings with local unions and business agents). After consulting with real estate professionals, auditors, and architects it was determined that the best course of action was to begin the search for a new building that would meet the current and future needs of the IATSE membership and the Training Trust Fund.

After an extensive search for the right property in an appropriate location, I

recommended to the General Executive Board that we purchase a property at 2210 Olive Avenue in Burbank, California. This property is approximately two miles from the current West Coast Office and convenient to the California film and television studios as well as most of the Los Angeles-based IATSE local unions. This property comprises over 20,000 square feet on two floors with ample parking on two levels. With the Board's approval, the property went through a satisfactory due-diligence period in March and April and we closed in May of this year. The transaction has included a lease-back provision allowing the previous owners to remain in place for up to eight months and there will be some renovations necessary to create the productive work environments we require. It is anticipated that the International's West Coast operations will occupy the building in early 2018. There are currently two additional lessees in the building in addition to the previous owner and it is anticipated that those leases will be allowed to expire per their terms at which time we will further evaluate the space needed as necessary to allow for continued growth.

In Canada, the International's operations, under my direction, are headed by Vice President John Lewis in Toronto, Ontario. The Canadian Office building was purchased in 2005. It is located in a converted 3,634 square foot, three-storey plus basement house, central to downtown Toronto. Since that time, the building has significantly appreciated in value, and we have acquired two tenants: Enerlife Consulting, a group that finds green solutions for businesses, and the Canadian Entertainment Industry Retirement

Plan (CEIRP), which we founded. Leases with these tenants have resulted in a positive cash flow, and both tenants are approximately one year into their respective three-year leases. Their rent has gradually risen, which has resulted in a 25.87 percent increase since 2006. In the last year, we also negotiated an agreement with Enerlife, under which the Canadian Office loans them part of the cost of renovations they undertook. By the end of the lease term, the loan will be repaid and we will be left with upgraded premises.

## **AFL-CIO**

I continue to serve on the AFL-CIO Executive Council, a position to which I was first elected in 2008. It has always been my intent to continue my active, diligent service on the Council. I am proud to represent the Alliance as a Council member to ensure that the IATSE remains an integral constituent of the most powerful labor body in the world. Our relationship with the AFL-CIO allows the best interests of our members to be protected and the voice of all working men and woman to be heard. The Council remains active on several pressing matters that are faced by union members.

Like the Alliance, the AFL-CIO conducts its business at a quadrennial Convention where Federation members are represented by delegates of American unions. Convention delegates establish the innovative policies and visions that will shape the labor movement. The Convention delegates also elect the AFL-CIO officers who guide the daily work of the Federation. The next upcoming convention will be held in October 2017 in St. Louis. I look forward to attending with a delegation of IATSE representatives.



I am pleased to welcome AFL-CIO President Trumka as a distinguished guest to this 68th Quadrennial Convention of the IATSE. I ask all delegates to join me in applauding the poise President Trumka has shown while providing an unwavering voice for the Federation during recent trying times faced by the union movement. The AFL-CIO has reminded us frequently of our deeply held unity by denouncing attacks on health care for American workers and condemning an economy that enriches only an elite few at the expense of workers.

While all unions in the Federation have been met with some challenging times in the last four years, we stand committed to the gains that can be made and the power that we can build. We have made gains that are too often underreported. Union density among our youngest workers aged 16 to 24 has shown growth and tens of thousands of men and women have joined unions despite an overall decline in union density. I am proud to say that the IATSE is one of the several AFL-CIO unions that has achieved positive growth during the past four years.

The AFL-CIO's last quadrennial Convention was held in Los Angeles in September 2013. The Federation there unveiled several inventive strategies that have guided our common vision, addressed the status of working people, and detailed what we need to do to rebuild the labor movement. The convention passed several resolutions and constitutional amendments addressing a wide range of issues from organizing, immigration, young workers, social security, and healthcare. Among the consti-

tutional amendments approved was one to expand the Executive Council from 51 to 55 seats, which will add a seat for young workers and also include seats for additional groups that the federation has welcomed as allies. President Trumka, Secretary-Treasurer Elizabeth Shuler and Vice President Tefere Gebre were elected, and the slate of officers comprising the Executive Council, myself included, were also reelected.

The IATSE also remains active in the Department for Professional Employees (DPE), a coalition of twenty-three national unions representing the unique interests of professional and technical employees in various areas including media, entertainment, and the arts. The DPE understands that professionals are essential to the future of the labor movement. DPE organizing materials, research, programs, and presentations help its affiliate unions organize more professional and technical employees and effectively represent professional members of the AFL-CIO.

The DPE has been active on many issues that are important to the Alliance. It has continued to educate members of the public, lawmakers, and government officials about the issues surrounding immigration visas issued to foreign professional workers coming to the U.S. The IATSE has been active within a group of arts and entertainment affiliates who seek to carry on a dialogue with U.S. immigration officials about the role of union consultations during the visa application and approval process. This matter has been of recent concern to the Alliance because it serves as a consultant to visa applicants.

More recently, the DPE has been the leading voice of unions representing pro-

fessionals from across the arts and entertainment communities in support of funding of the National Endowment for the Arts (NEA), National Endowment for the Humanities (NEH), and the Corporation for Public Broadcasting (CPB). In a proposed U.S. federal budget for 2018, the continued existence of these important institutions—that often form the basis for IATSE jobs—is under attack. Proposals have been floated, which call for elimination of the NEA and NEH, as well as funding cuts to the CPB. The IA has joined other DPE affiliates in communications to Congress about the importance of these agencies to the American economy and our workers.

These are only a few of the efforts and initiatives of the AFL-CIO that are important to the IATSE. As future programs and innovations are implemented, I look forward to continuing these fights with our AFL-CIO colleagues and partners, which will help rebuild the labor movement to benefit all workers.

## **CANADIAN LABOUR CONGRESS**

The IATSE continues to play an active role within the Canadian Labour Congress (CLC). As a result of our committed involvement, the IATSE is represented on the CLC's Canada Council, the Political Action Committee, the Health and Safety Committee, and the Pride and Solidarity Working Group. Labour has seen tremendous success with legislative victories like the withdrawal of anti-union legislation (including Bill C-377 and Bill C-525) as well as the implementation of a complete ban on asbestos, and the first real improvements to the Canada Pension Plan in a generation. These victories



were achieved through the solidarity of our CLC colleagues and all of organized labour. They will benefit all workers in Canada. I expect that the International's Canadian staff will continue working with the CLC leadership on a number of matters that will have an impact on working people. These include battling against implementation of the Trans-Pacific Partnership (TPP); advocating for a national pharmacare program; pushing for federal pay equity; and pressing for a fifteen-dollar minimum wage. I am proud to say that the IATSE endorsed Canadian Labour Congress President Hassan Yussuff at what became his successful re-election during the recent CLC Convention. I am also pleased to welcome him as one of our speakers at this 68th Quadrennial Convention of the IATSE. Under President Yussuff's leadership, the CLC continues to be a leading advocate for working men and women in Canada. I am also pleased to note that former CLC Secretary-Treasurer Barbara Byers was a keynote speaker at the inaugural IATSE Women's Committee Convention event, which occurred on Sunday, July 16.

**RICHARD F. WALSH/  
ALFRED W. DI TOLLA/  
HAROLD P. SPIVAK  
FOUNDATION**

In 1966, a foundation was established by the members of the IATSE in honor of then International President Richard F. Walsh, who was the initial donor. Since then the identity of the Foundation has expanded to honor former International President Alfred W. Di Tolla. The Foundation's board of trustees then further expanded the official title to include Harold P. Spivak who served as General Counsel of the Alli-

ance for over fifty years. Our IATSE Constitution allows contributions from per capita payments from each IA member per calendar quarter to be allocated to the Foundation to increase its resources and serve its missions. During the last Convention, the Delegates approved an increase of the allocation of quarterly per capita payments to the International so the Foundation would be better equipped to serve IATSE members and provide a broader safety net as the Alliance's overall ranks continue to grow.

During the past several years, the original purpose of the Foundation has been served with annual contributions made to a variety of charities. Scholarships each year are also awarded to the children of IA members. The number of scholarships awarded have increased. At the most recent meeting of the Foundation's Board, a decision was made to increase the number of new scholarships awarded to five beginning with the fiscal year starting September 30, 2018. Since the last Convention, the Foundation has made over thirty-five scholarship expenditures to bright and qualified young students. With the rising costs of tuition and the Foundation's increased revenues, the amounts of these scholarships have risen from \$2,000 to \$2,500 annually.

The Foundation continues to support charities that are important to the IATSE family like Broadway Cares, the Motion Picture & Television Fund, and the Entertainment Industry Foundation, to name only a few. In addition to these very worthwhile disbursements, the Foundation has served as an important and preeminent resource to assist IATSE members when they have suffered from

natural disasters or unforeseen hardships like recent devastating flooding.

In sum, the original intention and mission of the Foundation continues to be followed by the Board of Trustees. The Foundation continues to support activities important to the Alliance and offer aid to IA members and their families in times of need.

**IATSE WOMEN'S COMMITTEE**

To continue moving our modern organization forward, we must focus on fostering the growth and success of all IA members and leaders. To ensure that the IA recognizes and embraces the voices of the many thousands of women within the Alliance, in June 2015, I established the first-ever IATSE Women's Committee. I have since appointed Local 700 Western Region Executive Director Cathy Repola to serve as chairperson. The group immediately created a mission statement to shape their vision and established subcommittees concentrating on precise areas of attention. In the short time since its inception, the Committee has primarily concentrated on community outreach, activism, education, and furthering networking opportunities among the women members of the Alliance.

To shape its future activities, the Women's Committee has circulated national surveys on women's labor and health issues, established a private internet group for women within the Alliance, and issued its own electronic newsletter featuring stories of interest and profiling women of the Alliance throughout the U.S. and Canada. These efforts have formed new ways for the Alliance's foremost women to reach our local union leaders and rank-and-file members.



The Committee hosted women's networking events at all the IA District conventions in 2016. Those events substantially increased interest in the group and enlarged distribution of the newsletter. The Committee also meets regularly during General Executive Board meetings where the Alliance sponsors a networking dinner. Those events have included prominent guest speakers and fundraising drives to benefit charitable organizations.

Since November of last year, the Committee has devoted itself to planning a Women's Committee event to coincide with this Convention. The Women's Committee event, "Unlimited Potential," took place on Sunday, July 16 and drew unprecedented attention to the prominence and contributions of IA women. There the Committee unveiled historical and current stories about women from various crafts within the Alliance.

I urge all interested Delegates at this Convention to connect with the Women's Committee and take advantage of future events. Those who wish to raise the profile of the Women's Committee and track the social media activities of IA women around the world are encouraged to use the hashtag #IATSEWomenUP on social media. The Committee will look forward to your contributions. In return, you may expect direct access to future Committee activities and reciprocal exchanges about various initiatives and issues important to women within the Alliance. The work of the Women's Committee will continue to reinforce my belief that an institution like ours will evolve and progress in direct proportion with the willingness of our members to offer a diverse range of perspectives.

## **YOUNG WORKERS COMMITTEE**

Four years ago, I reported about my vision of nurturing educated, engaged, and empowered young members within the Alliance. I am pleased to report that the IATSE Young Workers Committee has continued its steady progress toward that goal by mobilizing vibrant young brothers and sisters throughout the U.S. and Canada.

The International's Young Workers Committee—currently led by Stagecraft Assistant Department Director Joe Hartnett, Communications Department Director Emily Tao, International Representative Jason Vergnano, and Senior Communications Coordinator Molly Katchpole—focuses on advising and uniting IATSE young workers between the ages of 18 and 35. With its knowledge and resources, the Committee has helped hundreds of young workers successfully become active within their local union or their community.

Experience has shown that successful IATSE young workers must receive the support of their peers, fellow members, and local union leaders. Active younger members have been successful when their Local leaders have given them the resources to define their own goals and work toward their achievements. The Young Workers Committee—which we have entrusted with the education and preparation of those who will assume the responsibility of leading the future—has shown continuous growth.

Over the past four years, the Committee has organized and convened two Young Worker Conferences. The first, in 2014, was held in Portland, Oregon. To

allow a broad range of perspectives, local unions were permitted to designate two young representatives to attend. Consequently, the Conference included over one-hundred young members of sixty Locals from across the U.S. and Canada and various IATSE crafts.

Following the theme of the 67th Quadrennial Convention, the objective of the 2014 Young Workers Conference was to encourage young workers to build their social, political, or labor activism. With the assistance of the IATSE Education and Training Department, conference speakers and instructors focused on ways to increase involvement and raise the profile of the Alliance's young workers. In addition, attendees were educated on the history and structure of the IATSE and the developing participation of young workers in the labor movement. Distinguished guests at the 2014 conference included AFL-CIO Secretary-Treasurer Elizabeth Shuler and Oregon AFL-CIO President Tom Chamberlain.

The Committee prompted attendees to define their goals by pledging to accomplish some social, political, or labor action within the following year. The Committee has reported that over half of the young workers became active after the conference by forming committees within their local unions, assisting in local union administration, and participating in charitable community events. Many have now volunteered to participate in training classes, taken on political activities, and embarked on organizing drives. Others have become job stewards or candidates for local union office. Overall, the conference stimulated dozens of young members to take on greater responsibility.



ties within their Locals, workplaces, and communities.

Building upon its growth, in 2016 the Committee scheduled and held a more recent IATSE Young Workers Conference in Atlanta. The 2016 Conference included over one-hundred young members representing fifty-eight Locals from across the U.S. and Canada. This Conference was approximately 85 percent first-time attendees. The Conference again focused on activism and prior conference attendees who have become active had the opportunity to network with their peers. International Vice President Faye Harper addressed the conference along with Local 479 president Ray Brown and guests from the Federal Mediation and Conciliation Services.

The 2016 Conference presentations educated attendees about problem-solving and tactics for addressing conflicts. Young workers had opportunities to share the challenges and successes they were experiencing. Again, they were offered a compelling history lesson on the birth of the labor movement and the rise of the IATSE. Importantly, the Conference instructed the group on the importance of organizing unrepresented workers and the pivotal role that unions play at bargaining tables and within electoral politics. The Committee was satisfied that the 2016 Conference offered attendees critical teaching about the importance of young activists within the Alliance.

The Young Workers Committee again tracked the progress of the 2016 attendees during the year following the Conference. The quantitative reports about the more recent Conference were impressive. Well over half of the young workers at the

2016 Conference have reported that they have taken roles in community, social, or political activism. Young members from Locals around the U.S. and Canada have—among other actions—become local officers, hosted events to benefit charities, organized trainings, and influenced many fellow members to follow their lead.

In addition to these events, the Young Workers Committee has also published the IATSE Young Worker Group How-To Guide to reach even more young union members. The guide assists members who desire to start a young worker group within their IA local union. It includes important details about recruiting participants, forming unifying activities, and general interests of young workers. Delegates to this Convention who are not familiar with the IATSE Young Worker Group How-To Guide should obtain copies from the IATSE website. The Young Workers Committee has also distributed periodic e-mail activism tips, which serve as a starting point for local, community, and workplace activism. The messages have been widely distributed and well-received.

The IATSE Young Workers Committee has also extended its reach to our national affiliates and global allies. The IATSE Young Workers have been privileged to host young members from BECTU (the IATSE's sister union in the U.K.) at the most recent young workers' conferences. BECTU's representatives routinely offer their valuable perspectives. Similarly, members of the IATSE Young Workers Committee have been honored to attend the BECTU Young Members Forum in the U.K. for several consecutive

years. Together, BECTU and IATSE young members have deliberated about future initiatives and the global political, and cultural anti-union forces faced by young workers in the entertainment industry.

IATSE Young Workers were also represented at the 2016 UNI Youth Global Conference and corresponding UNI Youth Global Organizing Forum in Cape Town, South Africa. These events gathered together UNI-affiliated union participants from all over the world. The events taught participants organizing lessons and exposed the IATSE Young Workers to ways that our global allies are organizing and winning achievements within their local communities. We will continue to expose our young members to the importance and power of international solidarity and unite them in our fight for workers' rights worldwide.

On a national level in the U.S., the IATSE Young Workers Committee has been represented on the AFL-CIO Young Worker Advisory Council and at the most recent AFL-CIO Convention. Members of the IATSE Young Workers Committee and IA local unions have represented the Alliance at meetings of the AFL-CIO Young Worker Advisory Council, AFL-CIO youth strategies sessions, and the AFL-CIO Next Up Young Worker Summit. These events have focused on building young worker power from the ground up. They offered many valuable opportunities for the young workers of the Alliance to engage with leaders from other AFL-CIO affiliates and to understand the policies underlying the AFL-CIO's youth platform.

In Canada, the IATSE Young Workers Committee has been active in the Ca-



nadian Labour Congress' (CLC) youth initiatives. Several IATSE young workers from local unions in Canada attended the CLC's inaugural Young Workers' Summit in 2016. The Summit addressed an array of topics to help young workers build leadership skills, develop communication strategies, and engage in political action. The delegation also welcomed Prime Minister Justin Trudeau as a guest speaker.

Through all of these efforts, the Young Workers Committee has garnered the expertise needed to develop unprecedented solidarity, skill, and leadership among our younger members. The Committee has fortified my strong conviction that we must nurture young members and support their leadership. In doing so, they become involved in the many important initiatives of the union and bring their ideas and energy to our efforts.

### **IATSE SAFETY HOTLINE**

As I made clear to IATSE members during our last Convention, there is perhaps no function of a trade union more vital than defending the health and safety of its members. A strong union is a safe and healthy union. Workplace protections for IATSE members have improved greatly over the many decades of our existence. In recent years, we have made significant gains on this front by negotiating improved working conditions in IA contracts. However, workplace hazards have far from disappeared. Our members should never have to live in fear of work-related accidents and illnesses. Nor should any working person be forced to choose between doing a dirty, dangerous job or having no job at all. Members of the IATSE—in every one of our indus-

tries—must have simple ways to report, record, and prevent any danger they encounter.

Therefore, under my guidance, in 2015 the Alliance launched its safety hotline program for members to report on-the-job hazards. The IATSE Safety Hotline is available 24 hours a day for the entire Alliance throughout the U.S. and Canada. It is apparent that a single hotline accessible to all IATSE members in all industries would greatly further our vision of making job sites as safe as possible.

Crew members on set, on stage, and on location can call the IATSE Safety Hotline toll free at 844-IA AWARE or 844-422-9273. Callers can either leave a message or talk to a safety representative who will promptly respond to reported issues. Depending on the circumstances, safety representatives follow up by contacting a local union representative, directly assisting the caller or directly alerting the employer. Since its inception, the hotline has answered countless calls and addressed matters ranging from air quality concerns to potentially harmful weather conditions.

More recently, during 2017 the International commissioned software professionals to develop a mobile device safety app in conjunction with the Safety Hotline. Like the Hotline, the IATSE Safety App will allow users to digitally notify the International of any workplace safety issues. It will also include a safety FAQ section, new safety bulletins, and a checklist detailing steps to follow in the event of a workplace accident. Implementation will be available on major digital device platforms (iOS and Android). Users can

also take their discussions offline by using the App's built-in phone dialer, which will cause the user's mobile device to connect to the IATSE Safety Hotline.

It should be noted that the IATSE Safety Hotline and App are not intended to replace any employer's hazard reporting plan, or to relieve employers from their safety responsibilities. Nor is the Safety Hotline a replacement for commonsense preventative measures (if a hazard presents urgent immediate threats, members must clear the workspace and call emergency services). Rather, the IATSE Safety Hotline is meant to promote member recognition of safety problems and provide a secondary safety net when employers' reporting plans break down. Employers are obligated to provide safe places to work and the IATSE envisions a system that will help employers make our members safer.

The Safety Hotline and Safety App will further our goal of making it possible to enhance the health and safety conditions of IATSE members at work. Precautionary action can and must be taken by employers, the International, and our union brothers and sisters simultaneously. With these innovations and other important measures (awareness-raising, member training, safety committees, and additional safety programs) the IATSE International leadership is committed to providing our members many options when faced with an unsafe or unhealthy situation.

### **AFFILIATED EMPLOYEE BENEFIT FUNDS**

#### ***IATSE National Benefit Funds***

The IATSE National Benefit Funds continue to offer a wide array of benefit options with flexible rate structures as



solutions to IATSE Locals when negotiating health and retirement benefits for their working members and families. The National Funds remain a source of comprehensive benefits that are obtainable not only by members with steady employment but also those with less frequent work. The National Funds allow members to obtain benefits and maintain them during non-working periods. My focus remains steady on efforts to preserve these offerings in the most affordable way possible.

The National Benefit Funds have continued to see consistent growth in assets and in the participant base across all the Funds. Total annual contributions through the end of 2016 were \$330,666,710 for all Funds, which represents a 61 percent increase since the end of 2012. Total net assets for the Funds as of December 31, 2016 were \$1,470,746,118, which represents a 57 percent increase since the end of 2012. The Plans available within the National Benefit Funds are identified below.

*The IATSE Annuity Fund* – this defined contribution retirement plan has no required employer contribution rate. A pre-tax salary deferred 401(k) feature is available in addition to negotiated employer contributions. Eligible participants can add to their retirement security on a voluntary basis. There are two different ways in which a participant can defer salary to this Fund. The first is through an IRS safe harbored feature that requires a minimum percentage of salary (3 percent or greater) contribution from the employer to the Annuity Fund in order for members to defer pre-tax contributions to the 401(k) component. The second is

through the rules of the former 401(k) Fund, which merged into the Annuity Fund on January 1, 2010. There is no minimum required employer contribution rate for participation in this second deferral feature. The requirement is that employment be in the motion picture industry.

*The IATSE National Pension Fund* – this defined benefit retirement plan features two unique programs, Plans B and C. Plan B was established in 1957. This Plan's final retirement benefit is based on the last 3 years of employment and the associated daily employer contribution level. Participation in this Plan requires a daily employer contribution rate as prescribed by the Plan. Plan C was established in 2002 for the motion picture industry and any other industries and situations where flexibility in the contribution rate is needed. The retirement benefit is calculated as a percentage (three percent) of all employer contributions received throughout a participant's career up to a twenty-five year cap.

*The IATSE National Vacation Fund* – predominant participation is by Pink Contract employees for this post-tax annual benefit.

