

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 661
THIRD QUARTER, 2018

Bulletin



A NIGHT OF CELEBRATION

NEW YORK, NEW YORK
SITE OF THE MID-SUMMER GENERAL EXECUTIVE BOARD MEETING

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**

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

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

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

THE OFFICIAL IATSE BULLETIN

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DID YOU KNOW?

ELEVEN IATSE LOCALS CELEBRATED THEIR 125TH
ANNIVERSARY. CONGRATULATIONS TO:

LOCAL 2

LOCAL 8

LOCAL 3

LOCAL 9

LOCAL 4

LOCAL 10

LOCAL 5

LOCAL 11

LOCAL 6

LOCAL 12

LOCAL 7

HERE'S TO ANOTHER 125 YEARS!

FIND US ONLINE



Visit us on the Web: www.iatse.net



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IATSE Canada: www.facebook.com/iatsecanada

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



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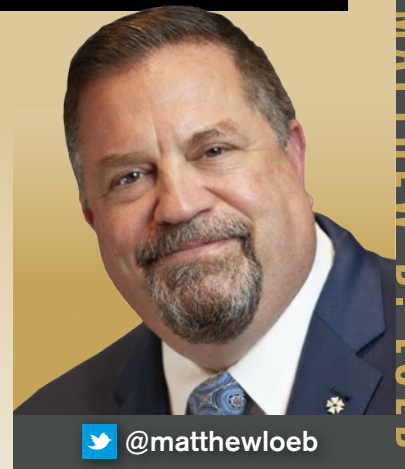
Our Flickr stream: www.flickr.com/groups/iatse



IATSE Training Trust Fund: www.iatsetrainingtrust.org

A Time for Action

We find ourselves at a political crossroad that will affect the immediate state of social and economic affairs of the United States, and have ramifications long into the future. Since the 2016 elections we have seen the steady decay of legislation, regulation along with political maneuvers aimed at weakening the rights of unions, workers and American families.



Among the most onerous of these activities is the recent Janus case in the Supreme Court whose ruling has made the law national so-called "Right to work" for public sector unions. This action is a well contrived and funded plan to destroy unions and forever alter the political process. The affects of this cannot be underestimated. As the power of public unions is diminished standards and protections for all workers are at risk. Not only is the private sector the next obvious target, this decision will serve to reduce funding into progressive political candidates and initiatives which threatens the well-being of IATSE members.

In addition to the Senate approved appointment of a conservative Supreme Court Justice with a record of anti-union and pro-business ideals, there has been a pervasive attack through other governmental agencies that directly affects our ability to succeed. The Republican controlled National Labor Relations Board is making it harder for unions to organize and represent workers. The Department of Labor is transforming into an agency that places burdens upon unions, bogging us down with reporting and administrative requirements, instead of exercising its express purpose of protecting workers. Furthermore, the lifetime appointments of conservative federal judges will create and alter the landscape for workers for generations to come.

While there is always hope, it's not enough to simply wish that things will improve. Political action is the antidote to the scourge against working people. We must make our voices heard. We must show up and support workers and unions at every opportunity. Above all, WE MUST VOTE!!! We have the power to protect our interests by expressing our will at the ballot box. The midterm elections in November offer us an opportunity to stop attacks on workers. It is time the pendulum swing back and we must give it the necessary nudge through the political process and our determined activism and involvement. Bad things are happening. They are no longer hypothetical fears. If we rest on our laurels we should expect these intentional and coordinated anti-worker attacks to continue and gain momentum. Now is the time for us to step up like never before.

I implore you to register and vote your interests this November. Engage your families and your neighbors. Talk about it in the workplace. Become active now. We have learned that we are strong and potent when we act together. It is the guiding tenet of unionism and we know it works. Now, more than ever, the nation's workers need to express our collective political, economic and social interests at the ballot box. Please do your part and express your right to determine the future. Vote for workers this November.



OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Sheraton Austin Hotel at the Capitol, 701 East 11th Street, Austin, Texas 78701, at 10:00 a.m. on Monday, February 4, 2019, and will remain in session through and including Friday, February 8, 2019. 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 Austin Hotel at the Capitol by calling 1-888-627-8349. Guest room rate for the IATSE is \$229.00, 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: January 11, 2019

ONLINE HOTEL RESERVATIONS

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

UPDATING LOCAL UNION INFORMATION

Please keep your contact information current by logging into the IATSE Database and making the necessary changes or filling out the Officers' Address Card received with your Local's Year-End Supplies and mailing it to the IATSE General Office.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

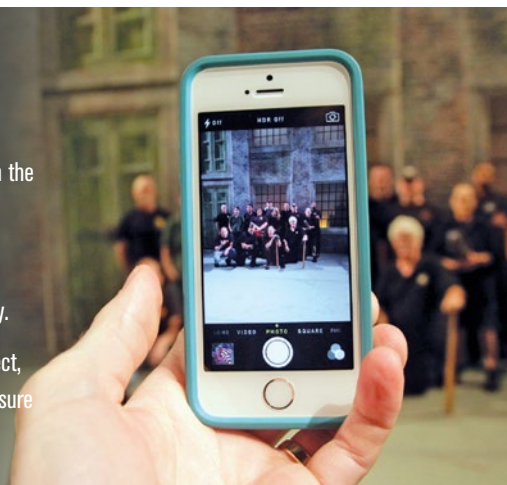
Please send your Bulletin submissions to bulletin@iatse.net.

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

JPEG or TIFF file formats only please.

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

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



GENERAL SECRETARY-TREASURER'S MESSAGE

Amplifying Our Voice

Affiliation and involvement at the State, Provincial and local Labor Council level is an extremely effective way to build influence in the communities in which our members live and work. These bodies bring different unions together to assist each other with job actions, participate in political and working family issues campaigns, lead lobbying efforts with local and State/Provincial governments.



JAMES B. WOOD

Finally, they often coordinate assistance campaigns in our communities in times of crisis.

Article Nineteen, Section 22 of the International Constitution and Bylaws mandates that all local unions, except for Special Department Locals, “shall secure and maintain affiliation with their respective State, Provincial and Central Labor Councils of the American Federation of Labor and Congress of Industrial Organizations or the Canadian Labour Congress”.

As we are all aware, the IATSE recently celebrated our 125th Anniversary and as you saw in the previous Official Bulletin, we have a long and proud history. In addition to the International, by the end of this anniversary year, one hundred and fifty-two Locals in our Alliance will have celebrated at least a century since their charter was issued. Ours is a union that clearly knows how to meet challenges, adapt and work together to achieve our goals.

One of the ways that we have been able to succeed over the years is that we have joined with others to amplify our message and add our voices to help amplify theirs.

The battles in the labor movement have been won because of our commitment and dedication. Our successes have been achieved because we acted in a unified manner and that solidarity magnified our influence exponentially.

The union movement is founded on the realization that there is strength in numbers. While this is obviously true in the workplace, it is equally true as we battle the forces that are determined to weaken us and strip hard fought gains away from our membership. Working with your State, Provincial and Central Labor Councils is one way to build strength.

The best way to become active is to have elected or appointed members act as the representative(s) to the various labor bodies. These members attend meetings and ensure that their Local membership is informed and ready to assist when needed. If your local union does not have such representation, then look for volunteers to help make the connection and develop what will ultimately be a very beneficial relationship.

The labor movement in both the United States and Canada is facing a tremendous number of challenges at this point in our history. This unfortunately is nothing new because throughout history, workers have always met resistance. Accomplishing our goals has never been easy, but that never deterred our predecessors. Joining together with others is a simple and long proven formula to increasing our influence and power.

IATSE President Honored with Labor's Rights Award

On April 12, 2018, at the 82nd Anniversary Dinner, the Workers Defense League honored three union leaders with the David L. Clendenin Award for Distinguished Service to Labor's Rights. Those honored were Judith Arroyo, President of Local 436, United Federation of Nurses and Epidemiologists, Baldemar Velasquez, President of the Farm Labor Organizing Committee and International President Matthew Loeb.

Founded in 1936, the Workers Defense League is an educational and advocacy organization with close historic ties to the labor movement.

President Loeb with presenter Gabrielle Carteris, President of SAG-AFTRA.



DISTRICT 10 CONVENTION

This picture was taken in Niagara Falls, New York on June 1, 2018 at the District 10 Convention hosted by IATSE Locals 10, 52, 121, and 783.



From left to right, first row: Greg Kempf, Dave Butler (Local 52), Lee Squire, 10th District Board member; Second row: Mandie DeMeskey (Local 52), Seth Black (Local 52), President Loeb, John Hill, Secretary- Treasurer of District 10, John Scardino Jr., District 10 Board member, Amy Kempf (Local 52), Frank Coppola (Local 52) and Dana Calanan (Local 783).



IATSE SUPPORTS ILLINOIS CANDIDATE

At Local 2's office, International Vice President and Business Manager of Local 2 Craig Carlson presented Congressional Candidate for Illinois' 12th District Brendan Kelly a check from the IATSE-PAC.



International President Matthew Loeb addressed the delegation at the District 9 Convention on May 18, 2018 at Local 476's Union Training Hall, with International Vice President Craig Carlson and District Secretary Chris Gauthier looking on.

IATSE PARTICIPATES IN FUNDRAISER EVENT

On May 14, 2018 at the New York Marriott Marquis, The Actors Fund held its annual Gala honoring Warren Beatty, Kenny Leon and Chita Rivera. The Gala is an important fundraiser event that benefits a direct network of health, housing and social services that helps thousands, as well as introduce to new contributors the lifesaving services that The Actors Fund provides.



PHOTO CREDIT: PHIL CARUSO, LOCAL 600

From left to right representing Local 600: Dejan Georgevich, Eddie Rodriguez, Deborah Brozina, International President Matthew Loeb, Mandie DeMeskey (Local 52), Chaim Kantor, Emily Gosnell, Heather Norton, Jamie Silverstein, David Blake and Tom Houghton.

Calltime: Mental Health

Given the precarious nature of entertainment industry occupations, workers' mental health has always taken a back seat, as "the show must go on." Motivated by the desire to shift this culture and reduce stigma around mental health and addiction issues, the Unions and Guilds of the Vancouver film industry banded together on an initiative to raise awareness of available resources. In April of 2018, IATSE Locals 669 and 891 worked with UBCP/ACTRA, DGC BC, and Teamsters 155 to launch Calltime: Mental Health.

The primary message of the Calltime: Mental Health campaign is "We Can Help." Anchored by the calltimementalhealth.com website, and launched by the "We Can Help" PSA - created by Union Members for Union Members - the goal of the campaign is to raise awareness, and to connect workers who need help to locate the services available to them.

This video opens the door for more open and positive discussion surrounding mental health and addiction. BC film industry members can now visit the website and see which resources are available through their union. As the campaign says, "No calltime has ever been more important."

"We Can Help" PSA:
[www.calltimementalhealth.com/
we-can-help](http://www.calltimementalhealth.com/we-can-help)

**Calltime:
Mental Health website:**
www.calltimementalhealth.com

NEW FEDERAL HERITAGE MINISTER MEETS WITH IATSE

On August 24, Pablo Rodriguez, the new Minister of Canadian Heritage & Multiculturalism, met with BC film industry stakeholders, including Local 891 Business Agent Phil Klapwyk (l) and International Vice President John Lewis (r). Discussions centred on the cultural and economic contributions made by the film industry, and were followed by a behind-the-scenes tour of productions shooting at Vancouver's North Shore Studios.



A NATIONAL PHARMACARE PROGRAM: WHERE ARE WE NOW?

One in five Canadians paying out of pocket for their medication because they either don't have a prescription drug plan, or have plans that don't cover the cost. Canada is the only developed country in the world with a universal health care program that doesn't include a universal prescription drug plan. Canada needs to combine the purchasing power of all Canadians. An annual investment of \$1 billion by the federal government will mean Canadians save \$7.3 billion a year on the medications they need. It also means savings for government. A report released by the Parliamentary Budget Officer estimates savings of \$4.2 billion a year for the federal government alone.

The IATSE continues to work with the Canadian Labour Congress and all of the county's unions for a fairer, more progressive healthcare system. Labour's voice is starting to be heard. On February 27, as part of the 2018 Federal Budget, the government announced that it would be creating an Advisory Council on the Implementation

of National Pharmacare, and appointed Ontario's then-Health Minister, Dr. Eric Hoskins, as Chair. On June 20, the six council members were announced. It's a diverse and experienced council, and even includes Canada's first female Indigenous surgeon.

In June, a request was emailed to every Canadian IATSE member to sign the National Pharmacare petition. It can be found at www.aplanforeveryone.ca, or in French at www.unregimepourtous.ca.

If there are Canadians reading this who haven't yet signed, we encourage you to do so. In August, IATSE's Canadian social media encouraged members to complete a more comprehensive electronic questionnaire that was released by the federal government with a late September deadline. It is a good indicator that the government recognizes the importance of this issue and is now considering how it might shape such a program.

Half of Canadians worry
that some day they'll
have trouble paying for
medication they need.



Canadian Labour Congress
Congrès du travail du Canada

Pharmacare
A PLAN FOR EVERYONE

DISTRICT 4 CONVENTION

Pictured here are Local 487 Delegates, joined by International President Matthew Loeb, while attending the IATSE District 4 Convention in Richmond, Virginia on June 2, 2018. From left to right: Julie Gallagher, Michael Key, Wendy Walker, President Loeb, Ellen Popiel, David O'Ferrall, Edward Hohman.



IATSE'S 125TH ANNIVERSARY EVENT AUGUST 9, 2018



PHOTOS BY TOM ZUBACK, LOCAL 600







THANKS TO OUR 125TH ANNIVERSARY SPONSORS

PLATINUM SPONSORS

LOCAL ONE	LOCAL 209	LOCAL 700	DISTRICT 5	KOSKIE MINSKY
LOCAL 2	LOCAL 212	LOCAL 720	DISTRICT 7	KURTZMAN &
LOCAL 4	LOCAL 306	LOCAL 728	DISTRICT 8	CARRIELLO
LOCAL 7	LOCAL 471	LOCAL 729	DISTRICT 9	TEAM, MERRILL
LOCAL 8	LOCAL 476	LOCAL 751	DISTRICT 10	LYNCH WEALTH
LOCAL 11	LOCAL 478	LOCAL 764	DISTRICT 11	MANAGEMENT
LOCAL 16	LOCAL 479	LOCAL 800	DISTRICT 12	MEKETA
LOCAL 22	LOCAL 484	LOCAL 873	CLASSIC	INVESTMENT
LOCAL 27	LOCAL 489	LOCAL 891	INCENTIVES	SCHULTHEIS &
LOCAL 33	LOCAL 491	LOCAL B27	DIRECTORS	PANETTIERI, LLP
LOCAL 44	LOCAL 500	LOCAL B751	GUILD OF	SEGAL
LOCAL 52	LOCAL 514	USA829	AMERICA	CONSULTING
LOCAL 58	LOCAL 600	ATPAM	EAST COAST	SPIVAK & LIPTON
LOCAL 80	LOCAL 665	DISTRICT 2	COUNCIL	TEAMSTERS
LOCAL 110	LOCAL 667	DISTRICT 3	EBERTS &	LOCAL 817
LOCAL 161	LOCAL 695	DISTRICT 4	HARRISON	THORSEN
			KELLY PRESS	FRENCH
				WINMILL

GOLD SPONSORS

LOCAL 5	LOCAL 56	LOCAL 481	LOCAL 706	LOCAL 871
LOCAL 6	LOCAL 74	LOCAL 487	LOCAL 769	LOCAL 892
LOCAL 12	LOCAL 84	LOCAL 488	LOCAL 798	DISTRICT 1
LOCAL 13	LOCAL 100	LOCAL 536	LOCAL 834	DISTRICT 6
LOCALS	LOCAL 122	LOCAL 631	LOCAL 835	DISTRICT 14
21, 59 & 632	LOCAL 129	LOCAL 669	LOCAL 839	
LOCAL 31	LOCAL 480	LOCAL 705	LOCAL 856	

SILVER SPONSORS

LOCAL 10	LOCAL 38	LOCAL 51	LOCAL 322	LOCAL 762
LOCAL 25	LOCAL 50	LOCAL 115	LOCAL 411	LOCAL 793

BRONZE SPONSORS

3	82	295	482	794	B173
18	96	321	492	799	B192
26	107	329	504	822	F-72
28	118	336	589	829	EVANS DESIGN
53	195	353	611	868	KADOTA
63	205	357	634	883	PRODUCTIONS
77	210	477	748	AE938	

IATSE LOCAL UNIONS
CAN NOW ORDER THESE

LIMITED- EDITION PINS!



IATSE members may
purchase these pins
through their local union.
Locals may order them
from the General Office.

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

INDEPENDENT AUDITOR'S REPORT

Mr. Matthew D. Loeb, President

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists
and Allied Crafts of the United States, Its Territories and Canada and Affiliates

Report on the Financial Statements

We have audited the accompanying combined financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International") which comprise the combined statements of financial position as of April 30, 2018 and 2017, and the related combined statement of activities for the year ended April 30, 2018 and combined statements of cash flows for the years ended April 30, 2018 and 2017, and the related notes to the combined financial statements.

Management's Responsibility for the Combined Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free of material misstatement.

An audit involves performing procedures to obtain evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by

management, as well as evaluating the overall presentation of the combined financial statements

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

Opinion

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2018 and 2017, and its changes in net assets for the year ended April 30, 2018 and its cash flows for the years ended April 30, 2018 and 2017 in accordance with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited the International's April 30, 2017 combined financial statements, and we expressed an unmodified audit opinion on those combined audited financial statements in our report dated June 19, 2017. In our opinion, the summarized comparative information presented herein for the year ended April 30, 2017, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplemental information on pages 27 through 38 is presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

/s/Schultheis & Panettieri, LLP

Happauge, New York

August 7, 2018

COMBINED STATEMENT OF FINANCIAL POSITION APRIL 30, 2018 AND 2017

	2018	2017		2018	2017
Assets			Liabilities and Net assets		
Current assets			Current liabilities		
Cash	\$ 3,098,849	\$ 2,474,732	Accounts payable and accrued expenses	\$ 499,415	\$ 419,891
Investments - at fair value	44,700,776	51,787,412	Tenant deposit payable	42,612	27,765
Receivables			Other	62,813	93,348
Accrued interest and dividends	174,898	130,510	Total current liabilities	604,840	541,004
Related organizations	6,440	-	Deferred compensation plan	13,167,369	11,952,088
Promissory notes	22,050	29,550	Deferred income	9,747,000	8,510,000
Per capita taxes	23,000	32,000	Employers' bonds	1,544,009	1,410,380
Other	64,694	163,499	Total liabilities	25,063,218	22,413,472
Prepaid expenses	156,846	181,943			
Total current assets	48,247,553	54,799,646	Net assets		
Property and equipment -net	27,795,698	19,695,186	Unrestricted	50,460,578	51,738,038
Other assets	60,096	60,324	Temporarily restricted	579,551	403,646
Total assets	\$ 76,103,347	\$ 74,555,156	Total net assets	51,040,129	52,141,684
			Total liabilities and net assets	\$ 76,103,347	\$ 74,555,156

COMBINED STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2018
(WITH COMPARATIVE TOTALS FOR 2017)

	2018		2017
	Unrestricted	Temporarily Restricted	Total
Revenue			
Per capita taxes and assessments	\$27,991,706	\$ -	\$27,991,706
Political action contributions		467,962	467,962
Processing fees	2,114,603	-	2,114,603
Supplies and other	80,819	-	80,819
Rent	525,989	-	525,989
Royalty income	150,573	-	150,573
Other	338,243	-	338,243
Net assets released from restrictions:			
Satisfaction of program restrictions	292,057	(292,057)	-
Total revenue	<u>31,493,990</u>	<u>175,905</u>	<u>31,669,895</u>
Expenses			
Program services	24,224,587	-	24,224,587
Management and general	7,088,553	-	7,088,553
Total expenses	<u>31,313,140</u>	<u>-</u>	<u>31,313,140</u>
Change in net assets before pension liabilities	180,850	175,905	356,755
Other changes			
Investment income	(243,030)	-	(243,030)
Pension related changes other than benefit costs	(1,215,280)	-	(1,215,280)
Change in net assets	<u>(1,277,460)</u>	<u>175,905</u>	<u>(1,101,555)</u>
Net assets			
Beginning of year	51,738,038	403,646	52,141,684
End of year	<u>\$50,460,578</u>	<u>\$579,551</u>	<u>\$51,040,129</u>

COMBINED STATEMENT OF CASH FLOWS
YEARS ENDED APRIL 30, 2018 AND 2017

	2018	2017
Cash Flow from Operating Activities:		
Change in net assets	\$(1,101,555)	\$5,374,431
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	786,115	709,748
Net (appreciation) depreciation in fair value of investments	1,493,074	(506,490)
Receivable -Accrued interest and dividends	(44,388)	1
Receivable -Related organizations	(6,440)	-
Receivable -Promissory notes	7,500	25,250
Receivable -Per capita taxes	9,000	(1,000)
Receivable -Other	98,805	(29,204)
Prepaid expenses	25,097	(74,791)
Other assets	228	5,697
Accounts payable and accrued expenses	79,524	122,746
Tenants' security deposits	14,847	-
Other current liabilities	(30,534)	2,508
Deferred compensation plan	1,215,280	(2,204,752)
Deferred income	1,237,000	(286,000)
Employers' bonds	133,629	(87,249)
Currency translation adjustment	(822,502)	1,037,134
Net cash provided by (used in) operating activities	<u>3,094,680</u>	<u>4,088,029</u>
Cash flows from Investing Activities:		
Purchase of investments	(62,907,998)	(61,962,622)
Sale of investments	69,324,062	58,202,971
Purchase of property and equipment	(8,886,627)	(522,183)
Net cash provided by (used in) investing activities	<u>(2,470,563)</u>	<u>(4,281,834)</u>
Net increase (decrease) in cash	<u>624,117</u>	<u>(193,805)</u>
Cash		
Beginning of year	2,474,732	2,668,537
End of year	<u>\$ 3,098,849</u>	<u>\$2,474,732</u>

Supplemental cash flow information:

There were no cash outlays for interest or income taxes during the years ended April 30, 2018 and 2017

NOTES TO COMBINED FINANCIAL STATEMENTS
YEARS ENDED APRIL 30, 2018 AND 2017

Note 1 - Description of Organization and Significant Accounting Policies

General

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The combined financial statements include the following funds and affiliated entities under the International's control:

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

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

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

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

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

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

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

Basis of accounting

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

Fund accounting

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

Canadian exchange

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

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

Use of estimates

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

Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services include salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2018 and 2017 was \$309,787 and \$291,088, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2018 and 2017 was \$329,255 and \$311,862, respectively. This amount is included in employee benefits in the combined schedule of expenses.

Functional allocation of expenses

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

Inventory

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

Valuation of investments

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

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Note 2 - Cash

	2018	2017
Interest bearing	\$1,962,543	\$1,785,841
Non-interest bearing	1,136,306	688,891
Total	<u>\$3,098,849</u>	<u>\$2,474,732</u>

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

Note 3 - Investments

Investments consist of the following:

	2018	2017
Certificates of deposit	\$ 3,671,473	\$ 4,900,640
Government securities	24,796,173	21,137,379
Corporate debt instruments	8,376,547	10,660,964
Registered investment companies	7,753,142	14,992,693
Non-publicly traded stock	103,441	95,736
Total	<u>\$44,700,776</u>	<u>\$51,787,412</u>

Investment income (loss) consists of the following:

	2018	2017
Interest and dividends	\$ 610,813	\$ 582,620
Net appreciation (depreciation) in fair value	(1,493,074)	506,490
Currency translation gain (loss)	822,502	(1,037,134)
Less: investment expenses	(183,271)	(213,892)
Total	<u>\$ (243,030)</u>	<u>\$ (161,916)</u>

Note 4 - Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2018 and 2017 was \$1,140,135 and \$1,615,925, respectively. The fair value of the International's investment in the building reserve as of April 30, 2018 and 2017 was \$2,428,117 and \$4,277,690, respectively. This amount is included in the investments at fair value in the combined statements of financial position. On May 2, 2017, \$3,000,000 was withdrawn from the building reserve and transferred to the Realty Corp. for the purchase of a new building.

Note 5 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

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

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

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

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

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

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

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2018, with fair value measurements on a recurring basis:

Description	2018	Level 1	Level 2	Level 3
Investments at fair value as determined by quoted market price				
Certificates of deposit	\$ 3,671,473	\$ 3,671,473	\$ -	\$ -
Government securities				
U.S. treasury securities	22,298,962	22,298,962	-	-
Mortgage backed securities	1,231,146	-	1,231,146	-
Foreign government securities	1,266,065	-	1,266,065	-
Corporate debt instruments				
Domestic corporate bonds	8,183,717	-	8,183,717	-
Foreign corporate bonds	192,830	-	192,830	-
Registered investment companies				
Money market mutual funds	6,070,942	6,070,942	-	-
Fixed income mutual funds	1,682,200	1,682,200	-	-
Investments at estimated fair value				
Other investments				
Non-publicly traded stock	103,441	-	-	103,441
Total	<u>\$44,700,776</u>	<u>\$33,723,577</u>	<u>\$10,873,758</u>	<u>\$103,441</u>

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2017, with fair value measurements on a recurring basis:

Description	2017	Level 1	Level 2	Level 3
Investments at fair value as determined by quoted market price				
Certificates of deposit	\$ 4,900,640	\$ 4,900,640	\$ -	\$ -
Government securities				
U.S. treasury securities	17,988,662	17,988,662	-	-
Mortgage backed securities	1,531,826	-	1,531,826	-
Foreign government securities	1,616,891	-	1,616,891	-
Corporate debt instruments				
Domestic corporate bonds	10,163,060	-	10,163,060	-
Foreign corporate bonds	497,904	-	497,904	-
Registered investment companies				
Money market mutual funds	13,311,667	13,311,667	-	-
Fixed income mutual funds	1,681,026	1,681,026	-	-
Investments at estimated fair value				
Other investments				
Non-publicly traded stock	95,736	-	-	95,736
Total	<u>\$51,787,412</u>	<u>\$37,881,995</u>	<u>\$13,809,681</u>	<u>\$95,736</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2018:

Description	Total	Non publicly traded stock
Opening balance	\$95,736	\$95,736
Total investment income included in changes in net assets	7,705	7,705
Closing balance	<u>\$103,441</u>	<u>\$103,441</u>
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	<u>\$7,705</u>	<u>\$7,705</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2017:

Description	Total	Non publicly traded stock
Opening balance	\$76,436	\$76,436
Total investment income included in changes in net assets	19,300	19,300
Closing balance	<u>\$95,736</u>	<u>\$95,736</u>
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	<u>\$19,300</u>	<u>\$19,300</u>

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

Note 6 - Risks and uncertainties

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

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

Note 7 - Promissory notes

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2018 and 2017.

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

Local No.	2018	2017
369	\$2,550	\$4,050
822	19,500	25,500
Total	<u>\$22,050</u>	<u>\$29,550</u>

Note 8 - Property and equipment

	2018	2017
Land	\$6,138,290	\$3,865,543
Building and improvements	24,761,249	18,147,369
Furniture and equipment	2,785,036	2,785,036
	<u>33,684,575</u>	<u>24,797,948</u>
Less accumulated depreciation	5,888,877	5,102,762
Property and equipment - net	<u>\$27,795,698</u>	<u>\$19,695,186</u>

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2018 and 2017 was \$786,115 and \$709,748, respectively, computed using the straight line method over the estimated useful lives of the respective assets.

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

In March 2017, the International, through its wholly-owned subsidiary, the Realty Corp., entered into a purchase agreement with an unrelated third-party seller to purchase a building located at 2210 West Olive Avenue, Burbank, California. Under the terms of the agreement, the International made a \$275,000 deposit. In connection with the closing of the purchase of the building on May 4, 2017, the International paid the seller the remaining balance of approximately \$8,800,000.

Note 9 - Per capita tax

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

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

Period	Quarterly Stamps Allocation				Alfred W. DiTolla/ Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2018 - April 30, 2018	\$55.00	\$48.75	\$4.00	\$2.00	\$0.25
Jan. 1, 2017 - Dec. 31, 2017	54.00	47.75	4.00	2.00	0.25
Jan. 1, 2016 - Dec. 31, 2016	53.00	46.75	4.00	2.00	0.25

Note 10 - Rent income

The Realty Corp., the International Building Corp. and the General Building Corp. are lessors under six commercial leases, which expire on various dates ranging from fiscal 2018 through 2022.

Future annual rental income under noncancelable leases are as follows:

2019	\$261,565
2020	41,409
2021	38,222
2022	3,192
Total	<u>\$344,388</u>

Total rent income received for the years ended April 30, 2018 and 2017 was \$525,989 and \$194,790, respectively.

Note 11 - Royalty income

The International has entered into a multi year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL CIO) under which the AFL CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL CIO. The annual royalties received by the International for the years ended April 30, 2018 and 2017 were \$150,573 and \$243,571, respectively. The term of the existing agreement expires on December 31, 2022.

Note 12 - Employee 401(k) Savings Plan

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 25% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

Note 13 - Multiemployer plan that provides postretirement benefits other than pension

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

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2018 and 2017 were \$2,445,156 and \$2,459,664, respectively.

Note 14 - Staff pension plan

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

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

The following tables set forth the funded status of the Pension Fund as provided by the Pension Fund's actuaries at April 30, 2018 and 2017:

	2018	2017
Change in projected benefit obligation		
Projected benefit obligation at beginning of year	\$47,839,999	\$45,023,611
Service cost	1,586,139	1,413,684
Interest cost	2,124,804	2,024,644
Amendments	2,621,086	-
Actuarial loss (gain)	844,374	928,809
Benefits paid	(1,681,691)	(1,550,749)
Projected benefit obligation at end of year	<u>53,334,711</u>	<u>47,839,999</u>

Change in fair value of plan assets		
Fair value of plan assets at beginning of year	35,887,911	30,866,771
Actual return on plan assets	2,616,002	3,323,889
Employer contributions	3,345,120	3,248,000
Benefits paid	(1,681,691)	(1,550,749)
Fair value of plan assets at end of year	<u>40,167,342</u>	<u>35,887,911</u>

Fair value of plan assets	40,167,342	35,887,911
Projected benefit obligation	<u>53,334,711</u>	<u>47,839,999</u>
Funded status at end of year	<u>\$ (13,167,369)</u>	<u>\$ (1,952,088)</u>

Amounts included in unrestricted net assets consist of:	2018	2017
Accrued pension liability	<u>\$13,167,369</u>	<u>\$11,952,088</u>

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

	2018	2017
Service cost	\$1,586,139	\$1,413,684
Interest cost	2,124,804	2,024,644
Expected return on plan assets	(2,752,289)	(2,375,531)
Amortization of unrecognized prior service cost (credit)	15,485	17,374
Amortization of unrecognized transition asset (liability)	-	-
Amortization of net loss/ (gain)	<u>1,065,094</u>	<u>1,311,862</u>
Net periodic pension cost (credit)	<u>\$2,039,233</u>	<u>\$2,392,033</u>

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

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

	2018	2017
Unrecognized prior service cost (credit)	\$2,621,668	\$16,067
Unrecognized net actuarial loss (gain)	14,720,446	14,804,879
Unrecognized transition asset (liability)	-	-
Total unrecognized components	<u>\$17,342,114</u>	<u>\$14,820,946</u>

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

Assumptions used to determine benefit obligations are as follows:

	2018	2017
Discount rate	4.50%	4.50%
Rate of compensation increases	3.25%	3.25%
Measurement date	4/30/18	4/30/17

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

	2018	2017
Discount rate	4.50%	4.50%
Rate of compensation increases	3.25%	3.25%
Long-term rate of return on assets	7.50%	7.50%
Measurement date	4/30/18	4/30/17

Additional year end information:

	2018	2017
Projected benefit obligation	\$53,334,711	\$47,839,999
Accumulated benefit obligation	47,490,100	42,270,893
Fair value of plan assets	40,167,342	35,887,911

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

	Target allocation range	2018	2017
Equity securities	30% - 65%	56%	56%
Fixed income	20% - 55%	28%	28%
Alternative investments	5% - 30%	9%	9%
Cash & equivalents	0% - 12%	7%	7%
Total assets		100%	100%

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

To develop the expected long term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.50% long term rate on assets assumption for the years ended April 30, 2018 and 2017.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2018, with fair value measurements on a recurring basis:

Description	2018	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,593,284	\$ 2,593,284	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,331,066	1,331,066	-	-
Mortgage backed securities	2,944,830	-	2,944,830	-
Corporate debt instruments				
A or above credit rating	247,611	-	247,611	-
Below A credit rating	629,105	-	629,105	-
Corporate stock				
Large cap sector rotator	3,162,047	3,162,047	-	-
Large cap value	4,531,883	4,531,883	-	-
Large cap growth	4,493,693	4,493,693	-	-
International value	4,522,655	4,522,655	-	-
All cap core	3,336,505	3,336,505	-	-
Large cap core	1,724,550	1,724,550	-	-
Registered investment companies				
Fixed income & mortgage backed securities	6,213,300	6,213,300	-	-
Alternative	1,662,509	1,662,509	-	-
Emerging markets	426,615	426,615	-	-
Small cap value	805,954	805,954	-	-
Domestic realty	691,280	691,280	-	-
International realty	322,384	322,384	-	-
Investments at estimated fair value				
Partnership/joint venture interests	528,071	-	-	528,071
Total	\$40,167,342	\$35,817,725	\$3,821,546	\$528,071

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2017, with fair value measurements on a recurring basis:

Description	2017	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,644,461	\$ 2,644,461	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,109,182	1,109,182	-	-
Mortgage backed securities	2,503,472	-	2,503,472	-
Corporate debt instruments				
A or above credit rating	45,066	-	45,066	-
Below A credit rating	794,134	-	794,134	-
Corporate stock				
Large cap sector rotator	3,384,238	3,384,238	-	-
Large cap value	4,716,798	4,716,798	-	-
Large cap growth	3,266,348	3,266,348	-	-
International value	2,737,051	2,737,051	-	-
All cap core	3,912,525	3,912,525	-	-
Large cap core	1,511,192	1,511,192	-	-
Registered investment companies				
Fixed income & mortgage backed securities	5,569,138	5,569,138	-	-
Alternative	1,164,748	1,164,748	-	-
Emerging markets	419,780	419,780	-	-
Small cap value	535,122	535,122	-	-
Domestic realty	695,340	695,340	-	-
International realty	274,423	274,423	-	-
Investments at estimated fair value				
Partnership/joint venture interests	604,893	-	-	604,893
Total	\$35,887,911	\$31,940,346	\$3,342,672	\$604,893

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2018:

Description	Total	Partnership/joint venture interests
Opening balance	\$604,893	\$604,893
Total investment income	14,010	14,010
Sales	(90,832)	(90,832)
Closing balance	\$528,071	\$528,071
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	\$ 14,010	\$ 14,010

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2017:

Description	Total	Partnership/joint venture interests
Opening balance	\$728,243	\$728,243
Total investment income	8,930	8,930
Sales	(132,280)	(132,280)
Closing balance	\$604,893	\$604,893
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	\$ 8,930	\$ 8,930

Contributions

Contributions for the years ended April 30, 2018 and 2017 were \$3,674,375 and \$3,559,862, respectively. These amounts include reimbursed administrative expenses of \$329,255 and \$311,862, respectively. Contributions to the Pension Fund are expected to be \$3,411,360 for the year ending April 30, 2019.

Estimated Future Benefit Payments:

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

2018	\$2,114,171
2019	2,310,619
2020	2,277,684
2021	2,379,499
2022	2,539,668
2023 through 2027	15,871,264
Total	\$27,492,905

Note 15 - Net assets

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

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

Note 16 - Contingencies

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

Note 17 - Tax status

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

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

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

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

**COMBINING SCHEDULES OF INVESTMENT INCOME
YEARS ENDED APRIL 30, 2018 AND 2017**

	2018			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 353,586	\$51,738	\$205,489	\$610,813
Net appreciation (depreciation) in fair value of investments	(1,146,793)	(77,843)	(268,438)	(1,493,074)
Currency translation gain (loss)	607,649	151,935	62,918	822,502
Less: Investment expenses	(100,021)	(4,820)	(78,430)	(183,271)
Total	<u>\$ (285,579)</u>			<u>\$121,010</u>

	2017			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 367,850	\$ 49,067	\$165,702	\$ 582,619
Net appreciation (depreciation) in fair value of investments	460,213	69,383	(23,106)	506,490
Currency translation gain (loss)	(837,910)	(134,045)	(65,179)	(1,037,134)
Less: Investment expenses	(133,109)	(5,776)	(75,006)	(213,891)
Total	<u>\$ (142,956)</u>	<u>\$ (21,371)</u>	<u>\$ 2,411</u>	<u>\$ (161,916)</u>

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2018**

	Total		Total
Local 7 re: Denver Center Theater Company Organizing	\$20,871	Local 828 re: Canadian Opera Company	1,029
Local 15 re: Rhino NW, LLC/PSAV Organizing	23,068	Local 828 re: Province of Ontario, Shaw Festival/Young People's Theatre	6,704
Local 22 re: MGM - Maryland	21,525	Local 863 re: Center Pierre Peladeau	427
Local 56 re: Solotech Organizing	3,604	Local 891 re: Nasco Certification	5,852
Local 58 re: PSAV Certification	15,820	Local B-173 re: Toronto International Film Festival Inc./Bell Lightbox Office	10,961
Local 58 re: Toronto Int'l Film Festival Inc./Audio Visual Services	1,501	IATSE re: Amador & Tenney	4,380
Local 69 re: J&S Audio Visual RC Petition	12,636	IATSE re: AQTIS	13,370
Local 122 re: The Old Globe - NLRB	1,275	IATSE re: Basic Agreement	138,463
Local 153 re: SMG	15,751	IATSE re: Black Walnut	1,519
Local 154 re: Oregon Shakespeare Festival	6,357	IATSE re: Civic Theatres Toronto	10,170
Local 158 re: SMG	14,304	IATSE re: Golf Channel	469
Local 168 re: Intrepid Theatre	2,161	IATSE re: Intrepid Theatre	772
Local 205 re: Zach Organizing	10,193	IATSE re: Media Relations	8,500
Local 262 re: Cineplex/Colossus/Ste-Foy	25,692	IATSE re: Nasco Certification	6,723
Local 295 re: Mosaic Stadium	4,621	IATSE re: National Certification Research	1,162
Local 415 re: ULP	11,773	IATSE re: National Harbor, LLC	6,995
Local 471 re: Lansdowne Rights Grievances	35,013	IATSE re: NLRB Hearings	1,464
Local 500 re: Kravis Center	97	IATSE re: Palace Sports and Entertainment	5,166
Local 523 re: Center Videotron	18,920	IATSE re: The Coalition Group	2,000
Local 680 re: NB Labour Matters	5,264	L.E.A.P. Reimbursements to Locals and/or Officers	26,790
Local 709 re: St. John's, NL, Merger Local B898	1,907	Misc. Training/Instructors/Young Workers	474,012
Local 731 re: Rapid City Civic Center	13,679	Thorsen French Advocacy	120,000
Local 745 re: NBC Sports Network	5,248	Total	<u>\$1,120,348</u>
Local 757 re: Michigan Opera Theater	2,140		

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2017**

	Total		Total
Local 13 re: Vikings Theatre Organizing	\$4,248	Local 788 re: Rochester Rhinos Soccer	10,677
Local 15 re: Rhino NW, LLC/PSAV Organizing	52,242	Local 849 re: Egg Productions - Court of Appeal	8,640
Local 28 re: Convention Center AV Petition	3,290	Local 868 re: Strathmore	46,575
Local 56 re: Solotech Organizing	76,167	Local B-20 re: Portland Expo	1,015
Local 56 re: Cirque du Soleil	327	Local B-173 re: Toronto International Film Festival Inc./ Bell Lightbox Office	1,708
Local 58 re: PSAV Certification	12,945	IATSE re: "In Search of Liberty" Organizing	450
Local 63 re: Collective Agreement	2,113	IATSE re: AQTIS	11,236
Local 63 re: Pantages Playhouse Theatre	3,050	IATSE re: Basic Agreement	26,709
Local 63 re: Prairie Theatre/Amalgamation of Certificates	18,640	IATSE re: Crew One/Freeman	4,551
Local 118 re: Global Spectrum	43,459	IATSE re: Cullerton Performance Hall	225
Local 122 re: La Jolla Playhouse	3,523	IATSE re: DGA Briefing	813
Local 129 re: Theatre Aquarius	1,955	IATSE re: Altitude and Root Sports R -Case	27,994
Local 153 re: SMG	2,856	IATSE re: Golf Channel	6,663
Local 154 re: Oregon Shakespeare Festival	7,841	IATSE re: Crew One Campaign/Tricom	17,493
Local 158 re: SMG	17,450	IATSE re: Hairspray	2,272
Local 168 re: Tidemark Theatre	3,906	IATSE re: Live Nation	3,146
Local 205 re: Zach Organizing	1,151	IATSE re: Nu Image, Inc.	15,584
Local 262 re: Cineplex/ Colossus/Ste-Foy	42,739	IATSE re: Zaffina	1,336
Local 336 re: KRO Revisions	12,973	IATSE re: Osburn Notice of Appeal	923
Local 471 re: Lansdowne Rights Grievances	38,707	IATSE re: PAC 12 Broadcast Organizing	3,226
Local 500 re: Kravis Center	722	IATSE re: Project X - Transfer of Jurisdiction	4,799
Local 523 re: Center Videotron/ Quebecor	19,141	L.E.A.P. Reimbursements to Locals and/or Officers	22,570
Local 680 re: NB Labour Matters	10,269	Misc. Training/ Instructors/Young Workers	326,850
Local 695 re: TRO	25,660	Thorsen French Advocacy	71,335
Local 745 re: NBC Sports Network	9,237	Total	<u>\$1,032,618</u>
Local 757 re: Michigan Opera Theater	1,217		

**COMBINING STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2018**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Assets										
Current assets										
Cash	\$ 343,895	\$ 36,542	\$ 361,983	\$ 8,734	\$ 25,869	\$ 196,711	\$1,545,564	\$579,551	\$ -	\$ 3,098,849
Investments - at fair value	26,517,432	-	-	-	4,459,098	13,724,246	-	-	-	44,700,776
Receivables										
Accrued interest and dividends	96,255	-	-	-	20,165	58,478	-	-	-	174,898
Related organizations	31,252,928	-	-	106,536	381,864	256,100	-	-	(31,990,988)	6,440
Promissory notes	22,050	-	-	-	-	-	-	-	-	22,050
Per capita taxes	20,000	-	-	-	1,000	2,000	-	-	-	23,000
Other	64,694	-	-	-	-	-	-	-	-	64,694
Prepaid expenses	113,026	27,154	15,588	1,078	-	-	-	-	-	156,846
Total current assets	58,430,280	63,696	377,571	116,348	4,887,996	14,237,535	1,545,564	579,551	(31,990,988)	48,247,553
Property and equipment - net	58,434	15,951,001	10,880,261	906,002	-	-	-	-	-	27,795,698
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	55,116	4,980	-	-	-	-	-	-	-	60,096
Total assets	<u>\$59,503,983</u>	<u>\$16,019,677</u>	<u>\$ 11,257,832</u>	<u>\$1,022,350</u>	<u>\$4,887,996</u>	<u>\$14,237,535</u>	<u>\$1,545,564</u>	<u>\$579,551</u>	<u>\$(32,951,141)</u>	<u>\$76,103,347</u>

COMBINING STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2018

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 357,118	\$ -	\$ -	\$ 7,502	\$ -	\$ 134,795	\$ -	\$ -	\$ -	\$ 499,415
Related organizations	-	19,310,870	12,673,118	-	-	-	7,000	-	(31,990,988)	-
Tenant deposit payable	-	24,649	14,847	3,116	-	-	-	-	-	42,612
Other	90,839	62,813	-	-	-	-	-	-	-	62,813
Total current liabilities	419,931	19,335,519	12,687,965	10,618	-	134,795	7,000	-	(31,990,988)	604,840
Deferred compensation plan	13,167,369	-	-	-	-	-	-	-	-	13,167,369
Deferred income	8,675,000	-	-	-	353,000	719,000	-	-	-	9,747,000
Employers' bonds	-	-	-	-	-	-	1,544,009	-	-	1,544,009
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	22,262,300	19,335,519	12,687,965	970,771	353,000	853,795	1,551,009	-	(32,951,141)	25,063,218
Net assets										
Unrestricted	37,241,683	(3,315,842)	(1,430,133)	51,579	4,534,996	13,383,740	(5,445)	-	-	50,460,578
Temporarily restricted	-	-	-	-	-	-	-	579,551	-	579,551
Total net assets	37,241,683	(3,315,842)	(1,430,133)	51,579	4,534,996	13,383,740	(5,445)	579,551	-	51,040,129
Total liabilities and net assets	\$59,503,983	\$16,019,677	\$11,257,832	\$1,022,350	\$4,887,996	\$14,237,535	\$1,545,564	\$579,551	\$(32,951,141)	\$76,103,347

COMBINING STATEMENT OF FINANCIAL POSITION
APRIL 30, 2017

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Assets										
Current assets										
Cash	\$ 267,320	\$ 51,126	\$ 86,368	\$ 11,745	\$ 102,516	\$ 139,591	\$1,412,420	\$ 403,646	\$ -	\$ 2,474,732
Investments - at fair value	32,236,630	-	-	-	6,482,409	13,068,373	-	-	-	51,787,412
Receivables										
Accrued interest and dividends	71,854	-	-	-	15,844	42,812	-	-	-	130,510
Related organizations	22,788,083	-	-	88,321	93,553	177,267	-	-	(23,147,224)	-
Promissory notes	29,550	-	-	-	-	-	-	-	-	29,550
Per capita taxes	28,000	-	-	-	1,000	3,000	-	-	-	32,000
Other	163,499	-	-	-	-	-	-	-	-	163,499
Prepaid expenses	148,537	25,778	6,550	1,078	-	-	-	-	-	181,943
Total current assets	55,733,473	76,904	92,918	101,144	6,695,322	13,431,043	1,412,420	403,646	(23,147,224)	54,799,646
Property and equipment - net	115,090	16,371,633	2,282,712	925,751	-	-	-	-	-	19,695,186
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	54,872	4,981	-	471	-	-	-	-	-	60,324
Total assets	56,863,588	\$ 16,453,518	\$ 2,375,630	\$ 1,027,366	\$6,695,322	\$13,431,043	1,412,420	\$403,646	\$(24,107,377)	\$ 74,555,156
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 341,659	\$ -	\$ -	\$ 5,000	\$ -	\$ 73,232	\$ -	\$ -	\$ -	\$ 419,891
Related organizations	-	19,337,106	3,803,118	221,928	-	-	7,000	-	(23,147,224)	-
Tenant deposit payable	-	24,649	-	3,116	-	-	-	-	-	27,765
Other	93,348	-	-	-	-	-	-	-	-	93,348
Total current liabilities	435,007	19,361,755	3,803,118	8,116	-	73,232	7,000	-	(23,147,224)	541,004
Deferred compensation plan	11,952,088	-	-	-	-	-	-	-	-	11,952,088
Deferred income	7,556,000	-	-	-	316,000	638,000	-	-	-	8,510,000
Employers' bonds	-	-	-	-	-	-	1,410,380	-	-	1,410,380
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	19,943,095	19,361,755	3,803,118	968,269	316,000	711,232	1,417,380	-	(24,107,377)	22,413,472
Net assets										
Unrestricted	36,920,493	(2,908,237)	(1,427,488)	59,097	6,379,322	12,719,811	(4,960)	-	-	51,738,038
Temporarily restricted	-	-	-	-	-	-	-	403,646	-	403,646
Total net assets	36,920,493	(2,908,237)	(1,427,488)	59,097	6,379,322	12,719,811	(4,960)	403,646	-	52,141,684
Total liabilities and net assets	\$56,863,588	\$16,453,518	\$2,375,630	\$1,027,366	\$6,695,322	\$13,431,043	\$1,412,420	\$403,646	\$(24,107,377)	\$74,555,156

COMBINING STATEMENTS OF ACTIVITIES
YEAR ENDED APRIL 30, 2018

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	\$24,870,963	\$ -	\$ -	\$ -	\$1,010,889	\$ 2,109,854	\$ -	\$ -	\$ -	\$27,991,706
Political action contributions	-	-	-	-	-	-	-	467,962	-	467,962
Processing fees	-	-	-	-	-	-	-	467,962	-	467,962
Supplies and other	80,819	-	-	-	-	-	-	-	-	80,819
Rent	-	535,944	510,949	92,382	-	-	-	-	(613,286)	525,989
Royalty income	150,573	-	-	-	-	-	-	-	-	150,573
Other	94,570	31	-	1,826	223,999	17,767	50	-	-	338,243
Total revenue	27,311,528	535,975	510,949	94,208	1,234,888	2,127,621	50	467,962	(613,286)	31,669,895
Expenses										
Program services	18,688,110	660,505	359,517	67,708	3,200,224	1,385,231	535	292,057	(429,300)	24,224,587
Management and general	6,801,369	283,075	154,077	34,018	-	-	-	-	(183,986)	7,088,553
Total expenses	25,489,479	943,580	513,594	101,726	3,200,224	1,385,231	535	292,057	(613,286)	31,313,140
Change in net assets before pension liabilities	1,822,049	(407,605)	(2,645)	(7,518)	(1,965,336)	742,390	(485)	175,905	-	356,755
Other changes										
Investment return in excess of amounts designated for current operations	(285,579)	-	-	-	121,010	(78,461)	-	-	-	(243,030)
Pension related changes other than benefit costs	(1,215,280)	-	-	-	-	-	-	-	-	(1,215,280)
Change in net assets	321,190	(407,605)	(2,645)	(7,518)	(1,844,326)	663,929	(485)	175,905	-	(1,101,555)
Net assets										
Beginning of year	36,920,493	(2,908,237)	(1,427,488)	59,097	6,379,322	12,719,811	(4,960)	403,646	-	52,141,684
End of year	\$37,241,683	\$3,315,842	\$1,430,133	\$51,579	\$ 4,534,996	\$13,383,740	\$(5,445)	\$579,551	\$ -	\$51,040,129

COMBINING STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2017

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	\$23,132,224	\$ -	\$ -	\$ -	\$ 998,321	\$ 2,006,242	\$ -	\$ -	\$ -	\$26,136,787
Political action contributions	-	-	-	-	-	-	-	451,302	-	451,302
Processing fees	2,107,950	-	-	-	-	-	-	-	-	2,107,950
Supplies and other	55,090	-	-	-	-	-	-	-	-	55,090
Rent	-	112,309	34,639	90,291	-	-	-	-	(42,449)	194,790
Royalty income	243,571	-	-	-	-	-	-	-	-	243,571
Other	74,563	25	-	-	9,400	-	96	-	-	84,084
Total revenue	25,613,398	112,334	34,639	90,291	1,007,721	2,006,242	96	451,302	(42,449)	29,273,574
Expenses										
Program services	15,632,460	591,923	142,383	49,259	1,384	1,433,246	1,669	636,713	(28,016)	18,461,021
Management and general	7,084,757	304,928	73,349	32,357	-	-	-	-	(14,433)	7,480,958
Total expenses	22,717,217	896,851	215,732	81,616	1,384	1,433,246	1,669	636,713	(42,449)	25,941,979
Change in net assets before pension liabilities	2,896,181	(784,517)	(181,093)	8,675	1,006,337	572,996	(1,573)	(185,411)	-	3,331,595
Other changes										
Investment return in excess of amounts designated for current operations	(142,956)	-	-	-	(21,371)	2,411	-	-	-	(161,916)
Pension related changes other than benefit costs	2,204,752	-	-	-	-	-	-	-	-	2,204,752
Change in net assets	4,957,977	(784,517)	(181,093)	8,675	984,966	575,407	(1,573)	(185,411)	-	5,374,431
Net assets										
Beginning of year	31,962,516	(2,123,720)	(1,246,395)	50,422	5,394,356	12,144,404	(3,387)	589,057	-	46,767,253
End of year	\$36,920,493	\$2,908,237	\$1,427,488	\$59,097	\$6,379,322	\$12,719,811	\$(4,960)	\$ 403,646	\$ -	\$52,141,684

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2018**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$ 9,742,625	\$ -	\$ -	\$ -	\$2,652,442	\$ 199,170	\$ -	\$ -	\$ -	\$12,594,237
Payroll taxes	676,717	-	-	-	-	-	-	-	-	676,717
Employee benefits	5,997,994	-	-	-	-	65,713	-	-	-	6,063,707
Occupancy	643,956	215,772	-	-	-	-	-	-	(613,286)	246,442
Utilities	-	57,539	34,248	7,324	-	-	-	-	-	99,111
Real estate taxes	-	162,482	92,465	33,023	-	-	-	-	-	287,970
Maintenance and repairs	43,998	16,449	109,192	18,073	-	-	-	-	-	187,712
Telephone	114,470	-	-	-	-	-	-	-	-	114,470
Printing and postage	999,709	-	-	-	261,799	-	-	-	-	1,261,508
Office	465,880	800	13,387	13,735	2,380	-	535	6,857	-	503,574
Legal	240,041	-	-	-	-	1,120,348	-	-	-	1,360,389
Accounting	244,911	-	-	5,000	-	-	-	-	-	249,911
Consulting and outside services	175,854	12,369	32,761	-	-	-	-	-	-	220,984
Computer	278,713	-	-	-	-	-	-	-	-	278,713
Insurance	254,524	-	-	4,822	-	-	-	-	-	259,346
Meetings and conferences	3,622,253	-	-	-	190,514	-	-	-	-	3,812,767
Per capita taxes - affiliated organizations	961,543	-	-	-	-	-	-	-	-	961,543
Promotional and charitable	649,119	-	-	-	-	-	-	-	-	649,119
Political contributions	210,000	-	-	-	-	-	-	285,200	-	495,200
Training	21,872	-	-	-	-	-	-	-	-	21,872
Currency exchange	88,644	-	-	-	93,089	-	-	-	-	181,733
Depreciation	56,656	478,169	231,541	19,749	-	-	-	-	-	786,115
Total expenses	<u>\$25,489,479</u>	<u>\$943,580</u>	<u>\$513,594</u>	<u>\$101,726</u>	<u>\$3,200,224</u>	<u>\$1,385,231</u>	<u>\$535</u>	<u>\$292,057</u>	<u>\$(613,286)</u>	<u>\$31,313,140</u>

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2017**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$ 9,337,135	\$ -	\$ -	\$ -	\$ -	\$ 218,588	\$ -	\$ -	\$ -	\$ 9,555,723
Payroll taxes	644,355	-	-	-	-	-	-	-	-	644,355
Employee benefits	5,888,489	-	-	-	-	65,040	-	-	-	5,953,529
Occupancy	107,759	175,772	-	-	-	-	-	-	(42,449)	241,082
Utilities	-	57,239	19,233	8,680	-	-	-	-	-	85,152
Real estate taxes	-	154,873	39,768	30,919	-	-	-	-	-	225,560
Maintenance and repairs	32,962	28,151	66,474	1,633	-	-	-	-	-	129,220
Telephone	114,159	-	-	-	-	-	-	-	-	114,159
Printing and postage	972,127	-	-	-	-	-	-	-	-	972,127
Office	582,181	934	1,434	7,273	1,384	-	1,669	33,451	-	628,326
Legal	185,331	-	-	-	-	1,032,618	-	-	-	1,217,949
Accounting	242,040	-	-	6,982	-	-	-	-	-	249,022
Consulting and outside services	183,892	3,410	31,632	1,650	-	-	-	-	-	220,584
Computer	280,113	-	-	-	-	-	-	-	-	280,113
Insurance	238,848	-	-	4,730	-	-	-	-	-	243,578
Meetings and conferences	1,925,729	-	-	-	-	-	-	-	-	1,925,729
Per capita taxes - affiliated organizations	924,813	-	-	-	-	-	-	-	-	924,813
Promotional and charitable	476,664	-	-	-	-	-	-	-	-	476,664
Political contributions	210,000	-	-	-	-	-	-	603,262	-	813,262
Training	10,578	-	-	-	-	-	-	-	-	10,578
Currency exchange	203,706	-	-	-	-	117,000	-	-	-	320,706
Depreciation	156,336	476,472	57,191	19,749	-	-	-	-	-	709,748
Total expenses	<u>\$22,717,217</u>	<u>\$896,851</u>	<u>\$215,732</u>	<u>\$81,616</u>	<u>\$1,384</u>	<u>\$1,433,246</u>	<u>\$1,669</u>	<u>\$636,713</u>	<u>\$(42,449)</u>	<u>\$25,941,979</u>

COMBINED SCHEDULES OF EXPENSES
YEARS ENDED APRIL 30, 2018 AND 2017

	2018	2017
Payroll and allowances	\$12,594,237	\$ 9,555,723
Payroll taxes	676,717	644,355
Employee benefits	6,063,707	5,953,529
Occupancy	246,442	241,082
Utilities	99,111	85,152
Real estate taxes	287,970	225,560
Maintenance and repairs	187,712	129,220
Telephone	114,470	114,159
Printing and postage	1,261,508	972,127
Office	503,574	628,326
Legal	1,360,389	1,217,949
Accounting	249,911	249,022
Consulting and outside services	220,984	220,584
Computer	278,713	280,113
Insurance	259,346	243,578
Meetings and conferences	3,812,767	1,925,729
Per capita taxes - affiliated organizations	961,543	924,813
Promotional and charitable	649,119	476,664
Political contributions	495,200	813,262
Training	21,872	10,578
Currency exchange	181,733	320,706
Depreciation	786,115	709,748
Total expenses	<u>\$31,313,140</u>	<u>\$25,941,979</u>





NYC LABOR DAY



Local Union Trustee Training

In April, The Education and Training Department added a new two-day class to its leadership training arsenal: The Local Union Trustee Training. Thirty-Nine local union Trustees representing Locals from across the United States came to New York City to attend the pilot class. A class such as this has been one of our Local leaders' most requested trainings, so it was not surprising that this initial session was sold out almost as soon as it was announced.

An examination of the role of the trustee is an important first step to be an effective trustee. General Secretary-Treasurer James B. Wood, and James Heinzman and Peter Murray, partners with the accounting firm of Schultheis & Panettieri, lead the class in a discussion of the role: what it is, what it isn't, and why it is so vital to a healthy local union. The class also studies fraud prevention; both how to detect it and how to handle instances of fraud. On day two, Trustees 'learn by doing', and, in small groups, conduct a mock audit.

This course is designed specifically for IATSE local union Trustees and both Canadian and U.S. Locals are encouraged to attend. The objective of the class is to learn best practices, which after all, are the same for all local

unions, regardless of their country's labor and tax law.

Only members who currently serve their local unions as Trustees (responsible for periodically auditing their locals' books and records) are eligible for this training. There is no other prerequisite. This training is NOT applicable for Benefit Fund or Training Fund Trustees.

Special thanks to John "Jack" Curtin and Make-up Artists and Hairstylists Local 798 for the use of their beautiful offices for the training, and for going above and beyond the call of duty in assisting the Education and Training Department in presenting this important new class.

The role of the Trustee is vital to the IATSE mission of Growth = Strength. Elevating a Local's routine procedures to

conform with recommended best practices helps to lay a firm foundation for all other union projects – negotiations, organizing, activism, communication. It is part of good leadership.

Upcoming Local Union Trustee Trainings are scheduled for November 1 – 2 in New York, NY; November 29 – 30 in Los Angeles, CA; and January 17 – 18, 2019 in Atlanta, Georgia. An application can be found in this issue of the Bulletin, and is also available to download from the IATSE website at <http://www.iatse.net/member-education/iatse-officer-institute>. Please contact officerinstitute@iatse.net with any questions. The classes are filling quickly, and local unions wishing to send trustees should apply immediately, to avoid disappointment.





LOCAL UNION TRUSTEE TRAINING, NEW YORK, NY APRIL 20 – 21, 2018

Michael A. Caffrey, 1	Carlos Aguilar, 26	James A. Dolan, 52	Gregory W. Hudson, 868
Frank R. Lazarto, 1	Theodore S. Powell, 720	Jennifer M. Bullock, 798	Wilbert L. Schwilm, 3
Eileen Macdonald, 1	Donald J. Toto, 720	Linda Grimes, 798	Donald P. Edkins, 3
Robin J. Strickland, 728	Forrest A. Hancock, 720	Sunday Englis, 798	Christopher Dono, 4
Jeremy R. Schonwald, 728	Michele Tedlis Sorbo, 871	Henry D. Dando, 491	Mark May, 4
Stephanie M. Choi, 728	Marilyn Penn-Lindley, 871	Jeff L. Loy, 491	Tony Santoro, 4
Ryan D. Thomas, 728	Marvel Wakefield, 871	Kelly Doran, 481	Thomas L. Adams, 80
Lucia Aloj, 311	Robert Warner, 729	Tim Goebel, 107	Matthew Ward, 21
Jessi Nix, 26	Charles E. Meere, 52	John P. Woodey, 322	Jasiu Clark, 21
Edward A. Wager, 26	Glynis J. Burke, 52	Lorenzo Mack, Jr., 322	

APPLICATION FOR OFFICER INSTITUTE 1.0 2019 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) _____

Applying To (Circle One): **San Francisco, CA**

LOCAL UNION INFORMATION

Local Number _____

Mailing Address of Local _____

Financial or Executive Contact at Local (please print): _____

Contact's phone and email: _____

Contact's Signature _____

CERTIFICATION

I certify that Local _____ meets one of the following requirements (please check one):

- ☐ My local union files the Form LM-3 or LM-4 with the US Department of Labor and has gross annual receipts that are less than \$250,000
- ☐ My Local from Canada has less than \$250,000 in gross annual receipts

Applicant's Signature _____

FOR OFFICE USE ONLY:

Rec'd by _____ Approved **Y** **N**

Notified _____

Notes: _____

THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2019 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN SAN FRANCISCO, CA (MARCH 11-15). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).

EDUCATION AND TRAINING



**OFFICER INSTITUTE, ATLANTA, GEORGIA
MAY 4, 2018**

Kelsey A. Harro, USA829	Marina J. Nau, 636	Eric S. McCoy, 834	Robert E. McKinney Jr., 60
Jon J. Martin, 220	Matthew R. Seprish, 636	John P. Kenny, III, 476	Mandie M. DeMeskey, 52
Deon A. Hill, 415	Joseph P. Connelly, 476	Dessie E. Coale, 728	Brian Johnson, 600
Enrico M. Grippo, 720	Andrew C. Stumme, 800	Ariana M. Donofrio, 15	L. Kate "Gypsey" Legge, 347
Brian M. Hill, 927	Karen Torell Falkner, 729	Christina D. Hughes, 15	Dick Oakes, 476
Ben Jones, 635	Andy F. Canady, AE938	Carrie E. Monroe, 13	Scott A. Wiley, 191
Melissa Matthies Purcell, 488	Jorge R. Muralles, B192	William C. Jackson, 824	Brian K. Powers, 489
Jennifer M. Bullock, 798	Manuel R. Cuevas, B192	Anthony J. Barracca, 476	Travis R. Jacobs, 191
Larry W. Hunter, 107	Matthew J. Muegge, 490	Paul D. Cox, 631	Wilfred D. Alvarez, 333
Alan K. Kobayashi, 800	Bryan Bredahl, 490	Sean R. Wilson, 631	Allison H. V. Smartt, Int'l
Jason O. Caccavo, 4	Corey Sims, Int'l	Mark E. Hopkins, 504	Charles H. Ryan, 23
Benjamin R. Martin, 329	TW Williams, 107	Andrea K. Deckbar, 60	Katherine E. Walding, 927

UPCOMING IATSE OFFICER INSTITUTE SESSIONS:

1.0 THE ORIGINAL 5-DAY COURSE

March 11 – 15, 2019

San Francisco, CA

LOCAL UNION TRUSTEE TRAININGS

Nov. 1 – 2, 2018

New York, NY

Nov. 29 – 30, 2018

Los Angeles, CA

January 17 – 18, 2019

Atlanta, GA

Check out all our Education & Training Opportunities at

<http://www.iatse.net/member-resources/member-education>



**You are our union.
As you grow your leadership
skills, develop your knowledge,
and move yourself into the
future, your growth
becomes our growth.
Your strength is our strength.**

OFFICER INSTITUTE 2.0, DETROIT, MICHIGAN ORGANIZING, JUNE 28, 2018

Michael D. Beckman, 6
Patrick S. Landers, USA829
Richard M. Rhoads, 51
Kenneth Purdy, 4
Wayne Goodchild, 873

John S. Wendling, 38
Allison H. V. Smartt, Int'l
Stasia Savage, Int'l
Wade S. Tyree, Int'l
James E. Peters, 274

John Wesley Allen, 58
Lee E. Casady, 33
Andrew C. Stumme, 800
Debbie A. Bedard, 780
Jason Caccavo, 4

William F. Raleigh, 33
Phil Klapwyk, 891
Andrew R. Bennett, 16



OFFICER INSTITUTE 2.0, ATLANTA, GEORGIA SECRETARY-TREASURER CLASS, MAY 4, 2018

Scott Bernard, 695
Jaroslaw P. Lipski, 780
Tony Price, 635
Anita G. Wilkinson, 868
Anne Vantine, 868
Jeffrey Higgins, 868

Keith A. Silano, 4
Kenneth Purdy, 4
Christina A. Viramontes, B192
Donna Memmer, 154
Theresa A. Morrow, 492
Michael Clarke, 709

Peter J. Attanasio, Jr., 751
Robert Schor, 333
Michael E. Whay, 333
Thomas S. Valentin, 80
Thomas E. Mulry, 30
Justin R. Antheunis, 58

Michael R. Lange, 414
Jennifer C. Hutchins, 479
Dennis Hartmann, 320



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Space/Small Space Awareness | Firearms Safety
Hand and Portable Power Tools | Compressed
Gasses | Rigging Safety | Welding and Cutting

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02

We'll email your password.

03

Sign in to your account and start taking courses!

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EDUCATION AND TRAINING

I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2019

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course.
PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE CERTIFICATION.

PLEASE PRINT LEGIBLY

1. APPLICANT				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE Women's S M L XL Men's M L XL	
STREET ADDRESS			HOME PHONE ____ - ____ - ____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE ____ - ____ - ____	
CELL PHONE ____ - ____ - ____		EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE				
<input type="checkbox"/> SAN FRANCISCO, CA MARCH 11 – 15, 2019 (FOR U.S. LOCALS ONLY)				
3. LOCAL UNION INFORMATION				
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE	
OTHER UNION POSITIONS PREVIOUSLY HELD:				
4. APPLICANT SIGNATURE				
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.				
SIGNED			DATE	
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD				
I certify that I.A.T.S.E. Local _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.				
SIGNED			DATE	
TITLE				
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE				
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS	

Return Completed Application via Email or Mail to:

I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001 • Email: officerinstitute@iatse.net

I. A.T.S.E. Local Union Trustee Training 2018-2019

NEW YORK, NY, NOVEMBER 1 - 2, 2018

LOS ANGELES, CA, NOVEMBER 29 - 30, 2018

ATLANTA, GA, JANUARY 17 - 18, 2019

You MUST CURRENTLY HOLD OFFICE AS A TRUSTEE in your Local Union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is NOT required for this class. Preference will be given to Local Unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early. Participants are required to attend all classes to graduate and to receive their certificate.

PLEASE PRINT LEGIBLY

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED		DATE
TITLE		
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		
I certify that I am currently holding office as a Trustee in my Local and the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any Local Union.		
SIGNED		DATE
APPLICANT NUMBER 2:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		
I certify that I am currently holding office as a Trustee in my Local and the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any Local Union.		
SIGNED		DATE
APPLICANT NUMBER 3:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		
I certify that I am currently holding office as a Trustee in my Local and the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any Local Union.		
SIGNED		DATE
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

Return Completed Application via Email or Mail to:

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

Email: officerinstitute@iatse.net

IATSE Votes!

The relentless attacks on the arts and on working people coming from the federal government highlight the importance of the upcoming Midterm elections.

We have a real chance to elect representatives at every level who respect working families and who understand our key issues, like supporting the arts and protecting intellectual property rights. But to do that, each and every one of us is going to have to step up and be more politically active than ever.

So, how do you get started? Here are some easy first steps:

Sign up for text message alerts.

The IATSE has a new text messaging system to provide up-to-the-minute information and action opportunities between now and the election. We'll send alerts about events in your neighborhood, important times to call your elected officials, and other ways for you

to get involved. Just text BULLETIN to 21333 to sign up.

Volunteer your time. Work with your local union or the AFL-CIO to set up a volunteer day. You can phone bank or knock doors for a candidate, or help in other ways. Campaigns always need extra hands, so there will surely be something for you to do!

Post online. Show your friends and the world what you're doing to support the causes and candidates you care about. When you post photos or stories on social media, use the hashtag #IATSEVotes to spread the word.

Talk about the issues. Talking about politics can be uncomfortable, but it is extremely important. Our col-

lective bargaining rights and our arts funding are at risk, so we cannot afford to be silent. Just keep the conversation focused on the issues and explain why these things are important to you and your family.

Support good candidates. State AFL-CIO groups publish lists of endorsed candidates before the election. Consult those lists to learn about the candidates you can trust to protect your collective bargaining rights in your home state. And check with your local union leaders to see if there are additional candidates your Local has decided to support.

Be sure to vote on Tuesday, November 6. Make a plan so you know where and when to vote. Will you be on the road or otherwise unable to vote on November 6? Request an absentee ballot as soon as possible, or take advantage of early voting if it's available in your state.



2018 Young Workers Conference

The 2018 Young Workers Conference was held September 18-20, 2018 at the Tommy Douglas Conference Center in Silver Spring, MD. Nearly one hundred Young Workers came from every corner of the continent to exchange ideas and strengthen ties between their Locals.

The Conference began with an overview of the history and structure of the IATSE, from our founding in 1893 to the first-ever Young Workers Conference in 2012.

The next two days were focused around political activism and the important role Young Workers can play in making our cities and our countries better places to live. President Loeb addressed the Conference, calling the attendees “the future of our union.” He

highlighted the importance of activism and of working to make change in the community.

On Wednesday afternoon, Charlotte City Council Member, and member of IATSE Local 322, Braxton Winston came in to speak. He discussed his early political engagement and why it’s important to elect working people to public office. As a City Council member, he has been sticking up for workers in Charlotte, often as one of the only labor

advocates in the room. He implored the Young Workers present to help elect more union members to office at every level.

Before the end of the conference, attendees vowed to increase their activism when they returned home. By being active members of their Locals, attending meetings, and fighting for political change, these young workers will have a huge impact in their communities for years to come.



Orlando Exhibition and Display Local 835 - Training for the Future

In Orlando and throughout Central Florida, IATSE Local 835 provides skilled convention and trade show workers to over 100 different employers. The Local represents the women and men who move the freight, lay aisle carpet, install pipe and drape, set furnishings, fly signs, and install exhibits for virtually every trade show staged in Orlando and Central Florida. The phenomenal growth of the Orlando trade show market is evidence that Local 835 is committed to growing a skilled workforce and that's no easy task.

The Executive Board, President Herman Dagner, Business Agent Mark Hardter and the members of Local 835 know the key to their success is training. Through their collective bargaining agreements, they have created a viable Joint Classification and Training Committee with a corresponding Training Trust fund that supports their ongoing programs. During the slow periods they endure in the summer and early fall, the Local works to recruit and train a viable group of new hires to meet the growing demand for workers during the upcoming busy season

— January through May. Because of overlapping shows, crews can range from 100 persons a day to 800 or 1,000.

Over the last several months, Local 835 scheduled a variety of classes providing opportunities for members and referents to advance their skills. These included Graphics Training scheduled during the 2018 Tech Fair at the Orange County Convention Center, Floor Marking and Aisle Carpet Team Training, OSHA 10 and 30 classes, and “Helper” Classes. “Helper” is a classification defined in the Bargaining Agreement to cover new hires. In July, the

Local also offered a Journey-level Training Class attracting forty-seven new attendees. As needs change or demand increases, the Local is quick to develop new programs to address those needs.

The Tradeshow industry has been experiencing steady growth over the last few years. According to the Center for Exhibition Industry Research (CEIR), that trend will continue at least through 2020. With its approach to training, Local 835 is well positioned to share in this growth and meet the demand of upcoming shows.



IATSE PARTICIPATES IN RECORD-BREAKING EXHIBIT

Once again, the IATSE participated in the InfoComm Tradeshow in Las Vegas, Nevada. InfoComm set a new record attendance of over 45,000 attendees. It is the largest professional audiovisual trade show in the United States, with thousands of products for audio, unified communications and collaboration, display, video, control, digital signage, home automation, security, VR, and live events.



From left to right (sitting): International Representative Mark Kiracofe, International Trustee Carlos Cota, International Representatives Jason Vergnano and John Gorey. Standing: Local USA829 Representative Patrick Landers. Also assisting with the booth, but not shown, were International Vice President Joanne Sanders, International Trustee Pat White, and International Representatives Ben Adams and Brian Lawlor.

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admin.iatse-intl.org/BulletinRegister.aspx



48th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Sean A. Collins, Maximino D. Manzanares, Holly R. Davies, Lucy Jackson, and Mary E. Nyberg.

Sean is the son of Joseph Collins of Local 2 (Stage). Maximino is the son of David Manzanares of Local 480 (Motion Picture Studio Mechanics). Holly is the daughter of Gary Davies of Local 891 (Motion Picture Studio Production Technicians). Lucy is the daughter of Robert Arietta and Sylke Jackson of Local USA829 (United Scenic Artists). Mary is the daughter of Peter Nyberg of Local 16 (Stage).

Sean is a young scholar with a deep interested in learning, a great heart and head that can accept and understand other points of view, and a student who has an equal mix of intellect and personality. Sean will be attending Grinnell College this Fall with an interest in Humanities, Social Science and Theater.

It would take many pages to discuss Maximino's accomplishments and his extraordinary abilities, but in summary,

Max has a hunger for learning, a passion for the arts and performing, and a beauty and kindness in his heart. Max has been accepted to Stanford University with focus on Psychology, Linguistics and Music.