*The IATSE National Health and Welfare Fund* – There are two unique offerings in this Fund, Plan A and Plan C. Plan A is a traditional health plan which requires a minimum daily employer contribution. Coverage is earned by working sixty days in a 6-month period. Coverage is granted in 6-month intervals. Coverage is either earned or not; there is no self-payment or banking of days feature to this Plan. Plan C has seven coverage options designed to meet the needs of members

in every phase of the entertainment industry and requires no fixed employer contribution. The coverage options available under Plan C are:

- Plan C1 – the highest cost plan option features low co-payments in its medical, surgical, hospital, prescription and dental benefits program. There is an in-network and out-of-network feature.
- Plan C2 – an industry competitive plan option offering benefits similar to C1 but with higher co-payments; it offers both in-network and out-of-network coverage.
- Plan C3 - introduced in October 2007, this in-network only option provides higher cost-sharing in its medical, surgical and hospitalization benefits structure at very affordable rates.
- Plan C4 – introduced as a high deductible option on January 1, 2015 this in-network only option is the lowest cost option meeting Affordable Care Act (ACA) guidelines available.
- Triple S – this is an HMO option available for participants residing in Puerto Rico.
- Stand-alone MRP – a medical reimbursement plan for those enrolled in another employer or union sponsored group health plan that meets the ACA minimum value standards.
- Retiree Only MRP - established on January 1, 2014 as a medical reimbursement program for retired participants on Medicare.

The National Benefit Funds are governed by 14 Trustees, seven representatives from Labor and seven representa-

tives from Management. The day-to-day operations of the Funds are managed by an Executive Director and five Directors of departments who have the experience and vision to guide the operations in an effective and responsive manner. The Funds Office Staff has grown to 98 employees (including the management team), an increase from 81 at the end of 2012.

There have been several notable happenings at the National Benefit Funds since the last Convention. The National Fund Health and Welfare Fund welcomed new participants from ATPAM 18032 on September 1, 2014 and Theatrical Wardrobe Local 764 on January 1, 2016. A new service provider was engaged by the Annuity Fund on December 1, 2015. The Funds website, [www.iatsenbf.org](http://www.iatsenbf.org), continued to expand its features. Most notably, local unions can now request information in any format desired. Medical Reimbursement (MRP) claims processing was brought in-house effective January 1, 2016. The long processing delays and servicing issues participants faced with ASO (the former third party administrator) were greatly reduced since the Fund Office took over this task. The Fund Office signed an extended lease to remain in its current headquarters. In trying to keep pace with the increased participation and servicing needs, the Board of Trustees approved renovations so that additional staffing could be housed at the Funds' current location. The Funds' newsletter, *Behind the Scenes* was overhauled and distributed with a new look. Included in this easier to read version are several important health related articles and retirement pointers. Registered NBF website

users get email blasts when CAPP statements are mailed and other important notices are sent. Local Unions also receive email blasts when there are mailings or important news to pass on to members.

Future events and improvements are also on the horizon at the NBF. The NBF is in the process of interviewing software firms to create a new database system and upgrade its technology in order to provide convenient service to participants. The Funds are considering an updated phone system so that participants can get real time information via the toll-free phone number in addition to, or instead of, the website. The Fund Office will continue to be committed to finding the best solutions to raise its service standards to participants and Local Union offices.

The following is a brief review of the Funds' features and accomplishments, and their focus looking forward. I, as Chairman of the Board of Trustees, along with my fellow Trustees, understand the commitment necessary to maintain these benefits for IATSE members and their families. I continue to make it a priority to bring the best possible benefit packages and services to the members of the IATSE.

The IATSE Pension Fund, through its defined benefit plans, Plan B and Plan C aim to ensure a secure retirement for the participants. At the end of 2016, there were 22,237 participants in the Plan, as compared to 15,971 at the end of 2012. This represents a 39.2 percent growth in participation. Net assets at the end of 2016 were \$325,779,588. At the end of 2016, there were thirty-nine participating Locals in Plan B and there were 139 participating Locals in Plan C. As of De-

cember 31, 2016, there were 2,028 retirees and 536 spouses/beneficiaries receiving a monthly benefit. An average of \$1,157,700 was paid each month in pension benefits, for an annual total of \$13,892,400.68 through December 31, 2016 (excluding retroactive and lump sum distributions). All retirees, surviving spouses and beneficiaries receiving a pension benefit on December 1, 2013 received a 13th and 14th check equal to their regular monthly benefit. Because of the Funds' continued stability and green zone status, there was an unprecedented 20 percent increase for those retiring on or after January 1, 2014. The Plan C accrual percentage increased from 2.5 percent to 3 percent and the weighted average benefit factors for Plan B increased by 20 percent.

The IATSE Annuity Fund, now in its 44th year, has grown substantially since its inception. It now has over 75,000 participants with accounts at Wells Fargo that are self-directed. This compares with 57,000 participants reported to the last Convention for the plan year that ended in 2012. That represents a 31.58 percent growth in participation. Net assets at the end of 2016 were \$753,827,972 and as of that time there were 306 participating locals in the Plan.

The IATSE National Vacation Fund was established in 1973 in order to provide an annual lump sum payment (post-tax) to those participants working where paid vacations are not available. The distributions are adjusted pursuant to Plan provisions to reflect operating income gains or losses and applicable administrative expenses. During 2016, \$3.6 million was received in employer contributions and distributed to participants in May 2017



for the 2016 work period contributions. At the end of 2016, there were thirty-four participating Locals in the Vacation Fund.

The IATSE National Health and Welfare Fund has seen sizable growth. At the last Convention, I reported that 19,354 participants and their families were covered under the National Health and Welfare Fund at the end of 2012. As a result of continued efforts, including but not limited to, organizing new members, Plan improvements, Plan mergers, and managing benefit costs, the Fund now covers 26,272 participants. Including covered family members, there are now 42,876 lives receiving essential health coverage. This represents a 35.7 percent growth in participation. The Fund has been able to maintain—and in many instances—improve, our coverage offerings. The Plans offer comprehensive packages including hospital, medical, prescription, dental, vision, hearing, short-term disability and death benefits. Net assets at the end of 2016 were \$387,684,969. At the end of 2016, there were 193 participating locals in the Plan.

The following describes the current status of the IATSE Staff Retirement Fund. Assets of the Fund are currently accumulated through contributions from the International on behalf of its employees. These contributions are invested in stocks, fixed income securities and certain alternative investments. Net assets at the end of 2016 were \$33,547,676. As of December 31, 2016, there were 127 active participants in the Fund, 52 retirees receiving a monthly benefit and 14 beneficiaries receiving a monthly benefit. The average monthly gross retirement benefits paid to retirees and beneficiaries during 2016 was \$143,620.

The Trustees are requesting approval of two changes to the rules of the Staff Retirement Fund. Both changes have been costed out by the Fund's actuary, and after careful consideration, the Trustees have determined that they are affordable. Based on the actuaries' projections, adoption of these two changes would not require an increase in the amount that the International is currently contributing to the Fund.

The first is to increase the maximum number of years counted for Fund benefits from 20 to 25 in recognition of the changing work patterns of employees of the International. In the past, employees commonly began work for the International later in their career and therefore were not likely to hit the maximum. Now, however, the International has a number of employees who have already reached the 20-year maximum under the Fund's rules but whom the International wishes to retain. Increasing the maximum to 25 years would assist the International in retaining these employees. This change would also cause the Fund to match the terms of the IATSE National Pension Fund, which currently has a 25-year maximum. The Trustees recommend an increase in the Staff Retirement Fund maximum to 25 years, effective for active employees who retire on or after August 1, 2017.

The second is to lower the earnings threshold to earn a year of service from \$10,000 to \$5,000. This earnings threshold is still significantly above the \$1,250 earnings threshold that was in effect until it was raised to \$10,000 on April 1, 2007. After review, the Trustees have determined that the \$10,000 threshold is ex-

cluding certain employees who were not intended to be excluded from the Plan. Therefore, the Trustees are requesting that the \$10,000 be reduced to \$5,000 effective retroactive April 1, 2007 for active employees who retire on or after August 1, 2017. The Delegates are asked to approve these two changes to the Staff Retirement Fund.

### *Canadian Benefit Plans*

Two efforts that have consumed a tremendous amount of time and resources in recent years have been the growth of the Canadian Entertainment Industry Retirement Plan (CEIRP) and the IATSE Canadian Health Plan. The creation of each these plans was founded upon the same principles. They allow local autonomy for certain decisions affecting members, but also draw together the purchasing power of 20,000 members which will provide greater efficiencies and savings to be passed on to our members. Established in 2005, CEIRP has grown to over 20,000 participating members with assets in excess of \$400 million. The Plan has consistently outperformed industry benchmarks for rates of return, due partly to the greatly reduced management fees our members pay. These fees are remarkably affordable in comparison to standard fees charged in the industry. This translates to more retirement savings for our members.

The IATSE Canadian Health Plan was created in July of 2011 and, like the retirement plan, functions on the principle of Locals maintaining the authority to determine eligibility requirements and the selection of benefits, but then draws together their combined purchasing power to reduce fees and expenses.

There are twenty-four Locals and two staff groups participating in the Plan representing 26,000 members and their dependents, with annual health benefit premiums of \$28 million. The plans are another example where our Canadian Locals, have worked together cooperatively with the International to benefit our members.

### ***Motion Picture Industry Health and Pension Plans***

The Motion Picture Industry Pension and Health Plans (MPI) are trust funds established by collective bargaining agreements between unions and employers in the motion picture production industry. They are administered by 32 trustees. Like all Taft-Hartley benefit plans, half represent labor and half management. Of the sixteen labor trustees, eleven are appointed by the IATSE and five are appointed by the Teamsters and basic crafts. International Vice President Thom Davis continues to serve as the labor chair, a post to which I first appointed him in May of 2013.

During collective bargaining negotiations in 2009 and 2012, the continued health of the MPI was a key focus of Basic Agreement bargaining when the IA's bargaining committee was forced to address fallout from the Great Recession. Significant investment losses, a national healthcare crisis and pension legislation all negatively impacted the MPI and other multi-employer plans. As reported elsewhere, during 2015 Basic Agreement negotiations, the IA successfully maintained health plan benefits. Co-pay levels were unchanged and a 10 percent pension increase was negotiated effective Jan. 1, 2017 and retroactive to September 1, 2015

for anyone that was an active participant on or after August 1, 2015.

During the four-year period, which ended December 2016, the MPI increased the number of active participants, retirees and survivors qualifying for health plan coverage. This has resulted in over 120,000 individuals and family members being covered by the MPI health plan and 18,000 pension recipients.

Active and retiree health plan costs of \$677 million were paid in 2016. \$290 million in pension benefits were distributed in 2016 and, by the end of 2018, those obligations are currently anticipated to be \$338 million per year. Pension payouts are projected to double in ten years according to MPI actuaries.

Since 1996, in lieu of increases to the pension, retirees have received a 13th and 14th check annually, increasing their annual pension by 16.7 percent. The retirees were granted three more years of the additional checks after the ratification of the most recent Basic Agreement in 2015. The extra checks are to be provided in November of each year. In 2016, these checks provided retirees approximately \$22 million in additional benefits. The Plan's funding status is in the green zone as defined under federal law.

The Individual Account Plan (IAP) grew from \$3.3 billion as of December 31, 2012 to over \$4 billion by the end of 2016. This growth is driven primarily by wage increases and a significant increase in work since 2012. Investment returns have added 6.5 percent annually over the last twenty years to members' IAP. The Individual Account Plan has been a critical component of IA members' retirement benefit package since it was created

in August 1979 as a supplemental benefit to the Motion Picture Industry Pension Plan. The IAP requires a 6 percent employer contribution made on behalf of each employee for every hour worked. The IAP assets have surpassed the assets of the Pension Plan, while maintaining a slightly more conservative investment allocation. Together with the Pension Plan, the IAP provides a significant foundation on which IA members can build a healthy retirement package.

The amount of work available to MPIPHP participants has increased significantly in the last four years. In 2013, a total of 81 million hours were paid into the MPI. In 2016, contributed hours were more than 94 million, a gain of over 16 percent. However, as healthcare costs (particularly prescription drug costs) continue to rise, health care plans of all types have been adversely impacted including the MPI Health Plan and other entertainment industry plans. Pension costs continue to climb as interest rates remain low and investment returns lag behind historic averages. Attaining financial stability is more important than ever and harder to achieve. For these reasons, the 2015 benefits bargaining committee developed strategic solutions to preserve our health benefits and improve our pensions.

Fortunately, the MPI Health Plans have remained secure. Access to a large network of qualified physicians, hospitals and other health care professionals while working to keep health care costs down are at the core of MPI's mission to improve the quality of life for its participants. Since 2012, Anthem Blue Cross has been the primary medical PPO pro-



vider. The MPI Health Plans have experienced better than anticipated control over health care costs for the last several years. Notably in 2016, total health plan costs were \$10 million below original estimates. The MPI Plans have accomplished these results primarily due to strong provider networks overseen by the Plan's staff, an outside consulting firm, and the diligent work of the benefits and appeals committee.

Furthermore, effective management of all the MPI's service contracts, including Anthem, Express Scripts, VSP and Delta Dental, along with increased employer contributions, and modest participant premiums for dependents, have allowed the MPIPHP to maintain superior health insurance benefits.

The Plan's key Southern California provider of outpatient medical services, The Motion Picture and Television Fund's Health Network, which is comprised of six clinic locations, along with its referral relationships with over 500 specialists in the Southern California area, was acquired by UCLA Health in 2014. The MPI continues to work with UCLA Health to provide top level care to our industry participants. Because of collaboration between primary care doctors and the specialists, there is less duplication of services (i.e., MRIs and other scans). Approximately 40 percent of the participants are using the clinics, which has reduced costs for them and for the Plan.

A prescription drug contract with Express Scripts was renewed in 2015 and a recent market evaluation of the prescription drug benefit will result in additional savings. Prescription drugs are increasingly a primary driver of health

plan costs. Prescription drug costs of the Active Health Plan exceed \$100 million per year and in the Retiree Health Plan, prescriptions are equivalent to the hospital and medical/HMO coverage combined. The ability of our outside consultant to properly measure the market for discounts, rebates and dispensing fees is, in large part, responsible for keeping these costs down. Additionally, the Entertainment Coalition, which consists of the MPI, DGA, SAG-AFTRA and WGA, was established to take advantage of the combined purchasing power of those unions' respective plans for prescription drugs.

In 2012, the Plan experienced average monthly expenditures of \$46 million (\$38.6 million Active Health Plan and \$7.6 million Retiree Health Plan). In 2016, those costs were approximately \$56 million, an increase of 22 percent over four years.

While the MPI is on firm financial footing, future challenges are anticipated. During the past four years, the Plans have experienced growth in the number of active participants and retirees. The funding status of the Pension Plan is in the green zone and 13th and 14th checks will continue to be issued. The Health Plans have maintained grandfathered status under the Affordable Care Act and have remained best in class when measured against other entertainment and national plans. The IAP accepted \$221 million in employer contributions in 2016.

Yet, the MPI faces challenges that Plan directors are diligently working to resolve. As the overall financial position of the MPIPHP continues to be evaluated, we will focus our bargaining priorities as we head into negotiations in 2018. At the end

of 2016, the Active Health Plan held 22 months of reserves and the Retiree Health plan contained 10 months.

In 2017 and beyond, the economic obstacles facing the Plans are considerable. These obstacles include the enormous challenges posed by an aging retiree population, rising health care costs, lower investment returns, and increased demands for services. At the same time, the country is struggling to determine what the future of health care will be. It is likely that future legislation will impact health care in ways that are unforeseeable now. Participants can help control costs of the health plan by being good consumers of their benefits. By staying in-network, utilizing generic drugs when possible, receiving maintenance medication through the mail and only utilizing necessary services, MPI participants can significantly impact the overall cost of healthcare.

As another matter, the entertainment industry business model continues to shift away from traditional distribution methods (i.e., television, theatrical releases, pay television, etc.), which may impact MPI residual funding in future years. The IATSE-appointed MPI directors will continue to monitor all distribution markets and changing distribution methods to ensure that the MPIPHP is receiving the residuals that we bargained for. It is important to protect these significant fund contributions.

I, along with the other directors of the Plans and local union leaders, prepare to address future challenges. Our motion picture fringe benefits have increased. The protection of the MPIPHP benefits now and in the future, will continue to be a principal priority for the Alliance.

## STAGECRAFT DEPARTMENT

In 2013, the Stagecraft Department conducted a survey of all stage Locals in the Alliance to identify common challenges. Locals reported that their leading concerns were non-union competition (particularly from labor contractors), lack of organizing resources, the use of “rate cards” in lieu of comprehensive collective bargaining agreements, disparate relationships with multiregional or national employers, and the acute effects of various challenges for our smaller Locals.

Consequently, these matters have greatly informed the administration and activities of the Stagecraft Department during the last four years. In that time, the Department handled 113 assignments. These included 59 assignments to assist Locals in contract negotiations, 39 assignments to assist Locals in organizing drives, and 23 assignments to assist Locals administratively (with grievance processing, contract administration, revising Constitutions, and membership issues). The following describes the results of the IATSE’s focused approach to these matters and challenges that persist.

### *International Contracts*

Where appropriate, the IA has pursued International contracts with employers operating across multiple local union jurisdictions. This allows us to ensure all Locals’ jurisdiction is protected. Standardized minimum working conditions are followed and local wage and benefit standards are imposed. This approach continues to benefit all stage Locals. The first and most renowned International contract is the Pink Contract covering traveling stagecraft workers.

In March, 2016 the Pink Contract was

renegotiated with The Broadway League and Disney Theatrical Productions. The successor contract has a three and one-half year term lasting until June 30, 2019. Contract minimum wages increase each year in all categories on all tiers (i.e., full, modified, and SET). Employees’ per diem payments will increase in each year of the agreement. Health benefit coverage will remain the same with no co-payments by participants. All cost increases associated with healthcare will be paid by the employers. The Pink Contract now also requires employers to provide additional housing options at each tour stop. Meal breaks are more plainly defined and certain travel reimbursements have increased. Importantly, employees working on tours that are transitioning between tiers (Full to Modified, or Full to SET, or Modified to SET) will have more assurances over their subsequent pay. In another notable breakthrough, the new Pink Contract eliminates eight hours of work beyond performances that was formerly required before additional compensation is required. The new contract also increased the number of performances that could be done on a SET tour within an eight-week period.

Following implementation of the new Pink Contract, the IA has continued to monitor overage payments on modified and SET tours. We regularly conduct audits to ensure compliance with contractual overage requirements.

The Non-League Pink Contract covers five touring companies—NET-works, Troika, Big League, Phoenix and Work Light. The first Non-League Pink Contract, which covered all tours produced by these companies expired at the

end of June 2016. Separate terms cover different touring tiers—these are embodied in the “L” Touring Agreement and the Bus and Truck Touring Agreement. The “L” agreement is applicable to tours comparable to those under the League Pink Contract. The Bus and Truck contract covers smaller tours that typically play split weeks and one night stops.

The successor “L” Touring Agreement was renewed on terms largely matching those in the League Pink Contract. Renewal negotiations for the Bus and Truck contract were more difficult. The IA successfully introduced improved conditions and benefits for these workers, who often work challenging schedules on tour. The new contract includes enhanced wages, per diem, and travel expenses. It offers more opportunities for additional earnings and for the first time, these crews now also receive annuity retirement benefits.

The International also recently renegotiated a successor contract with Spectra Venue Management (formerly known as Global Spectrum, Inc.) The Spectra contract, which expired in February 2016, currently covers thirty-four IATSE Locals. The International contract establishes minimum terms and each local union has an addendum establishing its area wages and benefits (and any other conditions superior to those contained in the central contract). The IA successfully negotiated wage increases of three percent per year for all covered work. Several local unions also submitted proposals concerning their respective venues. Largely, these issues were resolved.

The Spectra contract is perhaps our most successful International stagecraft



agreement. It provides a mechanism for new venues to come within the terms of the contract with work awarded to the IA Local having geographic jurisdiction over each venue. This has provided employment opportunities to numerous local unions that otherwise might not have successfully secured the work. Nonetheless, a handful of Spectra facilities are not covered due to municipal opposition. We continue to explore ways to resolve these exceptions.

The IATSE's national contract with Live Nation last expired in December 2015. During the term of that agreement 11 additional Live Nation venues came within the IA's jurisdiction. Participating Locals submitted proposals for their unique needs. A resulting five-year agreement was reached. Any Locals that previously worked under conditions inferior to the terms of the national contract were improved to minimum levels. Some Locals will see economic increases of as much as 21.5 percent over the life of the contract.

As noted elsewhere in my report to this Convention, recent political election seasons have offered abundant event work opportunities for IATSE stagecraft members. Campaign events—often occurring on stage and in arenas—require competent professional stage technicians. For the 2016 U.S. election cycle, both major Democratic Party primary campaigns signed contracts with the International covering campaign events throughout the U.S. The 2016 election also marks the fifth time since 2000 that the International has had a contract with the Commission on Presidential Debates. This agreement standardizes conditions

for all IATSE members working on presidential debates and incorporates wages and benefit distinctions important to the local unions where the debates are held. The General Office generates Pink Contracts for members (in the classifications of staging, electrical/sound, and rigging) traveling on the debate circuit.

In 2016, presidential debates were held in Hempstead, New York; St. Louis, Missouri; and Las Vegas, Nevada. The Vice-Presidential debate was held in Longwood, Virginia. It should be noted that these debates are typically held on college campuses, where IA local unions might not otherwise have established collective bargaining agreements. It remains critical that the General Office ensure work opportunities for local union members wherever these events are held. I also assigned a representative to visit each site and meet with the local unions involved. Reports indicate exceptional work by our skilled members of Locals One, 6, 720, 87 and 285 on these important events. These agreements were made possible by our commitment to political activism and resulted in a tremendous amount of work for our members.

### **Organizing**

One of the IATSE's important recent organizing efforts involved amphitheaters operated by Live Nation in Atlanta. The IA won a National Labor Relations Board (NLRB) election involving stagehands working for the labor contractor Crew One in the Summer of 2014. The company refused to bargain and the NLRB issued a complaint based on unfair labor practice charges we filed in response to that conduct. Crew One then appealed to a federal appeals court, which ruled

against the IA, finding that the workers were independent contractors without collective bargaining rights. Meanwhile, I authorized an aggressive campaign to publicize Live Nation's complicity in Crew One's deficient labor practices. The campaign included press outreach, appeals to Live Nation's board of directors, an online petition drive, and a website compiling our publicity. After intense negotiations, we reached a settlement with Live Nation, which resulted in Atlanta area amphitheaters coming within the jurisdiction of Local 927 in 2016 and 2017. The Lakewood Amphitheater, the Verizon Amphitheater and Chastain Park Amphitheater are now IA facilities.