Holly is a hard-working, organized and highly motivated individual. She is a very strong independent learner who grasps concepts easily, but is also an excellent leader with interpersonal skills. She demonstrates a sense of maturity well beyond her years. University of British Columbia has the pleasure of Holly as a freshman student with a major in Chemistry.

Praised by her peers as a natural leader: observant, well-spoken and analytical, Lucy will thrive in a collegiate atmosphere and others will benefit from her inquisitiveness and insightfulness as well. Harvard is lucky enough to count

her among its students. Lucy plans on studying Biology and Political Science.

"A Quest for Excellence" is Mary's high school's slogan and Mary is an excellent student. Mary lives her life with integrity and her classmates respect her for that. She exudes joy and excitement. Her intelligence, her musical talent, her authenticity are all gifts brings wherever she goes. Azusa Pacific University is where Mary will be a student with a direction to her life's work in Music.

The IATSE congratulates Sean, Maximino, Holly, Lucy and Mary on their impressive careers to date, and wishes them every success in college. Good luck!

Those IA members with children now attending their senior year of High School should review the scholarship information on the following page. We encourage you to become candidates for the 49th Annual Awards.



Sean A. Collins



**Maximino D.
Manzanares**



Holly R. Davies



Lucy Jackson



Mary E. Nyberg

49th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation are pleased to offer five scholarship awards each year in the amount of \$2,500 totaling \$10,000 over a four-year period. Counting the year 2019 awards, the Foundation will have had 75 scholarship recipients. This year's awards were granted to five high school students that graduated in 2018.

ELIGIBILITY

The rules of eligibility for the 49th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

- Be the son/daughter of a member in good standing of the IATSE;
- Be a high school senior at the time of application; and
- Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree.

HOW TO APPLY

- An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website (www.iatse.net/member-benefits/scholarship-foundation) and download the application.
- The application is then to be completed and returned to the Foundation Office.

- A complete copy of the applicant's high school transcript is also to be submitted to the Foundation.
- The record of scores achieved by the applicant on the Scholastic Aptitude Test, College Entrance Examination, or other equivalent examinations may also be submitted, either by the student or by the testing organization.
- Letter(s) of recommendation may also be submitted for inclusion in an applicant's file and will be accepted from any of the following: Teachers, Counselors, Clergy, Community Service Organizations, employers, etc.

DEADLINE

The deadline for filing all of the above required materials with the Foundation is December 31, 2018. The winners of the scholarship awards will be notified by the Foundation in June, 2019, and will be announced in a future issue of *The Official Bulletin*.

RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION REQUEST FOR APPLICATION

Please send me an application for the 49th Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name: _____

Address: _____

City: _____

State/Province: _____ Zip/Postal Code: _____

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

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

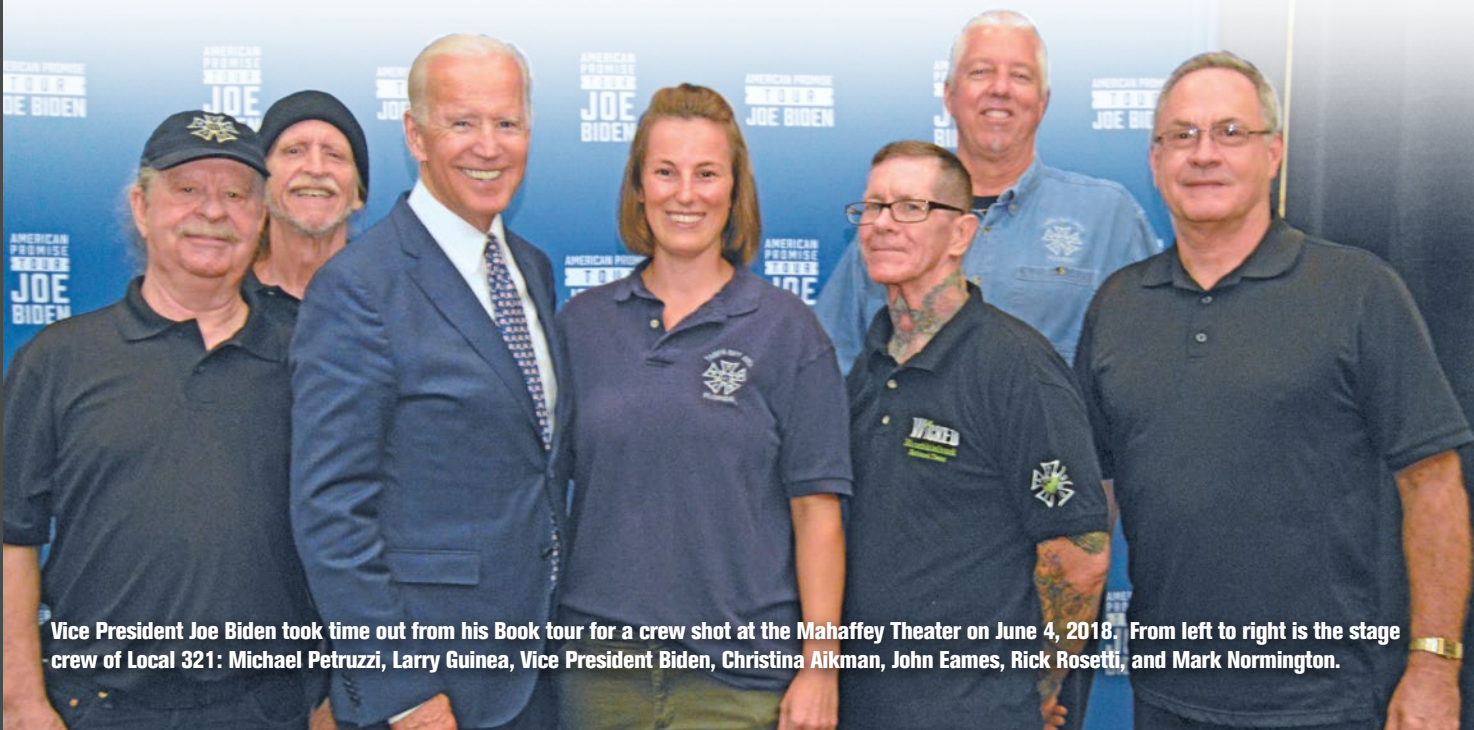
CREW SHOTS



Local 205 and Crew of "An American in Paris"
at Bass Concert Hall, Austin, TX.



Crew of the Tony Award-winning Best Musical "The Band's Visit" had a photo op with International President Matthew Loeb.



Vice President Joe Biden took time out from his Book tour for a crew shot at the Mahaffey Theater on June 4, 2018. From left to right is the stage crew of Local 321: Michael Petruzzi, Larry Guinea, Vice President Biden, Christina Aikman, John Eames, Rick Rosetti, and Mark Normington.



From the Shubert Theatre in New Haven, CT, pictured here is the Local 74 and local crew from the production "Bright Star".



Here is a crew photo of the Local 168 crew and the road crew for the touring production of "Chicago" from the Royal Theatre in Victoria, British Columbia.



Local 33 crew on the show "Dancing with the Stars" taped at CBS Television City in Los Angeles, California.

CREW SHOTS



Crew from the live broadcast on NBC this past Easter Sunday of "Jesus Christ Superstar."



Cast and Local 121 crew of "Musical" at the Artpark, in Lewistown, NY.



"Newsies" was the third production in the 2018 Broadway at Music Circus season in Sacramento, California. Pictured here is the Local 50 crew.



Pictured here is the road, stage, wardrobe and make-up crew from the "Dirty Dancing" tour at the Cadillac Palace in Chicago, Illinois.



The cast and Local 21 crew for the pre-Broadway production of the "Sting" starring Harry Connick Jr.

Pictured here is the Local 19 crew from the NHL 2018 Stadium Series game at the Navy-Marine Corps Stadium in Annapolis, Md. The game was between the Washington Capitals and Toronto Maple Leafs on March 3, 2018.



A Great Big Thank You!

By Ted Pappas,
Producing Artistic Director

LOVE UNIONS. There, I've said it. Evidently this is a controversial, even a radical, statement these days, but I stand by it. As a person who has run a major arts organization for 18 years I know first-hand the unique value of labor unions to the artistic, civic, and economic health of a theater company.

And Pittsburgh Public Theater benefits greatly from its myriad union affiliations. I would go so far as to call these affiliations – collaborations – because together, the management of this great theater company and the unions guarantee physical safety, artistic quality, budgetary consistency, and a commitment to teamwork which is an integral component of Pittsburgh's DNA.

As a director, if I need advice about the dependability of a trap-door or a flying mechanism, I want that advice to come from a member of The Public's IATSE stage crew. Then, I'm positive that "all systems are go." If 10 actors are backstage simultaneously doing a quick costume change, I am comforted in knowing that our union wardrobe and wig people have the situation under control. Hence, no late entrances.

And during a massive musical production, I find it thrilling to peer into the orchestra pit and see a family of union musicians prepping for the overture's downbeat. Beauty is about to fill The O'Reilly.

The Public's theatrical union contracts include Actors' Equity Association (actors and stage managers); The Federation of Musicians Local 60-471; United Scenic Artists-829 of the International Alliance of Theatrical Stage Employees (IATSE) which represents scenic, costume, lighting, sound, and projection designers; other IATSE affiliations include Local No. 3, stage technicians, The Wardrobe Union Local No. 787, wardrobe personnel; and The Stage Directors and Choreographers Society (SDC) which also recently began representing fight directors on a case by case basis.

Now, I'll admit I'm a bit biased. I was on the board of SDC for 15 years and was eventually elected president of this national labor union. I'm a union man, through and through. But here, I am speaking in my dual capacity as artistic director and managing director of Pittsburgh Public Theater. From this complicated vantage point, I want to take this opportunity to thank the leadership of these theatrical unions, and especially the many union members, onstage, offstage, and in the pit, for their commitment to the American theater and in particular to this company's healthy future. Their talent, experience, professionalism, flexibility, advice, and "brotherhood" during my many seasons running The Public have made all our remarkable shows possible.

I couldn't – I wouldn't – have done it without them.



The Public's IATSE members include (bottom l to r) Valerie M. Webster, Venise St. Pierre, Christyann Trbovich. (middle l to r) Victor Janflone, Zach Moore, Jim Heastings, Mark Desch, Aaron Denk, Emma Mohrmann, Phil Lopic, Joshua Beumer. (top l to r) Dritan Cullaj, Tim Sharkey.

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THE PITTSBURGH PUBLIC THEATER.

OUR TICKET TO GROWTH AND STRENGTH

**By Lawrence Paone,
President, Treasurers and
Ticket Sellers, Local 751**

Growth = Strength. On the surface, these are only words joined by a mathematical symbol. But any member of the IATSE knows the significance of this equation. Growth = Strength was not only the theme of the 68th Quadrennial Convention, but it's also President Loeb's formula for continued success for the IATSE.

In October 2017, Anne Vantine, Secretary of Treasurers and Ticket Sellers Local 868 in Washington, D.C., and I, were assigned by President Loeb as Special IATSE Representatives, to staff the IATSE booth at the International Ticketing Association (INTIX) Conference in Baltimore in January 2018. Anne and I reported on our efforts to the Executive Board on August 9, 2018. Our topic: how we could use our experience of staffing the booth to revitalize the craft of ticket selling.

It is worth noting that there are people out there who do not acknowledge that Box Office work is a craft to begin with. For example, in August 2006, I attended a Job Fair at Shea Stadium. As a fellow job fair attendee stepped away from a ticketing software company's booth, I heard him say, "Selling tickets doesn't take any skill." Instead of throttling him, I opted to envision him working at the TKTS discount ticket booth in Times Square on a bustling Wednesday morning. I could visualize a look of panic enveloping his face as he was set upon by a horde of bargain hunting Matinee Ladies. He'd find out that ticket selling does, in fact, require many skills.

Providing excellent customer service to the ticket-buying public is just one of a myriad of job functions that are within the purview of the Box Office. Being proficient in the ticketing system, communicating clearly, and having infinite patience are just three of the skills necessary for success.

Behind the scenes, Treasurers and Ticket Sellers also provide services to the Theatre Owner, the Producer, the General Manager, Ticket Brokers and Group Sales

Agents. There are endless emails to return, (writing skills), deadlines to meet (multitasking skills), and marketing meetings to attend (being able to "read the street" and report on customer buying habits and sales trends). Most importantly, there are accounting and bookkeeping skills.

Regardless of how tickets are sold, the Treasurer generates a financial statement for each performance. Without the Box Office statement, no one gets paid. In his 1918 book, *The Vaudeville Theatre*, Edward Renton sums it up perfectly:

"The box-office is the heart of the business. If it does not function properly the enterprise is doomed, for it will avail nothing if the theatre does a big business but the money fails to get into the bank; it will profit little indeed if the efforts of the rest of the staff are discounted or put at naught by improper handling of the public at this important point."

Clearly, it takes many skills to keep the heart of our business beating!

But that doesn't mean we don't have challenges. As Anne and I reported at the GEB, due to rapidly changing technology, we are worried about the current state of our craft; and we face many challenges. However, if we follow the formula of Growth = Strength, we believe that we can make it back to shore and even move forward. Our starting point was the 2018 INTIX Conference.

By 2009, the number of IATSE Locals and ticket sellers who attended the annual INTIX conference had dwindled as the programming at the conference became less and less about daily box office operations. With hindsight, it was clear that by not being involved, we no longer had an opportunity to connect with new Box Office professionals who might not know that the IATSE exists. Once Anne and I were at the booth in January, we felt as though our attendance at INTIX had come just in time to help the IATSE regain some of its past visibility as Box Office professionals and we began to connect with a new genera-

tion of Box Office workers.

Following INTIX, Anne and I met with Pat White, who was assigned by President Loeb to facilitate a debrief session. We established the challenges we face: there are more box offices in the country not represented by a union than there are with representation; the T&T Locals are not in good communication with each other; there is a need for training in ticketing and other related technologies; some members of our Locals prefer the status quo; Box office and Front of House staff are not often involved in organizing drives; and some box office professionals have esteem problems that lead to feelings that they don't deserve to have someone stand up for them.

We then came up with these steps to revitalize and reenergize our craft: educate the membership about the issues and the threats that we face; instill confidence and a sense of pride in the members so that they see the value of the craft and the union; establish a training program for both Treasurer and Ticket Seller leaders and workers on the latest technology; train or hire organizers; establish meaningful communication amongst the eleven IATSE T&T Locals and any other Local that wishes to join us in our efforts; continue to have a booth at INTIX each year and encourage IATSE members in our craft to become involved with INTIX. The next booth will be at the 2019 INTIX in Dallas, and the 2020 conference will be held in New York – a big opportunity to get more IATSE members involved.

We have just begun to follow the formula wisely put forth by President Loeb. The next step for both Local 751 and Local 868 will be to request COMET Training. If you are interested in joining us in our efforts please contact Anne at Secretary@IATSE868.com or me at paone@local751.com.

We hope that we will be able to reaffirm, in tangible ways, that Growth = Strength. Now, that's the ticket!

Film Training for Canadian Indigenous Peoples

When the Canadian Department meets with government officials, they are regularly asked what initiatives IATSE Locals are undertaking to facilitate greater diversity in their ranks. It's not just the right thing to do, it's also important that Locals recognize that government's priorities must also be those of the entertainment industry, if we want to maintain the strong support we now receive. In the spirit of increasing our diversity, two Locals have begun to work toward closer ties with Indigenous peoples.

In April, the National Screen Institute, in partnership with public and private funders, rolled out its new CBC New Indigenous Voices course. Formerly titled NSI New Voices, this full-time, 14-week course is culturally-sensitive training that exposes young Indigenous people, aged 18-35, to a variety of creative and challenging employment opportunities in film, TV and digital media. The Winnipeg-based course runs full-time for 14 weeks and those selected receive minimum wage throughout, and are covered by the NSI's WCB policy.

Each year, nine students are accepted. Many have worked on independent productions and are already students or graduates of film or theatre studies at the University of Manitoba, the University of Winnipeg, or creative communications at Red River College. They also have a variety of skillsets, at various levels, including writing, directing, camera, lighting, sound, editing, production design, and other technical skills.

IATSE Local 856 provides a small sponsorship, but more importantly, the Local coordinates five placements on IATSE shows. Once the placements have



been completed, the Local meets with the students to review the process for membership and to ensure the students understand what will be required of them to successfully complete that process. As this is the Local's second year of involvement, some students from the first round are close to reaching the required number of worked hours for full IATSE membership.

Two provinces in Quebec, IATSE Locals 514 and 667 have been doing their own outreach. Also in April, the INIS (L'institut national de l'image et du son) announced that it had secured Netflix's support to develop and implement, over a 3-year period, a six-month film and television production apprenticeship program for participants from First Nations, Aboriginal communities and diverse cultural backgrounds in Quebec. Offered at a low cost to its participants, the Montreal-based program aims to

counter the exclusion often experienced by members of these communities.

Due to legislation in Quebec, Indigenous films do not fall under IATSE jurisdiction, so although Locals 514 and 667 are unable to offer IATSE placements to students in the program, they have gotten involved in other ways. Local 667 Quebec Business Representative Christian Lemay chairs the training committee and is the Mutual Training Fund Vice-President of INIS, while Local 514 Business Agent Christian Bergeron is a member of that training committee. With these IATSE voices involved in shaping the program, a bridge has been built between the IATSE and the Quebec Indigenous communities.

These two stories demonstrate a willingness on the part of our Locals to reach out to diverse communities and grow and strengthen our membership into a group more reflective of our society. We hope to see more Locals getting involved in these types of initiatives, which benefit not only the communities, but our Locals as well.

2018 Area Standards Agreement

The Area Standards Agreement, like the Basic Agreement, took more than one bargaining session to reach consensus. The first week of negotiations with the AMPTP were held in April but broke off on the fifth day without resolution. In August, representatives of the Studio Mechanic Locals and the producers met again. These final two days across the bargaining table led to many gains, with no erosions to our existing contract.

Some historic improvements were made. The living allowance will increase \$20 per day by the third year of the agreement (\$5 on December 1, 2018, another \$5 in year two, and \$10 in year three), and a 10-hour rest period will be standard for all local and nearby employees on mini-series and one hour and single camera half hour series in season two and beyond. The existing turnaround provisions will apply for all other programming. The increase in turnaround will go into effect 90 days after ratification, so you should see these improvements in just a few months. Also, courtesy housing or transportation home and back must be made available for anyone who requests it when working in excess of 14 hours.

New media provisions were improved for both high budget features and lower budgeted projects. For features budgeted at more than \$30 million and made for streaming services that charge a subscription fee, the full theatrical wages and working conditions will be applied. Also, for what were once fully negotiable projects, with no set terms and conditions, we've created a new mid-budget tier. These productions that don't qualify as "high budget subscription video on demand" will now have wages, terms and conditions.

Speaking of wages, they will increase 3% in each year of the contract, and the benefits will increase \$4 in years one and two, and \$5 in year three.

Working issues that arose in the past few years were corrected as well. What constitutes a "suitable" eating facility for walk-away meals were more defined (and when not suitable, cannot be used). Idle days while on distant location are now clearly limited to twice a week, and those who refuse work when in danger, or report a safety issue for themselves or a co-worker, have specific protections per the contract.

Also, the contract now addresses extreme weather, such as snow, sleet, ice storms or hurricanes, and how producers can cancel a call due to weather, and what compensation the crew will receive. Previously, the contract allowed for cancellation of calls due to inclement weather, but had no specific guidelines or penalties attached. The new agreement allows for a "weather-permitting" call; producers must inform employees at least 12 hours prior to their call time that they may need to cancel due to inclement weather. The company then has up to four hours before call time to call off the day. If this occurs, the crew members will receive four hours of straight time pay, and 1/3 of the amount due for benefits. For other inclement weather situations, the employer

has until 8:00 p.m. on the night before the call to cancel the next day's work.

Collectively, these changes will put more money in our members' pockets and increase the quality of life and safety both on set and off.

A diversity and inclusion task force will be created, as well as a committee to consider mandatory safety and harassment prevention training requirements. Sick leave language was updated, the New Media Sideletter was renewed, and the subscriber count for subscription video services was brought in line with the other Unions and Guilds.

As you can see, there were major steps forward in these negotiations in all our primary areas of concern. Wages, benefits, new media and safety were improved upon, with no additional costs to members, or reductions in health care or working conditions.

The IATSE General Executive Board unanimously voted to ratify 2018-2021 Memorandum of Agreement pursuant to Article Seven, Section 11 of the IATSE Constitution. While the new ASA contract books are being drafted and printed, you can request a copy of the Memorandum from your Local.

2018 BASIC AGREEMENT

The 2018 Basic Agreement negotiations have concluded and the ratification process is underway. In the next *Bulletin*, look for a comprehensive report about the Basic Agreement.

Keep Workers Safe in the Heat

As talked about in previous Safety Zone articles, employers are supposed to have emergency plans. What are they going to do if certain foreseeable conditions occur? And, we are talking about foreseeable conditions, we're not talking about accidents. If a movie is planning to shoot scenes in the California desert in August, or a promoter is going to put on a concert in the mid-West during the summer, the Mojave heat and the prairie thunderstorms should not be a surprise. Those who live in these areas know the heat can get up well over 100°F, and that a storm is likely 2 or 3 times a week.

Heat is one of the main safety topics that comes into the Safety Hotline during the summer. What do you do when faced with a potential hazard from excessive heat?

Employers should have plans or procedures for what employees should do in emergency situations. These plans should include informing the employee about the plan, checking forecasts to anticipate conditions, any required training or equipment, triggers for when to execute the plan, and who is authorized to make the call to follow the plan.

For temperatures above 91°F, there needs to be drinkable water - convenient, visible and close to the workplace. More vigorous work or heavier clothing make it advisable for additional precautions.

As the temperature goes up, OSHA guidelines suggest implementing greater precautions. Have workers drink about a quart of water an hour. Provide training on the danger of heat illness and how to recognize the symptoms. Acclima-

tize workers. Have a cool, shaded place for frequent scheduled breaks. Set up a system for supervisor and co-workers to watch for heat illness.

Heat-Illness Symptoms (from www.osha.gov/heat/index.html)

Heat stroke, the most serious form of heat-related illness, happens when the body becomes unable to regulate its core temperature. Sweating stops and the body can no longer rid itself of excess heat. Signs include confusion, loss of consciousness, and seizures. Heat stroke is a medical emergency that may result in death! Call 911 immediately.

Heat exhaustion is the body's response to loss of water and salt from heavy sweating. Signs include headache, nausea, dizziness, weakness, irritability, thirst, and heavy sweating.

Heat cramps are caused by the loss of body salts and fluid during sweating. Low salt levels in muscles cause painful cramps. Tired muscles—those used for performing the work—are usually the ones most affected by cramps. Cramps

may occur during or after working hours.

Heat rash, also known as prickly heat, is skin irritation caused by sweat that does not evaporate from the skin. Heat rash is the most common problem in hot work environments.

If you get up to the 115°F, can the work be done at a cooler time? Encourage crew to drink plenty of water. Have someone knowledgeable with heat illness establish and enforce a rest schedule. Rotate, pace or reschedule work activities. Talk to and watch co-workers looking for symptoms.

If work has to be done over 115°F, inform worker of the extreme hazard. Create a water drinking schedule. Have medical personnel able to monitor for heat symptoms. Enforce a protective work/rest schedule. Stop work if control methods aren't working.

For more information go to: www.osha.gov/heat/index.html on the OSHA website.



DAILY PLANNING FOR HOT WEATHER: DAILY CHECKLIST

(from: www.osha.gov/SLTC/heatillness/heat_index/employer_checklist.html)

Water	<p>Is there plenty of fresh, cool drinking water located as close as possible to the workers?</p> <p>Are water coolers refilled throughout the day?</p> <p>(Has someone been designated to check and make sure water is not running low?)</p>
Shade	<p>Is shade or air conditioning available for breaks and if workers need to recover?</p>
Training	<p>Do workers know the:</p> <p>Common signs and symptoms of heat-related illness?</p> <p>> Proper precautions to prevent heat-related illness?</p> <p>> Importance of acclimatization?</p> <p>> Importance of drinking water frequently (even when they are not thirsty)?</p> <p>> Steps to take if someone is having symptoms?</p>
Emergencies	<p>Does everyone know who to notify if there is an emergency?</p> <p>Can workers explain their location if they need to call an ambulance?</p> <p>Does everyone know who will provide first aid?</p>
Knowledgeable Person	<p>For high and very high/extreme heat index risk levels, is there a knowledgeable person at the worksite who is well-informed about heat-related illness and able to determine appropriate work/rest schedules and can conduct physiological monitoring as necessary?</p>
Physiological Monitoring	<p>Are workers in the high or very high/extreme heat index risk levels being physiologically monitored as necessary?</p>
Worker Reminders	<p>Drink water often</p> <p>Rest in shade</p> <p>Report heat-related symptoms early</p>



Graduates of Local 311's OSHA 10 class, held July 28-29, 2018 at Eisenhower Hall, West Point, NY. Training Specialist Bill McCord, from IATSE Training Trust, led the sessions.

Scranton Local is a Neighborhood Hero

On February 21st, 2018, members of Stagehands Local 329 partnered with members of SEIU BJ 32, students from Lackawanna College and Ingargiola Wealth Management Group to

distribute bags of food to families of the Scranton School District. The program, Children's Market Place/Neighborhood Under One Roof, sponsored by the United Way of Lackawanna & Wayne Coun-

ties and the Weinberg Food Bank offers nutritious fresh foods and educational information to the families in our neighborhood elementary schools.



SAN FRANCISCO LOCAL HONORED LONGTIME MEMBERS

At the 21st Annual Local 16 Retiree Luncheon, International Vice President Emeritus Edward C. Powell presented the 50-Year Member Certificate and Local 16's 50-Year Ring to four members.



From left to right: Local 16 Business Agent-Secretary Steve Lutge, Jim Poynter, Doug Von Koss, International Vice President Emeritus Edward C. Powell, Doug Freeman and Keith Mason.

After three years, Baltimore Local 19 has organized all AV and Entertainment workers at the Baltimore Horse-shoe Casino.

Local 19 is signatory to a 5-year agreement with Caesars that gives the Local jurisdiction over all AV and entertainment related work on the Casino property and includes full jurisdiction in a soon to be constructed casino hotel.

Pictured (left to right): Bruce Holtman Sr., Local 19 political director, Alvin Holland (newly organized casino shop steward) and Bruce Holtman Jr., Local 19 Business Agent.



PORTLAND CREW WELCOMES IA VICE PRESIDENT

Local 28 Business Representative Rose Etta Venetucci (far left) gave a tour of Keller Auditorium and presented an opportunity for the Local 28 crew to talk with International Vice President Dan Di Tolla on his first visit to Portland, Oregon.



The IATSE Stagehands Local 927 Women's Committee planned a Ladies Night Out for the ladies of the Officers Institute 1.0, and welcomed special guest International President Matt Loeb to Atlanta, Georgia, on May 3, 2018. .

The Committee asked the ladies to join in efforts to help provide hygiene packages to Atlanta homeless women by donating their travel size toiletries and sanitary products to be distributed by the 927 WC.

The dinner was a great success in collecting donations, networking, and inspiring each other to take action in their home Locals.

Chicago Local Honors Class of '68

At Local 2's Membership meeting on May 2, 2018, the Local honored its 50-year members with Certificates and Local 2 Gold Cards. The "Class of '68" are as follows: George Tyriver, Jeffrey Streichhirsch (on behalf of his father, John), James Schnoebelen Sr., Chris Stergios, Raymond Yukich Sr., Edward Carroll, James Roos, Harvey George, John Clarke Sr., Maynard DuBois, and William Tyler.



From left to right (front row): Secretary-Treasurer Thomas Herrmann, George Tyriver, Jeffrey Streichhirsch (on behalf of his father, John) Left to right (back row): Anthony Graziano Sr., James Schnoebelen Sr., President Daniel K. Kerins, Chris Stergios, Raymond Yukich Sr., Edward Carroll, James Roos, Harvey George, John Clarke Sr., Maynard DuBois, William Tyler and International Vice President/Business Manager Craig Carlson.

Pictured here are Local 470 members at the Experimental Aircraft Association's Air Venture Exposition at the Wittman Regional Airport. The Wisconsin Local, with the assistance of International Representative Benjamin Hague, recently negotiated a three-year agreement with GES, who is the main employer for the Air Venture Exposition.



PRESENTATION OF LOCAL 50 GOLD CARD TO KRISTIN TUCKER

This past April, Local 50 honored one of its longtime members with a special presentation of the Local's Gold Card. Sister Kristin Tucker has been a member of Local 50 since November 30, 1990. She served as the Local's Financial Secretary for nine years as well. The presentation took place at Sampino's Towne Foods, in Sacramento, California.



Back row: Kevin Kern, Michael Perry, Larry Murdock, David Stephens, Dennis Gallagher, Jimmy Loveless, Larry Stanfill; Second row: Elizabeth Madonia, James R. Pisano, Tina Cahill, John Kelly, Heidi Souza, Susie Owens, Tim Gallagher; Front row: Kristin Tucker, Betsy M. Martin, Mark Mauricio.



At the grand opening of Milwaukee's Fiserv Forum, eighty stagehands from four IA locals carried signs, gave out leaflets, and held banners, with the help of two rats and a train whistle, to inform people of the anti-worker attitude of the Milwaukee Bucks' new home.

CHARLOTTETOWN LOCAL CELEBRATES MILESTONE



Local 906, Charlottetown, Prince Edward Island, Canada celebrated its 50th Anniversary in April, 2018. The event was attended by members past and present, including six of the original Charter members.

GENERAL EXECUTIVE BOARD MEETING

CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, August 6, 2018 in the New York West/Riverside Ballrooms of the Sheraton New York Times Square, New York, New York.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR.,

Fourth Vice President and

Director of Motion Picture
and Television Production

DANIEL DI TOLLA, Fifth Vice President
and Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President

and Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER, Tenth Vice President

COLLEEN A. GLYNN,

Eleventh Vice President

JAMES J. CLAFFEY, JR.,

Twelfth Vice President

JOANNE M. SANDERS,

Thirteenth Vice President and Director
of Tradeshow and Display Work

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Director of Communications Matthew Cain; Director of Broadcast Sandra England; Political Director Erika Dinkel-Smith; Assistant Political Director Corey Sims; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, John Culleen, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, John Gorey, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Brian Lawlor, Daniel Little, Peter Marley, Don Martin, Rachel McLendon, Brian Monroe, Julia Neville, Fran O'Hern, Stasia Savage, Joseph Short, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Communications Coordinator Jonas Loeb; Operations Manager of the Canadian Office Nate Richmond; Staff members Leslie DePree, Asha Nandlal, Alejandra Tomais, Marcia Lewis, Jimmy Rainey and MaryAnn Kelly.

In addition, guests of the IATSE at this meeting included Head of UNI MEI & Euro MEI Johannes Studinger.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4,

Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 6, St. Louis, MO; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 12, Columbus-Marysville-Delaware-Newark, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ-Coll. of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin Cty-Santa Rosa-Lake Mendocino-Sonoma-Napa Cty-San Mateo Cty-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 56, Montreal, QC; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 100, New York, NY; 110, Chicago, IL; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-

Grapevine, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 161, States of New York/New Jersey/Connecticut; 168, Vancouver Island, BC; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 262, Montreal, QC; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 347, Columbia, SC; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 793, Pacific Northwest; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 834, Atlanta, GA; 835, Orlando, FL;

839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B18, San Francisco, CA; B20, Portland, OR; B27, Cleveland, OH; B173, Toronto-Hamilton, ON; B192, Hollywood, CA and F72, New York City and Vicinity, NY.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals One, 4, 52, 100, 161, 306, 600, 700, 751, 764, 794, 798, 829, B751, F72, USA829 and ATPAM appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to New York City. On behalf of the Host Locals, Co-Chairmen of the Host Locals John Ford, President of Local 52 and James J. Claffey, Jr., President of Local One thanked the General Executive Board for the opportunity to host this meeting. Brother Claffey stated that the New York City Locals are extremely proud to celebrate the IATSE's 125th Anniversary. He assured the Board that the Host Locals' efforts and objectives were to make sure the week was a memorable one.

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

INTRODUCTIONS

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

Benjamin Hague, *International Representative*

Benjamin is a member of IATSE Local No. 2 in Chicago. He holds ETCP certifications in Theater and Arena Rigging as well as Entertainment Electrician. Benjamin oversaw hotel properties in Local 2's jurisdiction and served as Navy Pier Steward and Head Audio Engineer. Ben works within the Trade Show and Display Work Department and is based in Chicago.

Allison Smartt, *International Representative*

Allison is a member of Local 232 in Northampton, MA and most recently worked in the jurisdiction of Local 33 at the Pasadena Playhouse. Allison is an experienced instructor, outreach coordinator and technician. She has worked as Donor Manager for the Next Echo Foundation, as the Associate Technical Director at the California Institute of the Arts and as Outreach Manager at CreativeFuture. Allison works within the Stagecraft Department is based in the West Coast Office.

Wade Tyree, *International Representative*

Wade has fifteen years' experience in the IATSE. He was President of Local 487 in Baltimore, Maryland. In that capacity, Wade established various committees for the Local including a safety and education program; Hardship Committee; a Young Workers Committee; a Women's Committee and a Political Education Committee. Wade was elected to the Maryland State and DC AFL-CIO as Vice President to represent the interests of young workers and develop future leaders of labor. He was the first to be elected to the position, labeled the "Futures Posi-

tion.” Additionally, Wade is a graduate of Townson University and was Adjust Professor at Townson helping build relationships between the IATSE and Townson. Wade works within the Motion Picture and Television Production and works in the General Office in New York.

Daniel Little,
International Representative

Dan Little, an Audio Engineer by trade, has been working as an organizer for Local 8 since 2012, active at all levels of campaigns. He is 6 and 0 in RC petition wins. He previously served as an Associate Business Agent for Local 8. In August of 2017, he was asked to assist the Stagecraft Department as a Special Representative. Dan will work with the Stagecraft Department and is based in Philadelphia.

Rachel McLendon,
International Representative

Rachel McLendon has worked in the broadcast sports industry for fifteen years, twelve of those years for Golf Channel as a utility and a fiber technician. She has been involved with the Golf Channel organizing and negotiating from the beginning and that bargaining committee elected her to serve as craft representative. She served as an International Special Representative assisting with organizing efforts in Charlotte, NC and in South Florida. Rachel will work with the Broadcast Department and is based in Atlanta, GA.

Corey Sims, Assistant Director,
Political and Legislative Affairs

Corey worked for Communications Workers of America where he was responsible for managing data programs and systems, specifically related to tracking membership participation. Prior to the CWA, Corey was with Organizing for America:

Florida and worked as a Field Organizer where he coordinated over one hundred community events. Additionally, he served as an Intern at The White House in the Office of the First Lady during President Obama’s administration. He is a graduate of Northeastern University and the University of Central Florida. He will work with Director Erika Dinkel-Smith in the Political and Legislative Affairs Department and is based in Washington, D.C.

Jonas Loeb,
Communications Coordinator

Jonas is the new Communications Coordinator for the International. He spent the last several summers working in the Communications Department, so bringing him on board was a natural decision. He graduated from Oberlin College in 2018 with a BA in Economics and Philosophy. He hopes to facilitate the growth of the union and promote the labor movement by constantly improving and adapting our online activities. Jonas will be based in the General Office in New York.



Safety Chairman Kent Jorgensen gave a safety guideline for the hotel and surrounding area in New York City.

GENERAL EXECUTIVE BOARD
MEETING MINUTES

Mid-Winter Meeting – January 29
- February 2, 2018 – Los Angeles,
California

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Los Angeles, California, the week of January 29 – February 2, 2018.

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

REPORT OF THE GENERAL
SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

125th Anniversary

General Secretary-Treasurer Wood began his report by noting that on July 17, 2018, the International celebrated its 125th Anniversary of the inaugural convention in New York City in 1893.

In recognition of this significant milestone, a number of initiatives have been undertaken. The 2nd Quarter issue of the Official Bulletin was published as a commemorative issue for the entire membership of the Alliance. A new promotional/historic video has been produced and will be made available to local unions in the coming months. Specially designed stationary was produced and a lapel pin was made available for purchase by local unions. This pin has been far and away the best selling pin that has ever been made available with thousands of them already having been ordered by the local unions. The pins continue to be available from the General Office at a cost of \$5.00.

Finally, this historic moment will be celebrated on Thursday August 9th from 7:00 – 10:30 in the Metropolitan Ballroom at the Sheraton New York Times Square.

Information Technology

The International continues to spend significant resources on upgrading both hardware and software for not only its offices but also International Representatives and Officers that work in the field. The internet speed in the General Office was also recently doubled in order to deal with the increasing use of cloud based functionality.

The membership database continues to be modified and expanded as various departments make requests for the ability to track additional information. The Education Department and Canadian Affairs have recently had tracking enhancements added.

In order to stay secure against all of the malicious malware and ransomware attacks that are increasingly prevalent in the world today, the IATSE has recently begun using Wombat Technologies as a security education platform. It allows the International to send out simulated spam/malware emails to staff and Representatives to see if they click on what would have been a malicious email and, if so, to assign them a quick tutorial to assist them in spotting future malicious emails. A recent campaign demonstrated that efforts at educating International staff about the dangers of such emails have been successful, as only 10% of those contacted actually clicked on the link.