The Live Nation Atlanta campaign was notable for the coordination of efforts by the Stagecraft Department, Communications Department, Education and Training Department, and Legal Department. This was a key victory in the Alliance's ongoing battle against cut-rate labor contractors who are intent on exploiting stage workers.

The International's Stagecraft Department also realized an historic milestone with its victory at the Oregon Shakespeare Festival in Ashland, Oregon. The Oregon Shakespeare Festival (OSF) is the largest regional theater in the U.S. and has been in existence for over eighty years. Previous efforts by the OSF crew to organize have faltered. Most recently, in 1999 the IA lost a NLRB election by two votes. In 2014, stagehands at the Festival renewed their contacts with the IA and sought representation.

As OSF became aware that its workers were trying to organize, it mounted an aggressive anti-union campaign. After

working diligently against OSF's pressure, in April 2015, the IA filed an NLRB petition to represent workers in the lighting, video, projections, sound, stage, wardrobe and wig departments. An election was ordered in June 2015 and the IA triumphed with a substantial majority of votes.

After the NLRB certified the IATSE as bargaining representative of the crew, a committee of bright young technicians came forward to serve as the voice for their coworkers. They developed contract proposals and entered challenging first contract negotiations, which showed OSF management at its worst. The group displayed remarkable solidarity and remained strong and united. Ultimately, a tentative agreement was unanimously ratified by the crew in 2016.

Immediately thereafter, I chartered IATSE Local 154, attended the Local's first meeting, and swore in 50 new talented members of the Alliance. For more than 15 years, the IATSE refused to give up on the OSF crew and followed up on this employer routinely whenever assistance was requested. This dogged determination paid off with a fair contract and a strong, united, energetic workforce. I commend the Stagecraft Department and the local unions and members of the Alliance who showed support for these courageous workers during their fight.

The International has also recently collaborated with local unions on several successful efforts involving festival shows. The International assisted Local 322 with a rock festival called Carolina Rebellion. This is an annual multi-stage, multi-day festival in North Carolina. In recent years, Local 322 successfully provided certain

labor for the festival. More recently, the event has been marketed by its producers as a series of festivals throughout the U.S. known as the "World's Loudest Month." After coordinating with other Locals involved in that series, the IA secured all work on the North Carolina production for Local 322. The IA similarly secured work on the Welcome to Rockville Festival within the jurisdiction of Local 115, Rockfest within the jurisdiction of Local 31, and the Bumbershoot Festival within the jurisdiction of Local 15. Often in these instances, our Locals supplanted the services of cut-rate non-union labor contractors. These events demonstrate the necessity of early intervention to protect the traditional jurisdiction of our Locals.

In addition to ongoing, significant International campaigns, many IA stage Locals have intensified their organizing efforts since the last Convention. Some notable endeavors are discussed below.

Local 8 has an impressive organizing record during the last four years. The Local assessed its jurisdiction and conceived a campaign to reach out to stagehands in every venue where they were unrepresented, regardless of the size of the facility. The Local realized that overall success depends not only on maintaining the highest standards in their existing contracts, but also on improvements achieved for unrepresented workers. In doing so, Local 8 has shown creativity and flexibility in their organizing and contract campaigns.

In quick succession, Local 8 organized Festival Pier, Event Technology, Temple Performing Arts Center, Tower Theater, Theater of the Living Arts, and Media Theater for the Performing Arts. These

are community-based arts facilities and music clubs. Venues like this are too often ignored by IA stage Locals. Local 8's organizing and bargaining success produced significant gains for the workers and can serve as a model for all our Locals.

Local 205 now successfully represents the house staff at the Long Center for the Performing Arts in Austin, Texas. This venue is home to Austin Lyric Opera, Ballet Austin, the Austin Symphony, and numerous special events each year. Local 205 had existing agreements covering the non-house personnel. However, the house staff—consisting of the head carpenter, two head electricians, and audiovisual technicians—remained unrepresented. The union unanimously won a NLRB election in 2014 and contract negotiations began shortly thereafter. The negotiations resulted in a fair contract, which was readily ratified by the bargaining unit.

Local 13 in Minneapolis recently concluded negotiations for a 3-year collective bargaining agreement with the Varsity Theater, a music club that was formerly a movie house. After winning an NLRB election in April of 2015, the parties came to an agreement on greatly improved terms and conditions. The economic package in the first contract represents a 50 to 70 percent increase for these workers who have not had raises for five years or more. This was the first step in Local 13's overall campaign to organize nightclubs in the Twin Cities.

Organizing devoted to regional repertory theatres is alive and well in Southern California. The La Jolla Playhouse, founded in 1947, is now an IATSE house. An organizing campaign driven by Local 122 for over a decade has successfully



concluded. Between November 2015 and December 2016, the parties bargained a first contract, which covered workers in all backstage classifications traditionally represented by the IATSE. Locals 706, 800, and 905 deserve special recognition in this matter. They worked collectively to allow Local 122 to represent the individuals in their jurisdictions at the Playhouse. With this approach, the crew became a single unit with greater solidarity and strength than they would have within separate units. The contract includes fair economic features (e.g., various premium payments) along with remarkable initial wage increases of 11 to 46 percent. The agreement was easily ratified by the bargaining unit and I have welcomed the employees of the La Jolla Playhouse to the IATSE family.

Locals have reported new organizing to the International and the International has assisted in organizing many employers. In total, dozens of additional employers are now bound to IATSE collective bargaining agreements. The following Locals have reported activities to the International or received assistance with these respective employers. Local 8—Event Technology, Festival Pier/Live Nation, Media Theater for the Performing Arts, Temple Performing Arts Center, Tower Theater, Theater of the Living Arts/Live Nation; Local 13—Varsity Theater; Local 15—Rhino Staging & Events Solutions; Local 21—Kelly Percussive Arts, Legacy Lighting, Shore Production Group, Showbox; Local 53—Springfield Performing Arts Development Corporation; Local 59—Chincilla Theatrical; Local 69—Cornerstone Media Group, Indoff, Inc.; Local 87—John Paul Jones

Arena, Richmond Coliseum; Local 101—Packard Music Hall; Local 121—Conference Center of Niagara Falls; Local 122—La Jolla Playhouse; Local 125—Horseshoe Casino; Local 154—Oregon Shakespeare Festival; Local 191—McGrath Amphitheater; Local 200—Centerstage Lighting; Local 205—Long Center for the Performing Arts; Local 329—Endeavor Audio and Lighting Services, Inc.; Locals 631 and 798—Dr. Phillips Center for the Performing Arts; Local 720—Labor Plus, LLC; Local 747—CAPA; Local 757—Michigan Opera Theater; Local 798—Radio City Music Hall Christmas Show; Locals 764 and 798—Rachel Ray Show; Local 868—Strathmore Hall; Local 927—Atlanta Rigging and Staging Services, Lakewood, Chastain Park and Verizon Amphitheaters/Live Nation.

In sum, scores of stagecraft employers were successfully organized. During the last Convention, I reported only seventeen. These numbers confirm that we succeed when the Alliance aggressively organizes to grow our jurisdiction.

Finally, one prominent contract fight involving several IATSE local unions must be noted. In August 2014, the contracts of seven IA Locals were set to expire at New York's famed Metropolitan Opera. IATSE Locals One, 751, 764, 794, 798, USA829, and EE 829 represent Met employees. Contracts for the performers' unions—American Guild of Musical Artists representing opera singers and American Federation of Musicians (AFM) Local 802 representing orchestra musicians—were also expiring on the same date.

It was widely rumored that the Met would go bankrupt without major changes in labor costs and the Met's man-

agement threatened the unions with a lockout if they were not willing to sacrifice large wage and benefit concessions. In response, with the International's assistance, the IA Locals developed a coordinated public relations campaign to prove that slashing pay and benefits were not the only solutions to the Met's problems. A campaign slogan, "Save the Met" was developed, which demonstrated that workers and management had a shared interest in protecting the institution. The IA was proactive with media outreach and publicity. Helped by the Communications Department, we established a campaign website and widely promoted news articles about the negotiations and financial conditions of the Met. These steps proved to be necessary and vital during the campaign.

Leading up to the contract expiration date, I and other International representatives attended multiple IA Locals' negotiations in a showing of solidarity. The Met agreed to repeated contract extensions and an independent financial analysis of its finances. The IA Locals meanwhile prepared alternative cost saving strategies that would be supported by the workers. All IA Locals eventually came to agreements, each sharing equivalent sacrifices and gains. I commend the leadership of these IA Locals and the members who work at the Met who stood together in solidarity to oppose the threat of a devastating lockout.

### *Rate Cards*

During the 2013 IA Convention, it was reported that sizable percentages of U.S. and Canadian stage Locals worked under the terms of rate cards rather than collective bargaining agreements. Rate

cards are merely agreements outlining wages and conditions without the Local having formal exclusive recognition memorialized in a comprehensive contract. Often rate cards are necessary because the employer is a public entity in a state that prohibits collective bargaining on the part of public employers. In other instances, it is because the employer lacks the administrative capacity to provide payroll services. Most often it is simply an artifact of how the Local traditionally operated. In any case, rate cards cannot provide the job security that IATSE members need.

Since 2013, it has therefore been a priority of the Stagecraft Department to assist local unions in replacing rate cards with binding collective bargaining agreements. To date, the International has been successful in several cases by first obtaining formal union recognition voluntarily from the employer. However, where employers are uncooperative, several factors will require attention. Most importantly is the question of how payroll is being handled. Each situation will be different depending on the employer, the local union, the geographic conditions, the presence of labor contractors, and other factors. We encourage any Locals utilizing rate cards to contact the International so the Stagecraft Department may discuss the best ways to address their problem.

One notable recent example of the International's assistance under these circumstances involved Local 87. The Local's members were employed by SMG at the Altria Theater under the terms of a rate card. SMG also managed the John Paul Jones Arena and Richmond Coliseum within the Local's jurisdiction but

utilized a non-union labor contractor in those venues. As expiration of the Local's rate card approached, IA Stagecraft representatives assisted Local 87 with its proposal to combine all three venues under a new collective bargaining agreement. Under the resulting contract, the workers of Local 87 achieved substantial increases and annuity retirement benefits for the first time. Local 87 and neighboring Local 285 have continued to work cooperatively in staffing these venues.

In total, the following local unions have successfully transitioned their relationship with the corresponding venues from rate cards to collective bargaining agreements: Local 26—Meijer Gardens Summer Concert Series; Local 48—Canton Civic Center; Local 51—Stagelight, Inc.; Local 53—Springfield Performing Arts Center; Local 87—Richmond Center Stage; Local 112—Chesapeake Arena Oklahoma Thunder; Local 220—Sioux Falls Arena; Local 769—United Center; Local 784—Stockton Arena; Local 784—Bob Hope Theater; Local 859—Fox Theater; Local 918—Alaska Center for the Performing Arts; Local 919—Lebanon Opera House.

Four years ago, the Stagecraft Department identified the threat inherent in using rate cards as a shortcut around collective bargaining. Stage and wardrobe Locals across North America have now successfully transitioned from rate cards to contracts and, in so doing, provided their members with an added level of job security that they and their families deserve. These examples demonstrate what can be accomplished with coordinated efforts to achieve comprehensive collective bargaining relationships.

## ***Wardrobe***

The Stagecraft Department was formally assigned to assist eleven out of the IATSE's thirty-six theatrical wardrobe Locals with their affairs in bargaining and organizing since the last Convention: Local 747, Columbus, OH; Local 768, Los Angeles; Local 784, San Francisco; Local 787, Pittsburgh; Local 799, Philadelphia; Local 803, Dallas-Fort Worth; Local 810, Kansas City; Local 830, Rhode Island; Local 859, Atlanta; Local 896, Houston; and Local 904, Tulsa. Additionally, IA representatives routinely respond to officers of the wardrobe Locals on a wide range of ad hoc issues. It should also be noted that a new "white card" system has been implemented to inform wardrobe Locals about the precise needs of specific tours. This should better equip our wardrobe members to service touring attractions.

We remain committed to our brothers and sisters in theatrical wardrobe Locals and I encourage them to seek assistance from the International when the need arises. Much work remains to be done on issues confronting wardrobe workers (pay equity, safety, and fringe benefits to name a few). The most reliable way to address these is through collaboration with the International. The following examples highlight accomplishments wardrobe locals have made with the Stagecraft Department's assistance.

Local 859 in Atlanta has exclusively referred workers to the historic Fox Theatre for many years under a rate card. The Local collected authorization cards from its members who worked under the rate card and the theatre agreed to card check recognition. After negotiation with the Local, a contract was executed that in-



cludes standard provisions such as regular wage increases, grievance and arbitration language, and contributions to the IATSE National Annuity Fund.

Similarly, Local 769 in Chicago had a long history of supplying wardrobe workers to the United Center under a rate card. Rate cards cannot form the basis of employer contributions to health and retirement funds. Therefore, the benefit fund office refused to accept contributions from the United Center and Local 769 members risked losing their benefits. The Local collected authorization cards from its members employed by the United Center. A contract was executed and the membership's benefits were secured. All Locals who are faced with similar situations should proceed similarly and contact the International if assistance is needed.

#### ***Make-up Artists and Hair Stylists***

For almost a decade, the technical crew members working on the Rachael Ray Show in New York have been covered by an IATSE contract. The third consecutive successor agreement was recently renegotiated. The wardrobe, make-up and hair departments remained unrepresented. Shortly after that contract took effect, the wardrobe and make-up and hair workers expressed interest in organizing. The employer agreed to voluntary card check recognition and an agreement for those workers is now in place, which will provide health and retirement benefits consistent with the technical crew's.

Local 747 in Columbus, Ohio successfully organized make-up artists and hair stylists at the Columbus Association for the Performing Arts (CAPA). While the stagehands and wardrobe workers

have long been represented at CAPA, the make-up artists and hair stylist have not. After collecting cards, CAPA agreed to a card check and a contract was quickly negotiated and executed. This was a long overdue organizing drive involving workers engaged in one of the IA's core crafts.

#### ***Treasurers and Ticket Sellers***

With assistance from the Stagecraft Department, Local 757 in Detroit filed a representation petition seeking to represent the ticketing staff at the Michigan Opera Theater. In response to the organizing efforts, Michigan Opera Theater hired a union busting firm and mounted an anti-union campaign. Nonetheless, the Local prevailed in an NLRB election with the unit unanimously voting in favor of the union. This small unit of five employees will now stand united with the IATSE stage and wardrobe workers in the same building.

The Strathmore is a cultural institution located in North Bethesda, Maryland that hosts hundreds of performances per year. Local 868 recently battled to organize the venue's box office workers. After winning its NLRB election, the Local held fast to its bargaining demands and enlisted the support and assistance of its allies, including the International Union and sister Locals of the Alliance. Local 868 obtained a contract with jurisdictional gains, job protections, health benefits, retirement benefits, vacation and sick leave benefits. These campaigns both offer exceptional examples of dedication and persistence.

#### ***Labor Contractors***

Multinational concert venue opera-

tors in the U.S. and Canada continue to operate non-union, either hired directly or, more likely, through a labor contractor. The IATSE represents workers in many prominent amphitheaters under our International contracts (described elsewhere in this report) and local union contracts. However, many remaining venues form the economic foundation of labor contractor businesses. The consequences of this trend for our local unions are indisputable and dire. The presence of non-union labor contractors in any market has the potential to cause a race to the bottom by depressing wages, undercutting benefits and weakening conditions for both union and non-union workers.

The Alliance has seen progress in combating this problem. The NLRB has recently issued a ruling that will make it easier to organize workers who are employed jointly by a labor contractor and venue operator. Recognizing the importance of this issue, the IATSE assumed an active role in organized labor's push for the NLRB to issue this ruling. Officers and members of local unions who may be confronting these circumstances are encouraged to contact the Stagecraft Department for assistance.

In addition, the Alliance has made headway toward organizing the workers of labor contractors in some markets. Local 15 achieved an NLRB election victory among riggers employed by a contractor in the Pacific Northwest. Similarly, the support of workers engaged by a contractor in Atlanta validates the IA's belief that these workers will support the IA when the IA actively seeks their support.

The IA's successful efforts to dislodge labor contractors from our traditional jurisdiction must continue. Building on these successes will require sustained outreach to unrepresented workforces while also seeking support from our political and community allies to obtain contracts.

I commend the IATSE's stage Locals who have recognized the importance of new organizing. Successful organizing efforts are the direct effect of the growing desire of local unions to engage in these efforts. So long as that support exists, the International Alliance stands ready to allocate necessary resources to guarantee our success.

I also wish to emphasize that the last four years demonstrate the Stagecraft Department's proficiency in particularly addressing the challenges of IATSE Locals with the least resources. Our statistics show that 54 percent of the Locals receiving formal assistance with the assignment of International staff were among some of the smallest Locals of the Alliance. The International will continue to deploy its resources to stage Locals requiring assistance because we are only as strong as we are united.

## **TRADESHOW AND DISPLAY WORK DEPARTMENT**

The tradeshow and exhibition industries have shown respectable growth in the past several years and are projected to continue growing through 2017 and beyond. Over twenty-five years, the square footage available in convention centers across the U.S. nearly doubled, from 47.3 million to 93.5 million feet. North America now has 52 percent of the world's convention space. The most prominent U.S.

facilities offer an estimated 57 million square feet of prime exhibit space while Canada's twenty-five major venues boast nearly 7 million square feet. Some of the largest U.S. convention centers are staffed by well-trained IATSE workforces. The strong economic standing of the industry coupled with growth in exhibit space across North America provides abundant work opportunities for IATSE members. Exhibition employers have been more willing to partner with Locals to provide training and fair compensation. These welcome trends should continue. In addition, since the last Convention, the Alliance has sustained and built upon several national contracts, which ensure secure, safe and productive work environments for IATSE workers. The IATSE's contracts have preserved and improved upon existing relationships and partnerships with several employers.

Our relationship with Freeman Audio Visual (Freeman AV) has continued to develop into one of the best working relationships in this segment of the industry. The IATSE's national agreement has been in place for over five years and Freeman AV has been a prominent partner of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF). It has provided equipment for audiovisual training programs throughout the U.S. IATSE representatives have also been certified by Freeman AV to present customer service training as part of the TTF programs. Once these trainings are offered, International representatives continue to respond to local training needs where necessary. In conjunction with these training programs, IA workers are capturing more jobs that

have previously been performed by unrepresented workers.

The Freeman AV national agreement was most recently renewed in 2015 for a three-year term. The current contract provides wage increases in each year of the agreement and increasing contributions to the TTF. This will be important as the IA continues to assist local unions with their training goals. Training will continue to be integral to the success of our members and Locals in audiovisual and display work as we grow our existing connections to these industries.

The IATSE's national agreement with Freeman AV has grown from initially covering only three local unions to now include thirty-one local unions. International Tradeshow Department representatives have routinely traveled the country to facilitate meetings between local business agents and the respective local Freeman AV representatives. IA local unions have been supportive of these efforts and enthusiastic about new potential employment opportunities. The International's representatives remain available to present all our available resources and assistance to the locals that need it. This paves the way for the International to determine the training needs and capabilities of our local unions.

During the past four years, we have also made headway toward growing the IA's presence in Canada's Freeman AV markets. In 2014, IATSE Local 105 filed a certification application at the Ontario Labour Relations Board for all employees working at the Canadian Division of Freeman AV in London, Ontario. Employees voted unanimously in favour of the Union. The Labour Board certified



Local 105 as the bargaining agent for all employees of Freeman in London except for technical services coordinators, clericals and sales staff.

The International assisted the Local during protracted bargaining for a first contract, which included a unanimous strike vote. It took almost 16 months but the Local was able to negotiate a fair agreement with annual wage increases. The Tradeshow Department has also been in touch with our local unions in the Western Canadian cities of Vancouver, Edmonton, Calgary and Winnipeg to explore the option of a future audiovisual contract to cover the company's employees in all regions of Canada.

The International also continues to cultivate and advance its existing relationship with PSAV Presentation Services in the U.S. and Canada. In March 2014, I signed a universal contract with PSAV covering audiovisual work and rigging work in covered operations across various locales. Since the contract first took effect, the IATSE's jurisdiction over PSAV's work has expanded to upwards of thirteen local unions across both countries.

The success of members under this contract is again tied to training. Audiovisual training programs being offered to the IA's Locals are integral to PSAV like other employers in this industry. To ensure that all Locals successfully adapt to the terms of the PSAV contract, the Tradeshow Department developed a contract implementation plan. IA tradeshow representatives were assigned to cities under the coverage of the agreement where they assist Locals in identifying immediate and long-term training needs, assess the skills of Local members to satisfy the classifi-

cations needed by the employer, and act as links between local unions and PSAV managers. The International has provided Locals with tools to identify qualified members in accordance with the skill sets outlined in the contract. In doing so, the IA may readily pair Locals with needed training resources.

During contract negotiations, local work jurisdiction, wage, and benefit packages have been tailored to the specific regional needs of PSAV and the respective IA local union locations. Local unions will continue to realize the benefits of the PSAV agreement through their commitment and solidarity.

Vancouver was the first Canadian city to fall within the coverage of the International's PSAV agreement. PSAV has a large presence in the event services industry in British Columbia. It serves approximately seventeen locations in Vancouver, three in Whistler, and one in Victoria. In 2015, numerous employees from PSAV contacted Vancouver's Local 118 seeking IATSE representation. After preliminary meetings, an organizing drive was quickly underway. Despite PSAV's anti-union campaign, work within the jurisdiction of Local 118 now falls under the International's PSAV contract. To facilitate coverage of Vancouver and the jurisdictions of other Canadian local unions, the IA created a Canadian addendum that is reflective of common working conditions across Canada. The IA's success in implementing the national agreement in Vancouver will pave the way for implementation of the contract in other Canadian cities.

Overall, under this historic International contract, the IATSE takes pride in

supporting PSAV's business and giving members the quality IATSE representation they expect. This represents a milestone in the IA's overall effort to bring union representation to employees working in this segment of the entertainment industry. The IA will continually build this important relationship and develop a well-trained audiovisual workforce in the U. S. and Canada.

Within the past four years, veteran display companies Event Technologies and Encore Productions came together to form Encore Event Technologies. Encore Event Technologies is now an in-house leader for audiovisual services in hotels, conference centers and resorts throughout North America. This new division currently serves over 100 properties in North America, including some of the most well-known hotels and hotel-casinos in cities where the IATSE has a presence. Encore's production division continues to provide the same services as it has in the past, but now also acts as the production company for Encore Event Technologies. This transition had certain consequences regarding the company's IATSE-affiliated operations, particularly those involving Local 720 in Las Vegas. The IA and its Locals remain committed to safeguarding the interests of its members and securing the work and requisite training programs that will address the needs of Encore.

Recently, Global Experience Specialists (GES) has also expanded into the burgeoning exhibition audiovisual market. GES is a large multinational corporation with significant assets and it is expected to eventually grow to have a large share of the exhibition audiovisual market.

Shortly after its operations were underway, the IATSE agreed to terms covering several prominent shows in the U.S. The International has maintained its contacts with company officials and is expected to negotiate a contract that would cover continuing operations in IA jurisdictions across the U.S. and Canada (much like the PSAV and Freeman AV agreements). This company has pledged its full cooperation with IATSE AV training in our Locals wherever practical. This represents another positive step in the IA's efforts to represent the workers in this industry and to ensure that audiovisual workers have good paying jobs with good benefits under IATSE contracts. As the IA's market share grows, these workers will be able to pursue commendable careers and bring excellence to employer operations in this sector.

During the past four years, the IA has also renegotiated national contracts with exhibition companies EWI Worldwide, Inc., Seattle-based Minotaur Mazes, Inc. and Texas-based Show Services LLC. In the most recent Show Services contract renewal, the IA successfully united eight separate Local agreements with this exhibitor appointed contractor under a solitary national contract. Among other features, these IATSE contracts include annual wage and benefit increases along with Training Trust Fund contributions, which will assist the Alliance in identifying our members' training needs and building upon their skills.

In addition to the efforts described above, the IA's prominence in the audiovisual realm within Canada has also grown in other ways. Members of IATSE Locals have performed AV functions at various

conventions across Canada including prominent labour conventions (e.g., the Ontario Federation of Labour Convention, Quebec Federation of Labour Convention, British Columbia Federation of Labour Convention). The Canadian Locals also continue to perform audiovisual work with the numerous companies on a case-by-case basis and steady efforts have been made to solidify these relationships contractually.

International representatives have also been active in coordinating the IATSE's Canadian AV initiatives. Like our work in the U.S., the goals of this undertaking are to provide customer service training, raise awareness about the International's AV term agreements, identify the need for training and work opportunities including funding sources, assess local AV industries (e.g., the size of various markets and presence of international companies), and assess local membership skill sets.

The International will continue to secure collective agreements in Canada where we do this work though rate cards. Before we grow further, we also need to determine the skill level of our members and to train where we need training. The Tradeshow Department has prioritized these steps as a means of actively and strategically expanding throughout Canada.

In addition to the systematic implementation of national IATSE audiovisual and exhibition contracts, the Tradeshow Department routinely assists IATSE local unions with many challenging functions. Since the 67th Quadrennial Convention in 2013, the following local unions have requested and received assistance from the International's Tradeshow De-

partment. The Department has assisted with significant grievances, organizing matters, and contract negotiations (including increasingly complex fringe benefit issues, and eliminating rate sheets in favor of complete collective bargaining agreements)—Local 7, Denver; Local 11, Boston; Local 12, Columbus, OH; Local 13, Minneapolis-Saint Paul; Local 31, Kansas City; Local 39, New Orleans; Local 46, Nashville; Local 48, Akron, OH; Local 50, Sacramento; Local 67, Des Moines; Local 69, Memphis; Local 78, Birmingham; Local 197, Knoxville; Local 205, Austin; Local 320, Savannah; Local 322, Charlotte; Local 336, Phoenix; Local 363, Reno; Local 415, Tucson; Local 423, Albuquerque; Local 500, South Florida; Local 504, Anaheim; Local 665, Hawaii; Local 690, Iowa City; Local 720, Las Vegas; Local 834, Atlanta; Local 835, Orlando; and Local 838, Salt Lake City.

Particularly notable among these was the Department's assistance to Local 39 in New Orleans. Since the last Convention, Local 39 has been confronted with a series of contract negotiations requiring assistance, including contentious bargaining with Freeman Freight. The company's local management had created a culture based on fear and intimidation. But the Local's members remained united and showed remarkable patience and solidarity. Other IATSE Locals in Chicago, Denver, Washington, D.C., Dallas, and Anaheim publicized our efforts to reach a fair contract for Local 39. As a direct effect of those efforts, the company entered into a beneficial contract. The culture of fear and intimidation is slowly shifting into one of mutual respect and decency. The Local has since successfully concluded



successor negotiations with its other exhibition employers under area standard term agreements.

The International's representatives have assisted Locals with obtaining work that had otherwise been completed with nonunion labor. With these efforts, the IA has signed companies to term agreements with local unions, secured fair conditions, and obtained positive wage growth for IA members. Through its solidarity with local unions, we have successfully resolved dozens of grievances, negotiated valuable contracts, and secured jurisdiction over additional work for members of the Alliance. The Tradeshow Department's continued focus on training has provided our signatory employers huge competitive advantages over other employers in the IA's jurisdictions. Often, the International's staff has also been impressed with the eagerness and commitment shown by our Locals when identifying training needs and building on the skills of their members. By assisting a broad range of local unions—from large to small, in the U.S. and Canada—the Alliance has made significant progress toward standardizing rates and conditions among all employers and provided significant economic improvements to our members wherever they may work. Local unions have achieved parity with their counterparts in other markets and contracts with renewed terms have been widely ratified by IATSE members. These efforts have raised the profile of IATSE members and Locals on the tradeshow floors throughout North America.

Over the past several years, the Tradeshow Department has also enhanced its profile by participating in prominent

industry associations and organizations. Frequently these organizations sponsor an annual meetings or conferences at which our representatives and staff publicize the Alliance.

These have included Canadian Institute for Theatre Technology (CITT), Exhibition Suppliers and Contractors Association (ESCA), Exhibitor Live, Experiential Designers and Producers Association (EDPA), InfoComm, International Association of Exhibitions and Events' (IAEE) Expo, Live Design International (LDI), Professional Lighting and Sound Association (PLASA), Special Interest Groups on Computer Graphics and Interactive Techniques (SIGGRAPH), and United States Institute for Theatre Technology (USITT).

The Alliance's participation provides the opportunity to network with thousands of industry professionals and some of our large tradeshow employer representatives. At these events, the Tradeshow Department maintains information booths, hosts information sessions, participates in panel discussions, and reaches out to address topics related to union representation. Notably, the IATSE holds a seat on the Board of Directors of ESCA, on the ESCA labor-management council, and ESCA education committee. The IATSE's presence and participation in these associations and their conferences is welcomed and the Department's representatives are recognized as key participants in the future of the industry. It is important for the Alliance's future to ensure that we are the face of exhibition employees around North America. Interest in our crafts grow as others consistently recognize our contributions.

## **CANADIAN AFFAIRS DEPARTMENT**

The IATSE has seen considerable growth in Canada since the last Quadrennial Convention. Membership has grown by 24 percent in the last four years and is approaching 21,000. While some of this growth is attributable to the increase in motion picture and television developments in the production centres of Vancouver and Toronto, the IA is experiencing growth in every region and in every craft we represent. Our increasing strength is not just reflected in numbers. We see it every day as the IA is increasingly known as a leader in the industries where our members work, and we see it in better collective agreements and improved health and retirement benefits.

The staff of the International has also changed to reflect this growth. We have representation throughout the country, along with a bilingual representative based in Montreal to better serve our local unions and diverse membership. We have been preparing for the transition of some of our older staff as we ready ourselves for future growth. The last four years have also seen greater interaction between the representatives assigned to the Canadian Department and the representatives and officers working in the other departments of the International. All this growth has not come easy nor by chance. Arising from the incredible display of solidarity and unity of purpose at our last Quadrennial Convention, the Canadian members of the IATSE heeded our request to attain further strength and growth for our Union, our Locals, and our members.

Two areas of particular significance and impact we witnessed in Canada were

organizing and activism. There were fifty-three separate organizing campaigns undertaken by Canadian stage Locals in the last four years. This level of organizing activity is unprecedented. It is also a testament to the fact that the IATSE has something to offer unrepresented men and women working in our industries. It further reflects a willingness on the part of our members to offer those men and women an opportunity to improve their lives within the IATSE family.

Perhaps no better examples of stage Locals creating the necessary internal structures to organize are Local 56 in Montreal and Local 58 in Toronto. Both Locals have been steadily reaching out to the unrepresented young workforces in their respective cities. They have been successful in organizing a number of venues. Local 56 launched five organizing campaigns. Local 58 was successful in six of the eight campaigns it commenced, with one matter currently pending before the Labour Board. Other Locals that were particularly active include Local 63 in Winnipeg, Local 210 in Edmonton, and Local 262 in Montreal. Even Local 709, our newest Canadian Local, which was chartered in April of 2013, got active in organizing within its region. Although it is primarily a motion picture technicians Local, it was successful in organizing Production Rigging Inc., which services Mile One arena in St. John's, Newfoundland and Labrador, as well as several other stage venues throughout the province.

Our ability to penetrate new markets has enabled IA Locals to negotiate stronger contracts and allowed IATSE members to secure work in major venues with employers that have historically been

unfriendly to unions. Local 210 used its dominant position in the city of Edmonton to negotiate a first contract for the 20,700-seat Rogers Place, which is home to the Edmonton Oilers. In Quebec City, Local 523 was similarly situated and it secured bargaining rights for the 20,400-seat Videotron Arena, which is managed by AEG but owned in part by Quebecor, a notoriously anti-union media corporation.

Some Canadian organizing opportunities were strictly grassroots efforts, spontaneously initiated by workers approaching the Alliance to secure their economic futures. Other campaigns were strategically planned over many years. For example, Local 461 in St. Catharines, Ontario, became aware of a new entertainment complex being developed by the city in conjunction with Brock University. The Local worked with the International and certified Brock University, where it had several members working. It then successfully utilized that contract to claim successor bargaining rights for the state-of-the-art FirstOntario Performing Arts Centre when it opened in 2015. The Local was eventually successful in securing a collective agreement, the result of strategic planning that had taken place five years earlier.

Under my direction, the Canadian Pink Contracts were completely restructured as term collective agreements rather than the arcane individual employment contracts of years past. Unlike the U.S. Pinks, the Canadian Agreements were negotiated individually with each of the fifteen touring producers because there is no Canadian employer association that could bargain on behalf of all produc-

ers. The International negotiated each of the contracts in consultation with the affected Locals. The first cycle of agreements expired in December of 2012 and the second in 2015. We have just completed the third cycle of negotiations. The agreements have included some innovative features. I am pleased to note all Pink Contracts in Canada now include an entitlement to paid leaves of absence for victims of domestic violence. I am equally pleased to note that IATSE local unions have also negotiated similar provisions in their stagecraft agreements. The Canadian Department has instituted an outreach program to ensure that every Canadian touring production is visited by an IATSE International Representative. That initiative will continue in the future.

Tradeshaw and audiovisual (AV) work is another area in which stage Locals in Canada have seen an upswing in work opportunities for IATSE members. In many instances, however, that work is not being performed under a collective bargaining agreement and is therefore vulnerable. Canadian officers and staff have taken a hard look at U.S. examples where the International has been able to secure national agreements for this work. In some instances, such as with PSAV, we have been successful in expanding the IATSE's term agreement to Vancouver. We look forward to continuing our efforts to expand national AV agreements to Canada and to otherwise secure collective agreements. This is the most reliable way to ensure that work for our members in this expanding industry is secured. The volume of motion picture and television production has reached historic levels in many regions in Canada. Here our orga-



nizing efforts have focused on three areas: low budget productions, new production centres, and technology developments. All regions in Canada have seen an increase in all levels of production and like the U.S., the most challenging has been IATSE contracts covering lower budget productions. Our ability to organize is largely a result of our members' resolve to insist on working under the protections of a collective bargaining agreement.

Our members across Canada have become progressively more mindful of this issue. Notably, Local 669 made a concerted effort in 2016 to educate its members on the need to take on the expanding low budget industry in British Columbia. The Local created a low budget agreement and developed innovative ways to deter its members from accepting cut-rate work on non-union productions. Local 669's efforts were incredibly successful. Today Local 669 has secured contracts covering over seventy low budget productions. Moreover, it has initiated a new generation of camera personnel into membership.

Technological changes continue to impact the industry. We have been diligent in adapting to changing production realities and organizing new groups of employees in Canada as a result of these changes. Local 891 in British Columbia, Local 212 in Southern Alberta, and Local 667 in Montreal, have all had some success in organizing on-set visual effects. We have also successfully organized drone camera crews working on IATSE sets in both Eastern and Western Canada.

No discussion of organizing would be complete without noting our efforts in Northern Ontario and Quebec. The

International has worked diligently with Local 634 to address the burgeoning motion picture industry rising in Northern Ontario. The Local saw the need to be viewed as part of the motion picture community. Primarily a small stage Local since its inception, Local 634 has grown to over 200 members. It now services most motion picture and television productions in this large geographic area. Starting from scratch, the Local and International identified the need for local decision-making, a focus on training, and the introduction of health and retirement benefits as keys to success.

Four years ago, I reported on the organizing efforts of the IA in the province of Quebec, which initiated the introduction of Bill 32—legal IATSE recognition and exclusive jurisdiction over certain portions of production. The passage of Bill 32 was the culmination of over five years of intense organizing and overcoming many legal and cultural obstacles. The presence of the IA has solidified and we have close to 1,800 members in the motion picture and television industry in the province. In 2013, the IATSE was raided by a rival labour organization. Locals 514 and 667 worked together to fight back these attempts so that labour stability could continue in the Quebec market. After nearly a year in litigation, the raiding applications were withdrawn and the jurisdiction of the IATSE remains unchanged.

It has become increasingly clear that small local unions often lack the capacity and resources to engage in large organizing efforts without the support of the International. Under my direction, the IATSE has offered strategic assistance

from International Representatives and financial assistance by the International Defense Fund. The International is committed to providing this support for any Local in Canada seeking to grow its ranks through new organizing.

One example of the International's assistance involved Local 849's efforts to organize Egg Films, the largest producer of commercials in Atlantic Canada. Although the employer had typically hired union members in the past, the union was primarily interested in securing health and retirements benefits for those employees. The employer responded by fighting the Local's formal recognition process at every opportunity. Egg went so far as to falsely portray the IATSE's actions to the media as illegal and corrupt. Local 849 won every legal challenge at the Labour Board and at every level of the courts, including the Supreme Court of Canada. The Local secured a first collective agreement through first contract arbitration legislation, which had been recently introduced by the provincial government.

When the first agreement expired, Egg refused to bargain in good faith and illegally locked out the members of Local 849. The Local was successful in having the actions of Egg ruled to be unlawful and damages were awarded. Eventually a successor agreement was reached, but Egg made a decision to cease operating. The IATSE was vindicated at every level of the judicial system but this outcome was unfortunate for those who worked for Egg Films. Ultimately, however, the IA created an important legal framework for future organizing in the commercial industry. If we do not carry on this challenge throughout Canada, then the re-



sources spent on this fight will be wasted. The International will do whatever it can to ensure that is not the case.

The most dramatic change in our culture since the last Convention has been the tremendous strides in Canadian IATSE activism. Our Locals and our members in Canada have truly made important progress in reaching out to the communities in which they live and work. In addition to individual Local initiatives, this marks the third year that the IATSE has been a national participant in the Food Banks Canada “Every Plate Full Challenge.” Locals across the country competed against one another to raise food and funds, resulting in over 600,000 meals for hungry Canadians. Members have also participated in coat drives, art fundraisers, and other food drives. They have pounded the pavement to Fight for 15, to raise money for the homeless, and to compel government to rescind tax cuts related to film credits. Our Canadian brothers and sisters have walked in solidarity with striking healthcare workers, factory workers, and postal workers. They have rallied for equal pay and equal rights for women, people of colour, aboriginal people, and those in the LGBTQ+ community. I am also pleased that several Canadian Locals have established their own young worker and women’s committees. When a need arises, more and more, IATSE members are there to answer the call.

As reported elsewhere to this Convention, the political activism of our Canadian members has also increased remarkably. While political engagement is an important aspect of community involvement, it is by no means the only measure. I already discussed some of the

ways that IATSE members have elevated their activism within their communities. In the last four years, representatives of the International have attended over 200 events, rallies, and picket lines in support of the Alliance and our allies in the labour movement.

In addition to partnering with Food Banks Canada, the IA strongly supports the AFC (formerly the Actors’ Fund of Canada), PAL Canada (Performing Arts Lodges – retirement homes and communities across the country for those who worked in the entertainment industries), and the Congress of Union Retirees of Canada, among other organizations. One interesting initiative the IA took part in this year was our support for a film adaptation of *Strike! The Musical*, which tells the story of the Winnipeg general strike of 1919, a turning point in this history of Canadian workers. Local 63 played a large role in the theatrical production and Local 856 is shooting the film adaptation. Funding was needed for distribution of the film to Canadian high school students to coincide with the 100th anniversary of the strike in 2019. The International and Canadian IA Locals raised \$100,000 to help support distribution of this important labour story.

There is one initiative, which I am truly honoured to report upon. In 2014, Gary Mitchell, who was the President of Local 849, suffered a heart attack on his way back from a General Executive Board Meeting in Seattle. He was not breathing and his heart had stopped. Wayne Goodchild, President of Local 873 was also travelling home. He noticed a small crowd in the Toronto airport, realized it was Gary and saved Gary’s life by using an auto-

mated external defibrillator (AED). Sadly, Gary passed away early the following year, but in his honour, the International spearheaded a national AED awareness campaign. Several Locals worked with the IA on this initiative. I am proud to say that over 100 AEDs have been installed in Canadian workplaces for the welfare of IATSE members and anyone in those venues who may be in need.

There is no shortage of examples of IATSE members, Locals and the International supporting progressive groups. I see this as a fundamental role for the IATSE. We must continue as it enables us to make connections to the communities in which our members work and live. Meanwhile, I challenge our Canadian members to continue the spirit of organizing and engagement they have developed. Our future strength depends on it.

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

The Motion Picture and Television Production Department of the IATSE has grown remarkably within the past four years. The Department has continued and often enhanced its focus on new organizing. Organizing has helped to eliminate the non-union workforce on all but the smallest of productions. Work opportunities for our members increase as more content is produced under IATSE contracts. The Department has raised the bar on health and safety issues by prioritizing healthy rest periods, deterring long work days, and promoting safe work places. These issues, as well as the security of our pension and health plans, will continue to be a top priority as we negotiate future IATSE contracts.



The Department is led by Vice President and Department Director Michael Miller with Assistant Department Directors Daniel Mahoney in New York and Vanessa Holtgrewe in the West Coast Office. The Department is staffed by International Representatives across the U.S. and Canada with support staff located in Los Angeles and New York.

The IATSE's policy of requiring that television and motion picture companies sign industry-standard term agreements continues to help protect our members from unstable employers. To carefully assess their stability, the IA typically executes contracts with new companies on a production-by-production basis only. Once these entities establish a successful track record of producing IATSE, they are offered term agreements. The term agreements consist of the contracts negotiated with major studios, commercial producers, and other employers. This provides all established term signatories with a level playing field.

Productions made for online distribution remain an important area of growth across North America. Millions of consumers now receive content through various digital multimedia devices. In 2016, online streaming company Netflix announced that it would spend six billion dollars on originally produced content and acquisitions in that year alone. Consequently, the Alliance has negotiated agreements for new media projects to align them with the wages, terms and working conditions that members enjoy under similar television or feature contracts.

In addition, networks and studios continue to produce online content for subscription video on demand (SVOD)

channels. With the networks creating more online products, the SVOD tiers found in the New Media Sideletters appended to the 2015 Basic Agreement and 2015 Area Standards Agreement could not have come at a more opportune time. The terms of those agreements included hard-fought gains during negotiations and they have provided many improvements for the members working on these productions. The new sideletters allow high-budget SVOD content to be produced in a manner consistent with their television and feature counterparts.

Since our last Convention, new media projects produced under IATSE contracts have more than doubled. New contracts over the past four years have covered a vast array of programming. Traditional one-half hour and one-hour formulas are expanding to include productions that vary in length. Branded short form storytelling is amassing more audiences. Some new content is made to be viewed only on specific multimedia devices (such as a specific brand of smartphone). Considering these shifting trends, the IA carefully analyzes several factors (e.g., number of production days, method and style of production, budget per minute and episode) to maintain industry standard terms for those projects. In 2016, over 450 scripted original programs created a new peak in American television production. Moreover, people are watching more media because digital devices provide more opportunities for viewing. Millions of SVOD subscribers can now binge entire television seasons after their release. Prominent industry sources reported in 2016 that, compared with the previous year, U.S. adults were spend-

ing one extra hour each day consuming media.

The categories of SVOD content are also multiplying. At first, most television series for large SVOD providers (Netflix, Hulu, and Amazon Prime) were high-budget episodic shows such as *House of Cards* and *Jessica Jones*. Recently, these channels have been diversifying. Their offerings now include reality competition shows like *Ultimate Beastmaster*, and multi-camera sitcoms like *The Ranch*. Both these programs are on Netflix and are produced under IATSE agreements. Netflix recently announced that in 2017 its original programming lineup will grow to 1,000 hours, which will be a substantial increase over 2016 output. This surge in streaming content has had other industry effects. Television networks hesitate from canceling shows to avoid losing them to online competitors. In other cases, they partner with a basic cable or SVOD channel to continue production of a show (as seen with episodic programs like *The Mindy Project* and *Nashville*).

Distinctions between traditional television channels and the internet are also shifting in other ways. For example, CBS has recently announced that it will broadcast the pilot of the new *Star Trek: Discovery* series on television while subsequent first-run episodes will be available online (at [cbsallaccess.com](http://cbsallaccess.com), which is a proprietary CBS SVOD channel). This marks one of the first instances where viewers are directed to a network's online portal for an exclusive series. Under these circumstances, employment in motion picture and television production naturally continues to grow. This translates to more work for IATSE members. Since the last



Convention the Alliance has seen year-over-year increases in total hours. Corresponding contributions to the IATSE National Benefit Funds and Motion Picture Industry Pension and Health Plans (MPIPHP) have fortified the benefits that IA members enjoy and maintained our economic standards.