Audited Financial Statements

For the past number of weeks, the au-

ditors have been in the General Office performing the April 30, 2018 year-end audit. The final audited statements are being finalized and will appear in the Third Quarter issue of the *Official Bulletin*.

The change in net assets in the General Fund increased by \$1,822,049 during the past fiscal year and net assets in that fund now stand at \$37,241,683. The unrestricted net assets in the Convention Transportation and Per Diem Fund were \$4,543,996 at year-end and the unrestricted net assets in the Defense Fund are now \$13,383,740. The total net assets of the Alliance now stand at \$51,040,129 with real estate assets only valued at depreciated cost.

Finally, General Secretary-Treasurer Wood reported on the following Finance Department items:

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2018, royalty payments in the amount of \$222,572 were received;
2. The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a “rush” request, which must be processed within forty-eight hours. For the year ended April 30, 2018, the International received \$1,178,235 in consultation fees.

President Loeb thanked General Secretary-Treasurer Wood for his report, specifically recognizing his efforts on the 125th Anniversary Bulletin. He also thanked MaryAnn Kelly for her work on the same. Finally, he remarked on the

strong financial condition of the Alliance and thanked General Secretary-Treasurer Wood for his work in this regard.

A motion was made to accept the report of the General Secretary-Treasurer. The motion was seconded, and passed.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Andrew C. Oyaas, Carlos Cota and Patricia A. White presented the Report of the Board of Trustees for the period of October 1, 2017 through April 30, 2018 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York City on May 22-24, 2018 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order. The Board accepted and approved the report and President Loeb thanked the Trustees for their work.

APPEARANCE: NEW YORK CITY MAYOR BILL DE BLASIO

The General Executive Board was



Mayor of New York City Bill de Blasio welcomes the IATSE to New York. “This town does well when unions do well.”

honored to invite New York City's 109th mayor, Bill de Blasio, to address their summer meeting. Mayor de Blasio extended warm greetings to President Loeb on behalf of the International as well as to local unions, officers and delegates. The mayor thanked the Board for "coming home" and expressed his appreciation that so many chose to visit New York city.

In his remarks, Mayor de Blasio congratulated the International on its 125th Anniversary. He specifically highlighted the IATSE's long-history—beginning in Manhattan in 1893—as emblematic of the power of working people. He observed that the tradition the Board and the IATSE Locals are following is extraordinary.

The mayor informed those in attendance that New York City is the "biggest union town in America" counting amongst its population more than one million proud union members. He remarked that unions and their members contribute to the allure and success of New York City. The mayor noted "the impact of the labor movement has been to create a society that works—because of the labor movement working people have a chance to make it." He further observed that organized labor is one of the most benevolent, socially-conscious movements in history. He recounted that labor was the backbone in the fight for civil rights in America and has fought for all workers to have living wages as well as health and retirement benefits. He asked the Board and IATSE local unions to imagine how unjust and unfair America would be without the labor movement.

Mayor de Blasio stated that building the labor movement builds a healthy society. He opined that the problems faced by

America will be solved with the involvement and input of the labor movement. In his view, unions and workers should continue to organize thereby increasing union membership. He told those in attendance to ignore naysayers because the psychological warfare of detractors is to emphasize what cannot happen. He noted that when he first ran for office he was told that there would never be a \$15/hour minimum wage or free Pre-k. He advised the Board that in New York City not only is there now a \$15/hour minimum wage but also free Pre-k for 3-and-4-year-old children as well as paid sick leave for one-half million workers. He charged the Board and Locals to give workers a sense of hope in the face of anti-worker actions like the Janus v. AFSCME decision and tax-cuts for corporations and wealthy. The mayor noted that these anti-worker decisions are creating a response that he finds optimistic: women's marches, the activism of the Parkland, Florida Students, the teacher strikes in places like West Virginia and Wisconsin. He observed that this is a moment to seize upon not recoil from.

Mayor de Blasio concluded by stating that big changes can happen. He encouraged the Board and Locals to build this movement across the Country, observing that "fairness for working people is good for everyone."

**APPEARANCE:
LOCAL NO. 798, NEW YORK,
NY AND LOCAL NO. 772,
WASHINGTON, DC.**

Re: Ford's Theatre

Daniel D. Dashman, Local 798 Live Theatrical and Commercials Business Representative and Martha Timlin Business Agent of Theatrical Wardrobe Local 772 reported on recent, successful negotiations with the Ford's Theatre in Washington, DC.

Sister Timlin reported that Ford's operated in her Local's area as a non-union venue until 2008 when, with the assistance of the International, the Local obtained its first contract. Historically, Ford's still offered the lowest rates of pay in Local 772's jurisdiction. For this renewal agreement, Local 772's main priority was raising hourly wages to competitive area rates. Sister Timlin invited Local 798 to coordinate its bargaining for this



Business Agent of Local 772 Martha Timlin and Business Representative of Local 798 Daniel Dashman made an appearance to discuss the recent negotiations with the Ford's Theatre in Washington, DC.

renewal agreement because Local 798 had covered work at the Ford's since October 2017 when a letter of adherence brought the last of the Ford's backstage personnel under a union contract.

Management wished to begin negotiations far in advance of the August 31, 2018 contract expiration of the collective bargaining agreement. In early May 2018, Brother Dashman and Sister Timlin together met with the negotiating committee to focus on their proprieties and discuss tactics. Before the parties first meeting, Ford's management had asked for Local 772's rates at the Kennedy Center for the Performing Arts. The committee was optimistic that the Ford's would be willing to raise hourly wages to a level comparable to the Kennedy Center.

When negotiations began, Ford's Theatre's management representative announced to the committee that Theatre management had looked at gender pay disparity among the Theatre's personnel and wanted to reduce it. To accomplish this, the Theatre proposed significant wage increases for Local 772's and Local 798's members. Over a four-year term, per the Theatre's proposal, covered employees would receive significant compounded increases in each of the years. Finally, on the last day of the four-year contract hourly wages for all covered personnel would increase by \$2.00 per hour. The committee agreed to these changes. The new contract will also give employees an opportunity to increase their annuity contributions and the Ford's Theatre will begin contributing to the IATSE Training Trust Fund on behalf of covered workers. At the end of the contract's four-year term wardrobe, hair and makeup workers

will be earning wages on the same level as the other backstage personnel at the Ford's. Consequently, huge strides toward gender pay equity were made: Brother Dashman specially acknowledged Local 772 wardrobe head Susan Frye for continually advocating for gender pay equity for over nine years.

President Loeb commended The Ford's Theatre for addressing in a significant way gender pay equity and his wish that other employers will follow suit. He noted that these changes are appropriate, and wardrobe, hair and makeup staff working at the Ford's Theatre will be getting the treatment they deserve under this new contract. He thanked Brother Dashman and Sister Timlin and congratulated them for their work.

APPEARANCE: LOCAL NO. 798, STATES OF ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, AND THE CITIES OF MINNEAPOLIS AND LOUISVILLE

RE: The Broadway League and Disney Theatrical Productions

Daniel D. Dashman, Local 798 Business Representative for Live Theatrical and Commercials, Angela Johnson, Local 798 Vice President, Jennifer Bullock, Local 798 Live Theatrical Trustee, Local 798 District 10 Live Theatrical Steward Chad Harlow, and Local 798 members Michael Clifton, Michael Ferguson, Monica Costea, and Elizabeth Cohen reported on recent coordinated collective bargaining involving the Broadway League and Disney Theatrical Productions.

Brother Dashman began by noting the historical circumstances surrounding recognition of Local 798 as the bargaining agent for makeup artists and hair stylists

on Broadway. Historical stereotypes have worked to constrain the Local's members and accordingly, they have not always received the same level of pay and benefits as backstage personnel in other crafts.

Despite their advanced degrees and cosmetology or esthetician's licenses (often from more than one licensing authority), Broadway wages for Local 798's workers have lagged. Heads of department working full-time schedules often made less on a weekly basis than the lowest paid workers of other crafts working less than full-time. Health care presented an additional challenge. Local 798's workers frequently pay out-of-pocket to cover families and dependents.

Local 798 began planning for Broadway renewal negotiations in January 2017 but did not first meet with the employers until December 2017. The Committee insisted that major wage increases were needed to bring the Local's members in line with other backstage personnel.

President Loeb and IA International Vice President James J. Claffey, Jr. remained supportive throughout Local 798's several bargaining meetings between January and April. President Loeb then attended the parties' May 1, 2018 meeting. He informed the League that the historic wage and benefit disparities for Local 798's workforce needed to be corrected. President Loeb explained the Local's valid concern that its members were subjected to gender-based wage discrepancies and the League needed to correct it. After a contentious exchange between the parties, the bargaining committee established its bottom line. During the following weeks, Broadway's other IA Locals expressed their overwhelming support

for Local 798 in its efforts to achieve gender pay equity.

At the parties' last bargaining session, following persuasive remarks by the committee and President Loeb, the League and Local 798 reached an acceptable deal including significant annual raises and increases in welfare benefit contributions. With the assistance of President Loeb and the other Broadway Locals, Local 798 achieved noteworthy wage increases in every year of the contract, which will help stem gender pay inequity. Brother Dashman reported that the proposed contract was ratified on June 24th, 2018. Local 798 expressed its sincere and grateful thanks to President Loeb for his actions during these negotiations and unwavering support.

President Loeb remarked that this is a good contract for Local 798's members and will be a step in the right direction toward correcting the historically lower wages in certain crafts. He acknowledged the commitment and resolve of Local 798's members and leaders as they continue to confront these issues.

**APPEARANCE:
LOCAL NO. 891, BRITISH
COLUMBIA – YUKON TERRI-
TORY; IATSE LOCAL NO. 669,
WESTERN CANADA;**

**Re: British Columbia Council of Film
Unions Master Term Agreement**

International Vice President and Director of Canadian Affairs John Lewis, International Representative Julia Neville, IATSE Local 891 bargaining committee members Amanda Bronswyk, Michael Billings, Dana Gaudet and Phil Klapwyk and IATSE Local 669 bargaining committee members Brian Whittred, Kristina Kasperczyk, Peter Hayman, Crystal

Braunwirth and Terry McEwen appeared before the General Executive Board to report on the negotiation of the British Columbia Council of Film Unions (BC Council) Master Agreement.

The BC Council is comprised of IATSE Locals 891 and 669 along with Teamsters Local 155. After three weeks of bargaining, the BC Council was able to reach a renewal of the BC Master Agreement with the constituent members of the Alliance of Motion Picture and Television Producers (AMPTP) that expired on March 31, 2018. In anticipation of this cycle of bargaining, the BC Council initiated proceedings in November 2017 before the British Columbia Labour Relations Board (BCLRB) seeking to challenge the 2009 Safe Harbour Agreement orders previously issued by the BCLRB which limited the BC Council's ability to engage in strike action against certain productions thus precluding the BC Council's ability to engage in a strike in the event a deal could not be reached. The BC Council was seeking a slightly amended Safe Harbour Agreement that balanced the terms and conditions more equitably. The BCLRB issued a decision immediately prior to the commencement of negotiations in favour of the BC Council's requests.

After several weeks of negotiations, a deal between the BC Council and the AMPTP was reached. Highlights of the renewal agreement include annual wage increases, improving the minimum wage rate for crafts that are subject to negotiation: an increase in contributions to the BC Motion Picture Training Society, the adoption of a bulletin promoting physically and psychologically healthy and safe

workplaces, the addition of the Canadian Media Producers Association to the maintenance of the Industry Termination list, the issuance of a bulletin recommending the identification of the Joint Health and Safety Committee members on the callsheet, new language concerning Proof of Residency requirements as well as a timeline to enforce compliance, clarification of the language concerning work week shifts, clarification in the language regarding the Canadian Media Producers Association administration fee, and a new rate schedule for High Budget Episodic over \$4.9 million Canadian per episode intended for a Subscription Video on Demand (SVOD) platform with over twenty million subscribers. In addition, the BC Council constituent unions negotiated terms and conditions unique to each of their Locals.

IATSE Local 891 achieved improvements in turnaround provisions for video and special effects (VFX) employees covered under the agreement as well as harmonizing VFX Proof of Residency Documentation requirements with the rest of the bargaining unit; annual increases for the Generator Operator Buyout of turnaround premiums, in the hope that the increased cost would deter employers from encroaching on rest periods; and a weekly "New Hire" list which will allow for more accurate enforcement of hiring and layoff procedures.

IATSE Local 669 maintained minimum crew language on 2nd units with principal cast members, increases in trainee hourly wage rates, and recognition of Aerial Drone Camera positions in the agreement.

The renewal agreement was over-

whelmingly ratified in April 2018 by over 93% of the members of all three BC Council constituent unions.

President Loeb congratulated Locals 891 and 669 on securing a strong renewal agreement for their respective members.

**APPEARANCE:
LOCAL NO. 891, BRITISH
COLUMBIA – YUKON
TERRITORY; LOCAL NO. 669,
WESTERN CANADA;**

**Re: British Columbia Calltime
Mental Health Initiative**

International Representative Julia Neville, IATSE Local 891 member Phil Klapwyk and IATSE Local 669 members Brian Whittred, Kristina Kasperczyk, Peter Hayman, Crystal Braunwirth and Terry McEwen appeared before the General Executive Board to report on a BC motion picture community initiative aimed at raising awareness of mental health issues and removing the stigma those in need of assistance face.

It was explained that the BC motion picture community has experienced a recent spike in member deaths due to overdose and suicide, and an increase in interventions for members in crisis. In response, representatives from five BC motion picture unions began meeting in March of 2017 to discuss how to collectively provide resources to members. Since then, a campaign has been developed to address addiction and mental health issues in the BC motion picture sector, developed by members, for members. The campaign is Calltime Mental Health, with the tag line “no calltime has ever been more important.” The goal is to reduce suicide, deaths and injury of BC motion picture workers via:

- reducing the stigma associated with

mental health challenges, illness and substance abuse;

- increasing member self-awareness and education;
- directing members, their families and coworkers to available resources and health benefits;
- creating a culture where members feel safe at work and empowered to ask for and offer help;
- providing union staff, heads of department and supervisors access to training and resources to address issues as they arise; and
- communicating that impairment at work is an occupational health and safety issue, neither accepted nor condoned.

With funding and in-house support from the unions, a website was launched in April 2018 (calltimementalhealth.com) with links to health benefits and programs available to each union's members. In its first month, the website had 4,663 unique views, and 4,992 page hits, with 2/3's of the hits coming from mobile devices – indicating a large percentage of our members on set accessing the site.

The BC film unions also combined forces to make a public service announcement (PSA) for distribution via social media that explains the Calltime Mental Health initiative. These PSA's were shot by a volunteer crew over a weekend, featuring members sharing their personal stories and encouraging others to seek help and to visit the campaign website.

Future plans for the Calltime Mental Health initiative include:

- Holding an industry-wide townhall in early 2019 to raise awareness of the issue;

- Expanding the information, resources and topics included on the website;
- Making and distributing promotional items to get the word out; posters, business cards;
- Increasing outreach activities with employers;
- Seeking feedback and developing themes for the ongoing campaign;
- Developing a network of supervisors, stewards and peers trained in Mental Health First Aid, with custom training for our members; and
- Compiling a toolkit of best practice resources for employers, supervisors and workers including tip sheets and blog posts.

President Loeb applauded the efforts of Locals 891 and 669 in taking tangible steps to raise awareness of mental health issues affecting IATSE members and the film community generally. President Loeb encourage all affiliated Locals to contact Locals 891 and 669 to take steps to expand this initiative and make it available to all members of the Alliance in both countries.

**APPEARANCE:
IATSE TRAINING TRUST FUND**

IATSE Training Trust Fund Executive Director Liz Campos, International Trustee Patricia A. White, Training Trust Fund Trustees Kevin Amick (Local 479) and Beverly Miller (Local USA 829), Training Trust Specialist Bill McCord and Training Trust Fund Staff Colleen Lorick appeared before the General Executive Board to report on the Trust's new programs.

Director Campos began her report with a video created to help Locals navigate the Course Reimbursement program. The Course Reimbursement program is

a notable example of how the Trust can support the craft skills and safety training needs of Locals. The Trust has a new system for processing course reimbursements which includes quarterly application deadlines. Campos reported that the application deadline for fall classes had just passed on August 6th. At the time of her report, over one hundred applications had been received for the most recent application period covering courses held between October and December of 2018. Quarterly course reimbursement application deadlines for 2019 are posted on the TTF's website. Locals that have applied for course reimbursement funds in the past are being added to the Trust newsletter mailing list so they receive notifications and information about upcoming deadlines and other program offerings.

Director Campos reported on the sixteen "Safety First!" courses at the Mid-Winter General Executive Board Meeting. The Trust is converting the courses from book form into individual online courses with narrated instructor-led group courses for Locals to offer. The online courses are now live. Individuals can apply for the courses by filling out applications on the TTF website and Locals can apply for the curriculum for group-led courses as well. There are currently six courses available: Basic Safety, Biological Hazards, Hazard Communication, Ergonomics, Electrical Safety and Rigging Safety. More courses are being added all the time.

Once a person has opened an account they will have free access to all sixteen courses as they are made available. As a result of this project, more IATSE craftspeople will have access to a wide-range of entertainment industry specific safety

awareness courses. The courses are very easy to sign up for and easy to use. After submitting a completed application to the TTF, individuals receive an email from the Trust with log-in information and can immediately begin taking courses. For group led narrated courses, Locals just need to apply for an account and have their instructors lead the courses.

The online courses launched on June 18. There were fifty-seven course completions in the first three days, with many taking all three courses made available that week. Only one person called to report having difficulty accessing the courses. Other phone calls were from people asking when more classes would be added. By all accounts it was an extremely successful program launch. As of July 31st, 276 "Safety First!" accounts have been created with 281 course completions. Some Locals have reported that they will be setting up drop-in access at the union for people to come in and take the courses on one of the computers set up at the Local. This will ensure that individuals that do not have reliable internet access will still be able to take the courses. Director Campos applauded the Locals for supporting the training of their members.

In addition to the above-mentioned courses, the Trust is working with the UCLA Labor Occupational Safety & Health Program (LOSH) to develop a new course that covers Hazard Identification in the Work Environment. This course should be completed by the end of 2018.

The TTF is now managing the Lynda.com program. It is now free, available to IATSE members and other people working under IATSE agreements, and the application process is simple. New ap-

plicants can find information on the TTF website at <https://www.iatsetrainingtrust.org/lynda/>.

In last year's Convention survey, people mentioned that they wanted more online courses and both of the programs mentioned above are available online. For this reason, the Trust is confident these new programs will broaden its reach.

The Trust continues to grow and for the Trust, just like the union, Growth=Strength. In the first half of 2018, 7,299 IATSE workers were reached with 1,489 courses (and almost 53,440 hours of training). Since the Trust was started, over 33,481 IATSE workers have been reached with over 4,200 courses and more than 292,558 cumulative hours of training.

Director Campos thanked President Loeb, General Secretary-Treasurer Wood, the General Executive Board, International Representatives, and the Communications Department, for their continued support of the TTF. Director Campos specifically thanked President Loeb for making continuous education an IATSE priority which has helped the TTF thrive. Special thanks were given to Vice President Miller for his ongoing work in furtherance of the TTF. Director Campos also thanked the Locals who participate in, host, and promote the TTF programs. Finally, Director Campos thanked the dedicated staff of the Training Trust Fund for their outstanding work.

President Loeb thanked Director Campos for her report, noting that the TTF has grown remarkably since its founding. The TTF is a great success story and it has an exciting future. President Loeb thanked the local unions and members who have bought full-bore into



Local 471 member Jonquil Garrick-Reynolds and Local 471 Secretary-Treasurer Jim Reynolds, along with International Vice President John Lewis (not shown) reported to the General Executive Board on the Local's litigation with the City of Ottawa.

the training culture, and he expressed his appreciation to Director Campos and the staff of the TTF for their hard work.

**APPEARANCE:
LOCAL NO. 471, OTTAWA, ON
Re: City of Ottawa**

International Vice President and Director of Canadian Affairs John Lewis and IATSE Local 471 Secretary-Treasurer Jim Reynolds and Local 471-member Jonquil Garrick-Reynolds reported to the General Executive Board on the Local's litigation with the City of Ottawa relating to the Shenkman Arts Centre located in Orleans, Ontario.

Reynolds explained that IATSE Local 471 had historically held bargaining rights with the City of Ottawa for stage work performed at all City of Ottawa venues, including the Lansdowne Park/Civic Centre Complex. When ownership over this venue was transferred to the Ottawa Sports and Entertainment Group (OSEG) in 2014 and renamed the TD Place, Local 471 maintained its bargaining rights and collectively bargained a first agreement with OSEG. However, there was still a

portion of Lansdowne Park, the Aberdeen Pavillion, which remained under the ownership and operation of City of Ottawa. As part of the City's redevelopment of Lansdowne Park, a new outdoor amphitheater owned and operated by the City, the Great Lawn, was also built. A jurisdictional dispute ensued. Arbitration before Arbitrator Kevin Burkett was held. Given the significance in terms of scope, complexity and legal fees, Local 471 applied for and was granted International Defense Fund assistance.

Reynolds explained that prior to the commencement of the arbitration hearing in April 2018, Local 471 Business Agent Mark Hollingworth and Vice President Lewis met with representatives of the City with a view to reaching a settlement. With the assistance of Arbitrator Burkett, a consent order was ultimately issued confirming Local 471's jurisdiction at the Pavilion and Great Lawn. The Local also secured damages that were donated by the Local to the Humboldt Broncos Trust fund.

Reynolds recognized the efforts of Business Agent Hollingworth in securing

this settlement. Reynolds also thanked Vice President Lewis for his assistance in reaching this resolution and President Loeb for providing Defense Fund assistance.

President Loeb congratulated Local 471 on its success in securing a settlement that protected the Local's longstanding jurisdiction over City-run venues. In doing so, President Loeb emphasized the importance of being vigilant in protecting work jurisdiction and encouraged all Locals to do so in their respective territorial jurisdictions.

**APPEARANCE:
LOCAL 751, NEW YORK, NY
AND LOCAL 868, WASHINGTON, DC**

Re: INTIX 2018

International Trustee Patricia White, Local 751 President Lawrence Paone and Local 868 Corresponding Secretary Anne Vantine reported upon the IATSE's renewed participation in the International Ticketing Association's annual conference.

The International Ticketing Association (INTIX) is a leading non-profit organization for ticketing industry professionals. Its annual conference is an important event for ticketing professionals and it offers a comprehensive view of the current ticketing industry practices, products, and services.

In past years, the IATSE routinely participated in INTIX programs including its annual conference. By 2009, however, the IA had become increasingly less involved in the exhibition and risked losing prominence within the ticket selling field. Consequently, President Loeb assigned Brother Paone and Sister Vantine to the 39th Annual INTIX Conference & Exhibition from January 23-25, 2018 in Baltimore, Maryland.

The IA's return to the 2018 conference was a success. The president and CEO of INTIX welcomed the IA back as an exhibitor and many leading ticketing professionals visited the IA's exhibition booth. The IA's presence revitalized and effectively highlighted the Union's profile for industry experts and box office professionals. The attendees also had access to educational workshops and sessions focusing on next-generation box office trends.

Brother Paone separately reported upon the current state and future vision of the IATSE's ticket selling members. He reported that members from several Locals had convened during the week of the Board's meeting to identify the challenges faced in this segment of the entertainment industry. Those challenges include a lack of communication among treasurer and ticket seller Locals and insufficient training in information technology. Too many Locals are not involved in

new organizing and some struggle to find new energy. The report described steps that would revitalize and energize the IATSE's box office and ticket selling crafts. To lay the groundwork for a better future, the working group will instill pride in members and establish good training programs. Better means of communication will be established among the eleven Treasurer and Ticket Seller Locals and the IA will continue to attend industry events like INTIX. With its industry participation, the IA will have access to the INTIX member institutions and industry management representatives. Brother Paone and Sister Vantine thanked President Loeb for supporting and encouraging them as they continue to work toward revitalization and modernization of their craft.

President Loeb remarked that Brother Paone and Sister Vantine recognized the importance of the IA's visibility at INTIX. Familiarity with leading technol-

ogy is a challenge but becoming engaged in technology is essential for the future of our ticket-selling craft. He commended the positive vision of those reporting.

AFI AGREEMENTS

Vice President Craig Carlson reported to the Board regarding the renewal of the agreement with American Film Institute (AFI) covering projectionists. AFI projection work has become unique because they occasionally use film rather than the more common digital format to project feature movies in their theatre.

Vice Presidents Carlson and Cahill met with AFI Director Ray Berry, his assistant Rebecca Lentz-Fernandes and their attorney, Joe Turzi on March 23, 2018 at the Silver Theatre and Cultural Center located in Silver Springs, Maryland.

The Theatre, when projecting film, is run 100% by IA members. The ticket windows, concession stands and projection booth are all covered with either the IA's "Front of House" or "Projectionist" Agreement.

On May 4, 2018, parties reached agreement on a three-year term with compounded wage increases. Significantly, premium pay will be paid to employees with a minimum of five years projection experience.

The new agreement provides for minimum wage rates only and no employee is precluded from obtaining better conditions than those included in our agreement.

Vice President Carlson thanked retired Vice President Cahill for providing background to this relationship and introducing him to AFI management noting that it was obvious that Vice President



President Richard Crum and Business Agent Irish Barber of Local 665 presented President Loeb with a koa canoe oar. The oars were engraved with a Hawaiian proverb, "Everyone paddle the canoe together, and the shore will be reached," One of the oars will be displayed in the General Office in New York and the other will hang in Local 665's office.

Cahill took time in developing a good relationship with both AFI management and the bargaining unit. Vice President Carlson thanked Vice President Daniel Di Tolla and General Counsel Samantha Dulaney for providing additional history and guidance throughout the process. Lastly, he thanked President Loeb for pointing out the leverage with AFI and his willingness to use it to ensure the International got a fair agreement.

President Loeb observed that the skilled work of projectionists is secured by this agreement. He commended Vice President Carlson for preserving and building upon the collective bargaining agreement with AFI.

AFL-CIO SOUTHERN DISTRICT REGIONAL CONFERENCE

International Trustee Andrew C. Oyaas reported on his assignment to attend the AFL-CIO's Southern Region Conference held April 9-10, 2018 in New Orleans, Louisiana.

The conference opened on Monday afternoon with a panel discussion titled "Union Members in Mobilization". The panel participants were the state federation Presidents from West Virginia, Kentucky, Oklahoma and Arizona, all states where teachers were mobilizing around pay and education issues. In West Virginia, there was more support from the public than predicted. The key was listening to the members, not just the ones that come to meetings, about their issues and then framing them as being about justice. In Kentucky, their movement was a "grass roots" effort and the need to talk to legislators one-on-one at all levels of government.

Trustee Oyass reported that during the Q&A after remarks, there was a discussion about "what is my membership" and "how do I derive my power". It was suggested that unions map their membership so they know what way their membership votes and can target specific sectors with an appropriate message. IATSE's Political Department can assist Locals with this thru the AFL-CIO's Labor Action Network (LAN) database, as well as other resources. The conclusion of the panel was that unions are "trying to make it better for everybody."

Tuesday's session began with a review of the AFL-CIO's Code of Conduct and an address by AFL-CIO Secretary-Treasurer Liz Shuler. She spoke about: embracing the labor movement and not shying away from it; the shape of work in the future and the technology "creep" that is replacing workers; the need for diversity in our movement; and the importance of making the labor movement relevant in all worker's daily lives.

The Director of Mobilization Julie Green followed Secretary Shuler's address and outlined the AFL-CIO's new national and regional structure. She also introduced the Southern Region leaders to the body.

The section on "Engaging Workers for Strength" was about building the movement for the long-haul. Studies have shown that one-to-one communication produces the best results in whatever it is you are communicating about. The union should be the "trusted source" for communications to members on issues impacting labor. This can only happen if unions are continuously organizing internally by making a plan; identifying and

training advocates of the plan; mapping the workplaces; having the one-to-one conversations; and, assessing and adjusting continuously.

AFL-CIO Executive Vice President Tefere Gebre introduced the "Workers Bill of Rights" to the attendees. It reads "All working people have the right to: a good job with fair wages; quality health-care; a safe job; paid time off and flexible, predictable scheduling; freedom from discrimination; retire with dignity; education; freedom to join together; and a voice in democracy."

The next section was on the impact unions members can have as there are some 500,000 elected offices in the US and labor should be able to get union members elected to many of them.

Another session was on "The Law of Member Engagement." Its focus was mainly on what communications can a union have with candidates, how PAC can be a part of that communication strategy and the rules that apply.

Participants were introduced to the Labor 18 campaign and were shown the list of tiered states, the timeline for the campaign and the goals of: increasing voter registration; increasing voter turnout; and increasing performance for endorsed candidates.

Trustee Oyaas thanked President Loeb for the assignment to represent the International at this working conference. President Loeb remarked that the International represents thousands of workers in the South and the Alliance's attendance at conferences such as this is important to issues affecting the membership.

BASIC AGREEMENT

International Vice President and Mo-

tion Picture & Television Production Department Director Michael F. Miller, Jr., with International Vice President and Local 80 Business Agent Thom Davis, Local 695 Business Agent Scott Bernard, Local 44 Business Agent Ed Brown, Local 800 Business Agent Chuck Parker, Local 706 Business Agent Tommy Cole, Local 728 Business Agent Patric Abaravich, Local 884 Business Agent Doug Boney, Local 600 National Executive Director Rebecca Rhine, Local 729 Business Agent Bob Denne, Local 871 Business Representative Leslie Simon, Local 705 Business Agent David Swope, Local 700 National Executive Director Cathy Repola, Local 892 Executive Director Rachael Stanley, Motion Picture & Television Production Department Assistant Directors Dan Mahoney and Vanessa Holtgrewe, IATSE General Counsel Samantha Dulaney, and IATSE Associate West Coast Counsel Jacob J. White reported to the General Executive Board on the recently concluded negotiations for the 2018 Basic Agreement.

To provide context, Vice President Miller described the many months of meetings, beginning in May of 2017, between the International and the heads of the West Coast Studio Locals to establish priorities and develop a comprehensive package of proposals. Negotiations began in March with two weeks allotted for the Local, craft-specific, negotiations. Each of the thirteen local union negotiations concluded over those two weeks and neither the local unions nor the Producers brought any Local or craft-specific proposals to the General Basic Agreement bargaining table.

General Basic Agreement negotiations began in the first week of April.

The Union's core issues were: adequately funding the health and pension plans, quality of life, and safety. One week was scheduled, but by day four the employers had not addressed the Union's core issues in a serious way. Negotiations broke off for the first time.

Three more days were scheduled for the end of June. When the parties reconvened, the Union continued to make headway, but again the parties were unable to come to consensus on the Union's core issues. It became apparent that the negotiations would bump up against the July 31st expiration date.

In the early morning hours on July 26th, after a 20-hour marathon negotiating session, the employers made significant movement towards the Union's proposals, and the parties reached a tentative agreement.

The Union achieved each of its stated priorities. It secured additional hourly contributions to the benefit plans from the employers, ensuring the future strength of the plans. Some companies, including those independents that produce content for streaming services, will contribute an additional \$0.75 per hour in each year of the Agreement, while those companies that have paid residuals in excess of \$15 million dollars will contribute an additional \$0.40 per hour over the term of the Agreement. The higher independent contribution amount helps to off-set the fact that those employers who pay more than \$15 million dollars in residuals subsidize those who do not.

Vice President Miller then described the importance of understanding how the funding of the Pension and Health plan are related. In simplest terms, the

hourly contributions are dedicated to Active Health, Retiree Health, and Pension, respectively. Residuals will then fund the Pension Plan to reach the minimum funding requirement and the remaining will flow into the Health Plans and manifest as health plan reserves. Reserves of 8 months in the Active and Retiree Health Plans are necessary to provide additional pension checks to pre-2009 retirees, and to trigger the contingent 10% retroactive pension increase which was negotiated in 2015. It is anticipated that the plans will receive \$430 million in residuals in each year. The actuaries are projecting that the Pension will require \$210 million in 2018, \$225 million in 2019, and \$236 million in 2020.

The parties are now using a 92.5 million hours of work assumption. In 2017, there were 97 million hours contributed to the Plans and so far in 2018, hours are 3% above last year for the first 6 months of the year. It is very likely that the hours' projection, like the other projections, are conservative.

Vice President Miller explained that the plan directors and the actuaries use conservative estimates in order to build in more protection against downturns, lower work hours, and lower residuals.

As part of the tentative agreement, the parties agreed to a new funding mechanism for theatrical-length streaming content that would not otherwise generate a residual or supplemental market payment. As a result, additional monies will be contributed to Pension Plan. The producers agreed to a lump-sum payment for live-action streaming features budgeted at \$30 million dollars or more, and animated streaming features budgeted at \$45

million dollars or more, when released theatrically at any time for any length of time. This is in addition to an existing residual that is triggered when traditional content moves to online platforms. This latter residual generated over \$90 million dollars in funding for the Pension Plan in 2017. It appears that streaming features will be a major revenue source for platforms such as Netflix and Hulu, and the Union will be monitoring closely such acquisitions as Mowgli, Animal Farm and the follow up to Bright. Because it is difficult to project the value of this additional funding stream, this additional money was not considered in the funding projections or in the calculation of Pension Plan income, which is consistent with being conservative in projections.

Just as important as the Pension funding is the fact that there will be no increased participant costs, premiums, deductibles or eligibility requirements in the Health Plan. And, under the terms of the tentative agreement, there will be no reduction in benefits.

Quality of life was another of the International's stated priorities. Important improvements in rest period were achieved for the first time in many contract cycles. This was the last issue on the table in the 2015 negotiations, and ultimately the employers refused to improve the current rest periods for all the Locals. This time around, the Union was able to achieve improvements for all hourly and weekly employees across the bargaining unit.

For those on-production and off-production employees on one-hour dramatic and half-hour single-camera series beyond season one and mini-series,

a minimum daily ten-hour turnaround will become the new standard for local and nearby hires. Crew members with less than a ten-hour turnaround will receive a ten-hour rest period on feature and long-form productions after the second consecutive 14-hour day.

Hourly and weekly post-production employees will also gain an additional hour of turnaround across-the-board for similar series and content, and two 14-hour consecutive days will trigger a nine-hour turnaround on features and long-form productions.

In addition, the producers will provide roundtrip transportation or courtesy housing for all bargaining unit members who work more than 14 hours in the studio zone or in the Production Centers identified in the Area Standards Agreement. Courtesy transportation will be provided after 12 hours worked in the secondary zone (courtesy housing is already required by the contract).

On-call employees will receive an increase to twelve hours of health and pension benefit contributions for each sixth or seventh days worked. Not only does this more closely reflect the amount of work performed by these members but it will result in additional qualifying hours and pension benefits.

Multiple improvements were negotiated for terms and conditions covering a wide range of budget thresholds for streaming content. New media features over \$30 million will be produced under the full Basic Agreement, instead of the long-form sideletter, and a new mid-range new media budget tier has been added, capturing wages, and terms and conditions for work that was previously

fully negotiable. Several other changes to the agreement addressed issues related to education and roster placement. The stipend for CSATF training classes will be increased by \$5 per hour effective August 1, 2019, and the confusing and limiting "new media roster" will be absorbed by the Industry Experience Roster, providing more flexibility for members working throughout the industry.

The parties demonstrated their commitment to workforces that are reflective of the demographics of their communities by agreeing to the creation of a diversity and inclusion task force. Also, a 401K committee will be convened to discuss the possibility of this tax deferred retirement account as an option for workers who want to supplement their retirement income.

In addition to all of the above, annual wages increases are also part of the deal.

The Union fought against onerous proposals that would have altered the work day without input from workers. As had been agreed to by the guilds and unions that negotiated before the International, the high budget subscription video on demand subscriber number was increased by \$5 million, in line with the other Guilds' agreements. The employers, with adequate notice, will now have the ability to switch two specific American holidays for similar Canadian holidays on productions in Canada. The small sliver of Huntington Beach that was outside the secondary zone will now be included in that zone, and employees working on O-1 and O-2 Visa will be eligible for roster placement sooner.

This is a comprehensive but not exhaustive review of the final agreement. A

complete Memorandum of Agreement, along with a summary, will be provided to each member as part of the ratification process. The ratification vote will be by mail ballot, with each Local responsible for its election.

The agreement has the overwhelming support of the Bargaining Committee and is being recommended to the membership by twelve West Coast Studio Locals.

Vice President Miller concluded his portion of the report by thanking the West Coast Office staff for their dedicated and committed work during bargaining. He specifically recognized the significant contributions made by Assistant Director Holtgrewe.

The members of the IA Bargaining Committee then addressed the Board with comments about the negotiation and the tentative agreement. Ed Brown from Local 44 noted that the tentative agreement will stabilize the pension and health plans, obtain more money for the plans from streaming content, and result in absolutely no changes to health benefits. He is encouraging Local 44's members to ratify the contract, and thanked President Loeb for repeatedly fighting off the employers' attempts for take backs.

Scott Bernard from Local 695 said that this is his fifth decade in the business and he has never seen a more inclusive bargaining process. He expressed his wish that more members could have been in the bargaining room and thanked President Loeb for his work. He is requesting Local 695's members ratify the contract.