We have built Union power with organizing victories in unscripted television. The tide has turned in this segment of entertainment. The IATSE has organized several prominent, long-running unscripted programs including *RuPaul's Drag Race* in season seven, *Celebrity Apprentice* after eight seasons, and *Big Brother* after almost ten years of production. Since the last Convention more than 120 new unscripted productions were produced under IATSE contracts. Among these were *Shahs of Sunset* and *Broken Skull Ranch Challenge*, both of which were produced under IA agreements after several weeks of strikes. Others such as *Strong*, *American Grit*, and *Hellevator* were covered by IATSE contracts before strikes were carried out. Cable network shows are also being organized at a rapid pace. In 2017, three Food Network shows were organized back-to-back, a remarkable accomplishment with a channel that historically tended to air non-union productions. Meanwhile we have pushed into non-scripted basic cable programming on networks like MTV, VH1, SPIKE, BET, LOGO and CMT. Coverage for these projects has been negotiated under IATSE contracts with companies like Crantown and FRB Productions. As the IATSE secures more basic cable and unscripted television, it stabilizes these segments of the industry and introduces more

employment opportunities for IATSE members.

The Motion Picture and Television Department has negotiated all major IATSE motion picture agreements since the last Convention. In April of 2015, negotiations commenced for the Producer-IATSE Basic Agreement, the Videotape Supplemental Basic Agreement, and the Digital Supplemental Basic Agreement. Preparations for these important bargaining sessions began years earlier—shortly after the conclusion of the last round of negotiations. I engaged the services of outside actuaries, health care experts, and pension professionals to assist with the groundwork of evaluating the IATSE's affiliated employee benefit funds.

Thankfully, the Alliance did not have to overcome massive health plan deficits during this cycle of negotiations. However, there were many important issues to be resolved. The IA sought to break the existing pattern of two percent wage increases, protect the Union's health and retiree benefits, improve conditions on productions for new media, secure meaningful pension increases, and improve on our members' quality of life issues.

The first week of bargaining for the new IATSE Basic Agreement addressed specific local union issues. Committees from the West Coast Studio Locals bargained on behalf of their respective crafts. Negotiations the following week were slow and frustrating. Proposals offered by the employers attacked the core protections of our existing IATSE motion picture standards. Consequently, the IA's proposals were assertive and the producers fought back. During the ensuing

exchange, the IA adhered to its top priorities—fair financial increases and improved working conditions. On April 18, after a marathon bargaining session, negotiations successfully concluded. The contract was distributed to the West Coast Studio Locals for membership ratification. In August 2015, the renewed Basic Agreement was overwhelmingly endorsed by all Locals.

The contract included 3 percent wage increases in each year. Conditions on high-budget new media productions are now aligned with their television and feature counterparts. The pension benefit accrual formula increased for active participants by 10 percent. Plus, every three years going forward, provided there are at least eight months of reserves in the active and retiree health plans, the plans will retroactively provide the 10 percent pension increase for the prior three years. We successfully protected our retirees' health care and pensions (including 13th and 14th annual checks for those who retired prior to August 2009). Existing MPIPHP health benefits were maintained with no increased costs to participants. Prescription drug co-payments remain unchanged. These financial gains will safeguard the economic future for IATSE members and their families.

In addition to the significant economic gains in the Basic Agreement, other improvements were also obtained. A secondary studio zone now provides an additional mileage allowance and courtesy housing. Members will receive advance notice of work in the secondary zone. Employer obligations to fund the Contract Services Administration Trust Fund (CSATF) increased significantly. This will



provide safety and skills training to IA members. For the first time in the Basic Agreement, companies meeting certain criteria will put payroll deposits in place to guarantee IATSE wages and benefits.

In summary, the IA made historic advancements in these Basic Agreement negotiations. Employer-paid benefit contributions are estimated at \$100 million during the term of the contract (plus more than \$43 million every year thereafter). Meanwhile, IA members incurred no cuts in health benefits (for example, no increased costs for dependents, and no increases in the number of hours needed to qualify for eligibility). This exceptional outcome can be attributed to many elements. Above all, however, the strength, solidarity and leadership of the IATSE (including its bargaining committee, local unions, and members) were key factors in our collective success.

Shortly after the conclusion of Basic Agreement bargaining, the Area Standards Agreement (ASA) was renegotiated. Leaders of the affected IA Locals served on the IATSE's committee along with International officers and staff. Bargaining commenced at the offices of the Alliance of Motion Picture and Television Producers (AMPTP) in late April of 2015. Goals for these negotiations included raising yearly wage increases; increasing employer-paid health contributions; establishing employer-paid contributions to the IATSE Training Trust Fund; securing jurisdiction over certain locations department employees; and clarifying that set teachers work in IATSE covered classifications.

Negotiations lasted four days and the Alliance secured its major priorities.

The new ASA includes yearly 3 percent wage increases. Daily benefit contributions increase by five dollars per person in each year of the contract. Employers now contribute for the first time to the Training Trust Fund for each hour worked by every IATSE employee. These significant contributions will provide safety and skills training for the members who work within ASA jurisdictions long into the future. As with the Basic Agreement, the ASA's new media terms now deliver superior conditions for members working on high-budget SVOD productions. This was an important gain for IA members engaged on these projects around the U.S.

Below the high budget tiers there were other improvements. IA members working on new media productions with a budget of less than \$25,000 per minute will receive five dollar per day increases in benefit contributions in each year of the Agreement. In addition to these robust economic gains, locations department jurisdictions were defined and set teachers are now in a verified contractual classification. These clarifications will secure the financial outlook for many IATSE members.

Safety concerns were also addressed in the renewed ASA. Extended workday safety guidelines were incorporated into the body of the Agreement. Employers may now provide courtesy housing or a ride home when crew members are too tired to travel. These stipulations coincide with the requirement that employees receive 10 hours of rest after consecutive workdays of 14 hours or more. All call sheets must also list the studio safety officer and studio safety hotline.

These features provide long-term

stability for IATSE members within the motion picture industry across the country. The ASA bargaining committee unanimously endorsed the contract and it was ratified by the General Executive Board.

The IATSE's Low Budget Theatrical Agreement (LBA) was negotiated twice in the last four years. This contract imparts beneficial working conditions to a segment of the industry which—in the not distant past—was principally completed with non-union labor. It covers hundreds of companies throughout North America producing features with budgets of \$14.2 million or less.

In November 2013, IATSE officers and representatives of Locals from across the U.S. and Canada met in Los Angeles to negotiate a successor contract. After these negotiations, the LBA became the first national contract with weekend turnaround. In addition, it now includes portal-to-portal language for daily turnaround, and pay increases for specialized work. Meal penalties and per diem payments were increased and wages will increase in accordance with the terms of other major agreements. The LBA now contains language preserving IATSE work (thus curbing subcontracting), which is stronger than any national IATSE production contract. With this advancement, we hope to stem the use of mobile labs and other non-union entities.

In September of 2016, the parties again agreed to industry standard wage and benefit increases, thereby ensuring three more years of stability for IA members working on low budget features in the U.S. and Canada. The LBA recognizes the economic challenges of

low budget production. However, it is of utmost importance that this contract help to promote a safe work environment for our members. Meanwhile, health and pension benefits remain intact for IA members employed on independent features produced under this contract.

Our term agreements with Fremantle and EndemolShine USA (a newly combined entity formed from two previous term signatories—Endemol and Reveille) covers projects that the Alliance formerly had difficulty organizing due to their small crew complements. Hundreds of thousands of hours and corresponding healthcare and pension benefits are now realized by people who, a few short years ago, would never have expected such benefits from reality television work. During renewal negotiations for these reality term agreements, the IA achieved wage and benefit increases, triple time after 15 hours worked, weekend turnaround, increased daily turnaround, and employer-paid contributions for the IA Training Trust Fund.

A successor contract covering episodic television for pay television channels (HBO, Showtime and Starz) was negotiated in November of 2014. This Agreement was established in the 1990's after organizing Home Box Office (HBO) to stem rising non-union television production. After soliciting proposals from the affected Locals, I appointed a bargaining committee consisting of local union officers from around the country. IA officers and representatives and the committee met in Los Angeles for four days of negotiations with the producers. Top priorities were to strengthen working conditions, standardize wages, increase living allow-

ances, increase per diem and enhance idle day pay.

Economic and quality-of-life concerns were significantly improved. The successor agreement incorporated language (like that included in the Area Standards Agreement), which provides employer-supplied transportation or housing after two consecutive 14-hour days or one 16-hour day. The IA also obtained stronger financial penalties for invaded rest. Meal penalties were increased by reducing the penalty increment from three-quarters of an hour to one-half hour, without any reduction in the dollar amount. Living allowance, idle pay, and per diem increased roughly 16 percent for each of these elements over the course of the contract, with the largest increase front-loaded in the first year of the four-year agreement. When on overnight locations, employers no longer subtract 60 minutes of travel time each way when calculating overtime. Specialized work pay is now also available to members working on pay television productions. Across the country, wages are now consistent with other major agreements. For the first time, first assistant accountants, payroll accountants and additional assistant accountants will have wage minimums set forth in the contract. The financial elements of the pay television contract are now some of the strongest in the industry. It has become a robust, mature contract that will protect IATSE members for many years to come.

In the spring of 2016, Locals from around the country met representatives and officers of the IA in New York to renegotiate the Association of Independent Commercial Producers (AICP) contract.

The AICP is the bargaining association for over 400 television commercial companies. This successor contract improved in the following areas: a new holiday was added to the Agreement; extended workday safety guidelines were incorporated; wages and benefits increase pursuant to industry standards; and certain IATSE work (e.g., set construction, special effects, set painting, scenic work, and stage rigging) at production locations was preserved. This last gain is especially important since subcontracting (under cut-rate terms) became a growing problem on commercials around the country.

The past year has also been an especially busy time for commercial organizing. In 2016, more than 70 commercial companies were brought under IATSE contracts. By organizing in this area, we systemically curtail the work of unfair and non-union production companies thereby protecting jobs for IA members who rely on television commercials for their livelihoods.

The Motion Picture and Television Department and IA Locals have continued to monitor jurisdictions where non-union work may flourish if left unchecked. Several so-called "right to work" states like Kentucky, Alabama, and Mississippi have recently implemented film tax incentives. Here, several projects have been successfully organized and completed under IATSE contracts. These include low budget features like *Mom and Dad* and *Tragedy Girls*, which were both organized in Kentucky. IA representatives have also been actively organizing faith-based productions as these projects grow in scope and budget. Features such as *God's Not Dead 2* and *Believe* were brought



under contract in recent years through strategic organizing. These efforts send a clear message that the IATSE's members will not stand for less than the area standard wages and benefits they deserve.

The Department is now actively preparing for future industry negotiations. The Basic Agreement and the Area Standards Agreement both expire July 31, 2018. Economic stability—including health and retirement benefits—and the safety of our members will continue to be the IATSE's top priorities at the bargaining table.

As the motion picture and television industries evolve, so will the IATSE. I am committed to safety and skills training, which will prepare our members for inevitable technological changes. Protecting our jurisdiction is a constant necessity and together with IATSE Locals we will protect our jobs. We will be prepared to meet these and other challenges head-on, through solidarity and commitment. The growth and success of the Motion Picture and Television Department over the last four years offers proof that our unified membership and the power of our collective voice will lead the Alliance into the future.

## **COMMUNICATIONS DEPARTMENT**

The Communications Department, since its establishment in 2011, has grown progressively in size, sophistication, and enthusiasm. The Communications Department has raised the profile of our issues, our concerns, and our Union's talented members to new levels. The capacity of the Department has grown to successfully manage multiple projects and initiatives. Over the past several years, our

Communications staff has become particularly skilled at establishing and maintaining multiple digital communications tools; developing messaging strategies that maximize the International's outreach; and providing valuable assistance in IATSE organizing campaigns. I believe that a well-informed membership standing in solidarity is essential to the overall success of the Alliance. And I am pleased to report that the Communications Department contributes its significant efforts to that mission.

Since the 67th Quadrennial Convention four years ago, Molly Katchpole joined the Department and holds the position of Senior Outreach Coordinator. She came to the Alliance with experience in political and digital campaign organizing. Increasing our communications capacity was crucial because the speed of internet communications requires the Department to manage a large volume of content on a weekly basis.

With the use of multiple communications tools, the Department strives to meet the IATSE's members wherever they may be—on the road, in the workplace, and on the internet. Among the various emerging digital communications tools at the Department's disposal, email remains one of the most enduring and reliable. Upon assuming responsibility over the IATSE email program, the Communications Department sought to shift the IATSE's periodic emails from one-way notices to more action-oriented messages, which will appeal to a broad and growing base of recipients. A redesigned email template was introduced in 2014 that better accommodates mobile device screens and matches the look and theme

of the IATSE's existing website. Under the Communications Department's guidance, the IATSE has also transitioned to a new email delivery platform. This new goal-oriented platform allows the Alliance to more precisely distribute targeted emails to members based on regional matters that might affect them (for example, new messages can be limited to recipients by city, voting district or zip code). This and other advanced features have enabled the Alliance to achieve measurable success with our traditional email program. Statistics show that, on average, recipients are opening IATSE emails at a rate that is nearly twice as high as emails sent by comparable organizations. With these changes, the IATSE email program has remained a powerful part of our online Communications toolset.

Along with creating and editing email content, the Communications Department has focused on refining online messages to more competently reach the IATSE's members and the general public. Through a range of publications (from 140-character tweets to full-page press releases) the Communications Department's messages are designed to appeal to a wide audience. These efforts have been aided by the AFL-CIO, which recently conducted focus group studies to identify the most resonant terms to use when distributing content about unions and their members. Within this framework, the Communications Department creates materials that promote accomplishments of our members and share our vision with the public.

The Department principally does this through the expansive reach of social media networks. Since the 67th Conven-

tion four years ago, the IATSE's overall social media presence has grown consistently and has now reached tens of thousands of followers. Social media provides a space where the Department assembles content that promotes the IATSE and the labor movement generally. It provides an opportunity to comment upon current events and pushes members to become active participants in the Alliance's initiatives. It allows the IATSE to deliver member news, union news, and entertainment news to the IATSE audience. Social media has made it easier for members to access all this content on a mobile device from backstage, on set, or on the road.

Our online presence also allows the Communications Department to contribute to IATSE organizing and contract campaigns. Campaign supporters can access Facebook posts and Twitter tweets or gather thousands of petition signatures. Alliance organizing campaigns are thus exposed to hundreds of thousands of views through social media alone. Our statistics prove that our allies and adversaries both notice this work. Moreover, the flexibility of social media allows the Department to succinctly conclude its activities when a strike is settled or negotiations are complete.

One particularly notable campaign involved contract negotiations by several IATSE local unions at New York's Metropolitan Opera in 2014. The Communications Department produced, edited, and distributed digital communications as part of the "Save the Met Opera" campaign to support our affiliates and promote the fight for a fair contract. I commend all the efforts in the "Save the Met Opera" cam-

paign, which were principally carried out on the ground by members of the Locals working at the Metropolitan Opera. The impressive digital support offered by the Communications Department (through social media, websites, and coordinated press releases) contributed to the campaign's success.

Another noteworthy campaign involved Canadian commercial production firm Egg Films. After an action protesting Egg's lockout of union film technicians in Halifax, Nova Scotia, Egg Films launched social media attacks against the IA. With video and photos submitted by members at the protest, the Communications Department assembled a video featuring Egg Films supporters screaming at IATSE members. The video was picked up by Halifax press and circulated among regional labor organizations and members. On social media, the video eventually received nearly 55,000 views within a few days.

The IATSE's social media work has also allowed the Department to publicize political matters that are important to the IATSE's members. During the most recent U.S. elections, the Communications Department worked with the Political Department to distribute messaging regarding candidate platforms and publicize get-out-the-vote opportunities to our members. The Communications Department live-tweeted the presidential debates and vice presidential debate on Twitter, commenting on candidates' performances and fact-checking their remarks.

Leading up to the 2016 U.S. elections, the Department helped to create and distribute a popular publication

called, "Open Letter to Donald Trump" published on the website medium.com. The letter—describing an instance where Donald Trump crossed an IATSE picket line—had wide appeal. It reached over 200,000 views on medium.com and other social media platforms. It was extensively redistributed by other labor organizations, including the AFL-CIO. This is only one example of the importance of social media when distributing political communications that are significant to the Alliance.

While the main function of the Communications Department is to focus on matters related to the IATSE, it also supports the campaigns of our allies within the labor movement and other progressive groups. The Department has frequently identified matters that the IATSE could publicize and support via social media. Consequently, the initiatives of our colleagues receive tens of thousands of additional views by people in the IATSE's social media networks. These efforts have included digital communications supporting worker organizing campaigns and boycotts by other AFL-CIO unions and remarks from the IATSE Women's Committee about the importance of access to healthcare through Planned Parenthood (which has recently faced legislative defunding). The Communications Department will continue finding opportunities to support the activities of our allies and our sister and brother labor unions.

Additionally, due to the IATSE's notoriety for competent digital communications, the Communications Department has developed resources and trainings for IATSE local unions,



members, and the labor movement at large. In 2015, the Communications Department published a social media toolkit and 'netiquette' guide. The toolkit is an introduction to prominent social media platforms and how they can best be used professionally by local unions and members. Readers have access to specific examples showing the steps to establish a social media network page. The guide explains the types of content that are appropriate and offers case studies of organizations that use social media networks correctly and incorrectly. The 'netiquette' section explains many well-known social codes of the internet. Readers seeking further information can rely on a list of additional resources to develop more expertise in content creation and graphic editing.

The toolkit has received positive feedback from the Alliance's members and the wider labor movement. Other union officials have remarked that they have used the IATSE's guide to train members of their own organizations.

The IATSE is also a collaborator in the AFL-CIO's training series, used by many union members to improve their digital communications skills. In 2014, the digital team at the AFL-CIO invited the Communications Department to develop and run a beginner Twitter hashtag training for their digital tool series, which was broadcast as a webinar and made available online for AFL-CIO affiliates. The Department has also conducted similar digital training for the New York City Central Labor Council. These have focused on Facebook's best practices, advanced uses of Facebook, and the basics of Twitter (how to write

a tweet, and how Twitter can be used for organizing, publicity, and networking). Several New York-based IATSE Locals were represented at these events, which are recorded and available for IATSE members on the IATSE YouTube channel.

Several communications awards the IATSE received since the last Convention credit the innovations the Communications Department has developed in various aspects of its activities. The IATSE received an International Labor Communications Association (ILCA) first-place award in late 2013 for excellence in website design and a second-place award for use of social media. More recently, in 2015 the IATSE received an ILCA first-place award for the best use of social media among national and international unions for the 'Save the Met Opera' online campaign.

The IATSE's important communications work—including its digital presence—requires the input of members and local unions to ensure a strong online community. I encourage the Delegates to this Convention to return to your local unions and remain in contact with the Communications Department. We are grateful to have access to stories of your successes so we may continue to raise the profile of the many local unions and members of the Alliance.

## THE OFFICIAL BULLETIN

In addition to the emergence and growth of our new communications tools, the *Official Bulletin* has remained a core piece of the International's communications program. Over the past several years, a number of significant changes have modernized the content

and appearance of the *Official Bulletin*. These modifications were motivated by our desire to provide relevant, attractive content which have caused the *Bulletin* to grow in popularity.

Commencing with the first quarter issue of 2014, the design and layout of the *Official Bulletin* were renewed with a contemporary and magazine-style appearance. The color scheme has been updated to match the International's website and other digital platforms. For ease of reference, we have revamped the local union directory by arranging local union listings according to their locations within the United States or Canada, respectively. The *Bulletin's* content now includes several recurring features concentrating on matters germane to the various International Departments. We proudly profile members throughout the Alliance in *Bulletin* columns. We have been especially satisfied with the "Activists Corner," which highlights members and Locals around the Alliance who sustained a theme of the 67th Convention by intensifying their activism.

These changes and additions to the *Bulletin* were rewarded in 2014 when the International Labor Communications Association awarded the IATSE "First Prize for General Excellence" among all international and national union publications.

In continuing our initiative to be more efficient and environmentally conscious, over 18,000 members have now signed up to receive the *Bulletin* electronically. The benefits of electronic distribution are twofold—it reduces the amount of paper in circulation, and those who elect the electronic version will receive the

*Bulletin* in advance of those receiving the paper copy.

I thank those Locals and members who have contributed stories of their activities and successes for publication in the *Bulletin*. I also wish to thank General Secretary-Treasurer James B. Wood and Assistant to the Editor MaryAnn Kelly for their dedication to making the *Bulletin* one of the International's most valuable and enduring tools.

## **EDUCATION AND TRAINING DEPARTMENT**

I continue to firmly believe that furthering the education of our members, elected local union leaders, and International personnel will stimulate the IATSE's future growth. Under my leadership, the IATSE's Education and Training Department has fostered an extraordinary culture of continuous learning in every segment of our Union. The Department has divided its energies among three primary areas: (i) union leadership training, (ii) craft skills and safety training (in conjunction with the IATSE Training Trust Fund), and (iii) outreach to high school and college students. As described below, each of these areas includes multiple initiatives, which the Department has continuously expanded since the close of the 2013 Convention. Thankfully, our education and training programs have received tremendous support from IATSE Locals and workers across the U.S. and Canada.

### ***Union Leadership Training***

In May 2014, the Alliance debuted one of the most groundbreaking initiatives of the Education and Training Department—the IATSE Officer Institute. This inventive one-week training course offers

local union leaders access to the skills they need to effectively run their IATSE Locals.

It is a key part of our vision of strengthening the Alliance from the bottom up. The curriculum offers measures of knowledge for effective leadership in areas such as: labor history, labor law, strategic planning, organizing, contract administration, collective bargaining, record keeping, communications, activism, and time management. Participants are also introduced to a range of other resources available to IA Locals through the International Union and the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF).

To help make the Officer Institute useful and relevant, input from every corner of the Alliance was solicited. International Department Directors collaborated on the curricula and exercises. The Education and Training Department consulted local representatives about the proposed subjects of study, logistics, and goals for the program. Finally, in April of 2014, together with IATSE Vice Presidents, officers, representatives and other key staff members, I participated in the program as an inaugural student. This experience allowed many members of the IA family to refine their core competencies while assisting with further development of the program.

As the Officer Institute has evolved, we have welcomed instructors and advisors from leading educational institutions including Cornell University, McMaster University, the University of Arkansas, the University of Oregon and the AFL-CIO's Bonnie Ladin Union Skills Program. Prominent lawyers and accountants who work with the IATSE

have also provided valuable contributions.

Beginning with the first session in May 2014, IATSE leaders from every territory and craft have attended the Officer Institute. These officials serve virtually every segment of the Alliance, from the largest Locals to the smallest. To date, 597 local union representatives from 174 local unions have graduated from the Officer Institute. The skills imparted by these programs have consequently reached over 92 percent of the IATSE's membership.

Sessions of the Officer Institute have been hosted in locations throughout the U.S. and Canada including Atlanta, Austin, Baltimore, Calgary, Cambridge, Chicago, Denver, Las Vegas, Los Angeles, New York, Philadelphia, Toronto, and Vancouver. An additional session will be scheduled for October 2017 in Orlando. At every stop, host local unions partnered with the International to welcome participants. Without their support, this initiative would not have been possible.

To aid small Locals and encourage their participation in the Officer Institute, the General Executive Board voted in 2016 to provide thirty subsidies (ten for each of three consecutive sessions) to IA local unions with less than \$250,000 in gross receipts during the previous year. These subsidies were eagerly utilized by the leaders of our smaller Locals. Along with the staff of the Education and Training Department, I continue to hear complimentary remarks from participants. This training has helped leaders flourish within their local unions as they share the skills that they learned.

IATSE Officer Institute participants



immediately began requesting more in-depth study on several of the topics covered at their initial trainings. Therefore, in 2016 the Alliance launched an advanced officer training called Officer Institute 2.0. The lessons most-requested by our local leaders were in organizing and Secretary-Treasurer skills. Those topics were covered by the inaugural Officer Institute 2.0.

Organizing 2.0 featured sessions on analytical targeting strategies, real-world applications, and advice from successful organizers. Instructors focused on communications, labor law for organizing, and tactical planning. The participants were consulted about actual organizing targets within their jurisdictions. Meanwhile, Secretary-Treasurer 2.0 covered essential topics for IATSE representatives, including labor law for secretary-treasurers, the IATSE International Constitution, maintaining books and records of local unions, keeping the minutes of meetings, budgeting for local unions, government filings, trustee audits, and fraud prevention.

Three sessions of each respective 2.0 course have been held to date. The inaugural 2.0 in Baltimore had a graduating class of 73 officers from 39 different local unions. Enthusiasm surrounding the classes has led to two more sessions—in Las Vegas during 2016 and at the Maritime Institute in Baltimore in 2016. The 2.0 courses will again be held in Los Angeles later this year, from November 29-December 1, 2017. A total of 85 Local officers have graduated from Organizing 2.0 and 90 Local officers have graduated from the Secretary-Treasurer 2.0, for a total of 175 attendees.

One of the IATSE's first education offerings for leaders of local unions—The Labor Education Assistance Program (LEAP)—also remains an extremely popular initiative. Through LEAP, the International provides reimbursement for tuition and reasonable expenses associated with a wide range of continuing union skills education programs and courses. LEAP funding is available to officers, officials, trustees, and executive board members of local unions for one course per year. LEAP has funded tuition (and, modest room and board fees) for classes of all types including semester-long courses in accredited degree programs like the AFL-CIO's Bonnie Ladin Union Skills Program; short multi-day seminars; online college courses; online union skills trainings; and day-long workshops.

As shown in the table below, utilization of LEAP has steadily grown since its inception in 2009. By the end of 2016, the International had distributed a grand total of \$285,156 in LEAP funding.

YEAR	CANADA	USA	TOTAL
2009	-	\$275.00	\$275.00
2010	\$10,968.75	\$15,260.40	\$26,229.15
2011	\$7,105.10	\$19,713.04	\$26,818.14
2012	\$15,265.00	\$44,081.82	\$59,346.82
2013	\$14,514.87	\$25,384.85	\$39,899.72
2014	\$11,147.45	\$42,260.76	\$53,408.21
2015	\$12,734.35	\$32,164.65	\$44,899.00
2016	\$6,894.12	\$26,609.52	\$33,504.12
TOTAL	\$78,630.12	\$206,526.04	\$285,156.16

The program gives officials the flexibility to select classes that will be uniquely beneficial to them when representing their members. Topics have varied widely. Since the 2013 Convention, LEAP funding has reimbursed the tuition for courses

with nearly 70 titles in subjects ranging from public speaking to the complex U.S. Affordable Care Act.

The International also continues to offer the "IATSE Road Show—Why Unions Still Matter," to local unions in the U.S. and Canada. This traveling workshop presents a brief history of organized labor (especially focusing on the IATSE) with separate presentations for Canadian and U.S. Locals. Importantly, the Road Show explains how politics affect the labor movement. We have educated countless members along with their families and friends about the need for strong, vital unions. Attendees leave with a better understanding of the correlation between strong unions and strong economies. Local unions are encouraged to contact the Education and Training Department to bring this presentation to their cities and towns. The presentation is updated often in response to participant evaluations and remains very popular.

Educational investment in IATSE members supports an environment where our workers can keep pace with technology and build skills. These efforts cement our place as the go-to labor source for employers in our industries. Furthermore, when Local officers and staff hone their leadership skills, the workers we represent will have the finest representation possible. Our commitment to life-long learning promotes professional development within the IATSE at all levels, making our organization stronger and more powerful.

However, where there is great demand for new skills, leaders and rank-and-file workers often find it difficult to fit continuing education into their busy sched-

ules. To address the IATSE's demands for a flexible learning environment, in 2015 the Alliance launched a successful partnership with lynda.com, a leading web-based educator. This landmark collaboration was conceived to help members advance in their crafts and meet the needs of ever-changing technologies in the entertainment and exhibition industries. IATSE members who enroll receive unlimited access to lynda.com's extensive library of topics like the latest software, creative capabilities, and business skills. The site offers high-quality instructional videos taught by recognized experts and working professionals. There are also numerous leadership, administrative, and personal development topics useful for IATSE leaders. Subscriptions are offered to IATSE members through their local unions at a fraction of the standard lynda.com membership fees.

When the IATSE's lynda.com partnership began, the Education and Training Department hoped to enroll 1,000 members. Interest in the program vastly exceeded our modest expectations. At the end of the first year of this initiative, 6,554 IA members had purchased discount lynda.com subscriptions. As we approach the second anniversary, which occurs September 1, 2017, over 5,200 IATSE members have enrolled and viewed more than lynda.com 87,145 videos covering over 6,229 hours of instruction.

Among IA members, some of the most popular titles of lynda.com craft skill-related instruction have been: DaVinci Resolve 12 Essential Training; Photoshop CC Essential Training; Premiere Pro CC Essential Training; SketchUp Essential Training; Final Cut Pro X

10.2 Essential Training; WordPress Essential Training; Audio Recording Techniques; Avid Media Composer 8 Essential Training; Editing with Composites and Effects in Avid Media Composer; Lightroom CC Essential Training (2015). Additionally, IA members have seized this opportunity to develop leadership and office skills on topics ranging from time management to strategic negotiations, to Microsoft's Excel.

The Education and Training Department has also continued to offer union skills workshops to Local IA officers at the International's General Executive Board Meetings. These workshops, which are regularly held on Wednesday afternoons, are open to all who attend the bi-annual International General Executive Board meetings. Lasting two or three hours, the trainings have updated local union representatives on a variety of subjects that affect their locals and IATSE members everywhere. Consequently, they have become respected and valuable events. Presenters and titles of these trainings since the 2013 Convention are as follows: Robyn Cavanagh with IATSE Executive Board members and Department Directors, "IATSE Officer Institute Information Session and Survey" (San Antonio, TX, January, 2014); Barbara Byrd of the University of Oregon, "Building Activist Local Unions" (Seattle, WA, August, 2014); Allison Porter of Cornell University/Alvarez Porter Group "Turning the Lights on Activism" (Charlotte, NC, January, 2015); Paul Silverman of Integra Systems, "Effective Work Habits" (Halifax, NS, July, 2015); Scott Treibitz of TriCom Associates, Inc., "Media and Messaging for Local Unions," (Hollywood, FL, January, 2016);

Arthur Matthews of Cornell University, "Political Activism in Your Union" (San Francisco, CA, July 2016); Allison Smartt of Creative Future, "Creative Future Train the Trainer Session: Teaching IATSE Members to Present School Workshops" (New Orleans, LA, January, 2017).

To offer educational opportunities as often as possible, the Education and Training Department has also arranged training for delegates to the IATSE's District Conventions. From May through October each year, education sessions have been offered at every IATSE District Convention in the U.S. and Canada. While nothing is duplicated, annual topics complement instruction offered at the Officer Institute and GEB sessions. These workshops introduce subjects to Delegates who may be new to the IATSE education programs. The titles of recent District education sessions have included: "The Duty to Bargain/Midterm Contract Changes" (2014), "IATSE Canadian Road Show" (2014), "Strategic Thinking About Activism" (2015), "Workplace Safety for Local Leaders" (2015), and "Strategic Training and Readiness (STAR) for Organizing" (2016). Approximately 800 Delegates and guests attend these workshops. Education and Training Department representatives are also in attendance to introduce Local leaders to other educational opportunities available through the International.

We continue to make International staff training a key component of our education programs. In addition to the open-to-all trainings at GEB assemblies, IATSE Representatives and Vice Presidents have had access to specialized seminars during GEB meetings, which deal



with topics that often arise on International assignments.

Furthermore, each spring International Vice Presidents, representatives, and other top staff members gather for a three-day intensive educational workshop and retreat. There, the International staff and Executive Board members come together to recognize and discuss issues important to the Alliance. These meetings also provide an opportunity for IATSE staff to meet in person for short and long-term planning and common goal setting. By sharing a collective vision, the Alliance moves forward with an enhanced spirit of unity and cooperation. Key instructors at recent staff trainings and the titles of their presentations were: Trish Westwater, "Strategizing and Communicating About Activism" (2015); Paul Silverman, "Working More Effectively—Time Management" (2015); Scott Treibitz, "Communications—Framing Ourselves as Organizers" (2016); Liz McElroy of the AFL-CIO and Yvonne Syphax of the Bonnie Ladin Union Skills Program, "AFL-CIO Messaging/Words that Work" (2016); Yvonne Syphax, Tiffany Bender of the AFL-CIO, Sally Alvarez of Cornell University and Ed Fry, "Convention Preparation: Leading By Example" and "ReSET for the IATSE" (2017).

In late 2013, AFL-CIO President Richard Trumka founded the National Labor Leadership Initiative (NLLI). This high-level leadership program responds to the present turbulent conditions confronting workers and unions. This affords union leaders an opportunity to talk about the institutional objectives that will build and strengthen our movement. The NLLI stemmed from

the AFL-CIO's belief that, rather being swept up in the inertia of America's historical union movement, we must instead focus on proactivity and planning. To do so, unions must ally themselves with progressive institutions that boost the rights of workers, immigrants, students, and the middle class. Each year, during three week-long retreats, NLLI participants spend hours deliberating over the groundwork necessary for an enhanced pro-worker movement. The NLLI offers strategic ideas about forming alliances, building capacity, using our resources to reverse the rising tide of anti-union propaganda, and transforming the economy to benefit all workers. Between 2013 and 2015, IATSE General Secretary-Treasurer James B. Wood and International Trustee Patricia White respectively participated in two of the three NLLI meetings.

This group has served as a useful think tank for those interested in building pro-worker power. The NLLI has also added new depth to the expansive educational offerings for the IATSE's members because some of the material presented at the NLLI has been incorporated into IATSE leadership training. Additionally, the IATSE will be able to draw upon the bonds and relationships formed with other participating organizations as future resources. Every group that addresses the concerns of working people—including the IATSE—will need to be flexible, dynamic and intelligent to confront our many challenges.

We must recommit to being resilient and trained leaders within the IATSE every day. In connection with the leadership training programs noted in this report, we have persevered toward that

end. IATSE leaders at every level must continually work to become more skilled at representing workers within the Alliance. Under my leadership, more and more programs and courses have been offered through the Education and Training Department. I encourage all Delegates to this Convention to take advantage of the International's support with these myriad offerings.

### *Craft Skills and Safety Training*

As I have routinely reported, craft skills and safety trainings are the most dependable ways to identify the most critical needs and pressing challenges facing IATSE members in their workplaces. By offering our workers the resources they need, the Alliance gains competitive leverage and provides our employers with an invaluable resource—a dynamic, highly-trained workforce that helps them succeed. In conjunction with the IATSE Entertainment and Exhibition Industries Training Trust Fund (described more fully elsewhere in this report), the IATSE has paved the way for our powerful membership to thrive. We have carried out several projects to support the development of industry-wide standards for worker health and safety for entertainment workers in the U.S. and Canada.

Leading these is the Entertainment Technician Certification Program (ETCP) for entertainment industry professionals. The Training Trust Fund continues to reimburse eligible IA workers who pass any of the ETCP certification tests. The reimbursement amounts have recently increased and individuals can now complete their certifications without paying the \$550 exam fee. I urge all members and IATSE local unions to continually publi-



cize these important ETCP programs to their qualified brothers and sisters.

ETCP has grown in popularity and scope since our last Convention. For instance, in 2016, ETCP announced a new electrical certification called the Portable Power Distribution Technician Certification (intended for persons working with portable power systems). As the ETCP becomes more popular, the number of newly-certified IATSE members continues to grow. However, certifications of non-union participants are also increasing. This is good news for industry safety overall, but this trend will also have negative repercussions. We must encourage our members to become ETCP certified and organize those who already have certifications but who are not IATSE members. This is one of the most responsible way to ensure that all the best technicians are IATSE-represented technicians.

The IATSE Craft Advancement Program (ICAP) also continues to focus on the safety and skills training of our members. The current members of ICAP are Joe Aldridge (Local 720), Peter Donovan (Local One), Kent Jorgensen (Local 80), Eddie Raymond (Local 16), Sheila Pruden (Local 873), and Chairman Alan Rowe (Local 728). These individuals have generously shared their time and expertise with the members of their Locals, members throughout the Alliance, and stakeholders within the larger entertainment community. Most of all, they teach students at every level why working union is the best way to work safe.

The ICAP serves the IATSE by advocating to keep workers safe on the job and trained with the most up-to-date skills possible. The ICAP's work focuses on

three major areas: advising and supporting the Training Trust Fund and its programs; facilitating a formal cooperation agreement between OSHA, IATSE, and United States Institute for Theatre Technology (USITT); and collaborating on standards that affect the entertainment industry.

Some of the most important work of the ICAP in recent years has been working in coordination with the U.S. Occupational Safety and Health Administration (OSHA) and the USITT. Through this coalition, IATSE, OSHA, and USITT work together to promote the health and safety of our workers. Through this partnership, the ICAP has done the important work of conducting training sessions for OSHA personnel on occupational health and safety hazards in the entertainment industry. During the past four years, ICAP has held such training sessions for OSHA staff and consultation officers in various regions across the U.S. spanning several states.

Through this relationship, ICAP members also taught OSHA 10-hour training courses at both the 2016 and 2017 USITT conventions, and participated in OSHA's National Safety Stand-Down to prevent falls. In the coming year, OSHA, USITT, and the IATSE will continue to collaborate in conducting training and outreach to prevent injuries and fatalities among workers in the entertainment industry. The IATSE will provide training to federal OSHA staff (plus corresponding state officials, and consultation program staff) on recognition of electrical, fall, and other significant hazards. Additionally, USITT and IATSE personnel will continue to provide

OSHA 10-hour training to workers in the entertainment industry. We will continue to collaborate with OSHA in developing new safety information and distributing existing resources for our workers. In addition, coordinators from IATSE, OSHA, and USITT maintain regular contact to monitor the progress and results of this partnership.

The ICAP also works to promote workplace safety awareness throughout the Alliance. ICAP spearheads the IATSE's yearly observance of Worker's Memorial Day in the U.S. and the National Day of Mourning in Canada. I ask that Convention Delegates continue each year to honor our sisters and brothers who went to work and never came home with an IATSE union-wide moment of silence during these memorial events.

Additionally, the North American Occupational Safety and Health (NAOSH) Week is held the first full week in May every year. Building upon Worker's Memorial Day, the NAOSH Week seeks to promote safe workplaces by raising safety consciousness among workers and employers. IATSE Locals are asked to plan now to celebrate NAOSH Week by holding seminars, publishing safety literature, or participating in other events promoting safety activism. Reminders and information about both Worker's Memorial Day and NAOSH Week are typically published in the IA's first quarter Bulletin.

#### ***Outreach to High School and College Students***

Helping young people learn about the IATSE and our crafts will lead to more positive exposure for the Alliance's skilled workers. For the past five years,



the IATSE has participated in “Hidden Career Path Days” which are presented in conjunction with the Roundabout Theatre Company in New York City. High school students meet on six separate days throughout the year to learn about the work of stagehands, sound technicians, wardrobe personnel, hair and makeup artists, and front-of-house staff. Volunteer members teach abbreviated lessons on specific aspects of their crafts and lead tours of their workplaces in Broadway theatres and other venues around New York City. Representatives of New York area IA Locals have been instrumental in assisting the Education Department staff with these events. In addition to volunteering as presenters for “Hidden Career Path Days,” IATSE members also appear at various high school college and career days, helping the workers of the future learn about unions and the IATSE.

In 2016, the IATSE also began assisting the Roundabout Theatre Company with a new program—The Theatrical Workforce Development Program. A natural continuation of “Hidden Career Path Days,” this three-year program will train recent New York City public high school graduates to explore positions as young theatre technicians in entry-level jobs upon graduation.

Meanwhile, the annual USITT conference attracts college students from around the U.S. It offers an excellent opportunity to meet the workers of the future. Recently, the IATSE has taken a more systematic approach to this event (e.g., leading panels and conducting pre-conference OSHA training, using the Training Trust Fund curricula) to maxi-

mize our ability to communicate with potential future members of the Alliance. We must continue to introduce the IATSE to these young people who are on the verge of graduating from college and graduate school with excellent skills and energy.

Finally, IATSE representatives are available upon request to present workshops at theatre and film schools regarding the IATSE. A version of this presentation is also available upon request to local unions that wish to use it for outreach.

### **IATSE TRAINING TRUST FUND**

At the 67th Convention in 2013, I reported about the historic establishment of the IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF)—a joint labor-management training fund established to offer training opportunities for IATSE members and those working under IATSE agreements in crafts represented by the Alliance. The Training Trust Fund has grown exponentially since our 2013 Convention, when it was still in its infancy.

The TTF is a trust fund governed by federal law in the U.S. As a labor-management fund under ERISA, the Training Trust Fund has an equal number of employer-appointed trustees and union-appointed trustees. The Board of Trustees has grown in recent years. There are now seventeen Trustees (one employer Trustee seat is vacant). The TTF strives to serve all IATSE Locals, large and small. We are satisfied that the TTF’s programs can accommodate each group’s needs by considering their prior training, experience, and capacity. It has developed programs to meet the diverse needs of the Alliance’s varied, growing workforce. The Trust

has done so by listening to leaders and workers from across the IATSE. At our last Convention, a survey was conducted to determine the IA’s most pressing training needs and wants. Delegates’ input from the 2013 survey was used to establish a multitude of programs to reach Locals and members throughout the U.S. and Canada.

The mission of the Trust is to promote industry recognized standards for safety, skills and craftsmanship in the entertainment and exhibition industries. It does so by providing training that improves existing skills, develops new skills, embraces technological change, and focuses on the safest way to perform the work of our crafts. It supports training opportunities for all employees working under the jurisdiction of the IATSE. It has developed state-of-the-art training tools, resources and methods. Additionally, the TTF is guided by a vision of a workforce with the highest level of training in skills, safety and craftsmanship, across the IATSE’s jurisdictions.

The policies and procedures of the Training Trust Fund have been routinely refined to meet the growing needs of our organization. There are now ten full-time employees of the Training Trust Fund working on its various programs, initiatives and administrative functions. The Fund is also constantly expanding the programs it offers, projects underway, and resources developed. This has been made possible by the ever-increasing number of local unions that negotiate employer contributions to the Training Trust Fund into their collective bargaining agreements. As of December 2016, over 100 local unions have negotiated for Training Trust Fund

contributions in at least one of their agreements. Particularly notable is the increasing number of Canadian local union agreements with TTF contributions. This has resulted in a corresponding increase in the Canadian Locals' enthusiasm for the Trust's offerings.

As described below, key Training Trust Fund initiatives have taken shape each year since the Fund's inception. In 2012 and 2013, the TTF systematically and widely reimbursed IATSE local unions that offered training on their own. This program is now known as the Supported Course program.

In 2014, the TTF began a calendared course program consisting of OSHA 10/general entertainment safety courses throughout locations in the U.S. The TTF chose those locations with the goal of reaching large groups of IATSE workers from various Locals. This training was developed by members of the IATSE Craft Advancement Program to be an OSHA 10-hour course specific to the entertainment industry. Local unions, which already have certified OSHA 10-hour trainers in their ranks and Locals that wish to develop new trainers may now apply to the Fund to receive the curriculum and preparation on how to use it. Additionally, the Training Trust Fund will reimburse the cost of tuition for Local trainers who successfully complete OSHA 501 and OSHA 511 and thus become qualified to teach OSHA training. This allows IATSE Locals to have trainers among their own members. The Training Trust Fund also continues to advise Locals that wish to bring in outside trainers familiar with the IATSE curriculum to teach OSHA 10 to their members.

Also since 2014, the Training Trust Fund has maintained a partnership with InfoComm. InfoComm, a trade association representing the professional audiovisual and information communications industries, offers a wide array of education opportunities that are relevant to the IA's members. This partnership gives every IA worker access to InfoComm membership benefits. Over 3,629 people to date have joined in this partnership.

Through the InfoComm partnership, all IATSE members are eligible to become members of InfoComm at no expense to them. This offers access to a variety of free and discounted courses, online and in person. It includes the InfoComm-administered Certified Technology Specialist (CTS) program, which is recognized as the premiere audiovisual (AV) professional credential. Of the 3,629 IATSE members registered in the InfoComm partnership, 1,013 have enrolled in on-line course work.