Leslie Simon from Local 871 stated that the tentative agreement is a positive outcome for the vast majority of the

Union's members. Because of that, Local 871 is strongly recommending ratification of the tentative agreement. Finally, she stated that gender equity is still an issue for the Local and that the employers refused to address the issue during negotiations. President Loeb indicated that the Local will continue to have the support of the International on that issue.

Rachael Stanley from Local 892 expressed her thanks, on behalf of all the Locals with on-call workers, for the increase in pension and health hours for those workers, noting that this is a "huge accomplishment."

Doug Boney from Local 884 stated that the Local is recommending ratification of the tentative agreement. The elimination of the new media roster will be a huge improvement for Local 884's members. Finally, he thanked President Loeb and Vice President Miller for their work.

Cathy Repola from Local 700 acknowledged the improvements obtained in the tentative agreement but stated that the increase in health plan contributions for non-residual paying companies will be a hardship for companies owned by the Local 700's members. She also did not believe the agreement went far enough on the turnaround issue.

Tommy Cole from Local 706 noted that he has been a member of the IATSE for fifty years, and this is one of the finest contracts he has ever seen, observing that President Loeb and Vice President Miller clearly had the members' backs and Local 706 will be fully on-board in supporting the tentative agreement.

Patric Abaravich from Local 728 remarked that retirees are the Union's

most vulnerable members. Thus, it was important to secure the continuation of the 13th and 14th checks and the 10% pension increase, and this tentative agreement does both. He noted that there are "zero changes to the health plans" and that obtaining terms and conditions on mid-budget SVOD programs, which are becoming the "bread & butter" for the membership, was a huge victory. Finally, he thanked the Local's members for their support throughout bargaining.

Chuck Parker from Local 800 stated that this was his first Basic Agreement negotiation, and he thanked the International for all the preparation work that was done prior to bargaining.

Thom Davis from Local 80 expressed his amazement at the solidarity shown by the Locals throughout the bargaining process. The lack of terms and conditions on mid-level SVOD projects was the number one complaint he heard from the Local's members, and the tentative agreement addresses that issue. He further noted that the tentative agreement will also insure that the pension is fully funded. This is his seventh Basic Agreement cycle and, without question, this is the best agreement he has seen. Finally, he thanked President Loeb, Vice President Miller, and the staff of the West Coast Office for their work.

Rebecca Rhine from Local 600 said that this was her first time in Basic Agreement negotiations. She expressed her deep gratitude for the seriousness with which the International and the other Locals took the unsafe hours issue despite deep resistance from the Producers.

President Loeb thanked Vice President Miller for the report and the Local

leaders for their remarks. He remarked that the Union and every Local “fought like hell to the bitter end” on this contract. He told those in attendance that this is his fourth time negotiating the Basic Agreement and this is the best deal he has seen; emphasizing that no Local gave up anything and every single Local obtained improvements. The Agreement will shore up the Pension Plan and retain current health benefits with no increased costs to the members at a time when health insurance costs are increasing nationwide. He reminded everyone that while there may be arguments about employer contribution levels, the employers—not workers—are paying the cost of the benefits. President Loeb thanked the Legal Department, the West Coast Office staff, Assistant Director Holtgrewe, and Vice President Miller for their hard work during the negotiations. He also thanked the Locals and their negotiation committees for their active participation and involvement throughout the protracted negotiation process. President Loeb remarked that this was the most transparent, open process of any negotiation that he has been a part of with the IATSE. In conclusion, he stated the International and the Locals had the best interest of the members in mind in negotiating the deal, adding that “no one should tolerate misinformation. This is a contract the IATSE and each of the West Coast Studio local unions can be proud of.”

BIG TEN NETWORK STUDIO

Broadcast Department Director Sandra England, and International Representative Fran O’Hern reported on a recent successful organizing campaign involving employees at the Big Ten Network’s

studio facilities in Chicago. Traditionally, remote sports broadcasts have been transmitted by a mobile broadcast unit, loaded with telecasting and transmission equipment at the site of an event. In recent years, sports telecasters have increasingly experimented with alternatives to this method. In lieu of a mobile production unit, cameras can be transmitted by fiber optic cable to a central studio hub. Work that otherwise would have been traditionally completed in a mobile production truck would be done in a fixed studio facility. Nonunion technicians working at the central hub, unlike remote technicians on-site, are left without the union benefits or contract protections they deserve.

The Big Ten Network (BTN) used this method as early as 2009 and 2010 using so-called MICRs (Multi Insertion Camera Remotes) studio hubs. This method has grown and during this past season, BTN did over 400 MICR shows. BTN also started a program to train graduates from Big Ten participating universities to do this work.

In 2017, members of the MICR studio crews began talking with Local 762 in Chicago but organizing efforts were complicated by the cyclical college sports seasons. Upon returning to the studios last fall the MICR technicians showed renewed interest in organizing and the technicians started building a consensus among themselves. Leaders emerged and quickly advanced toward organizing the studio employees. Many in the MICR employee group had little idea of the true economic value of the work they did for BTN. They were also unaware of the market value of their work, which in some

cases was four to five times more than they were being paid.

Representative O’Hern believed that a cohesive bargaining unit had taken shape and on May 3, 2018 filed a representation petition with the National Labor Relations Board Region 13 in Chicago. Big Ten Network agreed upon a stipulated election agreement, which allowed employees to vote by mail. During this time the organizing committee remained determined, despite some obvious unfair labor practices by the employer, which were quickly moderated. On June 15, 2018, the ballots were tallied at the NLRB offices in Chicago and a vast majority voted for IATSE representation. The election results were certified, and Local 762 is now at work setting priorities for the upcoming bargaining. The Local will now be strengthened by the addition of these technicians, who truly represent the future of this industry.

President Loeb thanked those reporting and remarked upon the solidarity of these employees, who deserve IA representation. He reiterated the Alliance’s commitment to fair working conditions for all broadcast technicians.

BROADCAST SOLIDARITY MEETINGS (AFL-CIO DEPARTMENT FOR PROFESSIONAL EMPLOYEES)

Broadcast Department Director Sandra England and Motion Picture and Television Production Assistant Department Director Daniel M. Mahoney reported to the General Executive Board about an effort undertaken to confront changing circumstances in the U.S. broadcast market.

Department Director England noted that an IBEW official contacted her earlier this year about the troubles surrounding

settling contracts in certain local broadcast markets. Breakdowns in contract negotiations for successor agreements between the AFL-CIO's broadcast unions and prominent media entities have become a troubling trend. The problems are owed, in part, to shifting ownership and corporate consolidation. Through their discussions, the AFL-CIO Department for Professional Employees (DPE) affiliates shared common views about proposed mergers and acquisitions involving various media businesses, which created significant concerns among members in multiple AFL-CIO unions representing broadcast personnel across the U.S. These problems were troubling enough that an agreement was reached to convene a meeting of DPE unions for the purpose of addressing common issues and trying to find a way to move forward together. In the spring of 2018, the DPE affiliates including Department Director England and Assistant Department Director Mahoney attended a meeting in New York for these purposes. The meeting opened an important dialogue and the AFL-CIO's DPE affiliates involved in the broadcast sector recognized a pressing need to come together to stem undesirable mergers and consolidations (like Sinclair Broadcast Group's proposed \$3.9 billion acquisition of Tribune Media Co.) and otherwise formulate plans to resist these corporate alliances. Centrally controlled broadcast entities would have boundless power to adversely affect the lives of its workers. The DPE affiliates developed certain plans based on specific metrics including cities and station locations in order to evaluate the DPE's capacity to assist its affiliate unions in working through these

challenges. The DPE meeting concluded with a shared vision among those who attended and Department Director England expects to continue the solidarity among the unions that have formed this united effort to confront the challenges AFL-CIO unions share in the broadcast sector.

President Loeb expressed confidence in this kind of discourse and noted the positive steps toward building stronger relations in this area. He thanked Department Director England for her work.

CALGARY STAMPEDE

International Vice President Damian Petti and IATSE Local 212 Business Agent Ian Wilson reported to the General Executive Board on the status of an ongoing dispute between IATSE Local 212 and the Calgary Stampede.

Vice President Petti explained that Local 212 has a long-standing relationship with the Calgary Stampede dating back to 1912. It is one of the largest employers of stagehands in Calgary throughout the year. In recent years, however, the relationship between the Local and the Stampede has become somewhat strained. In 2017, Local 212 filed grievances against the Stampede as well as a complaint at the Alberta Labour Relations Board to protect its jurisdiction. Local 212 and the Stampede entered into negotiations for a renewal collective agreement. While this process proved to be very contentious from the start, the Local was able to secure a three-year renewal agreement that preserved its jurisdiction and working conditions. In the process, the Local was also able to settle the outstanding grievances and labour board complaints.

President Loeb applauded the efforts of the Local in aggressively defending its longstanding work jurisdiction and for also securing a renewal agreement as well.

CANADIAN LABOUR CONGRESS SOLIDARITY AND PRIDE COMMITTEE

IATSE Canadian Office Operations Manager Nate Richmond and Canadian Labour Congress (CLC) Solidarity and Pride Working Group and Human Rights Advisory Committee Representative, Ontario Federation of Labour's (OFL) Vice President (Solidarity and Pride) and IATSE Local 411 Business Agent Chandra-Li Paul provided the General Executive Board with an update on IATSE Canada's various pride and diversity initiatives.

In early May 2018, Paul attended the CLC's Solidarity and Pride Working Group and Human Rights Advisory Committee meetings. The meetings focused on, among other things, mental health issues and challenges faced by members of the two spirit, lesbian, gay, bi-sexual, transgender, intersex, queer, questioning and asexual (2SLGBTQI+) community and the identification of resources available to assist community members. There was also discussion of the CLC's Pharmacare campaign and the need for accessible health insurance benefits for 2SLGBTQI+ community members.

Paul reported her role in assisting the OFL in developing a community pride event list that is distributed to all OFL affiliates. Paul also reported that the OFL continues to encourage affiliates to participate in community events and also sponsored its second annual Pride

Champion Award. Paul has walked in various pride marches throughout Ontario on behalf of the OFL and IATSE Local 411.

Richmond confirmed the IATSE Canadian Office's official participation in the Toronto Pride Parade for its fifth year in a row. Richmond explained that he designed an official IATSE Pride t-shirt and coordinated with the Toronto-area Locals to invite their members to march and show their support of the 2SLGBTQI+ community. Richmond also summarized his efforts to assist all Canadian Locals in securing IATSE Pride flags and t-shirts for their respective local Pride events. In addition, Richmond reported his attendance at a national 2SLGBTQI+ human rights conference on behalf of the IATSE in 2017 and his more recent attendance at the Identity Conference on behalf of the IATSE. Richmond explained that his attendance at these conferences has assisted him in identifying and proposing important amendments to the IATSE diversity statement to ensure the IATSE's diversity statement contains the most up-to-date inclusive language.

President Loeb thanked Paul and Richmond for their efforts. In doing so, President Loeb reiterated IATSE's commitment to diversity within the organization and its commitment to ensuring members of the 2SLGBTQI+ are properly represented in all workplaces where IATSE members work. President Loeb then accepted a motion from the International General Executive Board to amend the IATSE diversity statement to replace the phrase "gender (including transgender people)" to "sex, gender identity and gender expression". The motion was



unanimously passed by the International General Executive Board.

EVERY PLATE FULL CAMPAIGN

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon presented a power-point presentation to the General Executive Board on the 2018 Canadian National Food Drive and IATSE's successes in the Every Plate Full Challenge.

The initiative, in its fourth year, was an overwhelming success again in 2018. IATSE surpassed its initial goal of raising \$100,000. Twenty-four IATSE Locals, the Canadian Office and loyal IATSE friends and service providers combined to raise over \$100,638 in donations. The IATSE's success in 2018, and recognition as a major national sponsor of the initiative, was attributable in large measure to IATSE's online campaign that included several short videos.

President Loeb congratulated the Canadian Office and all participating Canadian Locals on the tremendous success of the national food drive. In doing so, President Loeb reiterated the importance of

community engagement and encouraged all Locals to both identify and participate in similar opportunities.

FAIRPLAY CANADA ANTI-PIRACY COALITION

International Vice President and Director of Canadian Affairs John Lewis and International Representative Krista Hurdon updated the General Executive Board on IATSE Canada's participation in the fight against piracy in the entertainment industry through its participation in the FairPlay Coalition.

The FairPlay Coalition consists of the IATSE and thirty other organizations, including unions, producers, broadcasters, and internet service providers (ISPs). In late January 2018, the FairPlay Coalition filed a proposal with the Canadian Radio-Television and Telecommunications Commission (CRTC) seeking to have the CRTC adopt a policy and procedure to block Canadian user access to known websites engaged in piracy, similar to policies adopted by over twenty countries including the UK, France, and Australia. The proposal contemplates the creation of an independent, not-for-profit organization called the Internet Pi-

racy Review Agency (IPRA) made up of a broad range of stakeholders including consumer groups. The proposal further contemplates the IPRA having the ability to receive and consider applications identifying piracy sites through written and/or oral submissions and then the ability to issue recommendations to the CRTC as to whether Canadian user access to the piracy site should be blocked by ISPs. Various stakeholders have sought to intervene into the CRTC's consideration of the FairPlay Coalition's proposal. The FairPlay Coalition now awaits further direction from the CRTC as to the next steps associated with its processing and consideration of the proposal.

Following the filing of the FairPlay Coalition's proposal, the Canadian Federal Government's Standing Committee on Access to Information, Privacy and Ethics published a report entitled *The Protection of Net Neutrality in Canada*. The Standing Committee indirectly suggested that the CRTC should reject the concepts set out in the FairPlay Coalition's proposal in favour of "free internet" alternatives. In light of this report, the FairPlay Coalition has been reaching out to key Standing Committee members to educate them on the policies and procedures set out in the FairPlay Coalition's proposal in an effort to ensure Standing Committee members understand that the FairPlay's proposal is not a threat to net neutrality.

In addition, Vice President Lewis appeared as a witness before the Federal Government's Standing Committee on Industry, Science and Technology as part of that Standing Committee's role in reviewing Canada's Copyright Act. Vice

President Lewis' appearance served to clarify some misconceptions surrounding the FairPlay Coalition's proposal and was followed up with additional written submissions in early July 2018.

President Loeb confirmed that IATSE would continue to support the FairPlay Coalition's efforts to lobby the CRTC to adopt policies that limit Canadian user access to websites engaged in blatant piracy.

FIRST RESPONDERS/SEXUAL HARASSMENT TRAINING

IATSE General Counsel Samantha Dulaney, International Vice President Joanne M. Sanders, International Trustee and Director of Education and Training Patricia A. White, Assistant Department Directors Robyn Cavanagh and Vanessa Holtgrewe, Associate Counsel Adrian Healy, Associate West Coast Counsel Jacob J. White, and International Representatives Jamie Fry, Julia Neville, Radar Bateman, Steve Belsky, and Stasia Savage reported to the Board regarding IATSE First Responders/Sexual Harassment Training.

On April 25, 2018 seven IATSE International Representatives, along with staff members from the IATSE Legal and Education Departments, attended two days of customized training to facilitate the IATSE response and education around Sexual Harassment. The purpose of the first session, held at the New York Offices of the Actors Fund of America, was to educate IATSE International First Responders on issues of harassment and discrimination in the entertainment industry and to prepare them to assist IATSE workers in addressing these issues on the job. Instructors included Lillian Gallina and Dwayne Brown, and in attendance from

the Actors Fund were the three other staff members who were preparing to lead the IATSE District Education sessions this summer and fall: Tamar Shapiro, Tina Hookum and Steven Haught.

The focus of the training included defining Sexual Harassment and Discrimination, and understanding the steps to help workers when they report harassment.

The second day of training for IATSE First Responders was a presentation by Enforcement Officer Electra Yourke from the Equal Employment Opportunity Commission (EEOC) New York District Office. The EEOC is the US Federal Government agency responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Ms. Yourke oriented the group through the process of making formal claims as well as the general protocols and best practices when advising workers of their rights and options.

The trained first responders will be accessible to IATSE workers and Local leaders through the IATSE Safety Hotline and their primary role is intake to hear a caller's experience and perceptions and to guide the caller to understand their options.

Several of the First Responders as well as Counsels Healy and White reported on

their experiences at the training, and in helping IATSE members and Local leaders. The IATSE Safety Hotline number is 888 IA AWARE (844-422-9273). The Actors Fund confidential helpline, which connects IATSE workers with free counseling and other services is 800-221-7303.

President Loeb remarked that this training is essential. He reminded attendees that the #MeToo and #TimesUp movements have their genesis in the entertainment industry. His intention is for the International and every Local to model the behavior we want workers to emulate. Because the entertainment industry is on the leading edge of harassment issues, the IATSE—the largest union representing behind the scenes workers—will have a culture of respect and inclusion. President Loeb stated that the International will not tolerate discrimination of any kind. “Respectful work culture has to be—and is—a priority.”

GREENBRIER

President Loeb assigned Vice President Craig Carlson to join now retired IA Vice President Water Cahill in negotiations to renew an agreement covering The Greenbrier’s “Hotel Facilities House Set-Up Crew”, located in White Sulphur Springs, West Virginia.

The Greenbrier Hotel was built in 1913 by its Owner & Operator “Chesapeake and Ohio Railway” now known as the CSX Corporation. The resort covers 11,000 acres of land, has 710 guest rooms, twenty restaurants and lounges, over fifty-five indoor and outdoor activities, four golf courses, thirty-six retail shops and a casino.

In 2009, after many years of losing money, CSX placed The Greenbrier into

bankruptcy. West Virginia Governor and entrepreneur Jim Justice bought the property and promised to return the hotel to its former status as a five-star resort.

The resort has a rich golf history. Greenbrier hosted the Ryder Cup, the Solheim Cup, Senior PGA’s “Tour Champions” and the PGA Tour’s Greenbrier Classic. The entire resort, including all four of its golf courses, was damaged and closed for more than a month due to the 2016 West Virginia Flood.

The “Hotel Facilities House Set-Up Crew” was organized decades ago by then Assistant to the President, Alfred Di Tolla. Depending on time of year and business, there are from 7-16 IA members covered by this agreement. There is a master agreement as well as an IATSE-specific agreement.

The Master Agreement is negotiated by SEIU since they have the largest bargaining unit employed by Greenbrier. Annual wage increases and health/welfare benefits are exclusively bargained for in the Master Agreement. Historically, every Greenbrier Employee received the same wage increase and health insurance benefit.

Vice Presidents Carlson and Cahill met with senior house crew members Rich Wiant and Vernon Fogus to prepare for negotiations with Greenbrier management. Negotiations moved along slowly but the parties came to terms on the IATSE-Greenbrier Agreement. The Master Agreement also concluded and both were ratified on May 4th.

The IATSE-Greenbrier Agreement is a three-year term with annual wage increase, a significant merit increase for an exemplary worker, flex time, and gratuity sharing.

Vice President Carlson noted the help of Vice President Daniel Di Tolla and IA General Counsel Samantha Dulaney for providing him guidance throughout this process. He also thanked retired Vice President Cahill for facilitating the transition to Greenbrier management, providing background on the relationship, and this invaluable insight and collaboration to get this deal done.

Brothers Fogus and Wiant asked Vice President Carlson to express their appreciation to President Loeb for supporting and providing them much needed representation. They indicated that being IA members has allowed them an ability to raise families and to pay their bills in what would otherwise be tough circumstances. Vice President Carlson thanked President Loeb for the assignment to assist his brothers and sisters at Greenbrier.

President Loeb observed that the appreciation should go to Vice Presidents Carlson and Cahill who tirelessly worked to bring this agreement to its successful conclusion. He noted that Vice President Carlson weighed our priorities and achieved all of them. President Loeb stated that no matter the size of the unit, he knows that the members are raising families on union wages.

IATSE STAGECRAFT DEPARTMENT

Director of the Stagecraft Department and International Vice President Daniel Di Tolla, Assistant Director of Stagecraft D. Joseph Hartnett, International Vice Presidents John Lewis, Michael Barnes, and James J. Claffey, Jr., International Trustee Patricia A. White, International Representatives Radar Bateman, Peter

Marley, Stasia Savage, Daniel Little, and Allison Smartt, and Special Representatives David Garretson, Joseph Short, Don Martin, and Brian Munroe updated the Board on the activities in Stagecraft since the meeting in Los Angeles.

Vice President Lewis reported on the Stagecraft activities in Canada. The Canadian Office has been involved in thirty-seven organizing drives and has assisted sixteen Locals in thirty-four separate contract negotiations. All sixteen signatories to the Canadian Pink Contract have signed onto the new successor agreement.

Representative Bateman reported on his assignment to assist Local 220 in negotiations with SMG for the Denny Sanford Premier Center in Sioux Falls. The new agreement provides for expanded jurisdiction, wage increases, and contributions to the Training Trust. Representative Bateman reported on his assignment to assist Locals 7 and 719 in negotiations with the Denver Center for the Performing Arts for a first contract in the Galleria Performance space. He also reported on a ULP filed against the DCPA for refusing to apply a new parental leave policy to union members. Representative Bateman reported on the ongoing negotiations with Rhino for a first contract covering riggers in the Pacific Northwest. Negotiations have been very difficult and several ULP's have been filed.

International Representative Daniel Little reported on his assignments to assist Locals 12, 22, and 284 in their organizing efforts. The Locals are all engaged in internal organizing efforts to prepare their members.

International Representative Allison Smartt reported on training with As-

sistant Stagecraft Director Hartnett to present the COMET program. Representative Smartt also reported on resolving a benefit contribution problem with the Pasadena Playhouse for failing to make timely contributions. She also reported on working with Local 33 representatives and workers to prepare for upcoming contract negotiations. Representative Smartt advised the Board on the successful organizing of Harrah's Casino by Local 363 and noted that she attended the Officer's Institute 1.0 and 2.0.

International Representative Stasia Savage reported on successful conclusion of negotiations of contracts between Local 757 and the Michigan Opera House, Little Caesars Arena, and Ford Field; Local 731 and the Mount Rushmore Convention Center; and, Local B26 and the Historic Theater Group. All the contracts provided substantial improvement for the Locals' members. Representative Savage also reported on reaching a stipulated election agreement with Live Nation for workers at the Fillmore in Detroit, Michigan. Representative Savage also reported on her assignment to assist Local 190 revise their Constitution and Bylaws.

International Representative Peter Marley reported on the successful conclusion of negotiations for a first contract between Local 504 and the Musco Center. The contract provides a substantial increase in the first year of the agreement. Representative Marley reported on the new contract between Theatrical Wardrobe Local 768 in Los Angeles and Greek Theater in which the wardrobe workers achieved parity with the stagehands. Representative Marley reported on the voluntary recognition agreement between Local 784 and Opera San

Jose. Representative Marley noted the successful organizing of the entire staff of the Old Globe Theater and preparations for bargaining. He reported on the successful conclusion of negotiations for a first contract with MGM Grand Hollywood Theater. Representative Marley updated the Board on several initiatives involving Local B18; completion of negotiations with the San Francisco Opera, the election victory involving workers employed by the San Francisco Giants and an unfair labor practice charge filed against the company, and the completions of successor contracts for the Cow Palace and Moscone Center. Representative Marley also reported on efforts to obtain voluntary recognition on behalf of Local 33 for the new Los Angeles football stadium.

Special Representative David Garretson reported on music festivals and assistance to Locals in North and South Carolina at various performing arts venues.

Special Representative Don Martin reported on the road. The Department continues its outreach to the members traveling under Pink Contract.

International Vice President Michael Barnes reported on Spectra Venue Management. The Spectra (Global Spectrum) Contract expires February 28, 2019. There are thirty-four Locals representing forty-three arenas/theaters and one convention center covered under this agreement. In the United States there are thirty venues and in Canada thirteen. Since the last General Executive Board meeting in Los Angeles, Local 426 Casper Wyoming's Casper Events Center signed onto the agreement, replacing a rate card.

Assistant Director of Stagecraft Department D. Joseph Hartnett reported on

providing COMET Training to Locals 6, 22, 143, 487, 493, 720, 772, and 805. He also reported his appointment as the Co-Director of the Coalition of Broadway Union and Guilds succeeding retired Vice President Anthony DePaulo. Assistant Director Hartnett also reported on grievances under the Pink Contract.

Vice President Daniel Di Tolla reported on Danny Wimmer Presents. DWP is a promoter of festivals throughout the country. In 2018, they have eleven festivals. A contract was negotiated for Local 17 in Louisville to provide labor for festivals that had previously been non-union. There is now a standard template contract. Vice President Di Tolla also reported on the Colonial Theater in Boston. The theater closed in 2015. In 2017 it was announced that Ambassador Theater Group had leased the venue and began renovations. With the assistance of Vice President Glynn from Local 11, the venue is covered by IATSE agreements. Vice President Di Tolla reported on the contract negotiated between Local 897 and Live Nation that replaced the rate card the Local had been working under. Vice President Di Tolla reported on several issues involving Pink Contract tours, noting that the Department is vigilant in contact enforcement and administration.

President Loeb expressed his satisfaction with the leadership and work of this Department, observing that a tremendous amount of work is being carried out by all Departmental Representatives. He noted the culture change in Stagecraft with a focus on organizing. President Loeb emphasized that all stage Locals must focus on eradicating labor contractors. He remarked that Locals must focus

on eliminating the non-union workforce by organizing—specifically observing that is the growth that is paramount.

IATSE MOTION PICTURE & TELEVISION PRODUCTION DEPARTMENT

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

Vice President Miller began the report by detailing the continuing evolution of the new media landscape. The consolidation of media conglomerates continues: the U.S. District Court has cleared the way for the AT&T/Time Warner merger (which would include CNN, HBO, and Warner Bros.), thus building a powerful alliance of content creation and distribution within one company. Meanwhile, the Department of Justice has approved Disney's acquisition of Fox, conditioned upon the divestment of the twenty-two regional sports channels. The acquisition includes Twentieth Century Fox Film and TV studios as well as their cable and international TV businesses. Disney will also obtain Fox's 30% stake in Hulu, making it the majority owner with Comcast, NBC Universal, and AT&T/Warner Media as minority owners. It is unclear how this will all play out with the end of net neutrality, but carriers are now solidly in the content business.

As previously reported, Netflix and Amazon Prime have been preparing for traditional Hollywood to withdraw their product in favor of their own streaming services, and have been aggressively producing in-house content. Vertical integration of new media has created a virtual rebirth of the classic studio system that controls the content from inception all the way through to its exhibition.

Netflix is becoming more closely aligned with the studios and distributors. Facebook, Apple, and Google (YouTube) are increasingly engaged in producing entertainment content. These companies are bringing with them the employment practices and mindset of their core business – technology. The Union must be cognizant of the importance of organizing in this area.

Theatrical releases have rebounded after a disappointing 2017 box office. With revenue up 15.7% over last year, 2018 may be a record year for traditional theatrical releases. The wealth has not been spread around evenly, however, and the fact that the two highest grossing companies – Disney and Fox – have merged may skew this imbalance further.

Recently, HBO and the IA reached settlement involving the critically acclaimed "Big Little Lies." The crew received retroactive monies. The International remains vigilant in enforcing the hard-won terms of its collective bargaining agreements.

As production continues to expand, the Department has added a new International Representative - Wade Tyree. Wade, formerly President of Local 487, is now based out of the General Office in New York, and assists in contract negotiation, organizing, and administration.

At the time of this report, contracts left to be negotiated this year include the Area Standards Agreement, the Animation Guild - Local 839 agreement, the Videotape Supplemental Basic Agreement, the Music Video Agreement, and the pay cable agreements including HBO Entertainment, Showtime, and Starz. Are all scheduled to expire by the end of the year.

A complete report to the GEB regarding these negotiations will be made upon completion of bargaining.

A number of reality shows have recently signed IA contracts, showcasing the popularity of competition formats (e.g. "American Ninja Warrior Jr.", "The Titan Games"). In addition, new media is expanding further into non-dramatic programming (e.g. "100 Humans" and "24 Hours and Counting" on Netflix). The Department also battled to organize shows in Atlanta, such as "Knife or Death" and "America's Fittest Couples".

Vice President Miller then discussed the importance of payroll deposits. Deposits continue to serve as financial protection for IATSE members and thus Low Budget Theatrical producers, single production producers, and term signatories are required to provide a payroll deposit if the IATSE requests. The amounts on hold are significant – from January 1, 2018 until mid-July 2018, the IA released eighty-two deposits totaling more than \$24 million. Open deposits currently on hold from January 1, 2018 until mid-July 2018 total close to \$75 million. Deposits are not released until the Locals assess any outstanding claims.

Earlier this year, the IATSE obtained a substantial deposit on the production

"Think Like a Dog" in Louisiana. When funding from foreign investors was delayed, the IATSE, with assistance from Local 478, was able to ensure that all wages and benefits were paid, and the crew was made whole.

The first half of 2018 continues to be very active in the low budget arena; during this time, the IA has organized fourteen features with budgets under two million dollars.

As the Department continues to grow, and film and television production is at an all-time high, bi-monthly video calls allow the Department to review and discuss various issues that affect the representatives in the field. Companies requesting term deal status are reviewed by the entire Department, with the officers of the company being vetted for their history with the IATSE. No final "sign-off" by the IA representatives handling the company will be done until the vetting process is complete.

More than nine years ago, a production entitled "Hope's Wish" set up shop in Charlotte, North Carolina. While the IA was engaged in negotiations with the company, the film collapsed in pre-production due to financing issues. As a result, more than a dozen members of the crew were not compensated for their work, kit rental fees, and out of pocket expenses. The IA won an award of over \$82,000 against the company.

In spring of this year, the IA received notice that "Hope's Wish" was again setting up production in Charlotte. Various Representatives flagged this production as owing back wages. Local 491 also reported that there were safety concerns and, ominously, that the pre-production

crew was not paid on schedule. The new production was organized.

The company paid back wages that had been owing for nine years worth \$82,000. Those employees who had long since written off that money were surprised to receive checks. The IATSE works vigilantly to see that companies honor their obligations to the membership.

Representative Kaplan attended a roundtable discussion at the Game Developers Conference on March 21st in San Francisco. The Game Developers Conference (GDC) is the largest annual gathering of professional video game developers. The event includes networking sessions, awards shows, and a variety of tutorials, lectures, and roundtables by industry professionals on game-creation related topics.

Immediately following the General Executive Board Meeting, Representative Kaplan will be joined by International Representatives Mark Kiracofe and Julia Neville at the 2018 SIGGRAPH conference in Vancouver.

Vice President Miller then discussed other recent organizing campaigns from New England to Puerto Rico. Locals 481, 494, 600, 695, 706, 728, 800, and 871 deserve recognition as well for their efforts as they all contributed significantly to these organizing efforts.

Vice President Miller also reported on the recent resurgence in music video production. Music videos were thought to have become extinct when broadcast television channels such as MTV and BET had all but stopped playing them, but 2017 saw a 60% increase in production from the previous year. This growth coincides with the rebirth of music vid-

eos on online platforms such as YouTube, Vevo, and Apple TV.

Until a few years ago, a music video was simply used to promote a song. Now, with the advent of monetized streaming services, the music video has become an important revenue driver, changing the field's delivery expectations. There are currently thirty-four signatories to the Music Video Production Agreement.

Turning to commercials, Vice President Miller noted that commercial production remains steady, as over 3.5 million hours were credited to the MPIPH plans in 2017. Commercial organizing has become more challenging, with few non-union productions sending out call sheets. There are currently 411 Commercial signatories.

Commercial production remains a growth field for advertisers in part due to the success of online targeted advertising. By utilizing users' browsing and search histories, and compiling the data into behavioral categories and preferences, digital streaming content is considered more "engaging". Targeted ads are tailored to viewers' preferences. Vice President Miller emphasized that organizing and engaging the membership on the importance of keeping high union-density in the commercial industry will be the foundation of any organizing growth in this area.

Award show and live event productions continue to provide thousands of jobs throughout the year. The Tony's, the Emmys, the Oscars, and the CMA's keep IATSE-represented live event crews busy year-round. There are currently thirty award show/live event term signatories.

Vice President Miller then discussed low budget production in the south. He

expressed appreciation to Locals 478, 600, 800 and the crews.

In March, Representative Fry attended the AFL-CIO SW District Strategy Meeting in Las Vegas, Nevada. The meeting focused on the organization's new regional structure, the 2018 political landscape, the labor candidates program, mapping union locals, worksite communications, and union density. The information was incredibly useful for unions seeking to get more involved in politics.

Assistant Department Director Mahoney was involved in an organizing drive involving a low budget feature in upstate New York. With strong support from the crew, the company agreed to recognize the union and the parent production company became a term signatory to the IA production agreements. It has several projects in various stages of development and is already in pre-production on another low budget feature film in upstate New York. This shows that growth not only equals strength, but also creates stable union jobs for members everywhere.

Vice President Lewis updated the Board on happenings in Canada. He reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now 370 companies signatory to the Canadian Binder Agreement and 170 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and may exceed record num-

bers in 2017. In the first six months of 2018 there were 165 productions in Canada under IA agreements. The strongest sectors continue to be domestic television production and foreign location service production. Vice President Lewis noted the following statistics from 2017:

- 92% of productions took place in British Columbia, Ontario, and Quebec;
- British Columbia is the largest centre for production with \$2.991 billion, followed by Ontario at \$2.977 billion, and Quebec with \$1.754 billion;
- British Columbia is by far the largest centre for Foreign Location Service productions with 62% of productions;
- The largest segment of the industry is domestic television production, which is primarily based in Ontario.

Local 669 continues to organize lower budgeted productions and the International is committed to ensuring technicians working in the traditional crafts will be afforded the protections of working under a collective bargaining agreement. This will be an organizing priority in Canada for the foreseeable future.

In the first six months of 2018 in Toronto, Local 873 secured agreements on 22 US productions with a total production value of \$976.4 million. This represents 100% of US-based productions shooting in Toronto, and close to 82.3% of total productions. In British Columbia, Local 891 was able to secure agreements on fifty-one productions, representing a vast majority of unionized productions in the province.

Producers in Southern Ontario are relocating to Northern Ontario to take

advantage of the enhanced tax credit regime and grants. The IA has been very aggressive in organizing these productions, and anticipates signing productions with a total production level of \$150 million in 2018.

Vice President Lewis then discussed a recent organizing victory in the province of Quebec. After an aggressive organizing campaign starting in 2005, the IATSE was formally recognized in legislation for all studio-produced and financed productions and large independent productions with budgets in excess of \$35 million, and \$2.69 million for hour-long scripted television.

The BC Master Agreement, which includes IATSE Locals 891 and 669 and Teamsters Local 155, expired on March 31, 2018. The Toronto Local 873 Term Agreement also expired on March 31, 2018. The International assisted in the negotiations for both term agreements. The Local 873 Agreement was settled in December and it was reported on at the last General Executive Board meeting. On March 2, 2018, the BC Council concluded its negotiations, which resulted in a very similar settlement as reached by Local 873 and followed the general industry pattern. Locals 891 and 669 will be reporting on their settlement in a separate report.

Vice President Lewis concluded his portion of the report by discussing a recent example of intra-department cooperation and communication. By working with International Representatives Lyle Trachtenberg and Steve Aredas in the West Coast Office, the International was able to bring a Toronto-based production under an IA agreement. This was a good

example of the Locals and the Department sharing information and working in cooperation to achieve a good result.

Vice President Miller concluded the Department's report to the Board by emphasizing that the issues and examples reported to the Board are only a small look into the workings of the Department. Communication between Representatives in the Los Angeles, New York, Toronto, and Vancouver offices and the Representatives in the field forms the foundation of the Department's work. The Department's success comes from the communication and work that is done with each local union that is involved in the Motion Picture Department.

President Loeb thanked the Department for its report and remarked on the Department's extensive work. Among the most important is organizing, which is the antidote to all worker ills and is fundamental to the success of the IATSE as a labor organization. Clearly, the Department understands this. Production is busy everywhere, and the Department is organizing, enforcing contracts, auditing productions, and, most importantly, coordinating within the Department and with the local unions in both the United States and Canada. President Loeb concluded by thanking the Department for its hard work, specifically recognizing the efforts of Vice President Miller.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Tradeshow and Display Work Department Director Joanne M. Sanders, International Vice President Faye Harper, and International Representatives Jim Brett,

Dan'l Cook, Carlos Cota, Don Gandolini, John Gorey, Mark Kiracofe, and Benjamin Hague provided the following update of Departmental activities since the Board last met in Los Angeles, California in January 2018.

Local 12 - Columbus, OH

Representative Gandolini assisted Local 12 in bargaining renewal agreements with Global Experience Specialists (GES), Freeman, and Fern. Each covers a four-year term, with wage and benefits increases in each year. The parties clarified language regarding audio-visual work and agreed to begin the work day earlier. Other additions included two new holidays, language defining an eight-hour turnaround, and payroll administration changes.

In negotiations with Fern, the Local achieved its main objectives of securing dedicated overtime and pay increases for forklift operators.

The Local also achieved its first collective bargaining agreement with Shepard Exposition, which opened a regional office in Indianapolis in 2017. Shepard has become more active in the region. Shepard also agreed to the area standard provisions common among other employers. After the first show under this new agreement, Shepard's general manager commended Local 12 for its outstanding performance.

With the completion of these contracts Local 12 is on solid footing within the tradeshow industry. The Local is also developing a relationship with key personnel of another area company and looks forward to securing more work and a collective bargaining agreement with that employer.

Freeman AV Canada

Representative Brett reported on the audio-visual technicians employed by Freeman AV at the Metro Toronto Convention Centre in Toronto. Until earlier this year, the technicians were represented by a different union, which was recently decertified as their bargaining agent.

In June, Local 58 filed for certification of the unit. A representation vote was held on June 25 and the workers voted unanimously in favor of the IA. The Ontario Labor Relations Board issued a certificate recognizing Local 58 as bargaining agent for Freeman AV employees at the Metro Toronto Convention Centre on July 5. The Local is looking forward to first contract negotiations.

Locals 210 in Edmonton, and 212 in Calgary and Local 63 in Winnipeg are working closely together on agreements with Freeman for AV work. Locals in other provinces also provide casual labor to Freeman AV on a regular basis and look forward to expanding the relationships in their jurisdictions.

Local 46 - Nashville, TN

Negotiations for CMA Awards and Christmas shows have concluded with a four-year agreement. The agreement includes annual economic increases in wages and benefits as well as increased work opportunities in the local shops and warehouses used for production preparation. Talks are currently underway with the producers to obtain wardrobe work.

Local 50 - Sacramento, CA

In early 2017, Local 50 signed a new agreement with GES. The GES agreement gave the members a substantial increase in wages and benefits. Representative

Cook is working with the Local on organizing campaigns. The Local recently renewed its agreements with three other companies, all of which pay at or above the area standard.

Local 53 - Springfield, MA

As previously reported, Representative Kiracofe was assigned to assist Local 53 in negotiations with Encore Event Technologies covering stage and exhibition employees at Mass Mutual Center (MMC) in Springfield, MA. MGM Resorts had taken over management of MMC when it was awarded a gaming license and began plans for a new hotel and casino scheduled to open in 2018.

Local 76 - San Antonio, TX

Local 76 and Freeman Decorating have entered into a one-year supplemental agreement for decorating and exhibit work. Local 76 has covered calls to Freeman's satisfaction.

Local 77 - Atlantic City, NJ

Local 77 has had an agreement with PSAV for nearly two decades for work at the Atlantic City Convention Center. The Local also has an agreement covering the Sheraton Hotel where PSAV is a preferred provider. Both agreements expired in December 2015. The Local has worked under the old agreements with no increases for at least two years. Vice President Sanders and Representatives Cook and Hague are assisting the Local in its negotiations.

Local 99 - Salt Lake City, UT

Vice President Harper and Representative Kiracofe assisted Local 99 in negotiations with Freeman and GES. Both companies are general service contractors operating in Salt Lake City. The Freeman contract was settled with a favorable

economic package over a four-year term. GES also has a local warehouse operation and was the last of the local general service contractors to negotiate. A settlement was reached providing annual wage and benefit increases over the four-year term. Both contracts were ratified by the membership.

Local 107 - Oakland, CA

Local 107 has a new agreement with Encore Event Technologies at the Oakland Marriott Convention Center. The agreement covers over-hire technicians at the Marriott and specifies that the Local is the exclusive source of labor at the attached Convention Center.

As reported previously, the fight to secure this jurisdiction began in 2015 when an organizing campaign formed among the crew of Audio Visual Management Solutions (AVMS), then the in-house provider at the Oakland Marriott. In November 2017, AVMS walked away from its vendor contract with the Marriott to avoid a collective bargaining agreement. Encore Event Technologies succeeded AVMS and negotiated an agreement with Local 107. Additionally, the Local's bargaining committee created a regional facilities agreement incorporating Bay-Area standards. The membership unanimously ratified the agreement in May.

Local 122 and Former Local 707 - San Diego and Palm Springs, CA

In early April, Vice President Sanders and Representative Cota attended negotiations with PSAV on behalf of Local 122 and the former Local 707 Palm Springs. PSAV suggested that both Local 122 and the former Local 707 all be brought under the National Agreement. These discussions remain ongoing. OnServices, a

GES Company was awarded the in-house agreement for additional work at the San Diego Convention Center (SDCC). Local 122 began negotiations with OnServices and was able to secure an agreement. On June 29, 2018 the Local's majority status was verified and Local 122 was deemed bargaining representative of OnServices employees at the SDCC.

Local 126 - Fort Worth, TX and Local 127 - Dallas, TX

Freeman Decorating has been placing calls for tradeshow employees to both Locals 126 and 127 because of routine labor shortages. Under the Freeman AV contract, Local 127 filed a grievance concerning a change in how certain warehouse personnel were reclassified and consequently paid. Representative Gandolini assisted the Local in settling the dispute to the parties' mutual satisfaction.

Local 423 - Albuquerque, NM

Local 423 previously had a contract with the Fun Factory, which produces the Ben E. Keith Food Show. Fun Factory ceased business and was succeeded by Superior Expo. Superior signed a collective bargaining agreement with Local 423 and secured the services of a payroll provider. The agreement four-year agreement includes annual wage and benefits increases.

Local 470 - Oshkosh, WI

Oshkosh Local 470 represents workers across northeastern Wisconsin. Each year, the Local works under a contract with GES to produce a show for an aircraft association's aviation-related convention and air event. During the week-long show, Wittman Regional Airport in Oshkosh becomes one of the busiest

airports in the country. Vice President Sanders, Representative Hague, and Local 470 met with GES in Chicago on June 20. The parties concluded their meeting with a tentative agreement including an economic package of increases in each year.

Industry Tradeshow Events

Representative Kiracofe assisted in facilitating the installation of the IATSE exhibits at the following trade events: EXHIBITOR Live in Las Vegas, NV; USITT in Fort Lauderdale, FL; InfoComm in Las Vegas, NV. InfoComm in Las Vegas was the initial show for the IA's new display, which includes two independent 10 foot displays designed to combine as a 20 foot unit when needed. IATSE craftspeople worked on the fabrication of the display and road cases. Locals 6 and USA829 performed the work at Image Technologies Corporation in St. Louis. Local 720 represents the workers at Case Craft in Las Vegas. Representative Jason Vergnano will manage the Canadian unit for the northern events and Representative Kiracofe will manage the U.S. unit.

International Representatives Vergnano and Brett have been assigned to attend the Canadian Institute of Theatre Technology Annual Conference and Tradeshow in Ontario in August 2018 where the new IATSE tradeshow booth will make its Canadian debut.

Training

The Department has delivered customer service training to Locals 17 in Louisville and 127 in Dallas. Representative Brett provided customer service training to Local 118 in Vancouver. The Department has participated in AV Essentials training with the following Lo-

cals: Local 11 in Boston; Local 33 in Los Angeles; Local 122 in Palm Springs and Local 134 in San Jose.

Additionally, the annual Exhibition Services and Contractors Association (ESCA) Summer Conference was held in Carlsbad, CA June 24-27. Vice Presidents Harper and Sanders attended along with International Representatives Cota, Gandolini and Kiracofe. The conference covers topics specific to the tradeshow/convention industry but includes general tracks covering employer and union relationships, employee benefits and marketing. The Tradeshow Department has been a member of ESCA for many years. Representative Gandolini serves on the Labor Management Council and was instrumental in the development of a presentation entitled: Risk Management: Event Organizers Orientation to Work Rules and Regulations. This presentation was jointly developed by the unions and the service contractors to educate show organizers and producers about the importance of adhering to specific work rules and guidelines relating to union jurisdictions. The program has the full support of the ESCA Board of Directors and it will also be presented at the International Association of Exhibitions and Events (IAEE) Expo! Expo! to be held in New Orleans in December of 2018. The Department's report also detailed several additional industry developments discussed at ESCA involving drug testing for workers and facility access.

Organizing

The Department reported on ongoing organizing efforts in southern California as the union works to build a core of trained AV Technicians in the region.

In addition to working with the International to identify organizing opportunities, Local 33 is working to address skills shortages from within. The Local has a full schedule of training that includes Customer Service, audio, digital sound boards, electrical safety, ETCP, and OSHA 10 and 30 classes.

Encore Event Technologies

The Department discovered Encore Event Technologies is the in-house provider of audio visual and rigging services at a large number of properties and upcoming shows in Southern California. Following the last General Executive Board meeting, Locals 107 and 720 were in negotiations with the company. Local 720 has since ratified its agreement and Vice President Sanders along with other Representatives continue to develop a relationship with Encore.

PSAV

As previously reported, the PSAV agreement with the International has been signed.

Meanwhile, in Canada, as reported earlier this year, Local 58 in Toronto had re-filed for certification of the PSAV regularly employed workers at the Sheraton Centre in 2017. The Local continues to battle over this workforce even after the Ontario Labor Relations Board again ruled in favor of the Union.

In September of 2013 construction began on a hotel on the grounds of Exhibition Place in Toronto, where Local 58 enjoys jurisdiction over the entire grounds under a contract with the Board of Governors of Exhibition Place. The Local has been shut out since July 2018. The Local has filed numerous grievances

against the Board of Governors of Exhibition Place.

Freeman AV

The Department's relationship with Freeman AV continues to grow. Freeman AV is supportive of IA training efforts and provides equipment to support the AV Essentials program to Locals across the country. Additionally, since the last General Executive Board meeting, Local 18 in Milwaukee and Local 38 in Detroit have been added to the Freeman AV agreement.

President Loeb noted that the importance of organizing and training cannot be overstated particularly in the audio-visual sector. The Department is doing great work and he thanked them for their dedication.

IATSE COMMUNICATIONS DEPARTMENT

Communications Director Matthew Cain, International Representative Krista Hurdon, and Communications Coordinator Jonas Loeb provided an update on the activities of the Communications Department since the January 2018 Board meeting in Los Angeles.

Department Director Cain took over the role of Communications Director roughly seven months ago. In that time, he has met many members and Local officers to become more familiar with the Alliance. In May, he visited several Local 8 work sites in Philadelphia and at the end of July, he visited Local 478 members at work around New Orleans with International Vice President LoCicero. The Department also welcomed Jonas Loeb in June to further facilitate the growth of the union and promote the labor movement. It was noted that the Canadian Office has had a growing role in the Com-

munications Department. International Representative Krista Hurdon has taken over management of the IATSE Canada Facebook and Twitter accounts, and continues to draft all Canadian press releases, member communications, and formal government submissions.

IATSE social media profiles have continued to grow at a fast rate. The official Twitter page, has now grown to 12,200 followers, and Facebook has now reached over 25,000 people for the first time. On Twitter, the most widely-viewed recent tweets involve pro-union content with a simple yet effective caption. June and July have been the IA's best months on Twitter. On Facebook, popular posts remarked on common parts of members' work lives. On all social media platforms, timing matters. Members and guests are likely to share and engage with posts that tap into broader conversations that are already happening online. A Facebook post thanking the union members working to make the Oscars happen reached nearly 90,000 people on Facebook alone, making it the most successful post ever. The IATSE Canada Facebook and Twitter have also had high engagement rates. Members and others have positively reacted to posts about the entertainment industry in Canada. A post congratulating an award-winning film, which was shot in Canada with an IA crew reached more than 22,000 people and had more than 2,000 engagements. Political posts about the Ontario Provincial Elections and plans for national Pharmacare also engaged Canadian members. The Communications Department also continued to use its reach on social media to let members know that relief is available if

they have been affected by recent natural disasters.

In July, the International celebrated its 125th Anniversary. Accordingly, the Communications Department spent much of the summer celebrating IA history online. To gather material for the 125th Anniversary social media campaign, staff searched the storage files of the General Office, where photos spanning the Alliance's entire history can be found. The Department selected and digitized historic photos for use on social media and elsewhere. Locals across the Alliance also shared historic photos of their own. The Department utilized some historical material to make "ghost images," photo illustrations that combine a black-and-white historical image with a modern photo of members doing a similar task. These images showed how much the work of the entertainment industry has changed yet in other ways the jobs of IATSE members are remarkably similar to a century ago. The campaign began thirty days before the 125th anniversary, and it was immediately popular. Each of the posts inspired members to respond by posting their own stories and comments. Many responses showed members' sense of pride and connection to the International on this historic anniversary.

The IATSE's email program continues to show high engagement. Using Action Network emails, the Communications Department has partnered with the Political and Legislative Department to fight back against attacks on the International's interests in Congress. Twice this year, the program has provided members with information and a call-to-action about preserving funding for the Nation-

al Endowment for the Arts. Both times, a large bipartisan majority of representatives heard the voices of IATSE members and others reaching out in support of the arts and Congress voted to preserve arts funding. The Department also continues to encourage members to get involved in public elections in their areas. For instance, the IATSE's email program encouraged members to get involved in an important special election campaign by U.S. Representative Conor Lamb. Emails also reminded district residents to vote on Election Day and Lamb was successfully elected.

The Canadian Office similarly continues to use email to distribute press releases about important news to all Canadian members. Canadian releases, often about organizing victories and volunteer opportunities, help remind members that there is a larger International beyond just their own Local. Canadian open rates remain high (and unsubscribe rates remain low), which suggests that Canadian members appreciate this context and content. Beyond Canada, email blasts have been used to communicate with Local officers across the continent. Emails to local union officers have been used to promote training opportunities and provide information about labor events like the Working People's Day of Action and Workers' Memorial Day.

The Department also remains committed to supporting local unions of the Alliance. The Department has consulted with several Locals about launching (or re-launching) social media accounts to better communicate with their members. The International's social media guides have been updated for 2018 to reflect re-

cent changes by Facebook and Twitter. A new Social Media Content Ideas Guide will help provide ideas about what to share on social media. In March, President Loeb sent a memo to all Department Directors stressing the importance of Communications when running effective campaigns. Communications has been an integral part of many organizing efforts. In Canada, the Department has been involved in spreading the word that Local 58 in Toronto has been locked out of one of Exhibition Place, and one of the first things the Local did was reach out to the Communications Department. Coverage has been distributed widely to the Toronto community and beyond.

News cycles move at a rapid pace and attacks on the labor movement, the arts and entertainment industry are occurring. The Department continues to publicize content important to the Alliance's members. When the Supreme Court issued its decision in *Janus v. AFSCME*, the International joined its allies in the labor movement in decrying this assault on workers' rights. President Loeb's statement vowing to fight back and strengthen IA unions was quoted extensively in industry press. Many members reacted to share their solidarity and pride in their union. The Department was prepared to publicize this news in advance and widely share the IATSE response.

The Department reported that it focuses on building for the future. With the Department's new team in place, it plans to expand the scope of all possible means of outreach to members and support for local unions. Local union officers are encouraged to reach out to comms@iatse.net with any questions.

President Loeb thanked the Department for its work. He noted that the Communications Department will continue to be an integral part of the Alliance and it has the skills to tailor the IA's approach to communications and find the most appropriate ways to reach the membership and local unions.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Department Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, ICAP members Alan Rowe and Kent Jorgensen, and IATSE Education Outreach Coordinator Jennifer Halpern reported on the recent activities of the Education and Training Department.

Union Leadership Training

IATSE Officer Institute

To date, 747 officers from 193 local unions have graduated from the Officer Institute, meaning over 90% of our total IA membership has had at least one officer attend. Over the lifetime of the program, many Locals have had a team of officers attend.

The financial subsidy for small Locals (those with less than \$250,000 in gross receipts) will continue in 2019. Some IATSE Districts also subsidize attendance at the Officer Institute and interested Local leaders should contact their District Secretary. Subsidies are in high demand and qualifying Locals are urged to apply immediately to avoid disappointment.

Upcoming Officer Institute Dates and Locations:

September 24-28, 2018

Toronto, ON (US and Canadian Locals)

March 11 – 14, 2019

San Francisco, CA (U.S. Locals only)

Advanced Organizing Institute 2.0

The Advanced Secretary-Treasurer and Advanced Organizing classes, or “2.0”, remain popular and rigorous. To date, 133 officers have attended the Organizing class and 150 officers have attended the Secretary-Treasurer class. The most recent classes in Atlanta and Detroit included leaders from across North America, from Locals of every size and myriad crafts. The next Secretary-Treasurer 2.0 course will be held September 24-28, 2018 in Toronto, Ontario, for both US and Canadian local leaders. More locations and dates for 2.0 classes, along with some new courses, will be announced late this year. Watch the IATSE website and the Bulletin for details.

Local Union Trustee Training

The newest IATSE Officer Institute program, Local Union Trustee Training, was held for the first time in New York City, April 20 – 21, 2018.

The inaugural class of thirty-nine Trustees from eighteen local unions learned about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and how to support good financial practices in their Locals. They participated in a mock audit, using and learning simple procedures for auditing the books and records of their local unions.

Only people who are currently elected as Trustees and who are responsible for the periodic review of their Local's books and records are eligible to enroll in this course. There is no other prerequisite. This course does not deal with the role of

Benefit or Training Fund Trustees.

Due to a long waiting list and popular demand from the Locals, three more sessions of this two-day clinic have been scheduled. Preference for enrollment will be given to Locals able to send more than one of their trustees, together, to the class, and Locals are encouraged to apply early to secure spots for your trustees on your desired dates.

Local Union Trustee Training Dates and Locations:

November 1 – 2, 2018

New York, NY

November 29 – 30, 2018

Los Angeles, CA

January 17 – 18, 2019

Atlanta, GA

Applications, information and subsidy forms can be found on the IATSE website <http://www.iatse.net/membership/education/iatse-officer-institute>

Staff Training

As is now our annual practice, the General Executive Board, International Representatives, and key staff participated annual staff training from February 21 – 23, 2018. This year, the training focused on the Secretary-Treasurer “2.0” curriculum and piloted the new Local Union Trustee Training. Staff evaluations helped to refine and hone the presentation prior to it being delivered for the first time to Local leaders. The staff also had an opportunity to engage in in-person department planning sessions. President Loeb, General Secretary-Treasurer Wood, and the Board all demonstrate the importance of our culture of continuous education by growing and strengthening their own skills at this annual training. They lead by example.

District Convention Education Sessions

District Conventions began in May and will run through the summer until the end of September. As usual, the Education and Training Department is presenting training sessions at each Convention. The current focus on sexual harassment has made it more important than ever for us to create a culture of respect and inclusion in the IATSE. Our union values require us not only to obey the letter of the law or to strive for diversity, but to hold inclusiveness as our goal. Inclusiveness means that we not only welcome workers of all ages, gender identities, races, and creeds into our union, but that those diverse workers all feel as though they are part of us and respected by the IATSE.

To this end, the education session topic this year is "Representing Workers in Respectful Workplaces". The course reinforces and builds upon the information presented at the workshop conducted at General Executive Board meeting last January. The course provides instruction and resources and aims to help Local leaders to set the standard for creating respectful workplaces and inclusive practices to better represent all workers in our Locals.

Education Session During this GEB Meeting

On Wednesday, August 8, a seminar will be held, open to Local leaders, entitled "Political Engagement for 2018". The session will be a panel presentation designed to build Local leaders' hard skills around member engagement in politics and enthusiasm and greater continued political engagement. It will consist of quick and

punchy sessions where everybody learns at least a few new ideas to beef up political action in the critical period from Labor Day to Election Day, regardless of their prior experience or level of engagement with politics.

A panel of presenters will provide inspiration and tips to Local leaders to help them strengthen the political infrastructure in their Locals right now, serving as a foundation for improved political engagement into the future, with their local union as a trusted source of political information for members.

The Labor Education Assistance Program (LEAP)

This program provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. In 2018 so far, Local leaders have been reimbursed at total of \$6,754 in Canada and \$13,668 in the U.S. The total program spending since the beginning of the program in fall of 2009 as of June 30, 2018 is \$91,327 in Canada and \$250,145 in the U.S. for a grand total of \$341,473. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap> where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Road Show "Why Unions Still Matter"

The IATSE Road Show, "Why Unions Still Matter" was presented on January 28 and 29, in Honolulu, Hawaii for Local 665. The presentation, which teaches the connection between strong unions

and a strong economy, along with some labor history, is available for local unions or groups of Locals in a city to present to their members, families, friends, and other community members. Attendees come away with a greater appreciation of both the labor movement and the local union's role in it. There are versions for both Canadian and U.S. Locals. Interested local unions may contact Jennifer Halpern jhalpern@iatse.net in the IATSE office to bring this presentation to their town.

"Passion and Pay"

"Passion and Pay" is a PowerPoint presentation incorporating it has incorporated elements of the IATSE Road Show, basic information on what a union is, and discussion of the nature of work in the entertainment industry as it relates to basic personal economics and the current state of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about particular Locals and crafts.

One of the best features of "Passion and Pay" turns out to be that it is so easily tailored to a variety of audiences. Interested local union Officers may request a copy from the Education Department, in the IATSE General Office.

Student Outreach

The Department fields many requests for presentations to student groups, and "Passion and Pay" is just one way to grow and strengthen our ability to give union information to the next generation of IATSE workers. Also available to IATSE Locals and members is a webinar designed by International Representative

Allison Smartt and CreativeFuture, which gives instructions on how to go into a school and teach students from Kindergarten to 12th grade about responsible digital citizenship.

Earlier this year, Director White was invited to address approximately 300 undergraduate students at Temple University's Theater Studies Production Practicum class. She spoke about the wide array of behind the scenes careers available to young technicians, and the role the IATSE plays in the working life of entertainment industry professionals, and in May presented a similar talk to a smaller group of graduate students at Columbia University.

Our student outreach initiatives are designed to help us grow to include the workers of the future, who are diverse, digitally-literate, and eager to be part of our industry. When we teach them about the IATSE and our crafts, we create a union-friendly mindset in the workers of tomorrow and deepen our own bench strength.

On March 1, 2018, the IATSE participated in the New York City Central Labor Council's second annual Future in Focus: Exploring College and Careers fair at the United Federation of Teachers. Approx-

imately 600 students from throughout NYC high schools attended.

The Department also was contacted by the Educational Theatre Association, a national non-profit arts service organization dedicated to the advancement of educational theatre. It publishes two magazines: *Dramatics*, for high school students; and *Teaching Theatre*, for their teachers. Hoping to deliver more articles on professional stagecraft in these publications, the association turned to the IATSE as a resource. For the March/April volume of *Teaching Theatre*, Director White collaborated with ICAP Chairperson Alan Rowe for "Shining Light on Stage Safety". The article emphasizes the importance of electrical safety and details best practices in stage lighting for school productions. For the April/May issue of the student publication, *Dramatics*, Assistant Department Director for Stagecraft Joe Hartnett interviewed ICAP member Peter Donovan (Local One) for a piece titled *Phantom Electrician*. The article follows Donovan's career path from its beginnings to his current position as head electrician at the Majestic Theatre, where he is responsible for all aspects of lighting "Phantom of the Opera."

Craft Skills And Safety Training

Lynda.com

Since the fall of 2015 the IATSE has had an amazing partnership with Lynda.com, enabling IATSE members to buy year-long subscriptions at an extremely low cost. Beginning on September 1, 2018, administration of the IATSE Lynda.com partnership will be assumed by the IATSE Training Trust Fund. Year-long Lynda.com subscriptions will be available free to workers covered by IATSE agreements.

IATSE Craft Advancement Program (ICAP)

The ICAP seeks to make sure that all of us in the IATSE work safe every day maintaining the highest skill level possible. Joe Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sheila Pruden, Local 873, Eddie Raymond, Local 16; and Chairperson Alan Rowe, Local 728 are the members of the ICAP.

One of the primary roles of the members of the ICAP is to serve as advisors to the IA Training Trust Fund. In that capacity, the group serves as subject matter experts ("SMEs") on the digital video versions of the "Safety First" classes, de-



The Education Session, held on Wednesday afternoon, talked about political engagement, and officers from local unions asked questions of the panel.

veloped for the TTF through Learning Sciences. Along with TTF Training Specialist Bill McCord, ICAP members have developed modules for an IATSE-specific General Entertainment Safety OSHA 30 course and piloted the 30-hour classes at Local 720 in Las Vegas and Local 33 in Los Angeles. Locals may now request a presentation of this entertainment-industry specific 30-hour course by contacting the Training Trust Fund. ICAP members continue to present the popular 10-hour course.

The OSHA Alliance permits the IATSE to work directly with the United States Occupational Safety and health administration to ensure that the nuances of entertainment industry work are considered in the enforcement and promulgation of health and safety regulations.

Alan Rowe attended the first annual OSHA Alliance Program Forum at the US Department of Labor offices in Washington, DC on May 3, and the IATSE was the only labor union represented in the room. Alan's presentation about the IATSE OSHA Alliance was well-received by both OSHA Staff as well as participants from other OSHA alliances. Members of the ICAP continue to provide training presentations to OSHA Staff all over the United States.

Worker's Memorial Day (US)/National Day of Mourning (Canada) was held on Saturday, April 28th and was observed with a moment of silence by the IATSE International and many local unions.

This year, the OSHA Safe and Sound Campaign is August 13 – 19 and once again the IATSE is a sponsor. Last year, the IATSE was the only labor union to

sponsor Safe and Sound week, but this year the AFL-CIO, IBEW, and the Utility Workers Union of America are sponsors, as well—so we continue to lead by example. Special IATSE fact sheets with links to OSHA resources pertaining to some of our work are on the OSHA Alliance website and on the Training Trust Fund website. Local unions are encouraged to celebrate Safe and Sound Week by scheduling their own classes, posting on social media about safety issues in their crafts, and promoting the event at meetings and one-on-one with workers during that time.

ICAP Member Eddie Raymond was instrumental in creating the "New World Rigging Symposium" presented at USITT in March in Ft. Lauderdale. Peter Donovan served as a panelist at the event. This was a great opportunity for any member looking to expand their knowledge of entertainment industry rigging and will likely be held again at the 2019 USITT conference in St. Louis next spring.

The IATSE's involvement with industry standards-writing is important and ongoing. The National Fire Protection Association (NFPA) is the organization that is responsible for the Life Safety Code (NFPA 101), the Standard on Motion Picture and Television Production Studio Soundstages, Approved Production Facilities, and Production Locations (NFPA 140) and several other standards which affect our work and workplaces. The NFPA Conference and Technical Meeting was held from June 11 to June 14 in Las Vegas, and Alan Rowe and Eddie Kramer (Local 1) attended sessions on Electrical Safety Programs, Power Over Ethernet, upcoming changes to the National Elec-

trical Code, and new NFPA 3000: Standard for Active Shooter/Hostile Event Program (ASHER), and they also participated in the Technical Meeting and represented the IATSE by voting on each and every standard up for renewal in 2018.

Entertainment Technician Certification Program (ETCP)

The Training Trust Fund fully reimburses IATSE workers who pass any of the ETCP certification tests and the amount of the reimbursement has been raised, so that the complete \$550 exam fee is covered for those who pass. It will also reimburse for re-certification fees. In response to requests from both workers and employers, the hours requirement to take the Portable Power Distribution Technician (PPDT) exam has been reduced from 2,500 to 2,000 hours, so more workers than ever are now eligible to take this exam. This is an area where growth equals strength. It should go without saying that if there is any entertainment industry certification of excellence, our members should hold most of those certifications in order to be skilled, safe, and available to jobs that require those certifications.

InfoComm /Audio Visual Training

International Representative Ben Adams reported on the IATSE Training Trust Fund partnership with AVIXA (formerly InfoComm).

Since the winter 2018 General Executive Board Meeting, one hundred nineteen technicians have taken the Audio-Visual Essentials course in three cities: Boston (Local 11); San Jose (Local 134); and Los Angeles (two classes, Local 33).

Upcoming Audio-Visual Essentials classes with Local 8 in Philadelphia (their fifth AV Essentials class), Local 122 in

Palm Springs (their second class), Local 30 in Indianapolis and Local 631 in Orlando (both their third classes) have been scheduled, and classes with Local 15 in Seattle (their fifth class) and another class with Local 33 in Los Angeles are currently being scheduled. Locals interested in scheduling an Audio-Visual Essentials training should book by contacting the Training Trust Fund at info@iatsetrain-trust.org or International Representative Ben Adams at badams@iatse.net.

With the assistance of Luz Vazquez at the Training Trust Fund, Representative Adams completed the third edition of the Audio-Visual Essentials textbook and workbook and the books were sent to press early this year. The fact that this book is in its third printing shows the popularity of the course and the interest evinced by our Locals in Audio-Visual training.

In addition to his work presenting Audio-Visual Essentials courses to Locals around the U.S., Representative Adams is creating online video tutorials for small local unions who are not able to bring the Audio-Visual Essentials course to their Local. These are also good tools to refresh the memories of those who have already taken the in-person classes. He reported that seven of these supplemental video modules are complete: Basic Sound; Connectors; Dongles and Adapters; Introduction to I.T. and Networking; Safely Ejecting Flash Drives; and Troubleshooting for AV Visual Systems. The videos are available through Rory McGuinness at the IATSE Training Trust Fund. rmcguinness@iatsettf.org

To date, almost six hundred IATSE members and referrals have completed all requirements and received the AVIXA/

IATSE Live Event Technician Certificate. Since the partnership with InfoComm/AVIXA began, IATSE members have completed slightly over six thousand AVIXA online courses and sixty-six are Certified Technology Specialists.

All IATSE members are eligible for free memberships in AVIXA, and Local leaders are encouraged to promote the partnership to their members. In addition to Audio Visual technicians, members who work with sound, projections and projection design, animation, lighting, and those who just like to know about the latest trends and equipment can benefit from AVIXA membership. There are over 4,500 IATSE members enrolled as members of AVIXA.

Dante (Digital Audio Network Through Ethernet) is a combination of software, hardware, and network protocols that deliver audio over a standard Ethernet network. Representative Adams has adapted a new I.T. and Networking course, with an introduction to Dante, which was piloted at four classes over two days at Local 695 in Los Angeles. The feedback from the post-class survey was overwhelmingly positive. One hundred percent of participants indicated that they now had a better understanding of Network concepts and how information travels through a network, and ninety-five percent gave the course content and instructor high ratings.

From June 5 through June 14, Department Director White joined Representative Adams and IATSE Representatives from other IATSE departments in attending the InfoComm show in Las Vegas. The trade show stills uses the InfoComm name. We attend this meeting primarily

to search out new training opportunities for IATSE workers.

President Loeb also observed that this department is hard at work, constantly innovating. He complimented the Department on its tremendous work, thanking all at the table, especially noting the leadership of International Trustee White.

IATSE BROADCAST DEPARTMENT

Department Director Sandra England, along with International Representatives Fran O' Hern, Steve Belsky, John Culleen, and Rachel McLendon reported on recent developments within the Broadcast Department.

Department Director England provided a brief overview of corporate ownership developments and consolidation among media companies. Emerging technology companies have recently gained new interests in sports media rights. The entry of some new participants into an already competitive market has cast uncertainty on the direction and ownership of traditional regional sports networks. New technology and processes meanwhile continue to change the way sports are produced. Despite these circumstances, the Broadcast Department remains focused on maintaining the best contracts and benefit plans for IATSE members, and organizing unorganized technicians working in this industry. This vision is key to remaining strong despite constantly changing market conditions. Uniting all workers in the broadcast sector will stem some of the uncertainties surrounding changing content providers and distribution processes.

Western Region

With the completion of the Western Region Fox agreement, Representative

Belsky reported all the various crewing contractor agreements covering this three-state area are being negotiated. Negotiations have been slightly more complicated during this round of renewal bargaining as the Union continues to improve and standardize conditions in several regions. These efforts have involved multiple regional and national crewing contractors.

Local 487 Washington, DC

Local 487 has opened successor negotiations with NBC Sports Washington (the regional sports network formerly known as Comcast SportsNet Mid-Atlantic) for a new agreement. NBC has advanced aggressive proposals that would jeopardize job security for Washington workers. Department Director England will continue to seek a fair agreement with this company despite its aggressive approach.

Local 745 Minnesota

Local 745 and Fox Sports Net North concluded negotiations for a one-year extension of the existing collective bargaining agreement covering the Twin Cities. The extension agreement also contained adjustments in working conditions for covered workers along with wage increases for out-of-pattern crafts. The extension contains a general wage increase for everyone and an increase in benefit contributions to the national health fund. The extension agreement has been ratified by the membership. As previously reported, the Local prevailed in an election held by the NLRB to represent technicians working for NBC Sports Network and is currently in negotiations for a contract covering hockey events held in the jurisdiction.

Local 100 New York

The Local concluded negotiations for a one-year contract extension with the YES Network. The extension included a general wage increase and an increase in contributions to the health fund. The agreement has been ratified by the membership. A successor agreement with MSG Plus will also be submitted for ratification soon.

Local 119 San Francisco and Sacramento, California

Local 119 signed contracts for new work with Rush Media covering events for the United Soccer League and LDM Worldwide Crewing.

Local 793 Washington and Oregon

It was noted that Local 793 also concluded terms for an agreement with Rush Media to cover United Soccer League and WNBA events.

Local 748 Arizona

Employment opportunities in the state of Arizona continue to expand. Spring baseball and United Soccer events have added to the business schedules of Arizona technicians working under the protections of IATSE contracts. The Local has effectively administered its contracts, building a strong growing community in a right-to-work state. Rush Media brought soccer under contract in this market as well.

Local 762 Chicago

Local 762 is preparing for successor contract negotiations covering the Chicago Cubs and the Chicago Sports Net.

Local 317 Indianapolis

This Local has now has trained stewards who can address issues on the job; Representative O'Hern participated in a recent labor management meeting and

emerged with a new understanding of relationship.

Big Ten Network

The IATSE now holds contracts covering work for Big Ten Network in markets where major Big Ten universities are located including Minnesota, Wisconsin, Indiana, Purdue, Iowa, and Rutgers. Work performed by traveling crews for main football and on-site pre-game shows is now under the protections of an IA contract. As separately reported to the Board, the IATSE now also represents technicians working in the Big Ten Network's remote studio in Chicago.

Golf Channel

International Representative Rachel McClendon has been working with the Golf Channel steward committee and Representative John Culleney to compile relevant information to track hiring patterns and other points related to contract compliance. Representatives are working to develop the current employer registration rosters in accordance with the current contract. Representative McClendon reported that a membership drive is currently underway within the unit and there has been great enthusiasm for continuing to support this community as they build a union in their workplace.

New Organizing

The Department reported on several other ongoing organizing and training projects. Notably, the rise of e-sports has created occasions for new organizing. Additionally, after forty years non-union, Sesame Street has agreed to voluntarily recognize the IATSE as representative of its studio broadcast technicians. The voluntary recognition agreement covers

technical directors, audio, video, utilities, and camera operators. Vice President Dan Di Tolla and Local 600 Representative John Amman led this effort. The technicians will be represented by Locals 52, 100, 600, and 700.

President Loeb noted that this Department more than any other builds unions from the ground up. The International will continue its strong support of that mission. The main priority in broadcast continues to be organizing and that will further stabilize the lives of working people during changes in corporate ownership and media consolidation. He thanked the Department for doing incredible and difficult work.

IATSE CANADIAN AFFAIRS REPORT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Peter DaPrato, Jason Vergnano and Krista Hurdon, Canadian Labour Congress Delegate Siobhan Vipond, Canadian Legal Counsel Ernie Schirru, District 11 member invitee and IATSE Local 56 President Henry Skerrett and District 12 member invitee and IATSE Local 168 Business Agent Ron Nazar reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Los Angeles, California (not covered in separate reports).

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

very busy working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Local Database Tracking

In order to get a better understanding of the status of Canadian Locals, the Canadian Office instituted a more formal local union information tracking program. Each International Representative has been assigned a number of Locals and are required to maintain pertinent information relating to that Local which is inputted and maintained in a central database. Information being tracked includes:

- the officers of the Local and the terms of their office;
- whether the Local is affiliated to the central labour council and/or provincial labour federation;
- Local committees and the chairs of those committees;
- whether the Local participated in various education and training courses sponsored by the International such as Continuing Organizing Membership Education Training (COMET), Why Unions Still Matter, Student Outreach and Officer Institute;
- listing of all Local collective agreements as well as other working agreements and their expiry dates; and
- listing of organizing targets

Organizing

International Representatives have been involved in forty-four organizing efforts involving twenty-five local unions. With the assistance of International Rep-

resentatives and the International Defense Fund, the Canadian Office and Canadian Locals are typically well-armed to address any legal and strategic obstacles. The next step in developing an organizing culture amongst Canadian Locals is to pro-actively identify organizing targets and pro-actively reach out to these unrepresented workers. This initiative is gaining traction in part by working with Locals to identify organizing targets and then dedicating more resources, including staff time, on organizing. In the last six months, the Canadian Office also updated the ten provincial organizing manuals to reflect recent changes in applicable labour relations legislation.

Some of the notable organizing campaigns:

Local 58, Toronto – Stage

The Young People's Theatre (YPT) is a Canadian producer of theatre for youth and Toronto's oldest not-for-profit theatre company. It offers two performance spaces: the 460-seat Susan Douglas Rubes Theatre and the 115-seat Nathan Cohen Studio. Local 58 organized the stagehands in 2014. Earlier this year the Local was approached by the scenic carpenters working at YPT. The Local filed for certification in March 2018 and was certified in April 2018. The Local is now in the process of commencing bargaining for a first collective agreement.

The TIFF BELL Lightbox is the home of the Toronto International Film Festival as well as a five-storey structure that features five year-round operational cinemas, two restaurants, major exhibitions and galleries, a gift shop, rooftop terrace, and learning studios. Local B-173 represents over 100 front-of-house and box

office employees and Local 58 represents the projectionists and revisers. Local 58 filed for certification seeking to represent assistant booth managers at TIFF in February 2018 and was certified two weeks after filing. Local 58 is now close to securing a first agreement.