This partnership has led to expanded offerings of hands-on AV training in addition to InfoComm's CTS training. By popular demand, an entry-level class, "Audio Visual Fundamentals for Stagehands" was specially developed for IATSE members in conjunction with InfoComm and is available to local unions. This comprehensive course offered through the Training Trust is a hands-on class that is augmented with online classes. The program has proved to be highly successful and worthwhile to many local unions, as they expand work opportunities for their members in the AV field. Locals interested in hosting the course may wish to have local individuals trained to deliver the curriculum. This means locals can

offer AV training on an ongoing basis and as needed.

As of December 31, 2016, we have held AV Essentials trainings at twenty-three Locals (some with two or three sessions) with approximately 700 attendees. Additionally, to date nearly 400 IATSE-represented workers have successfully completed both the strenuous hands-on and online requirements to receive their InfoComm/IATSE Live Event Technician Certificates.

The Training Trust Fund also reimburses the fees for those who successfully receive their InfoComm CTS certification plus reimburses tuition for any of the ETCP certifications, SPRAT rope-access certification, and CPR/AED certifications.

The TTF began to offer a popular and unique "Train the Trainer" course in 2015 taught by Dr. Mark Johnson, Professor of Technology and Workforce Learning at Pittsburg State University in Pittsburg, Kansas. This course was added to provide teaching techniques, lesson planning skills and presentation skills to new and seasoned trainers. This distinctive and popular program was specially created and customized by the Trust Fund Trustees, members of the ICAP, IATSE Education Department staff, and other IATSE trainers. The resulting program has been so successful that other unions are creating programs based on our model. The Train the Trainer course continues to be presented across the U.S. and Canada for IATSE Local trainers to learn skills to be the best instructors possible.

The Training Trust Fund has also recognized that many IATSE local unions need high-quality safety programs that



could be used by local experts to train their workers. Therefore, in 2015 the TTF partnered with the UCLA Labor Occupational and Health Department and trainers in local unions across the U.S. and Canada to produce a curriculum library available to local union safety trainers. Establishing multi-module entertainment safety curricula especially for IATSE craftspeople was an enormous undertaking, which took nearly two years to complete. It involved dozens of IATSE subject matter experts across North America, ICAP members, IATSE Vice Presidents and representatives, and Training Trust Fund Trustees. The outcome is a comprehensive library of training resources including case studies drawn from the real-life experiences of IATSE workers, which can be used to customize trainings for various groups. It has comprehensive instructor manuals, which guide instructors with a script so that it may be used by new and experienced trainers alike. The curriculum was rolled out late in 2016 and enjoyed immediate popularity. I strongly encourage locals to utilize this excellent library of resources as part of the valuable and important trainings they provide to their members.

The 2015-2018 IATSE Theatrical and Television Motion Picture Area Standards Agreement (ASA) requires contributions from employers to the Training Trust Fund for the first time. In connection with that agreement, general safety courses developed by Contract Services Administration Training Trust Fund's Safety Pass program are delivered online to motion picture workers in areas covered by the ASA. These courses are commonly known as the Safety Pass "A"

and "A2" classes. The Training Trust Fund worked with Contract Services personnel to develop a system for implementation of this program. Now, workers from Locals performing work under the Area Standards Agreement can access these free safety courses online at any time.

Meanwhile, during recent years the TTF continued to grow by expanding and improving upon other resources (e.g., technical assistance resources available to local unions, expansion of the TTF trainer database, an improved and expanded bi-weekly electronic newsletter).

This year, the IATSE has witnessed continued expansion of the TTF's programs and services. A new offering called "Train the Trainer—Master Class" is available for trainers wishing to develop their own course curriculum. Also new this year, the Training Trust Fund recently launched its "training tracker" service. The TTF will keep track of course records for local unions that offer training to their members. Locals using the training tracker will be able to easily enter and track the courses taken by their members and generate reports. If an employer requests workers with certain educational credentials, or those who have taken a specific class, those people can be quickly and accurately identified by using the training tracker. This valuable service is open to locals and signatory employers who participate in the Training Trust Fund.

Information about all the TTF programs, initiatives and resources can be found on the TTF website, along with links to many outside training resources. The programs and initiatives of the Trust are especially impressive considering that

the Trust was founded only a few years ago.

The TTF has started to actively collect and track all skills trainings and safety trainings offered by IATSE Locals. As of March 15, 2017, The Trust has reached over 14,050 IATSE workers with more than 150,475 hours since inception. OSHA 10 training has been administered to 2,100 workers. Over 3,500 workers have had over 13,400 cumulative hours of training planned at their local unions through the supported course program. More than 780 IATSE members have had access to 10,700 cumulative hours of training through the TTF curriculum materials provided to Locals. The Train the Trainer programs have offered 400 workers access to 6,288 cumulative hours of training. Over 1,000 IATSE workers have taken the online safety courses titled "General Safety" and "Environmental Safety." Over 340 people have obtained 367 certificates through the exam and certification reimbursement program. In sum, the Training Trust Fund has seen tremendous growth and has achieved much.

## **BROADCAST DEPARTMENT**

The IATSE Broadcast Department now comprises twenty-four local unions. Eight Locals represent television station employees and sixteen have jurisdiction over remote televised event employees. Since the last Convention, the IATSE's involvement in broadcast markets has grown considerably. Under my leadership we have ventured into new regions. For instance, the Alliance recently chartered new broadcast Locals in Wisconsin and Indiana. We welcome those members and their enthusiasm.

However, in other areas around the country fewer broadcast workers enjoy union representation, putting the hard-earned living standards of our members at risk. In America's competitive broadcast marketplace, employers have tremendous economic incentives to outsource work, cut pay, and cut benefits. In some areas, our broadcast members are competing with non-union employers offering poverty wages. The only solution is to grow the IATSE's influence by organizing these unorganized workers. I am pleased to report that against this background, our Broadcast Department representatives have skillfully served our members, organized more work, and negotiated respectable contracts.

IATSE broadcast Locals representing workers in traditional television stations have faced a wide range of obstacles during the last four years. Decentralization of television distribution because of the internet has produced new generations of consumers known as "cord cutters" (people who have opted out of standard cable television subscriptions) and "cord nevers" (those who never had standard subscriptions). Because of these trends, market share for local television news has decreased. In response, many stations have embarked upon rounds of cost-cutting measures that often include technical automation and job reductions. Employers have plotted ways to pool news content from multiple stations rather than dedicating their local news to one specific region. Much like similar efforts in print journalism, this practice could lead to local news roundups, a practice sometimes called "commodity news." Employers have

also explored "hubbing" (consolidating job functions at central locations) and sought to eliminate the Union's exclusive jurisdiction. Collectively, these schemes and practices have led to employment cuts and increased workloads for remaining IATSE employees.

Local news companies have experimented with smartphone apps to encourage freelance paparazzi shooters to cover breaking stories. These events are then broadcast digitally. If the shooters' footage is used, they are paid a flat rate. The IATSE, which has a long history of representing news photographers and photo-journalists, has been battling against this practice with multiple employers.

Along with the changing nature of TV news, another major event threatening to disrupt historic broadcast trends is the Federal Communication Commission's (FCC) auction of portions of over-the-air television broadcast spectrum. The FCC's efforts will reallocate portions of the television broadcast spectrum to the telecom industry for use by mobile devices and to provide the bandwidth for the introduction of fifth generation wireless systems (i.e., "5G"). These changes will revolutionize the so-called internet of things and usher in new levels of personal automation. Users will be connected to a vast array of media devices that anticipate the needs and patterns of users. It will also allow for direct distribution of content, which may disrupt current distribution models. IATSE broadcast officials have predicted that some local TV stations may go off the air and instead transition exclusively to internet distribution. This transfer of public airwaves into private hands will have long lasting consequences

for individuals working on local and regional broadcasts. Many broadcasters have engaged in hard bargaining and evaded deals on successor contracts with IATSE Locals until the spectrum auction is over. This has forced our Locals to continually fight to maintain IATSE standards in this area. IA members working at local stations have seen some progress in the last year after engaging communities (through town hall meetings and political activism) with dogged determination. These efforts led to staffing guarantees and wage increases for broadcast members working on the West Coast.

Freelance remote broadcast employees working on regional sports networks—many of whom have now been represented by the IATSE for years—enjoy some of the best wages and benefits in the industry. The broadcast Locals involved in remote sports events now bring content to air for fifty-two professional sports teams, including members of Major League Baseball, the National Hockey League, Major League Soccer, the National Basketball Association, and the Women's National Basketball Association. Along with these professional sporting events, IA Locals cover certain National Football League events; semi-professional, college, and international soccer; boxing and other fighting events; collegiate sports; tennis; golf; and other assorted sporting events. Over a decade ago, when the IA began expanding its jurisdiction in the broadcast industry, it represented freelance sports broadcast technicians working under five contracts. Today, the IATSE has forty-seven contracts with employers involved in live sports content.



To increase our strength at the bargaining table, eight local unions in the Southwestern U.S. recently came together to bargain the IATSE's first multi-region contract with Fox Sports Net. Locals representing technicians at Fox Sports Net West/Prime Ticket, Fox Sports Net San Diego, Fox Sports Net Arizona, and Fox Sports Net Southwest all participated in developing proposals and negotiating the combined regional contract. I believe the resulting agreement, which was ratified by the Locals, will set models, patterns, and customary standards for this work. It will lead to greater bargaining strength for the entire IATSE Broadcast Department.

As with automation in local newsrooms, media companies are also experimenting with automation in live broadcast situations. For low-revenue content, companies are replacing traditional mobile broadcast units (i.e., remote broadcast trucks) with employees located in studio hubs. Camera operators, audio assistants, and utility technicians remain at the event site and feed content to the studio. The studios may be hundreds of miles from the city where the feed originates. We expect this practice will expand as companies refine these procedures. So far, the IA has negotiated terms that keep this work covered by our contracts and we will work to make sure it stays that way.

As the Broadcast Department gains greater bargaining power with our existing employers, it remains committed to new organizing. Many fellow technicians working in regional television across the country still covet the benefits of a union contract. And the IATSE's broadcast con-

tracts and benefit plans are second to none. Bringing more unrepresented technicians together will provide the strength, solidarity, and unity needed to make further progress.

During the past four years, the Alliance has seen major growth in college sports broadcast networks. The IATSE prevailed in two separate elections to represent regional employees of the Big Ten Network (BTN) in Minnesota and Wisconsin. Both groups achieved a first contract with BTN and have established a positive working relationship. Additionally, broadcast members in Indiana now fall under the terms and coverage of the IATSE's BTN contracts. BTN has also recognized the IA as bargaining representative for employees from Iowa and technicians who travel throughout BTN territories on college football broadcast crews.

The IA has made additional headway by bringing Union protections to other employees working on nationally distributed sports content. Four years ago, the IATSE won an election to represent employees working for Golf Channel. The parties bargained over the terms of a first contract for nearly two years. On the same day that employees ratified the new agreement, a decertification petition was filed against the IATSE with the National Labor Relations Board (NLRB). The IATSE won the decertification election, but several procedural failures called the election results into question.

The NLRB found that the employer failed to provide a full and accurate list of employees to the parties during the election process. The NLRB also found that it had mishandled some ballots. These flaws

lead the NLRB to dismiss the results of the election and order a rerun.

In the meantime, the IATSE has carefully monitored its current Golf Channel contract. Over the past two years, we filed several unfair labor practice charges against the company. The NLRB has issued complaints associated with many of the charges, including the company's failure to provide information the Union needed to fully implement and administer the contract, providing late and inaccurate contributions to the IATSE National Health and Annuity Plans, and failing to pay employees for certain expenses owed to them. Earlier this year, the IA settled these violations and the settlement awarded monies to crew members for payments due to them. The Company agreed to turn over the information needed to administer the IA's contract and agreed to cease its unfair practices. Now that the unfair labor practices have been settled, a rerun election will be held.

Under the terms of the IATSE's contract, over 100 people who would not otherwise have employer-subsidized health insurance now have coverage under the IATSE National Health plan. And for the first time in memory, employees received general wage increases because of our contract. We have an involved and committed group of stewards and craft leaders in the unit who represent employees at job sites and in negotiations. The first contract expired in June 2017 and the IA is actively negotiating with the employer for a successor agreement.

The IATSE also recently petitioned for an NLRB election to represent technicians working on nationally televised broadcasts of National Hot Rod Asso-

ciation (NHRA) auto races. The IA prevailed in the election by a sizable margin. However, several voters were challenged and the employer filed objections to the election. Separately, the IA has filed unfair labor practice charges in response to several unlawful actions against NHRA employees. The charges are under investigation. The Alliance is confident that it will prevail on all issues and soon negotiate a first contract for these employees.

Under my leadership, with the capable assistance of the Broadcast Department, the IA's regional broadcast local unions have sustained consistent growth and protected the contractual conditions we have secured. In New York, Local 100 has hired a full-time Business Agent and Administrator to serve its ever-expanding membership. Within the past four years in Local 100's jurisdiction, the IA successfully organized the studio employees of the YES Network cable and satellite television channel. Those employees are now covered by an IATSE contract.

In the San Francisco Bay Area of California (including Sacramento), Local 119 has completed several remarkable advancements. It has successfully established a prevailing wage ordinance for broadcast workers in the Bay Area. This is believed to be the first such ordinance in the nation. A full-time business agent now represents the Local and its members. Local 119 recently renegotiated a successor agreement with its largest employer, which sets the industry standard for broadcast workers in this region of California.

Local 317—representing broadcast technicians in Indiana—includes the latest group of workers to organize with

the backing of the IATSE's Broadcast Department. For the first time, these technicians are now covered by a union contract when working on regional sports network productions. Their terms and conditions follow the patterns set forth in other IATSE contracts covering Midwestern broadcast work (including those established by the IA's BTN contracts). Our new Indiana members have recently finalized their Constitution and Bylaws and this year they are holding elections for Local 317's first officers. I am pleased to receive them into the IATSE family.

Another new Local—No. 414—has been chartered since the last Convention to represent broadcast technicians in the state of Wisconsin. Since its inception, the newly organized Local 414 has expanded its jurisdiction throughout the metropolitan regions of Wisconsin and now has beneficial relationships with several regional crewing contractors and sports networks, including Fox Sports Net Wisconsin and the Big Ten Network. Local 414 has successfully negotiated and ratified its contracts. In 2015, the members implemented the Local's Constitution and elected its first slate of officers.

Local 487 continues to represent regional broadcast technicians of the Mid-Atlantic region (Maryland, Washington D.C., and Virginia). Since the last Convention, Local 487 has appointed an Assistant Business Agent to service members working within its live broadcast crafts. Thanks to their hard work and the addition of that staff member, the Local's broadcast technicians have a record of success and have grown in numbers and in impact.

Within the Southwestern U.S., the IA's talented broadcast technicians hold membership in Locals 600, 695, 700, 748, 795, 796, 800, and 871. As discussed above, representatives of all these Locals recently participated in historic negotiations for the first multiregional IATSE contract covering live productions aired on Fox Sports Networks. I commend the Broadcast Department and the leadership of those Locals, who had the vision and perseverance to unite four separate regional sports agreements into one unified contract. These efforts will strengthen the IATSE's position in these competitive regional markets for years to come.

Local 745 covers the IATSE's broadcast jurisdiction within the state of Minnesota. This Local and its officers have been actively organizing within their territorial area (principally within the Twin Cities of Minneapolis and Saint Paul) over the past four years. Local 745's commendable efforts have resulted in IATSE contracts covering seven new broadcast employers since the last Convention. In addition to live content, with the assistance of the Broadcast Department, Local 745 is also actively organizing in-house broadcast workers at sports facilities. The members have built a strong partnership with Minnesota's stage Local 13. Their solidarity has paid dividends for both Locals.

In Chicago, with the assistance of the Broadcast Department, Local 762 has successfully negotiated new agreements with its largest employer for work on hundreds of annual sporting events.

In the Pacific Northwest, Local 793 joins together IATSE broadcast technicians in the states of Washington and Oregon. Members and local union offi-



cers throughout these states have implemented recent changes allowing the local continue to work within this large region as a united group.

In addition to assisting the IATSE's growing broadcast Locals, the Department has more frequently turned its focus toward education and training. The Broadcast Department has identified several key skills that would benefit members working in all manners of live event broadcasting. These initiatives have addressed emerging technological trends and offered IATSE members a competitive edge in challenging marketplaces. For instance, the Department developed a fiber-optic maintenance and handling course that has been administered to IATSE members around the U.S. Optical fiber cables and networks are quickly replacing existing technology in broadcast and other IATSE industries. The Department provides job steward training to any Local that requests it. Plus, the IA has developed standard online reporting procedures for its broadcast stewards. In sum, the IATSE's trainings provide a level of understanding that will keep our broadcast technicians current with the new technology and equip our members to be the most skilled in the industry.

Since the last Convention, representatives of various Locals and the Broadcast Department have also attended the IATSE Officer Institute programs. Building strong local unions requires a willingness to develop administration skills and our broadcast members have heeded the call. These efforts will give our broadcast members the active, engaged, and educated representatives they deserve.

During the past several years, the

Broadcast Department has set standards and practices that improve conditions for workers in occupations across the broadcast industry. IATSE collective bargaining agreements have fueled new innovations in wages, benefits, and work practices in a sector that in recent memory was comprised largely of nonunion workers. This evolution could not be possible without a permanent commitment to new organizing. To carry its success forward, the Broadcast Department will continue to assist IATSE Locals, preserve our existing conditions, and turn our goals into reality for more working men and women.

## **POLITICAL AND LEGISLATIVE DEPARTMENT**

The political and legislative landscape facing the Alliance in the United States and Canada has undergone dramatic changes during the past four years. We have seen legislative attempts to undermine the labor movement. State and federal lawmakers have rallied around anti-union interest groups and generated newfound support for so called "right-to-work" laws and efforts to eliminate or curtail collective bargaining rights. Fewer of our U.S. law makers are willing to address the real problems facing each worker and many seem poised to support efforts to suppress voters and impose massive cuts on the agencies that enforce critical workplace regulations. At the state level in the U.S., workers are under attack in capitals and statehouses at unprecedented levels. Now more than ever, the IATSE needs forceful political participation to ensure that collective bargaining will not further decline in importance because of actions by reckless politicians. I am confident that our strengthened political programs, with

the help of our members, has the transformative power necessary to beat back anti-union initiatives and refocus our legislatures on issues that truly have political relevance to the IATSE and working families generally.

A number of the IATSE's experiences over the past four years have demonstrated this. Even during this tumultuous period, we have seen successes resulting from our active and invigorated political agenda. The IA has utilized grassroots political outreach methods to involve members and to assist in educating our peers on the issues at stake for the Alliance and working families. Anti-worker measures have been defeated and pro-worker candidates have been elected. In many instances, the IATSE, its local unions, and members helped bring about those changes. While our political program continues to grow in size and influence each year, that trend must continue in the years ahead. As described below, our political program has engaged members and generated active opposition to harmful policies. However, it still shows great promise for further progress. I encourage all the members of this Alliance to stay politically active in order to realize the full potential of our united political power.

In January 2016, I created a Political and Legislative Department for the United States. A Department Director and Assistant Director work in Washington, D.C. This step has substantially elevated the International's profile at the federal level in the U.S. The two full-time staff members dedicated to these important matters have now made the Alliance a major player in a wide variety of politi-



cal and legislative matters. The addition of the Department's full-time staff has also brought remarkable energy and an innovative spirit to our existing political efforts.

Virtually daily, the Department monitors proposed federal and state legislation that would affect the entertainment industry in general and our members in particular. The Department's capacity to identify and study legislation—whether promising or harmful for the IATSE—is a crucial first step toward helping to shape the economic future for our workers.

Whenever there are general elections in the U.S., the Department deploys a coordinated outreach effort through the eleven U.S. IATSE districts and their respective secretaries and chairs. This coordinated effort serves as an important means of disseminating pertinent information to our members so they are aware of political candidates' platforms and any announced positions that would have consequences for IATSE workers. Beginning with the most recent federal election cycle, the Department also focused heavily on the critical task of new voter registration. The IATSE is proud that many of our members regularly vote in great numbers. However, our research and data has shown that there are still unregistered members across the U.S. The Department's goal is to progressively grow the number of IATSE members registered to vote during each election cycle. We cannot begin to build support for worker representation, win proworker legislation, or strengthen the IATSE's voice in matters that affect our members unless all our members are regularly visiting their community polling places.

As I reported to you during the 67th Convention, intellectual property and digital theft may gravely threaten the economic wellbeing of thousands of IATSE members. The livelihoods of many of our members hinge on copyrighted movies and television productions. Consequently, digital theft causes immeasurable losses in wages and contributions to our members' fringe benefit plans. Based on its research, the Political Department reports that the political climate in Washington—largely due to the makeup of the U.S. Senate and House of Representatives—is not currently suited to enact legislation regarding digital theft. However, electing candidates in upcoming mid-term elections that would be apt to support intellectual property legislation may change the landscape on this important issue. Meanwhile, the Political Department continues to discuss this matter on periodic visits with lawmakers supportive of our coalition on Capitol Hill. The Department has been instrumental in broadening awareness of this problem and identifying policymaking allies willing to protect IA members.

Immigration is another key topic addressed by the Political Department in its ongoing visits with Washington politicians. The IATSE has noticed in recent years an increasing influx of overseas workers coming to the U.S. to perform integral work (or serve in support roles) on film, television or theatrical projects—which often occur within one of the IATSE's industries. Our U.S. immigration policy allows foreign nationals to obtain visas for those purposes. However, this matter remains important to the Alliance because foreign workers may be exploited to perform jobs that could otherwise be

filled by IATSE members. During the last Congress, the IA pushed lawmakers to enact a bipartisan bill that would create greater transparency in the U.S. Citizenship and Immigration's Service's visa application process when these foreign nationals seek to enter the country. The Department will continue to urge that this matter be addressed in future legislation.

Another matter adversely affecting our members is widespread misclassification of workers as independent contractors. This has been a persistent problem throughout the U.S. and statistics show that millions of workers nationally are habitually misclassified. Misclassification adversely affects workers' taxes, unemployment insurance, and retirement and health benefits. It further affects the law-abiding businesses that employ our members because they are forced to compete with employers using an illegal form of cost-cutting. State legislatures and agencies have acted to curb this practice in recent years. As of 2016, thirty-five states have implemented anti-misclassification laws, which increased from thirty in 2013. However, steps to combat employer misclassification can be greatly enhanced by support, legislation, enforcement, and regulatory action at the federal level. As a matter of policy, the IATSE Political Department will continue to urge U.S. lawmakers and officials to secure the economic future of our members by combating employee misclassification.