Local 63 Winnipeg – Mixed

In 2013, Local 63 was successful in securing a five-year contract to supply all technical crew for the newly-built Club Regent Casino, a state-of-the-art event and entertainment space operated by Manitoba Liquor and Lotteries. New purchasing policies required the Local to submit a formal proposal to maintain its access to this work, which the Local did with the assistance of International Representatives Hurdon and Brett as well as retired International Representative Barny Haines.

Local 828 Province of Ontario - Scenic Artists and Propmakers

Local 828 filed for certification of the scenic artists at the Young People's Theatre on January 2018. After resolving a number of legal challenges, the Local was certified in March 2018. The International is assisting the Local bargain a first collective agreement.

The Shaw Festival is a large year-round repertory theatre featuring four different theatres and an annual audience of more than 250,000. Local 461 already represents stagehands, wardrobe, front-of-house, and maintenance staff at the Shaw. Local 828 had previously been certified to represent the scenic artists and painters and in March 2018 received certification of the prop builders. The Local is now in the process of negotiating a first collective agreement.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. The Canadian Office has seen an increase in the assistance sought by Locals due to increased organizing by Canadian Locals and the challenges associated with negotiating a first collective agreement with a newly organized employer. In total, the Canadian Office is assisting in forty-one separate negotiations involving seventeen Locals. Some of the concluded assignments are:

Local 63 Winnipeg – Mixed

The Manitoba Theatre for Young People serves over 100,000 annually out of two performance venues: a 315-seat Main Stage and a smaller hall. With the assistance of Representative Jim Brett, the Local concluded a three-year agreement with wage increases along with an increase in retirement contributions in year three. New language was also negotiated affecting job consideration, improves sick days entitlements and provides members with an additional statutory holiday.

The Manitoba Centennial Centre, owned and operated by the Provincial Government, is Winnipeg's 'A' house and has a seating capacity of 2,305. Local 63's agreement expired in August 2015 and the employer had been seeking major concessions. In March 2017, Bill 28, the Public Services Sustainability Act, was introduced by Manitoba's Conservative Government. It mandated that all public-sector agreements have 5-year terms, with the first two years subject to a wage freeze and a maximum 3.75% cumulative increase for the subsequent 3 years. On July 2017,

twenty-eight unions, including Local 63, jointly initiated a legal challenge to the constitutionality of Bill 28. In the midst of this litigation, the Local was able to reach a renewal collective agreement without prejudicing the legal challenge. The renewal agreement provides for wage increases and the Local maintained the terms and conditions previously negotiated.

The Prairie Theatre Exchange is both a theatre and actors' training facility in Winnipeg that features multiple spaces, including the 323-seat Main Stage theatre and the 100-seat Colin Jackson Studio Theatre. The International assisted Local 63 in bargaining its casual employee agreement after successfully bargaining an agreement for the full-time positions in 2017. Highlights of the casual employee agreement includes standard wage increases in each year of the agreement, improved conditions, the recognition of two additional holidays and a new increase for health contributions.

Local 63 had serviced the 1475-seat Pantages Playhouse for years but did not have a collective agreement with the venue. The Local continues to work to finalize and ratify a collective agreement.

Local 210 Edmonton - Stage

The 480-seat Maclab Centre for the Performing Arts is located in the City of Leduc, which is located about forty-five minutes outside of Edmonton. Local 210 certified the venue in 2014 and was successful in reaching a first contract in August of 2015. The Local has secured a renewal collective agreement with the Performing Arts Society. Highlights of the renewal agreement include work guarantees, wage increase and travel pay for employees.

Local 295 Regina/Moose Jaw – Mixed

The Globe Theatre has two stages: a 406-seat theatre-in-the-round Main Stage and a 100-seat black box space. With the assistance of the International, Local 295 ratified a new three-year agreement. Highlights of the agreement include: wage increases in each of the three years of the agreement, the addition of an assistant head of department wage rate, the elimination of an entry level rate contributions for local training, five days paid leave for victims of interpersonal violence and the extension of the Local's jurisdiction.

Local 828 Province of Ontario - Scenic Artists and Propmakers

Soulpepper is Toronto's largest not-for-profit theatre company and operates the Young Centre for the Performing Arts in the Distillery District in downtown Toronto. With the assistance of the International, the Local negotiated and ratified a three-year agreement, with annual wage increases.

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

Representative Peter DaPrato assisted the Local in bargaining a four-year renewal agreement with TIFF for a large bargaining unit of 70 front-of-house members. Highlights of the renewal agreement include wage rate increases.

The International was also able to assist the Local in bargaining a renewal agreement for its maintenance bargaining unit working at the Toronto Centre for the Arts, securing wage increases, an expansion of work jurisdiction and introduction of language ensuring employees will receive the higher wage rate when working longer than two hours in classifications with a higher wage rate.

As previously reported, Local B-173 was successful in securing bargaining rights for the Sony Centre for the Performing Arts, the St. Lawrence Centre for the Arts and the Toronto Centre for the Art following the City of Toronto's decision to merge management of the three venues under one Board of Directors. The International assisted the Local in harmonizing the original three collective agreements into one as required by legislation in January 2018 and continues to assist the Local in dealing with transitional issues as they arise.

Activism

Vice President Lewis highlighted some of the recent activism successes in Canada including:

- CLC Lobby Day
- Film Day
- Pride Parades (separate report)
- Toronto Trans March
- Women's Day March
- College Teacher's Picket Line
- Day of Mourning
- Every Plate Full (separate report)
- AFC
- Parliament Appearance
- Residency
- Copyright
- FairPlay Canada (separate report)
- Montreal #metoo march
- Good jobs for all EI Working Group
- Behind the Red Carpet (separate report)
- Alberta Workers Health Centre – Work Plays Schools Program

Student Outreach

The Canadian Office continues its student outreach efforts and has expanded its success in getting a number

of Locals representing theatrical crafts to jointly present at various colleges and universities. Initiated by Local 828 member Richard Mongiat and Representative Hurdon, the IATSE Student Forum introduces theatre students to the IATSE and all of its crafts, affording them an informal opportunity to interact with Local leaders and ask questions. Locals 58, 129, 822, 828, and B-173 as well as Local 873 (due to the number of crafts that overlap in theatre and film) have willingly participated in the Forum in addition to International Representatives. The group has now presented at George Brown College, Sheridan College, Ryerson University and Humber College. In addition, for the first time, the IATSE did student outreach at the elementary level at Rawlinson Community School.

Local Engagement

Local 467 Thunder Bay - Stage

International Representative Vergnano reached out to Local 467 as part of the Canadian Office's Local engagement initiative. Upon doing so, the International was able to provide the Local with assistance in resolving a work jurisdiction dispute the Local was facing with its main employer, the 1,500-seat Thunder Bay Community Auditorium and the City of Thunder Bay.

Local 58 Toronto – Stage

Local 58 has been locked-out by one of the Local's major employers, the Board of Governors of Exhibition Place, a 197 acre and multi-access point City of Toronto owned venue, following unsuccessful negotiations for a renewal agreement. Exhibition Place is home to several venues within its perimeter, including

BMO Field, the Coca Cola Coliseum, the BioSteel Centre, Medieval Times, the Better Living Centre and Enercare Centre to name a few. Local 58 members have been very active picketing and on social media. The Canadian Office and the International's Communications Department are assisting Local 58. Local 58 has received a considerable amount of support on the picket line and through social media from IATSE Locals, 129, 357, 411, 461, 471, 667, 822, 873, 924, and B-173. Members from American Locals that have come to Toronto as part of touring productions playing other venues have also shown their support by walking the picket line with Local 58 when free from work.

COMET Training

The Canadian Office continues to offer COMET courses to any Local that requests it. In April 2018, Local 471 - Ottawa hosted a COMET course at the National Arts Centre in Ottawa. This was the largest Canadian COMET course to date with twenty-seven attendees. Recognizing the importance of initiating new members into the larger picture of trade unionism, the Local made the course mandatory for all apprentices and new members. Local 461 - St. Catharines, Ontario, is scheduled to host a COMET course in August 2018.

Harassment Prevention Initiatives

The IATSE has been an active participant in the three committees established by Canadian national film industry stakeholders to deal with workplace harassment in the entertainment industry. A Canadian Creative Industries Code of Conduct with thirty-three signa-

tory groups, including the IATSE, was published in March 2018 in conjunction with International Women's Day. The IATSE paid for a French translation of this Code of Conduct. In June 2018, a website, readthecode.ca was launched making the Code of Conduct available in both official languages. Groups from the Live Performing Arts Industry focused on addressing workplace harassment have since become signatory to the Code of Conduct. The IATSE is also participating in an Education and Training Working Group and a Reporting Mechanism Working Group also aimed at addressing workplace harassment.

National Benefit Plans

Canadian Entertainment Industry Retirement Plan

The Canadian Entertainment Industry Plan (CEIRP) continues to grow at an unprecedented rate and continues to offer additional services to our members. CEIRP now has assets in excess of \$509 million with 22,305 participants currently enrolled from the IATSE, Directors Guild of Canada, Entertainment Partners Canada Inc. and Actsafe Safety Association.

Following amendments to Federal Government policies, CEIRP has developed, tested and is now rolling out a new electronic enrolment package which will allow members to enroll in the CEIRP far quicker, save hundreds of hours of administrative work and also enable IATSE members' money to start working for them much sooner than before.

IATSE Canadian National Health Plan

The Canadian National Health Plan (CNHP) currently has twenty-three par-

ticipating groups (20 Locals, 2 staff plans and one non-IATSE plan) with quotes for two additional groups to join the CNHP in the near future. The CNHP is approaching \$36 million in annual premiums. In July 2018, the CNHP finalized a renewal premium increase of just 1.7%.

The benefits of having IATSE Locals pool their resources has not only translated into low premiums but has also afforded participating groups the ability to address legal and legislative developments through the sharing of legal opinions and costs. For example, the 2018 Canadian Federal Budget announced the elimination of traditional health and welfare trusts in favour of employee life and health trusts (ELHT). While many of the CNHP groups are already ELHTs, those that are not must transition their plans by the end of 2019. Legal counsel for the CNHP, Roberto Tomassini at Koskie Minsky, is assisting Locals in addressing compliance issues as they make the transition to the new ELHT rules. This ELHT file led to the IATSE joining MEBCO, a not-for-profit group that represents Canadian multi-employer health and pension plans.

Established in 1992, MEBCO has a cumulative membership of over 1 million Canadian workers and families. It assists the IATSE to advocate on behalf of multi-employer plans before administrative tribunals, provincial and federal governments and their agencies. In the recent CRA changes regarding health trusts, MEBCO has played a key role in making submissions to the federal government that represent the specific challenges for multi-employer trusts.

Focus on Local 822 Toronto - Theatre Wardrobe, Make-Up Artists & Hair Stylists

Vice President Lewis concluded the report by highlighting recent efforts of Local 822 – Toronto in the areas of education and training of permits in their journey to membership. Granted its charter in 1950 with seven wardrobe attendants, Local 822 (Theatrical Wardrobe) merged with what was then Local 800 (Makeup Artists and Hairstylists) in 2003 and is now more than 130 members strong. Local 822 holds collective agreements with most of the major venues in Toronto including the Sony Centre for Performing Arts, the Toronto Centre for the Arts, the Royal Alexandra Theatre, the Princess of Wales Theatre, the Four Seasons Centre for the Arts, Roy Thomson Hall, Massey Hall and the Scotia Bank Centre (formerly the Air Canada Centre).

The Local has also recently developed a permit handbook which sets out expectations, backstage etiquette, terminology, and safety links - including IATSE Safety Hotline. The Local has recently completed makeup, hair and footwear courses for permit workers and has created a more formal process for evaluating permits. As a smaller Local, they are to be commended for demonstrating that no matter your size, it is always possible to do things that better the lives of your members and permits.

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

IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, East Coast Associate Counsel Adrian

Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie Schirru provided the General Executive Board with the report of the Legal Department.

Counsel Schirru provided a summary of the Ontario Human Rights Tribunal's interim decision which dealt with an employee's challenge to his employer's refusal to provide employees over the age of 65 years with the same benefits made available to employees under the age of 65 years. Counsel Schirru then highlighted a number of the legal issues expected to arise in Canadian workplaces following the legalization of recreational cannabis consumption in October 2018.

General Counsel Dulaney and Associate Counsels Healy and White provided a summary of the current status of the judiciary in the United States, highlighting a number of recent decisions adverse to the interests of organized labor, including the Supreme Court's decision in Janus. The import of the upcoming mid-term elections and upcoming judicial and board appointments by the Trump administration was also discussed.

President Loeb thanked the Legal Department for its work. In doing so, President Loeb underscored the importance of all members exercising their right to vote and encouraged members to support candidates that are aligned with the interests of organized labor.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Department Director Corey Sims updated the Board on the work of the Department since the last General Executive Board meeting.

Assistant Director Sims began the report by updating the Board on various matters.

Labor Action Network

The Labor Action Network (LAN) is a grassroots tool meant to assist Locals with greater political engagement and allow for leaders to hone in on membership in various ways. The Department provides trainings through a webinar format and have trained more than forty Local leaders this cycle so far on this tool. The train-



Political and Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Director Corey Sims reported on the efforts to fight “right-to-work” legislations and the importance of voting for labor-friendly politicians.

ings consist of pulling membership lists, identifying unregistered members, analyzing voter participation, and how Locals can use that information to better serve the needs of their Local in the political arena. The Department will continue to provide trainings on a rolling basis.

Resource Development

Janus Materials

The Department recently compiled and sent out to Districts an IA specific toolkit meant to inform members of what the *Janus v. AFSCME* case entailed, how “right to work” is bad for workers, and what they can do in response to the decision that was made. By outlawing “fair share fees” in the public sector, the *Janus* decision will negatively impact not only the resources of public sector unions to conduct daily business, but also the political power of workers by depriving worker-friendly candidates of campaign funds.

PAC Resources for Locals

The Department has compiled a one-page resource guide for members detailing what the PAC is, how the money is collected and spent, and what the uses of that money are. The Department hopes this guide will provide local union coordinators and PAC activists with the tools needed to discuss the PAC with members. The Department has also created a quarterly PAC newsletter that will be sent out digitally through the Action Network to members currently contributing to the PAC.

Voter Registration

The AFL-CIO asked all affiliates to increase voter-registration figures by 5%. Sims reported that the IATSE has met the 5% goal through constant engagement at

the Districts, providing voter registration materials to the Locals, and through the aforementioned LAN trainings.

MO Release Staff

Sims reported that the IATSE provided release staff to Missouri to work on Proposition A to repeal the state’s “right to work” law. Those efforts contributed to the successful passage of Proposition A.

Task Force Participation

The IATSE Political and Legislative Department currently sits on numerous committees, helping to ensure that the Union’s issues and concerns are on their agenda. Sims reported on the various activities of those committees.

The Department of Professional Employees met with Director Cissna of the U.S. Citizenship and Immigration Service to discuss the ongoing challenges of the O-Visa program and the fraud that continues to plague the procedural process. Along with Motion Picture and Television Department Assistant Director Dan Mahoney, the Department attended a recent meeting to express concerns with the process.

In tandem with the International’s participation in the O-Visa task force, the IATSE sits on the immigration task force which discusses how the labor movement responds to workplace raids by ICE, immigrant detention, child-family separations, and the deportation of community members.

The Department has also assisted in formulating a strategy surrounding the nomination of Judge Brett Kavanaugh to the Supreme Court. Kavanaugh has a track record of favoring corporations over working families, and of greater concern shown little respect for OSHA standards

and workplace safety issues. The Department has met with the staffs of Senators Bill Nelson, Heidi Heitkamp, and Claire McCaskill, in conjunction with other unions, to express concerns over his horrendous record.

The Department is also working to ensure that copyright enforcement issues are addressed during the NAFTA renegotiation process.

Medicare-for-All

The IATSE has signed onto a letter in support of Medicare-for-All, a program meant to guarantee healthcare as a right, not a privilege, to every American in all fifty states and territories. The Affordable Care Act was a mere stepping stone in resolving America’s healthcare crisis. The IATSE has maintained that no person should go without healthcare in the richest nation in the world. It is working on this issue with the National Nurses Union and a coalition of union and non-union partners.

IATSE hosted fundraisers

Linda Sanchez Fundraiser

In this election cycle, the IA hosted its first fundraiser for Representative Linda Sanchez who has been a strong ally of the IA and has worked tirelessly on the Union’s issues. President Loeb was in attendance along with twenty-five representatives from other AFL-CIO affiliates. The event raised \$78,000 for Sanchez’s reelection bid – a \$16,000 increase from the previous IA fundraiser held for Congresswoman Sanchez.

Upcoming Fundraisers

The Department is working with the Union’s partners in California on a fund-

raiser for Katie Hill, the Democratic challenger to current Representative Steve Knight in California's 25th Congressional District. The Department is also coordinating with the IBEW to organize a fundraiser for Tim Greimel who is running for office in Michigan's 11th Congressional District.

Trainings

IATSE Trainings

Sims reported that he participated in the IATSE Training Trust Fund's Train-the-Trainer program in Atlanta, as well as the IATSE Officer Institute 1.0 training, which was also held in Atlanta.

Zone Lead Training

Sims also participated in the AFL-CIO Zone Lead Training in St. Louis, Missouri. The training was multifaceted and encompassed various outreach tools, engagement processes, worksite conversation techniques, and general voter engagement actions that IATSE members can participate in with their local CLCs, state feds, and state AFL programs in tiered states for the election cycle. The goal is to take the training structure and replicate it when visiting Locals to provide structure for their own political programs. While in Missouri, Sims met with Local 6 Business Agent Joseph Ruddand, who attended the St. Louis Labor Federation meeting.

Department Director Dinkel-Smith then reported on various other activities of the Department.

Legislative Activities

National Endowment for the Arts

Director Dinkel-Smith discussed

the Department's efforts in fighting the Trump Administration's repeated attempts to cut the National Endowment for the Arts (NEA), the National Endowment for the Humanities (NEH) and the Corporation for Public Broadcasting (CPB). In cooperation with the Department of Professional Employees, the IATSE launched another lobbying effort to "Save the NEA". IATSE members and other DPE affiliates delivered a unique message about the jobs and economic opportunities the NEA brings to a community due to NEA funding. Dinkel-Smith thanked Local One and Local 764 for sending representatives to assist with lobbying efforts. The effort paid off as the budget that passed the House Appropriations Committee included full funding for the NEA, NEH and CPB.

The fight did not end there, however. In July, on a procedural vote through the Rules Committee, Representative Glen Grothman attached an amendment to cut the NEA by 15% (or \$23,250,000). The Department noticed this early morning amendment and encouraged members to call their Representatives to oppose the Grothman amendment as it was to be voted on the following day (within 24 hours). IATSE members responded and Dinkel-Smith received numerous responses from members of Congress indicating that they would oppose the amendment. In the end, the amendment was voted down by a 2-1 margin.

Net Neutrality

The 2018 legislative session has also seen a dismantling of the Obama-era Federal Communications Commission Net Neutrality regulations. The FCC voted to discontinue the Net Neutrality regulations

in favor of a legislative fix. However, in the current climate, establishing a legislative policy with common consensus is more difficult than anticipated. There have been several attempts to push through the same Obama-era regulatory devices and while the Senate has been receptive, the House is completely stalled. Fortunately, it appears there is bipartisan support for a solution. This past June, Republican Congressman Coffman previewed a Net Neutrality bill which expanded upon the Obama-era regulation and answers many of the IA's concerns.

The Coffman bill would prohibit broadband internet access service providers from blocking or throttling lawful content or applications, and also ban paid prioritization of the changing of interexchange fees. However, and thankfully, it specifically protects efforts to ban unlawful copyright infringement. While this bill would be the answer to much of the IATSE's concerns, it is unlikely to come to fruition in this session of Congress.

NAFTA

The Department has been closely monitoring the on-going renegotiations of the North American Free Trade Agreement, with the aim of ensuring the protection of IATSE members' intellectual property rights. In cooperation with the AFL-CIO Trade Task Force, the Department will continue to lobby members of Congress to put pressure on the United States Trade Representative (USTR) to oppose bad copyright law. As a next step, the Department will be looking to coordinate a specific and specialized briefing from the USTR for a number of the DPE affiliates with a vested interest in ISP policy.

Political Activism

Dinkel-Smith then discussed the Department's political activism activities since the last Board meeting. The Department has coordinated with the IATSE Communications Department, the AFL-CIO, and the DPE a range of issues. The Department has connected with IATSE members almost 62,000 times regarding the Union's political and legislative agenda to encourage political activism. Overall, IATSE members are more engaged than ever in their political process.

To help support local unions efforts to engage their members, the Department has expanded its initial experiment for direct local union coordinator (LUC) outreach. In 2016, the Department initiated monthly political conference calls for all interested LUCs in District 3 to provide support, resources and a direct line of communication with the IA Political Department. This year, the Department has expanded this direct communication to include the LUC in District 3 and District 1. These conference calls will cover topics such as persuasion tactics and the process creating an internal member to member phone bank. So far, the response has been positive and LUCs are already expanding their program to include additional activism.

2018 Elections

The upcoming 2018 U.S. midterm elections will prove a critical year for labor candidates to win elections. The year has already seen a number of Democratic candidates challenging incumbents on the right and left who have not seen a challenger in years, sometimes decades. The new wave of candidates could also bring forth a more diverse Congress;

there are more women and people of color running than ever before. Get out the vote efforts will be vital. The Democrats could gain anywhere from 20-68 seats in Congress.

The IATSE is poised to become an influential entity in seeing many of these candidates win their elections. There are 23 GOP held seats in districts which were won by Hillary Clinton in 2016. Of those 23 seats, 12 overlap with the IATSE geopolitical strengths and there is a total of 18 Congressional seats likely to flip that have significant IATSE strength and density.

In particular, the Department is paying special attention to Katie Hill running in CA-25, Anthony Brindisi running in NY-22, Anthony Delgado running in NY-19, Harley Rouda running in CA-48, Mikie Sherrill running NJ-11, and Brenden Kelly running in IL-12. As Corey indicated, we will be helping to organize labor fundraisers for Katie Hill and Anthony Brindisi.

PAC Requests

The Department asks Locals wishing to request PAC funds for their targeted candidates to submit a letter to the IATSE. The Department has a sample letter available for Locals to utilize for this process.

Department Update

The IATSE has rented space in the AFL-CIO Headquarters in Washington, D.C. for the Department to open an office. Dinkel-Smith invited anyone visiting Washington to pay the Department a visit.

The IATSE has also hired a new Assistant Director – Corey Sims. Corey came to the IATSE from the Communication

Workers of America where he pioneered new data methodology and techniques.

The Department was also saddened by the retirement of former International Vice President and Department Director Walter Cahill. Dinkel-Smith expressed a personal debt of gratitude to Walter for having taken her under his wing and introducing her to the IA family.

President Loeb thanked the Department for its report, remarking that the Department has been effective in getting out the Union's message and inspiring action among its members. The PAC, voter registration, and get-out-the-vote efforts are of vital importance. Finally, President Loeb extended his thanks to retired Vice President Walter Cahill for his work with the Department.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, Joanne M. Sanders, International Trustee Patricia A. White and International Representative Brian Lawlor presented to the Board a report on the IATSE National Benefit Funds.

For the first six months of 2018, on a cash basis, 2018 receipts were 8.5% higher than the same period in 2017. Motion picture production employment continues to account for more than 50% of the contribution receipts. The balance is comprised of all contributions from other industries, including trade show, road shows, box office, sports broadcasting, and amusement parks.

Net assets of the Funds have reached approximately \$1.8 billion as of June 30, 2018. Compared to total net assets

of slightly more than \$1.0 billion as of December 31, 2013, asset levels have increased 62.3% in that period. Comparing year-end 2017 through the first six months of 2018, the net assets of the Funds have increased 1.6%.

As of July 1, 2018, the IATSE National Health & Welfare Fund provides health coverage to 47,266 lives in one of its eight different Plan options. This represents an increase of 35% since 2014.

The IATSE Annuity Fund has over 78,000 active accounts with retirement account balances in individual, self-directed accounts and continues to approach the \$1.0 billion mark.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and approximately 22,000 active working members and inactive vested participants who will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C.

Updated Summary Plan Description booklets are being written for Health & Welfare Plans A and C and for Pension Plans B and C. The Fund Office continues to target the third quarter of 2018 for the distribution of these new booklets and to have them available on the Funds website.

The Fund Office has reorganized its participant services center to direct calls

to specialists. The first few months of this year have shown a much-improved increase in answering calls more quickly and more efficiently. Response time to Annuity Fund withdrawal applications and pension estimate requests has improved with the addition of dedicated staff members for those processes.

Finally, the long process towards a completely new computer system has begun. A vendor has been selected and the contract is being finalized. This will be a years-long process, but it must commence now in order that the systems will be ready to meet the future challenges that growth and changing technology will bring.

President Loeb thanked those reporting and remarked that the overall growth of the Funds during the noted 5-year period is significant. The Union will continue to service our members with these benefits.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John R. Ford, Craig P. Carlson, Political & Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Director Corey Sims updated the General Executive Board on the sta-

tus of the IATSE-PAC since the last Board meeting.

For the period January 1, 2018 to June 30, 2018, the IATSE-PAC received \$98,855.11 in contributions and made disbursements of \$134,405.09.

There were four significant one-time contributions which made up slightly more than one quarter of the contribution amounts. These were \$12,500 from Local 2; \$2,200 from Local 21; \$2,060 from Local 751's raffle; and, \$9,787 from District Convention events.

There are presently 1,032 monthly credit card and payroll contributors from 140 different local unions, and those contributions amounted to just over \$72,000 during the first half of 2018.

A total of \$132,000 was contributed to fifty-nine different campaigns by the IATSE-PAC, a further \$90,000 was contributed by the IATSE Federal Free Speech PAC to five different campaigns, and the State and Local PAC contributed \$2,500 to one campaign.

Director Dinkel-Smith stated that the Political & Legislative Affairs Department is available to assist any and all Locals with their PAC efforts. She specifically thanked Locals 2, 16, 161, 600, 631, 800, and 839 for their efforts in contributing to the IATSE-PAC.

Reporting on the status of the IATSE-PAC were International Vice President Thom Davis, Assistant Director Corey Sims, Director of Political and Legislative Affairs Erika Dinkel-Smith, General Secretary-Treasurer James B. Wood, International Vice Presidents Craig Carlson and John Ford.



President Loeb expressed his thanks for the report and emphasized the importance of raising money so that the Union can participate in politics. He thanked Local 764 for their annual quilt raffle which benefits the PAC. Local 764 raised \$2,200 during the GEB; the raffle is ongoing until October. President Loeb specifically thanked Local 2, which has 614 members—approximately one half of one percent of the U.S. membership yet contributes \$80,000 annually to the PAC each year.

IATSE/ROUNABOUT THEATER PARTNERSHIP

International Trustee and Director of Education and Training Patricia A. White and IATSE Education Outreach Coordinator Jennifer Halpern reported on our IATSE student outreach partnership with Education at Roundabout. They were joined by guests from the Roundabout Theatre's Education Program and the Theatrical Workforce Development Program (TWDP) Jennifer DiBella, Director of Education, Roundabout Theatre Company Karen Loftus, Education Program Manager, Roundabout Theatrical Workforce Development Program Local 764 Mentor Shannon Koger, Local One Mentor Eileen MacDonald Theatrical Workforce Development Program Fellow Leslie Recinos, Cristina Cocadiz, Training Coordinator, Roundabout Theatrical Workforce Development Program Local One Mentors Mike Caffrey and Chet Green TWDP Fellows Miguel Cespedes, Rachell Marcellino and Najiyah Jones.

The IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to the New York City public school populations.

"Hidden Career Path Days" concluded its sixth year this Spring. This program for New York City high school students raises awareness about careers in technical theatre and possible pathways to pursue those careers and educates students about the IATSE and unions. Students rounded out the fall sessions in Stagecraft, Electrics, and Sound with sessions on careers in Wardrobe, Hair and Makeup, and Front of House. After IATSE member-volunteers teach interactive mini-lessons in their craft, such as wig prep, quick changes, and ticket taker responsibilities, to name a few, the lesson continues with tours of Broadway houses such as the Gershwins, American Airlines, Broadhurst, New Amsterdam, Minskoff, and Lyric Theatres. Director White expressed thanks to Local 798 Secretary-Treasurer John "Jack" Curtin, Local 798 Vice President Angela Johnson, Local 751 President Lawrence Paone, Local 306 President John Seid, and Local 764 Secretary-Treasurer Martha Smith for recruiting their members to volunteer and for participating themselves by leading lessons and tours. Of course, thanks go to every member who graciously volunteers their time, some year after year.

Raising awareness about backstage career possibilities is only a first step, and in 2016 the IATSE expanded the Roundabout partnership to include a post-high school program to keep young people moving on the path to good jobs.

The Theatrical Workforce Development Program aims to break down barriers that prevent young adults from joining the industry, create tangible pathways for economically disadvantaged students into satisfying and sustainable careers, cultivate a more diverse technical theatre

workforce, and empower a diverse new generation of theatre professionals.

A multi-tiered application and interview process screens for resilient, self-motivated participants aged 18-24 with a passion and aptitude for technical theatre. They must also show an ability to work non-traditional hours and handle a freelance career. Twenty fellows are selected for the three-year program.

The first year of the program is based at Roundabout Theatre Company and lays a solid foundation for safety, workforce readiness, and technical skills through classroom and hands-on training, and on-site industry visits.

At the end of the first year of the program, fellows are placed in two-month long summer internships with participating employment partners. They receive a living wage and retention support services throughout their internships.

The students also learn what it means to be part of a union and are assigned an IATSE mentor. Mentors are the vital link to the industry for these aspiring theater technicians, who do not have degrees in technical theatre or other connections to our industry.

The mentor's role is to help the fellow forge a successful path to a career backstage, act as a role model, and provide general encouragement on life challenges through meetings and activities. Mentors provide informal guidance around workplace skills, support in locating and accessing industry resources, and assistance building a professional network.

This vital component of the program helps the fellows make a successful transition from training to professional theatre work.

During the second year of the program, fellows are placed as entry level technicians with (non-union, non-profit) employment partner theatres, shops, and other industry related businesses who have added new positions to their employment rosters to participate in the program.

In the third and final year of the program, fellows enter full time into the technical theatre workforce on their own. To ensure a smooth and successful transition from student to professional, fellows continue to receive support, training, and mentorship. Every one of them is working toward the eventual goal of becoming an IATSE member.

Each year, a new cohort of up to twenty fellows begin the program. Starting this fall, the program will serve about forty-five fellows simultaneously.

The first cohort of twelve TWDP fellows have completed their second year of the program and are currently all working entry-level jobs at non-union Roundabout employment partner theatres and shops.

The fifteen fellows of the second cohort have concluded their first year of training and are currently all placed in summer internships with employment partners.

The third cohort of fellows was selected and begins the program this fall.

Various Theatrical Workforce Development fellows and their mentors spoke briefly about their experience as part of this program. Theatrical Workforce Development Program Manager Karen Loftus and Roundabout Theatre Company Director of Education Jennifer DiBella thanked President Loeb for the IATSE's support.

Vice President Claffey expressed his appreciation to Director White and Coordinator Halpern. He stated that he is extremely proud of all of the Local One members who volunteer in these programs. He expressed pride in Local One's involvement.

President Loeb described these collaborations as a total success story. He recalled the evolution of the programs. He remarked that these collaborations with Roundabout are conducive to hope, aspirations and dreams of the student participants.

President Loeb confirmed that inclusion and diversity are achievable goals and the collaborations with Roundabout benefit all parties involved. Stating that the International will not miss these and similar opportunities, he reaffirmed the IATSE's joint effort with the Roundabout. He expressed his deep appreciation to all members and local unions who support these initiatives.

IATSE WOMEN'S COMMITTEE

Updating the Board on their activities since the GEB meeting in Los Angeles earlier this year were Committee Chair and International Vice President Joanne M. Sanders and International Vice President Colleen A. Glynn, International Trustee Patricia A. White, Broadcast Director Sandra England, International Representative Stasia Savage, Shirley Berling of Local 769, and Rachel Stanley of Local 892.

Since the last GEB, the Women's Committee has seen the rise of the number of Local and District Women's Committees across the country. Currently, in the US, there are 4 District and 16 Local committees. In Canada, there are 11 Locals participating in 8 committees.

Each of the Districts was tasked with including a Women's Committee event during its 2018 convention. The following are examples of some of the recent activities based on reports received:

Districts 1 and 2 held discussion-driven networking events focusing on the issues identified by participants. District 1 also determined that due its geographic expanse, the women from the District would be best served by co-chairs, who were chosen during the meeting.

District 3 organized its event around the video from the Women's Committee event held at the 2017 Quadrennial Convention.

District 4 used #MeToo and other current events to define its theme and direct its discussion.

District 9 hosted a dinner the evening before its Convention. As follow up, Locals 476 and 769 decided to combine their efforts into one committee.

Canadian Districts 11 and 12 will be holding a combined event in mid-September at the Canadian Convention.

District 14 will hold a reception for women when it meets in late August.

The Committee reported that on Monday evening, August 6, 2018 the Committee hosted a reception at the General Society of Mechanics and Tradesmen of the City of New York. Roberta Rear-don, New York Labor Commissioner, was guest speaker, inspiring the attendees with her personal story and applauding the IA for its involvement in the community and the greater labor movement. As with past events, this one was supported by funding from the International. Additional in-kind or financial support was provided generously by the following Lo-



The Young Workers committee: International Representative Allison Smartt, Assistant Director of Stagecraft Joe Hartnett, Communications Director Matthew Cain, Communications Coordinator Jonas Loeb and International Representative Jason Vergnano.

cals: 1, 44, 52, 100, 161, 306, 600, 700, 705, 706, 729, 751, 764, 798, 800, 871, 891, 892, ATPAM and USA829.

This was the largest event the Committee has hosted to date, with more than two hundred women in attendance. For each event, the Committee chooses a local charity to support and encourages attendees to make contributions. The New York City local unions which planned this event were applauded, specifically noting the work of Cecilia Friederichs, National Business Manager Local USA829 and Eileen MacDonald, Trustee of Local One/Chair of the Local One Sisters Committee for their tireless work in preparation for the New York GEB. For this event, the designated charity was Girl Be Heard, a 501(C)(3) in NYC which provides at-risk youth with a haven to develop skills in theatre and the arts. Three young women from the program performed compelling spoken word vignettes. The Committee raised nearly \$5,000 for the organization.

On Tuesday afternoon, the Committee held its semiannual meeting. Nearly thirty women were in attendance. The Committee reviewed the strategic plan and identified activities for the next few months. Members were urged to engage

in their election programs to ensure that Labor's voice is heard in the midterms at the city, state, and federal levels. They were encouraged to attend the Education session at this Board meeting to learn how they can get involved in federal, state and local political activities. Other activities discussed included:

Soliciting artwork for a new scarf design. Flyers were available at the registration table this week. A flyer is also posted on the Women's Committee FB page. All entries are due September 30, 2018, by electronic submission to connection@iatse.net. Once a new design is chosen, the scarves will be available for sale at the IA online store.

Tracking Local and District Women's committees by developing a check box to be added to Local profiles on the IA database indicating whether the Local has established a committee.

Developing Social Media campaigns throughout the year around significant dates to keep members engaged and to promote women-centered commemorations such as August 26, 2018—marking the passage of the 20th Amendment—and March 8—International Women's Day, Women's History Month, etc.

President Loeb was especially pleased to learn of the standing-room-only attendance at the IWC event in New York, observing that those who want to join the IWC and participate in its events at the International and Local levels will always be welcome. He commended the Committee for extending their outreach to local charities in the cities/communities where the IWC holds their events. On behalf of the Board, President Loeb expressed their appreciation to and continued support of the Committee.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Matthew Cain, Assistant Director of Stagecraft Joseph Hartnett, Representatives Jason Vergnano, Allison Smartt, and Communications Coordinator Jonas Loeb reported to the General Executive Board on the activities of the Young Workers Committee since the last meeting.

The Committee is fully focused on planning the 2018 Young Workers Conference, which will be held in September in Silver Spring, Maryland. The applications to the Conference reflect the Union's growing diversity. Virtually all crafts are represented, from stagehands and studio

mechanics to amusement employees and motion picture operators. Geographically, applicants hail from Hawaii, Montreal, Atlanta, Winnipeg, and everywhere in between. Women make up more than 40% of all applicants. All one hundred of the available conference spaces have filled up, and applicants are beginning to populate a waitlist.

This Conference will be a way for Young Workers to connect and network, and to strengthen ties among local unions. In addition to teaching attendees about the history of the Union and their place in it, the Conference will focus on political engagement before the upcoming midterm elections, and skill-building sessions that will prepare members to talk to people in their local union and their community about important political issues. Attendees will also be treated to addresses from both President Loeb and from Charlotte, North Carolina City Council Member at-large Braxton Winston, a member of Local 322.

On the Local level, Young Worker Committees have been busy this year.

The Young Workers of the Art Directors Guild Local 800 co-sponsored and organized a bowling event for all of the Los Angeles-area entertainment Locals, to build connections across crafts. The Local 800 Young Workers also helped sort canned goods for the Letter Carriers Food Drive.