In another effort to share the IATSE's voice with members of the U.S. Congress, since 2015 the International has played a vital role in a Congressional event called "Beyond the Red Carpet." This annual event on Capitol Hill showcases the



motion picture and television industry. Our participation has significantly helped to introduce members of Congress to the vast number of workers employed in various crafts within the industry. Each year, the IA has demonstrated the work of its talented members. In 2015 we showcased IATSE editors, in 2016 cinematographers, and most recently, in 2017 hair and makeup artists.

As I reported to Convention delegates four years ago, we have progressively broadened the scope of our activism—including the IATSE's activism in electoral politics. Since then, we have continually encouraged members to contribute their time and energy to the electoral process. Voter mobilization efforts, door-knocking, phone banking and other supportive operations are critically vital to political campaigns. We have achieved greater participation through the Political Department's mobilization of IATSE members willing to staff campaign efforts. The International has sponsored members who were enlisted to work with the AFL-CIO in various states during recent election cycles. Between 2012 and 2016 the number of members who have come forward to do so nearly doubled. Numerous IATSE local unions have similarly sponsored their members to work on electoral campaigns. The contributions of these staffers along with the boots-on-the-ground efforts of active IATSE volunteers around the country (running phone banks and knocking on doors in their communities) have had a lasting impact.

In the run-up to the 2016 U.S. presidential election the Political Department's staff traveled to key battleground locations in Philadelphia, Las Vegas, and

Orlando. In Philadelphia, the International coordinated its efforts with Local 8's. As a result, the IATSE had a vibrant and effective team of political activists on the ground in Philadelphia. In Las Vegas, Local 720's successful phone bank made over 1,100 calls to IATSE members reminding them to vote and encouraging support for the IATSE and AFL-CIO endorsed candidates. In Orlando, a joint Florida phone bank with Locals 631 and 834 reached over 700 IATSE members. In all three states, our members were ready and willing to work with their IATSE brothers and sisters during the elections. Although the 2016 U.S. outcomes were not what we expected or hoped, I believe the effort of countless IATSE volunteers made our political program an accomplishment. There are many lawmakers now in office who received IATSE support. Without our political activity, we may have seen the election of fewer pro-worker candidates.

As a separate matter, (as also discussed elsewhere in this report) for the fifth consecutive U.S. election cycle (beginning in 2000) production staff responsible for the presidential and vice-presidential debates were covered by the terms of an IATSE collective bargaining agreement. And the International successfully negotiated agreements covering campaign event work on Hilary Clinton's election campaign as well as Bernie Sanders' primary campaign. These agreements proved to be remarkably beneficial for our members, generating a multitude of work hours along the campaign trail. The contracts afforded our members work at vast numbers of campaign stops by the candidates and their respective teams. We will

continue to pursue similar contacts with U.S. campaign candidates in the future.

Outside of electoral seasons, communication with our members on political matters is another critical component of our political program. The Political and Legislative Department works with the Communications Department to distribute digital messages through the IATSE website, Twitter, Facebook, and other social media outlets. Over the past four years we have deployed an extraordinary number of correspondences so that members can be knowledgeable about the political and legislative landscape. Often our communications alert members to call their members of Congress as legislation affecting our industry arises. To bolster our political communications, the Political Department has also endeavored to establish a local union coordinator in each IATSE Local in the United States. Over the past four years, Locals have become more engaged than ever before and the number of locals with such a position has grown. However, I urge the Delegates to this Convention to explore this initiative with the Political Department so we may continue to educate our members about the issues and candidates with whom the IATSE should be aligned.

In Canada, the last four years have presented a range of distinct political realities for working people. For the first two years following the IATSE's 67th Convention, labour was fighting for its very existence with a federal Conservative government, which had become increasingly antagonistic to the labour movement and the working men and women we represent. During this period, the IATSE became a more engaged and active member of the

Canadian Labour Congress (CLC) and the broader progressive movement. We mobilized our local leaders and members to fight against anti-labour and working family legislation such as Bill C-377 (the so-called Union Transparency Act), the Fair Elections Act (which was anything but), and Bill C-525, which would have crippled the ability of public sector unions to organize.

The International has become more involved in Canadian provincial elections. In every provincial election since the last Convention, the International has worked with our local unions to communicate with members—providing them with information on hot-button issues within their provinces or simply encouraging them to get out the vote. In Ontario, we successfully fought back against Tim Hudak's Conservative agenda and his proposal to introduce the first Canadian version of so-called right-to-work legislation. In Saskatchewan, the IATSE was part of a legal challenge to Bills 5 and 6, introduced by the right-wing Saskatchewan Party, which sought to limit the right to strike. The Supreme Court of Canada since struck down the legislation and in so doing enshrined the right to strike as protected by the Canadian Charter of Rights and Freedoms. Canada saw another shift in 2015 when the New Democratic Party in Alberta was elected, ending a 44-year rule of the Conservative Party there.

In 2015, IATSE political engagement in Canada reached new heights in the federal election, which saw the defeat of the Conservative Party and the election of Prime Minister Justin Trudeau and the Liberal Party of Canada. The IATSE

was involved in a remarkable range of activities during that election. For the first time, the IATSE registered as a third party under the Elections Act which gave us greater flexibility in communicating with IA members on election issues. The IATSE and our Locals raised \$90,000 in less than two weeks to support Engage Canada, which advocated for progressive, pro-labour policies. The IATSE was an active member of Up for Debate, which pushed for national political leaders to debate women's issues. We were one of the organizing groups that hosted the National Culture Debate. Importantly, our Canadian International Vice Presidents also criss-crossed the country to take part in the CLC Leaders Canvass, which worked with local members to canvass for pro-labour politicians.

While the third-place finish of the New Democratic Party was a disappointment, the defeat of the Conservative Party was a watershed moment. The governing Liberal Party has reached out to Canadian labour organizations and has sought to create a new, respectful relationship. Since taking office, the Liberal Party has repealed repressive legislation, introduced several pro-worker initiatives, enhanced funding for the arts, and—most significantly—introduced the first improvements to the Canada Pension Plan in twenty-five years. While not every decision of the current Canadian government has been supported by labour, it is a far cry from the opposition working people faced under the previous Conservative government.

These were hard-fought victories, which reinforce our belief that political engagement cannot be limited to

election seasons. The IATSE engaged a lobbyist to help our efforts and became fully involved in the Canadian political and legislative conversation. The International (and local leaders) take part in an IA lobby day twice each year. This affords us an opportunity to speak with senior politicians of every political stripe to ensure they appreciate the concerns of IATSE members. And our Canadian IATSE officials have been asked to testify before Senate and Parliamentary Committees on various pieces of legislation. The IATSE assumed a lead role in representing organized labour in the lobbying efforts to introduce changes to the Temporary Foreign Worker Program, which was threatening to cause serious harm to the motion picture and television industry in Canada.

Still our work continues. The IATSE is part of a lobbying effort to bring about much needed changes to some of the most restrictive labour and health and safety legislation in the country. Thirteen IA representatives from all regions of Canada took part in national labour lobby days organized by the CLC in 2016 and 2017, and we are engaged in the current federal review of Canada's digital landscape and possible amendments to the Broadcast Act and the Telecommunications Act.

As demonstrated above, our political programs have been visibly transformed in recent years. With the growth of our operations, the IATSE has shown that we can stave off attacks on working families. We can mobilize IA members in electoral politics, push forward legislative priorities, and join our allies to fight attacks against union members at all levels.



Our involvement in legislative matters and electoral politics will continue to be critical to the success of the IATSE in both countries. The road before us will be filled with challenges. I encourage all Delegates and members of the IATSE to look ahead. In the coming elections stay informed, volunteer for candidates in your community, register to vote, and compel your fellow members and their families to do so. The more our members participate in the political process, the stronger we become. Our strength will gradually and reliably ensure the continued success of the Alliance.

## CONCLUSION

We have always been a union that organizes to build strength. It is a basic truth that if we are to succeed, stay strong, and continue to progress in endeavors on behalf of the membership we must grow. When an employer can use an available and qualified alternative, we suffer in many ways. We exert diminished bargaining power. Our market share decreases and our ability to position ourselves as a central and crucial player is undermined. Our good employers that work under contracts become less competitive. The instance of an employer's success without us, is a contagious and dangerous envi-

ronment. So we must organize. We must identify the non-union employers that compete to lower our standards, and raise up the conditions of their workers. We must grow. We must seek out the qualified and certified technicians and artisans who work in our industries, and provide them the protection and prosperity they deserve. Every man and woman deserves the dignity provided by representation by a union. Let there be no confusion. We are the IATSE. We are the union that provides security and prosperity for entertainment workers. We are union in our hearts and souls, and we know that those less fortunate, because they have no representation, are our brothers and sisters. We see the commitment of new members to work on behalf of their unions. They are appreciative that their lives have been changed by joining our family, over 134,000 strong, so their family can be more comfortable and secure. They are good, strong members. They risk their jobs, their livelihood, for what is right, and they fight for the benefits to which all workers should be entitled. When unrepresented entertainment workers join the IATSE they protect the standards we have worked so hard to establish. A fair wage, a decent retirement, access to healthcare

and a safe workplace. Every worker deserves these things and we are obligated to see to it that our members and all those who work in our crafts get them.

We must continue our rich heritage of growth and be bold in embracing the future. Our success hinges upon our willingness and ability to move forward with an eye toward the challenges ahead. We have fared well through the relentless attacks on labor. We have grown while many less fortunate unions have lost members. We have positioned ourselves to succeed by developing tools that have proven essential in powerful representation on behalf of our members. Together we have worked proudly toward a shared vision. A vision that has enhanced our members' safety and skills. A vision that has honed the expertise of our able leadership. A vision that has connected us, activated us and built upon the collective power of this great Alliance. Our unified vision has embraced growth and the strength it brings. It has brought us credibility and respect and—most importantly—positively benefited our members. It is in this spirit that we march forward to forge an even more potent and powerful IATSE.

Thank you.

# HELPING THOSE IN NEED

In the wake of the devastation from Hurricanes Harvey, Irma and Maria, the Walsh/Di Tolla/Spivak Foundation is establishing a special fund to provide assistance to the IATSE members and their families who will suffer serious financial hardship.

It is our hope that financial assistance from the Foundation will enable these members and their families to get back on their feet in the aftermath of this tragedy.

The IATSE has agreed to donate \$20,000 to the Fund. We ask local unions, members and friends of the IATSE community to contribute what they can. Checks should be made payable to the “Walsh/Di Tolla/Spivak Foundation” with a notation indicating “Hurricane Relief Fund” and be mailed to the Walsh/Di Tolla/Spivak Foundation, c/o IATSE, 207 West 25th Street, 4th floor, New York, NY 10001.

## DONATION TO THE HURRICANE RELIEF FUND:

*This list reflects contributions received at press time. Contributors to this Fund will be listed in future issues.*

Jack and Patricia Beckman	IATSE Local No. 119	IATSE Local No. 729	Dan M. Mahoney
Dan Brink	IATSE Local No. 205	IATSE Local No. 745	Don Martin
CDavid Cottrill	IATSE Local No. 209	IATSE Local No. 748	Helayne Messing
Donald E. Darnutzer, Jr.	IATSE Local No. 212	IATSE Local No. 751	Hubert Oates
Anthony DePaulo	IATSE Local No. 329	IATSE Local No. 769	Kevin Oates
Samantha Dulaney	IATSE Local No. 336	IATSE Local No. 796	Andrew C. Oyaas
Charles and	IATSE Local No. 353	IATSE Local No. 798	Eugene Rudolph
Cassandra Eccles	IATSE Local No. 476	IATSE Local No. 825	Brian Saehly
Douglas and	IATSE Local No. 478	IATSE Local No. 883	Samuel Sage
Maria Grindstaff	IATSE Local No. 481	IATSE Local No. 891	Stasia Savage
Aaron F. Hartman	IATSE Local No. 487	IATSE Local No. 913	Show Chex Inc.
IATSE Local No. 22	IATSE Local No. 491	Jeffrey Mark Jefferson	Spivak Lipton LLP
IATSE Local No. 44	IATSE Local No. 631	Greg and Suzanne Kasper	Steven and Sandra Spivak
IATSE Local No. 52	IATSE Local No. 706	MaryAnn Kelly	Joseph P. Tassone
IATSE Local No. 59	IATSE Local No. 709	Mark P. Kiracofe	Daniel and Marcella Thorn
IATSE Local No. 74	IATSE Local No. 720	Elizabeth Lieberman	Patricia A. White
IATSE Local No. 112	IATSE Local No. 728	Matthew D. Loeb	James B. Wood

## IMPORTANT INFORMATION ABOUT TTF CONTRIBUTIONS FOR ALL IATSE LOCALS!

**The TTF has a new system for processing contributions that calls for employer contributions to be sent to this new address. We are contacting existing contributing employers to notify them of this payment address change.**

**Updated TTF language will be sent out to all Locals soon. This language includes a new mailing address for employer contributions. If you include TTF contributions in your agreements, it will be important to use the new remittance address in any new agreements.**

**The new address for remittances to be placed in any agreements is:  
IATSE Training Trust Fund, PO Box 51317, Los Angeles, CA 90051-5617**

**If you are bargaining the Training Trust Fund into your Local agreements, please contact us at [info@iatsetrainingtrust.org](mailto:info@iatsetrainingtrust.org) for a copy of the language needed for your agreements.**



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
James V. Bratton April 18, 2017	1	Stan Saunders June 26, 2017	33	Michael R. Cook October 5, 2016	122	Michael Ballhaus April 12, 2017	600
Richard Cowen June 29, 2017	1	Robert L. Dreyer April 5, 2017	44	Jason Chamlee March 24, 2017	127	Bob Bogen September 1, 2016	600
Robert D. Dearing June 6, 2017	1	Alex R. Felix III April 15, 2017	44	Brian P. Wait April 1, 2017	151	Vincent Cilurzo March 9, 2016	600
Michael Griffenkranz June 17, 2017	1	Sammy Loreno Jr. March 14, 2017	44	Tony Reagan February 23, 2007	197	Daniel G. Cirella April 12, 2017	600
Edward J. Jonny June 25, 2017	1	Garth Majors May 8, 2017	44	Charles M. Reidy April 7, 2017	232	Bernard Dresner March 24, 2017	600
Tay J. Maclaren May 12, 2017	1	Rodolfo P. Matos June 15, 2017	44	Werner A. Prendel May 5, 2017	274	John H. Graham November 28, 2016	600
Leonard S. Weber April 28, 2017	1	Terry A. Olson March 3, 2017	44	Lance L. Wolf January 14, 2017	283	Gerald Hirschfeld February 13, 2017	600
William M. Barth April 18, 2017	2	Jerry A. Stangel June 5, 2017	44	John D. Townsend April 5, 2017	354	Fred J. Koenekamp May 31, 2017	600
Susan M. Gallagher April 22, 2017	2	Steven Levine April 27, 2017	46	William E. Gosling April 6, 2017	357	Bruce Maccallum June 12, 2017	600
Ryan Germeraad May 27, 2017	2	Tina Miranda May 18, 2017	50	Courtney Saylisschong June 24, 2017	411	Robert D. Marta April 14, 2017	600
Edward R. Heise May 8, 2017	2	Kenneth L. Blaylock June 2, 2017	52	Gary Haney May 12, 2017	470	Louis A. McMahon January 18, 2016	600
Philip Ruggiero June 21, 2017	3	Henry Makrin May 24, 2017	52	Franklin Garfield April 1, 2017	477	Richard A. Mention III December 16, 2016	600
Andrew Michaels May 22, 2017	4	Maurice Rosenblum April 18, 2017	52	Pierre H. Roseman May 9, 2017	477	Jose L. Mignone October 27, 2016	600
Carl P. McCullough Sr. May 15, 2017	8	Sol Tabachnick May 27, 2017	52	Paul M. Lowe May 28, 2017	479	Sol Negrin March 20, 2017	600
Gerald L. Orzechowski June 23, 2017	10	Robert T. Burns May 23, 2016	74	Charles Painter May 30, 2017	479	Harold Schullman November 12, 2016	600
Michael Skibo May 3, 2017	12	Warren Katz October 13, 2016	74	Joseph Sherwood May 23, 2017	479	Gary D. Scott May 4, 2017	600
Douglas F. Morrison June 26, 2017	15	William B. Warfel May 28, 2017	74	Tyler Bone June 1, 2017	480	Pat Terzini January 17, 2017	600
John F. Chapot May 9, 2017	16	Terrance S. Fisher May 11, 2017	80	Chip Radaelli May 15, 2017	480	Delar Vansand March 29, 2017	600
Eduardo Fabio April 24, 2017	16	Tim Love June 24, 2017	85	Ben Zeller April 1, 2017	480	Tony Villalobos December 29, 2016	600
Kirk C. Schreil April 15, 2017	16	Jeremy J. Marquette May 18, 2017	97	Joseph M. Penta May 19, 2017	481	John E. Romaine June 30, 2017	631
Wendell Jones May 23, 2017	22	Fernando Castaneda May 21, 2017	107	Felix Caraballo Rosario May 12, 2017	494	William Seeley January 5, 2017	632
Thomas Figenschier May 31, 2017	25	Kenneth Hausmann April 14, 2017	107	Pierre H. Roseman May 9, 2017	500	Harold C. Landaker June 2, 2017	695
Beverly J. Schendel June 27, 2017	28	Peter R. Miller June 19, 2017	110	Richard Vanegas May 24, 2017	500	Stevie Kageyama May 4, 2017	700
Kenneth T. Cowley June 12, 2017	31	Minor R. Rootes June 3, 2017	114	Ben Meyers May 1, 2017	504	Albert D. Kish May 24, 2017	700
Terry W. Kelley May 28, 2017	31	Mark Gummere April 29, 2017	119	Douglas I. Maclean February 23, 2017	514	Lawrence Silk May 21, 2017	700
Wiley G. Callaway April 30, 2017	33	Larry Walter June 8, 2017	121	Gary O. Armstrong June 15, 2017	600	Gary Simmerman May 20, 2017	700

# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
George Cooper	705	James Hagan	752	Arthur Richard Ippert Jr.	835	Patricia A. Foster	891
April 1, 2017		June 8, 2017		May 26, 2017		April 15, 2017	
Sherilyn Stetz	706	Mildred Beener	764	Shawn C. Holt	839	Peter S. Hinton	891
May 2, 2017		November 1, 2016		June 10, 2017		May 26, 2017	
Toni-Ann Walker	706	Irene L. Bunis	764	Shirley Weiss	871	Josette Martinet	891
May 9, 2017		July 21, 2016		April 23, 2017		June 11, 2017	
Joseph Voelkel	720	Dmitry Chernyavsky	764	Scott Grala	873	Jerry R. Mclean	891
April 27, 2017		December 7, 2014		May 26, 2017		June 8, 2017	
Steve Johnstone	728	Julie Ann Fogt Alderfer	764	Peter Harwood	873	Joel W. Dein	ATPAM
May 20, 2017		June 2, 2017		April 19, 2017		June 14, 2017	
Chris Morley	728	Millicent Hacker	764	Michael Jones	873	Herbert M. Kraus	ATPAM
June 2, 2017		February 11, 2015		April 28, 2017		May 20, 2017	
Craig Gentry	729	George Memales	764	William Leeking	873	Lenore Doxsee	USA829
May 3, 2017		September 11, 2016		June 22, 2017		June 8, 2017	
Jose L. Lopez	729	Pierre Parisi	764	Johnny Michelucci	873	Edward Gallagher	USA829
January 3, 2017		February 27, 2017		April 17, 2017		May 24, 2017	
Anthony Bucaria	751	Patricia P. Frendreis	769	Keith S. Mocon	873	Alan Kimmel	USA829
December 8, 2016		April 29, 2017		May 23, 2017		June 8, 2017	
Patricia Christian	751	Katherine A. Berry	772	Paul T. Wood	873	Michael A. Micinilio	USA829
February 11, 2016		May 18, 2017		May 30, 2017		May 30, 2017	
Peter F. Morgan	751	Thomas F. Timlin Jr.	772	Mildred Sacks	884	William B. Warfel	USA829
October 31, 2016		April 30, 2017		April 22, 2017		May 31, 2017	
John Nesbitt	751	Albert Brown Salon	798	Greg J. Adams	891	Ronald D. Steen	B2
April 6, 2017		April 1, 2017		May 6, 2017		June 30, 2017	
Margaret Roski	751	Doreen S. Austria	800	Tony Beasley	891	Beverly McCormack	B4
April 3, 2017		May 2, 2017		April 6, 2017		January 20, 2017	
James R. Toguville	751	Debra A. Crouch	835	Eric Dawson	891	Jerome Stephenson	B90
September 3, 2016		June 25, 2017		June 29, 2017		April 14, 2017	
Richard Treadwell	751	Kathleen B. Dougherty	835	Scott R. Dobbie	891	Lila Evans	B184
October 23, 2016		June 14, 2017		June 10, 2017		December 30, 2016	

## THANK YOU

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

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

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Rost Swenson  
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## Reference Letters:

**AAE** Amusement Area Employees

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

**AE** Arena Employees

**AFE** Arena Facility Employees

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

**AMTS** Admissions, Mutual Ticket Sellers

**APC** Affiliated Property Craftpersons

**ATPAM** Association of Theatrical Press Agents and Managers

**BPTS** Ball Park Ticket Sellers

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**EE** Exhibition Employees

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

**ICG** International Cinematographers Guild (inclusive of Publicists)

**M** Mixed

**MAHS** Make-Up Artists & Hair Stylists

**MAHSG** Make-Up Artists & Hair Stylists Guild

**MPC** Motion Picture Costumers

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

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

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

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

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

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

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

**MPSP&SW** Motion Picture Set Painters & Sign Writers

**MPSPT** Motion Picture Studio Production Technicians

**MPST** Motion Picture Studio Teachers and Welfare Workers

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

**MT** Mail Telephone Order Clerks

**O** Operators

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

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

**S** Stage Employees

**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

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

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

**T** Theatre Employees

**T&T** Treasurers & Ticket Sellers

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**TSA** Ticket Sales Agents

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

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

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**T&T 857 LOS ANGELES/ORANGE COUNTIES**-Ann Simmons, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Sergio A. Medina.

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**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.

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## INDIANA

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

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