In Las Vegas, the Young Workers of Local 720 have focused on internal organizing, especially on strengthening new members' connections with the Union. They teach at new hire orientations and have a buddy system for new referents, to make new members feel welcome. They

have begun hosting movie nights in the back yard of their union hall, to invite other young members into the Local. They even hosted an event during the District 2 Convention, and teamed up with Young Workers Committees from other Locals across the District to provide a welcoming space for anyone attending the meetings.

Young Workers from Local 927 hosted a welcome reception for members attending the International's Officer Institutes in Atlanta in May, two Young Workers from Local 927 attended the Officer Institute 1.0 in Atlanta. Young Workers at the Local are spearheading a number of organizing projects.

In New York, Local 52's Young Workers Committee supported and helped staff the Local's Community Outreach Program's monthly 1st Saturday charity events, cleaning up neighborhoods and distributing food donations around the city. They engaged in activism as well, joining the Young Workers Committee from Local 600 to help organize the Alliance's participation in the New York City Pride March.

This is only a small sampling of the incredible work being done by Young Workers Committees across the IATSE. YWCs are encouraged to reach out to ywc@iatse.net to submit stories about volunteer work they have done or to ask for support to build a Committee.

President Loeb thanked the Committee for their report and expressed his appreciation for the Committee's work. The Committee has become a total success, guiding new members and showing leadership. It is important to have strong, young, trade unionists who understand what their union is all about.

LYNDA.COM

International Trustee and Director of Education and Training Patricia A. White, IATSE Training Trust Fund Executive Director Elizabeth Campos and IATSE Education Outreach Coordinator Jennifer Halpern reported on Lynda.com.

This August marks the end of the third year that the IATSE has partnered with Lynda.com to offer premium annual Lynda.com subscriptions at a significant discount to all IATSE members enrolled through their local unions. The most important announcement regarding this program is that it will continue for a fourth year but will be administered through the IATSE Training Trust Fund and will be free to active IATSE members and all workers covered by IATSE Collective Bargaining Agreements. Year Four subscriptions begin September 1, 2018 and end August 31, 2019.

On September 1, 2018, current active Lynda.com subscriptions for IATSE members in good standing will be automatically renewed. There is no need for those members to take any action, their Lynda.com accounts will simply continue uninterrupted into Year Four and remain active until August 31, 2019.

All IATSE members in good standing not previously subscribed through the IATSE for a discounted subscription can enroll directly through the IATSE Training Trust Fund on September 1st for a free annual premium subscription.

Local union Staff who are not IATSE members and are not otherwise eligible for the free subscriptions through the IATSE Training Trust Fund will be able to purchase \$25 Lynda.com subscriptions

through their local union via the Training Trust Fund.

All local unions with members currently subscribed to Lynda.com through the IATSE will be contacted by the Training Trust Fund with information about how their members can apply for the free subscriptions.

Lynda.com users with active Year Three 2017-18 Subscriptions will be contacted by the Training Trust Fund informing them that their accounts will be automatically renewed for Year Four 2018-19 subscriptions.

Enrollment is ongoing throughout the subscription period and applications and information can be found on the IATSE Training Trust Fund website, at <https://www.iatsetrainingtrust.org/lynda/>.

Approximately 5,000 members are currently enrolled this year in Lynda.com and use it to learn new skills, stay current with technologies, and remain competitive in their chosen craft.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, along with other MPIPHP Directors Ed Brown, Scott Bernard, Patric Abaravich, Colleen Donahue, Cathy Repola, Rebecca Rhine, and Tommy Cole reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of Plan assets, as of December 31, 2017, is approximately \$9.5 billion. The Pension Plan held \$3.8 billion in assets, followed by the IAP with \$4.6 billion. The Active and Retiree Health Plans held \$1.1 billion and \$83 million, respectively. As of

May 31, 2018, the MPI Pension investment returns for 2018 were flat. The MPIPHP assumed rate of return is now 7.5%, lowered from 8% on recommendation of the Plan actuaries.

Vice President Miller and the Directors also reviewed the MPIPHP asset allocation and its impact on the benefit funds at all points in a market cycle. The MPIPHP currently uses a conservative allocation strategy with significant investments that are not correlated to traditional stocks and bonds. This strategy maximizes portfolio diversity and furnishes downside protection to the fund in the event of a market decline or economic downturn.

Vice President Miller reported that the combined hours into the MPIPHP in 2017 were 97 million, which is roughly 2 million more hours than 2016, exceeding the Plan's assumptions. Year-to-date totals through June are consistent with continued growth, and are 3% above the first half of 2017. Employer hourly contributions of \$379 million through May are up by \$26 million from the same period last year. Residual receipts into the MPIPHP in 2017 totaled \$444 million. Through May of this year, residual receipts are trending above 2017 levels by \$14 million.

Vice President Miller then read from a letter from the Motion Picture Plan actuaries, detailing the status of the Motion Picture Industry Pension Plan. According to the Plan actuaries, the Pension Plan will be fully funded by 2032. In order for the Pension Plan to lose its safe status under federal law, it would have to have a negative net investment return of 18% for 2018, 2019, and 2020.

In the recent Basic Agreement negotiations, the parties agreed to increase the annual residual projection to \$430 million. The 2017 receipts exceeded that number and are trending favorably this year. Historically, the fourth quarter is the best performing quarter for residuals. This funding stream must be watched very closely, as viewing habits, distribution methods, and home video markets continue to evolve. Based on the amount of content being licensed to secondary markets, which is driving an increase in receipts, the residual assumptions appear to be conservative.

The Active Health Plan has over 50,000 participants and more than 104,000 covered lives, with an average annualized cost of \$12,000 per eligible participant. Active Health Plan costs continue to trend above last year but below projections. The Retiree Plan consists of more than 14,000 eligible participants and 22,000 covered lives with an annualized cost of \$8,700 per participant. Similar to the Active Plan, costs in the Retiree Plan are trending above the same period in 2017, but below projections. There are currently over 18,000 retirees and beneficiaries receiving pension benefits.

The MPIPHP reported that, as of May 31, 2018, the reserve levels were at 20.3 months in the Active Plan and 9.7 months in the Retiree Plan through May 31, 2018. Current projections indicate that reserve levels will be at 17.5 months in the Active Plan and 11.1 months in the Retiree Plan as of December 31, 2018. At year end, the reserve levels in both Plans will exceed the amounts necessary to trigger the 13th and 14th checks, which will

be paid in 2018 pending ratification of the Basic Agreement.

In January of this year, the Retiree Plan switched to an Express Scripts Medicare Part D Prescription drug program. This program will provide significant savings to the MPIPHP due primarily to incentives and rebates that pharmaceutical companies are required to provide through Medicare that are not otherwise available to the MPIPHP. The Directors of the MPI worked closely with Express Scripts to create a plan that mirrors the current Express Scripts prescription drug plan as much as possible. This complicated benefit change was implemented very well and resulted in minimal disruption to the participants.

In July, the MPIPHP changed its retiree health plan to the Anthem Medicare Preferred (PPO) Medical Plan in place of Anthem Blue Cross. This Medicare PPO medical plan is a comprehensive health plan designed to provide expanded covered benefits compared to the prior Anthem plan. It includes Medicare Part A, hospital benefits and Part B, doctor and outpatient care benefits, as well as other benefits not offered by original Medicare. Additionally, Medicare eligible retirees will enjoy the freedom to see any provider who accepts Medicare – doctors, specialists and hospitals – without a referral. This change did not affect any retiree dental, vision, or pharmacy coverage. This transition, while complicated, was implemented after months of exhaustive planning by the staff at MPIPHP.

President Loeb thanked the Directors for their report and their work, and emphasized the importance of these benefits to the 130,000 active and retired par-

ticipants and their families who receive their health care and pensions through MPIPHP. The healthcare struggle in the U.S. continues to place the burden of providing quality healthcare and viable pensions on the IATSE. President Loeb reiterated that during the recent Basic Agreement negotiations, focus was placed on efforts to increase funding to the MPIPHP in order to secure the Plans. The Basic Agreement tentative agreement will result in over \$153 million dollars in new employer contributions, with no reductions in benefits or increases in participant premiums or out-of-pocket costs. Finally, President Loeb emphasized that the Plan actuaries project that the Pension Plan will remain in the green zone, and be fully funded in short order.

NETFLIX LLC AND BRONZE PRODUCTIONS

International Vice President and Director of Canadian Affairs John Lewis, International Representative Jason Vergnano, IATSE Local 667 Business Agent David Rumley and IATSE Local 667 Business Manager Christian Lemay reported to the General Executive Board on the status of litigation between AQTIS and Netflix in Quebec.

In June 2018, Netflix commenced production on a feature film under the provisional title “Murder Mystery.” Netflix is an American Independent producer and the budget of “Murder Mystery” exceeded \$35 million placing it squarely in the IATSE Sector 4 jurisdiction contemplated by Quebec legislation. Locals 514 and 667 concluded negotiations with Netflix’s head office in Los Angeles and contracts were signed months prior to the start of shooting and there appeared

to be no questions whatsoever as to the appropriate sector.

AQTIS gave notice of its challenge to IATSE’s jurisdiction over this production, claiming it was a domestic production falling under Sector 1, and therefore within the jurisdiction of AQTIS. The basis of the AQTIS claim is that the producer is in fact Bronze Productions Inc., a Canadian company created by Netflix Studios LLC to assist with production of “Murder Mystery.” Netflix’s position, which is being supported by the IATSE as well as the Director’s Guild of Canada, is that Bronze Productions is simply a Canadian vehicle created for the express purpose of assisting with Netflix’s operations in Canada and that all production costs and labour relations are borne by the Netflix USA parent company. Arbitration hearing dates have been set for September 2018.

Despite all the unwanted drama surrounding “Murder Mystery,” IATSE crews have remained professional, providing the quality, skilled craftsmanship expected from an IATSE crew. “Murder Mystery” shooting has been a success without any disruptions, and Netflix management has expressed their appreciation for the support they are receiving from the IATSE.

President Loeb confirmed that the IATSE will continue to support the position of Netflix in this dispute and that the IATSE will not stand by idle when the work properly being performed by IATSE members is being wrongfully claimed by another union.

ORGANIZING DATABASE

International Trustee Carlos Cota, and International Representatives Krista Hurdon, Steven Kaplan, Fran O’Hern,

and Allison Smartt, reported about their efforts to create a useful, modern digital organizing database.

Earlier in 2018, representatives started working to design a new organizing database to supplement the function of the International's current digital membership system. Representative Smartt noted that following the 68th Convention theme of Growth=Strength representatives from Stagecraft, Tradeshow, Broadcast, Motion Picture and Television, and Canadian Affairs recognized the need for a new tool to build up the International's organizing momentum. Representatives from each Department worked with IT Administrator Jimmy Rainey to understand better how non-union employers and workplaces are tracked and what features of a digital database would best serve their organizing efforts.

The International currently utilizes digital authorization for representation cards that are built into the International's existing, secure finance system, which was created and managed by the International's IT provider. The new database will be an expansion of our existing Organizing tab on the finance system, which means many of those using the new organizing database will be familiar with its layout and function. However, the new database will add new ways to search for data and upload relevant organizing information. It will serve as a single collection point for information and a digital location to track the progress of an organizing effort from start to finish. The database will show the unit members that have been active in past organizing efforts. The IA's staff will have the capacity to cross-reference between organizing

drives and departments. Staff can create and better record events within each organizing drive, like meetings. It will allow directed communications to targeted lists of invitees and provide better integration with Representatives' preferred email systems. Representative Smartt noted that workers in our crafts are increasingly interconnected and having tools that reflect this interconnectivity will help us grow stronger. Those reporting thanked President Loeb for his openness to new ideas and willingness to develop modern tools for the work they are doing on behalf the Alliance.

President Loeb acknowledged the vision and creativity that has gone into the planning for the organizing database. It will make the Alliance better equipped to continue its growth through new organizing and we will continue to devote the necessary resources to do so.

POLITICAL AFFAIRS – CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

Ontario Election

In June 2018, Ontario held its Provincial election. There was a major backlash against the incumbent Liberals going into the election. It was the Conservatives' election to lose. Ontario's three contenders for Premier were Doug Ford for the Conservatives, the incumbent Kathleen Wynne for the Liberals, and long-time New Democratic Party (NDP) leader Andrea Horwath. It seemed that labour's

traditional party, the NDP, might have its first real shot to govern Ontario in twenty-three years. IATSE started to work with the Ontario Locals on messaging for an email to members.

On June 7, 2018, the Conservative Party, led by Doug Ford, won a majority government with 76 of the 124 seats in the legislature. The New Democratic Party, led by Andrea Horwath, formed the Official Opposition with 40 seats. The Liberal Party, led by incumbent Premier Kathleen Wynne, dropped from 55 seats down to 7. Without at least 8 seats, this result meant the Liberals lost official party status and recorded both the worst result in the party's 161-year history and the worst result for any incumbent governing party in Ontario. Also, noteworthy – for the first time in their history, the Green Party of Ontario won a seat.

As the largest province, what happens in Ontario tends to have an impact on what happens in the other provinces. In light of these election results, IATSE and its organized labour allies will continue working to fight any regressive legislation coming out of the majority Conservative government.

Residency Guidelines

The documents acceptable for proof of Canadian residency, in order for production companies working in Canada to obtain both provincial and federal tax breaks, have been the subject of collective agreement negotiations in all major Canadian television and film production centres for many cycles. Historically, the Canada Revenue Agency (CRA) has never issued a definitive list of "accepted" documents. In the spring of 2018, however, CRA issued such a list. This list differs

from the documents identified in many of the IATSE collective agreements, so Locals are working with the employer groups to provide clear direction to members in advance of negotiated penalties for failure to provide proof of residency, which apply as of October 1, 2018.

British Columbia Labour Law Review

The British Columbia (BC) Provincial Government has undertaken reviews of their Employment Standards Act and of their Labour Code. This spring, the IATSE made submissions to both panels, seeking amendments allowing automatic certification, shortening the timeline if a vote is still required, and removing the exemption on overtime pay for employees in the animation and visual effects sectors. The outcome of these reviews is expected in the fall.

National Lobby Day

The third annual National Lobby Day, organized by the Canadian Labour Congress (CLC), was held in Ottawa on February 6, 2018. With 323 participants representing unions from all across the country, it was the largest turnout ever. International Representatives Peter DaPrato, Jason Vergnano, and Hurdon were assigned to attend on behalf of the International. CLC Delegate Siobhan Vipond was also in attendance, along with representatives from Locals 210, 514, 634, 667, 822, 849, 856, 873, and 924. The IATSE contingent lobbied government officials on issues like Pay Equity, Pensions, Employment Insurance reform, and labour's largest issue right now – the establishment of a national pharmacare program. Labour's voice is starting to be heard. On February 27, 2018, as part

of the 2018 Federal Budget, the federal government announced that it would be creating an Advisory Council on the Implementation of National Pharmacare, and appointed Ontario's then-Health Minister, Dr. Eric Hoskins, as Chair. On June 20, 2018, the six council members were announced. It is a diverse and experienced council, and even includes Canada's first female Indigenous surgeon. In further support of organized labour's pharmacare lobby, the IATSE Canadian Office sent out a petition in support of the concept of National Pharmacare to every Canadian IATSE member in July 2018 encouraging them to sign it.

Behind the Red Carpet

On February 7, 2018, the Motion Picture Association - Canada (MPAC) held its inaugural "Behind the Red Carpet" event on Parliament Hill in Ottawa, Ontario. The event allows politicians to see the kinds of jobs that are created by the film industry, and what a strong economic driver motion picture production is. International Representatives DaPrato and Hurdon worked with the Locals and the MPAC to coordinate the IATSE's contribution, which included among other things a booth as well as drones and an interactive camera display that allowed Members of Parliament, Senators, and senior staffers to try their hand at pulling focus while someone approached. A special thank you goes out to Christian Lemay, Quebec Business Manager of Local 667, who was instrumental in organizing all of the camera equipment which came from Le Club Kelvin in Montreal and was operated by Local 667 members.

Copyright Law Review

Canada's Copyright Modernization Act contains a clause that mandates a review of the legislation every five years. The federal government is in the middle of that review now. In January 2018, Vice President Lewis and International Representative Hurdon went to Ottawa to lobby the federal government to strengthen copyright protections and to also support the FairPlay Coalition's proposals to the Canadian Radio and Television Commission on internet piracy (which is covered in a separate report). In June 2018, Vice President Lewis also appeared as a witness before the Federal Government's Standing Committee on Industry, Science, and Technology. The IATSE also followed up these attendances with written submissions. It is expected that the Federal Government's review will conclude later this year and will hopefully result in strengthened copyright laws and increased protection for IATSE jobs.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach.

PSAV - ALJ

International Vice President Joanne M. Sanders reported to the Board about legal proceedings involving PSAV in Washington State. Vice President Sanders noted that in December 2015, Local 15 was certified by the National Labor Relations Board (NLRB) as the collective-bargaining representative of PSAV technicians and employees in Seattle, Bellevue, Tukwila, and Tacoma, Washington.

PSAV resisted by filing a request for review of the certification decision with

the NLRB in Washington, D.C. In May 2016, the NLRB denied the request for review. However, during the period following certification, Local 15 also filed unfair labor practice (ULP) charges against PSAV for failure to recognize and bargain with the Union. In June 2016, the parties held their first bargaining session, but negotiations stalled and the Local filed further ULP charges in October 2016, which were later modified in January 2017. In May 2017, the NLRB General Counsel issued a complaint against PSAV based on the pending ULP charges. PSAV denied all allegations. In August 2017, the case was heard in Seattle before an NLRB Administrative Law Judge (ALJ).

While PSAV's dispute was going on in Seattle, Local 8 in Philadelphia was also concluding an organizing campaign with a similar PSAV bargaining unit. At a captive audience meeting the day before the Local 8 election, PSAV CEO McIlwain stated that things were going badly in Seattle and implied that the stalemate in Seattle should serve as a warning to Philadelphia workers that they should vote no in the Local 8 election. This formed the basis, in part, for the ALJ's ultimate ruling that PSAV violated the law as alleged and ordered it to cease and desist from failing and refusing to bargain in good faith with Local 15.

PSAV was further ordered to take affirmative action to remedy its conduct, including bargain with the Union on request, provide the Union with certain company financial information, read an NLRB notice aloud to employees during work time, and post the notice at its locations in Washington. In summary, the ALJ found that PSAV's bad faith was

amply demonstrated by the totality of its conduct throughout negotiations. Specifically, PSAV negotiated with a predetermined rigid resolve not to budge from its initial position. It maintained throughout, its original, unchanged positions as to the key economic provisions involving wages and benefits. And as noted, PSAV CEO, McIlwain's statements to Philadelphia employees were further evidence of its bad faith.

Because the ALJ found PSAV to be a "recidivist violator of the Act," he enlarged the Union's post-certification protection to ensure employees fairly have the right to negotiate a first contract. Local 15's certification would begin when PSAV finally provided the Union with requested information and began the bargaining process anew. PSAV filed exceptions to the ALJ's ruling on June 1, 2018, and the other parties have responded. It is expected that several more months from now, a final ruling will follow by the NLRB.

President Loeb found PSAV's conduct reprehensible and unbelievable. He expressed his view that the strong language used by the ALJ was appropriate to describe the circumstances and thanked Vice President Sanders for her report.

ROCK LITITZ

International Vice President Michael Barnes, Assistant Director of Stagecraft D. Joseph Hartnett and International Representative Daniel Little reported on Lititz, Pennsylvania. Lititz is located approximately ninety miles west of Philadelphia, bordered to the west by Harrisburg Local 98 and to the North by Reading Local 97. Locals 200 Allentown, Local 8 Philadelphia and Local 82 Wilkes Barre are also in the surrounding vicinity.

Initially located in Lititz were three major theatrical shops. Tait Towers, Claire Brothers and Atomic Lighting. In September of 2014, the three companies with six additional investors opened the first phase of Rock Lititz, a planned \$100 million campus.

The agreement between the International and Tri State Staging covering the Rehearsal Hall at Rock Lititz and various locations in Philadelphia expired in September 30, 2017. The crew through their self-appointed bargaining committee submitted a number of proposals that were successfully bargained into a new three-year agreement which was ratified by the General Executive Board.

As a result of any investigation pursuant to the International Constitution a request for a charter for stagehands working at Rock Lititz and its supporting companies has been submitted with the required signatures along with over one hundred applications for membership in the newly chartered Local, Local 501.

The jurisdiction of the charter includes the Rock Lititz campus. This jurisdiction limits the impact on existing charters and covers companies located on the campus.

Theatrical companies within this proposed jurisdiction include: 4 Wall Entertainment, Atomic Lighting, Bom Bom, Clair Global, Clair Brothers, Clair Solutions, CM Entertainment Technology, Control Freak Systems, Custom Audio Electronics, Cybermotion, Jerry Harvey Audio, Mojo Barriers, Olympic Case, Opus Films, Pyrotek, Quaker Storage, Road Radios, Rock It Cargo, StageCo, Stray, Tait, Tour Supply Company, Upstage Video, Yamaha.

On June 22nd, Vice President Barnes, Assistant Director Hartnett and Representative Little attended a meeting of stagehands working at the Rock Lititz Complex in Lititz, Pennsylvania. An overview of the IATSE was given at the meeting using the presentation developed by the IA through the Education Department. The presentation was adapted to be geared to the workforce at Lititz. Town hall meetings and training seminars are being scheduled to answer questions and continue the process of establishing Local 501.

President Loeb remarked that Local 501 has tremendous opportunity and potential in Rock Lititz. He reminded Locals that they have an obligation to and they must organize unrepresented workers in their jurisdictions. If there are any performing arts/entertainment spaces in any jurisdictions and the workers are not union, local unions should be contacting those workers.

President Loeb acknowledged the tireless efforts of Vice President Barnes as well as Assistant Director Hartnett and Representative Little, highlighting Rock Lititz as a "great example of organizing."

SEXUAL HARASSMENT COMMISSION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. reported to the Board on the establishment and progress of the Commission to Eliminate Sexual Harassment and Advance Equality in the Workplace. The Commission was formed late last year by the major stakeholders in the motion picture and television industry. The formation of this Commission was spurred on by the multitude of sexual abuse scan-

dals in the industry. Lucasfilm President Kathleen Kennedy spearheaded the effort. The Commission is to be chaired by Anita Hill. Ms. Hill is currently a Professor of Social Policy, Law and Women's Studies at Brandeis University.

The Commission will be focusing on issues related to sexual harassment, power disparity, equity and fairness, safety, reporting and training, as well as research and data collection.

The Commission itself consists of Union Leaders—President Loeb is a Commissioner—studio heads, agencies, the AMPTP, the AMPAS, and others. The member entities are funding this venture.

Vice President Miller is a delegate to the Commission and has agreed to serve on the committee to assist in the crafting of governance bylaws and principals. Operations are in the process of being established. Incorporating, office space, IT, phones, additional infrastructure issues are being addressed. Meetings were held in April and again in July. Member organizations have committed to five years of funding, including a \$250,000 outlay from the IATSE. The initial startup budget for the organization is in the \$5 million range.

Vice President Miller reported that at the most recent delegates meeting, presentations were made by two companies regarding reporting mechanisms that use technology to provide a safe and efficient structure for reporting harassment and abuse. These are being considered as an industry wide approach to reporting.

Vice President Miller presented Anita Hill with the Local 871 Pay Equity Study as part of the equity component of the Commission's mission. This will be added

to the agenda and included in the work of the group.

Future meeting of both delegates and Commissioners have been scheduled and Vice President Miller will update the Board at future meetings.

President Loeb thanked Vice President Miller for his report and his work on the Commission. President Loeb reiterated that the IATSE is committed to taking an active role on the Commission.



CLC Delegate Siobhan Vipond discussed her participation in the United Nations Commission on the Status of Women.

UN COMMISSION ON THE STATUS OF WOMEN

Canadian Labour Congress Delegate Siobhan Vipond represented the International at the 62nd Session of the United Nations Commission on the Status of Women which was held in New York City. The Canadian labour delegation was fifty-five unionists strong and led by Marie Clarke Walker, Secretary Treasurer of the CLC and Vicky Smallman, Director of Women's and Human Rights, CLC.

Established in 1946, the UN Commission on the Status of Women (CSW) is the

principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. The CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

This year's annual session had over 4,000 participants attending 600 side events and 400 parallel events in and around the UN. Delegate Vipond presented at the CLC's parallel event #Done-Waiting (co-hosted with Native Women's Association of Canada and YWCA Canada) on "Just Transition with a Feminist Lens: Alberta's Coal Transition." The Alberta Minister for the Status of Women and her chief of staff attended the presentation and made themselves available after the session to discuss various issues including childcare, public education, pensions and government spending.

In addition to Labour Caucus meetings and the Canadian Reception hosted by the Canadian Embassy, Delegate Vipond attended various side and parallel events including:

- Parliamentary Meeting at the 62nd session on the Status of Women: Parliaments deliver for rural women and girls by Inter-Parliamentary Union
- Investing in rural workers for the economic participation of rural women and girls by Ireland, World Health Organization, International Labour Organization and UN Women
- Making Trade Agreements Work for Rural Women by United Nations Conference on Trade and Development and the Asian Pacific Forum on

Women, Law and Development

- Opportunities and Instruments for Promoting the Employability of Rural Women by Hungary
- Core Issues of the Women and Media Agenda by Mexico, Portugal, United Nations Educational Scientific and Cultural Organization and Global Alliance on Media And Gender
- Rights, roles and realities – Nordic strategies for gender equality by The Nordic Council of Ministers
- Access of women to sexual and reproductive health: Impact on the acceleration of demographic transition by Burkina Faso
- #MeToo – Now What? Women in the media: from outcry to action by Norway, UN Women and the Guardian

Special attention was paid by the trade union delegation to language around equal pay, access to education, references to decent work, rights at work including the freedom of association.

The AFL-CIO Women's Global Leadership program is held in conjunction with the UNCSW and Vice President Joanne Sanders was in attendance. Delegate Vipond addressed the AFL-CIO Global Leadership program to speak about Just Transition in Alberta. She recounted that opportunity as a great experience to discuss this and other issues with leaders and decisionmakers in a room of fifty union sisters.

Delegate Vipond stressed the importance of the International's participation in the UNCSW, noting the constant pressure on member states to weaken language around women's rights. She observed that trade unionists are in a unique position to speak up for all women workers. The

agreed-upon conclusions and the work of the CLC shapes the discussion around what needs to be done to reach full equality for women and girls in the United States, Canada and around the world.

Delegate Vipond expressed her sincere appreciation to President Loeb for his support, as well as Vice President and Director of Canadian Affairs John Lewis. Of President Loeb, she remarked, "the leadership you have shown by recognizing the place women have in the IA and the work needed to ensure equality for all members are greatly appreciated."

Vice President Sanders noted that Delegate Vipond's presentation as part of the CLC's parallel events "was phenomenal and well-received". President Loeb thanked Delegate Vipond for her very able representation of the Alliance in Calgary, Alberta as Secretary-Treasurer of its labour federation and on the International stage.

UNI WORLD CONGRESS

International Vice President and Director of Canadian Affairs John M. Lewis and Communications Department Director Matthew Cain reported to the General Executive Board on recent initiatives of UNI and UNI-MEI, and their attendance, along with President Loeb, at the UNI World Congress held in Liverpool, England.

Vice President Lewis explained that UNI Global Union, based in Nyon, Switzerland, represents more than 20 million workers from over 900 trade unions. Through its Sector Global Unions, UNI represents workers in a number of sectors including Media, Entertainment and the Arts. The IATSE continues to be an affiliate and strong supporter of UNI and UNI-MEI.

The UNI World Congress was recently held in Liverpool, England and attended by over 2,000 delegates representing 110 countries. President Loeb, Vice President Lewis, and Director Cain attended the Congress. The theme of the Congress was "Making it Happen" and there were numerous inspirational stories showing progress being made in regions throughout the globe. Examples of these successes include: UNI has negotiated fifty-three global framework agreements with companies to allow workers the right to organize in countries like Indonesia, Colombia, Palestine, Korea, Poland and others where workers have few resources and face legal obstacles to organizing; UNI has established two organizing centres, one in Central Europe and one in Colombia, which aim to find, train, and employ young workers who will then offer expertise and experience on campaigns started by locals unions; UNI is supporting the union movement in the Middle East and North Africa as they win the fight for democracy, freedom, and justice; UNI is working with unions throughout South America where it is realizing gains in breaking the cycle of violence against trade unionists and creating a safe environment for trade union work; UNI is one of founders of the Bangladesh Accord, a binding and enforceable agreement which protects garment workers in Bangladesh from the unacceptable dangers of fire and building hazards. Almost 100 brands and retailers have now signed the Accord and more than 2 million workers work in factories covered by the Accord where tens-of-thousands of serious safety hazards have been abated. When brand signatories failed to comply

with the Accord, UNI lead the effort to bring cases to arbitration and then negotiated settlements totalling nearly \$3 million. A second Accord went into effect in June 2018.

The Congress saw the retirement of its founder and General Secretary Philip Jennings. He was replaced by Christy Hoffman, an attorney whose experience includes working with the International Brotherhood of Teamsters and the Service Employees International Union. President Loeb was also unanimously re-elected as a vice president of UNI-MEI and UNI Global Union World Executive Board. President Loeb's portfolio includes responsibility for the sector group which deals with the special concerns of unions and similar associations whose members are engaged in mass media, entertainment, and the arts.

Toronto has been named the host city for the 2022 UNI Global Congress. The IATSE is one of the organizations helping to organize the event. In October 2018, Toronto will also host the meeting of UNI-MEI executives. The main focus of the meeting will be on global efforts to fight digital theft.

President Loeb thanked Vice President Lewis and Director Cain for their report, and stated that the IATSE's participation in UNI continues to be an important initiative because it allows the IATSE an opportunity to build relationships and global allies with shared views. He confirmed his commitment to bringing issues important to the IATSE to the UNI table to ensure the organization's initiatives remain relevant to the IATSE.

VSTAR

Assistant Stagecraft Department Di-

rector Joseph Hartnett reported on his assignment with International Representative Stasia Savage to renegotiate the Pink Contract with VStar. VStar is a live entertainment production company that produces touring children's shows such as "Paw Patrol" in competition with Feld/Disney on Ice. The IA's new collective bargaining agreement contains significant improvements. Several contract changes have incorporated standard terms that appear in other, more favorable contracts. Crew housing costs are now paid entirely by the company, substantial wage increases, all work calls and rehearsals are now fairly compensated. Other changes included meal period improvements and annuity increases. Assistant Director Hartnett thanked crew members Megan Kraft and Ryan Church for their assistance during negotiations. Representative Savage expressed her view that this very productive negotiation resulted in an attractive contract for the members. President Loeb noted that the company is now prospering and successful under new ownership. He agreed that this is a significant contract and thanked those reporting for their work.

LOCAL NO. 18, MILWAUKEE-WAUKESHA

Re: Milwaukee Bucks

On January 26, 2018, Local 18 requested the assistance of the International in connection with several organizing projects in Milwaukee. President Loeb assigned Vice President Craig Carlson to assist. Vice President Carlson updated the Board on the campaign, reporting that he is utilizing all available resources at his disposal including public relations, media, political/governmental, as well

as relationships with the AFL-CIO and other state and local labor bodies.

President Loeb assured Vice President Carlson that Local 18 would have the support of the International in its fight to uphold the area standards for stage and arena employment in the Local's jurisdiction. He thanked Vice President Carlson for his comprehensive and tireless campaign on behalf of Local 18.

LOCAL NO. 129, HAMILTON, ON

Re: F&D Scenic, Great Lakes Agreement

International Vice President Damian Petti, IATSE Local 129 President Cindy Jennings and IATSE Local 129 Business Agent Gary Nolan provided the General Executive Board with an update on IATSE Local 129's efforts to secure a renewal collective agreement with Great Lakes Scenic Studios located in Burlington, Ontario.

Vice President Petti explained that Great Lakes Scenic Studios is affiliated with F & D Scene Changes located in Calgary, Alberta and together the two locations employ over one hundred IATSE members on a full-time basis and, on occasion, employ upwards of 350 members at any given time. In recent years, the scene shops have grown and now operate globally on projects like museum displays, theme parks, Broadway sets, cruise ship sets and trade shows.

Vice President Petti confirmed that Local 129 reached a three-year renewal collective agreement with Great Lakes Scenic. Highlights include overall increases in wages in each of the three years of the agreement, increase in personal safety equipment allowances, new shift differential language, shift premium for hours worked between 10:00 p.m. and 6:00 a.m.,

the addition of language confirming an employee's right to certain paid and unpaid leaves and yearly employer contributions, to the IATSE Training Trust. Vice President Petti concluded the report by recognizing the efforts of Local 129 President Jennings throughout the bargaining process.

President Loeb congratulated the Local on its success in securing a renewal agreement.

LOCAL NO. 212, CALGARY, AB

Re: XA and/or Experience Ambassadors Ltd.

International Vice President Damian Petti and IATSE Local 212 Business Agent Ian Wilson provided the General Executive Board with an update on its application to certify XA and/or Experience Ambassadors Ltd. (XA).

Vice President Petti explained that Aurora Cannabis Ltd. (ACL) is a publicly traded cannabis distributor that launched a major public relations campaign in Canada designed to position ACL as one of the top Canadian suppliers of recreational cannabis. ACL's public relations campaign included a series of twenty free concerts in several Canadian cities entitled "Aurora Illuminated". ACL engaged XA, a non-union event staffing company, to provide stage crew for one of these ACL concert events scheduled to take place in July 2018 during the Calgary Stampede in Calgary, Alberta. XA was unable to fully staff the ACL concert. Local 212 reached out to XA to offer staffing assistance and ended up supplying 28 of the 29 available stage hand positions for the ACL concert.

President Loeb applauded Local 212's efforts to seize an opportunity to orga-

nize a key non-union staffing agency and encouraged other Locals to identify their own organizing targets.

LOCAL NO. 514, MONTREAL, QC

Re: Construction Agreements

International Vice President and Director of Canadian Affairs John Lewis and International Representative Jason Vergnano provided the General Executive Board with an update on IATSE Local 514's efforts to negotiate renewal collective agreements covering film and television construction work in the Province of Quebec.

In March 2017, Assistant to the President Sean McGuire and International Representative Vergnano were assigned to assist IATSE Local 514 in negotiating renewal collective agreements with construction companies operating in Quebec, like Brochu Enterprises, FADA Inc., and Mordicus Concepts and Creations. Heading into these negotiations, the primary objective was to find creative solutions to manage the effect Quebec legislation regulating construction work had on the Local's relationship with its construction employers while also putting an end to a pattern of ever-increasing jurisdictional erosion through the use of non-IATSE labour.

Initial meetings with the employers were contentious, however, the Local stood firm in its resolve with Local 514 President Danny Matthews and Local 514 Business Manager Chris Bergeron taking the lead. A renewal agreement was first reached with Brochu that set out a process for hiring and the use of permit workers. Once the Brochu agreement was finalized, it served as a template that

was substantially accepted by FADA and Mordicus. These members will see wage increases in their hourly rates in each year of the collective agreements in addition to increased employment opportunities flowing from the new contractual language that secures the Local's jurisdiction over construction work.

President Loeb congratulated Local 514 on reaching renewal agreements for its construction department membership and commended the Local for its resolve in taking steps to secure contractual language that protects the Local's work jurisdiction.

**LOCAL NO. 917,
ATLANTIC CITY, NJ**

Re: Hard Rock Casino

International Vice President Michael Barnes, Local 917 President Barry Flem-

ming and Business Agent-Treasurer Darryl Stark reported to the General Executive Board regarding Local 917 and their casino negotiations. The International has been assisting the Local with an organizing drive at the Hard Rock Casino, Atlantic City New Jersey which ended successfully. The Hard Rock Casino in Atlantic City opened June 28, 2018 replacing the Trump Taj Mahal Casino that had operated in that location since 1990.

Vice President Barnes reported that negotiations with the employer will begin in August.

Vice President Barnes thanked Vice President Daniel Di Tolla and Assistant Director of Stagecraft D. Joseph Hartnett for their timely assistance. He also mentioned that Local 917 Business Agent Daryl Stark worked tirelessly and used a

sophisticated approach to track and document the card count process.

President Loeb congratulated everyone who made this organizing drive a success. He observed that Hard Rock and other employers continue to bet on Atlantic City which is encouraging for that community. He noted that union wages will at Hard Rock preserve the area standard the IATSE workers and indeed raise the bar for everyone in the gaming industry in Atlantic City.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:30 p.m. on Thursday, August 9, 2018.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
SHERATON NEW YORK TIMES SQUARE • NEW YORK, NY • AUGUST 7, 2018

Since the last meeting of the Defense Fund Committee in Los Angeles, CA on Jan. 30, 2018 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 7, Denver, CO, Denver Center Theater Company Organizing- Legal	\$ 2,957.50	INTERNATIONAL	
Local No. 56, Montreal, QC, Solotech Organizing - Legal	301.81	IATSE - AXA Equitable, Intrepid Theatre, Life Briefly, Palace Sports & Entertainment, Weinstein Bankruptcy- Legal	7,336.94
Local No. 58, Toronto, ON, Toronto Int'l Film Festival Inc./ Audio Visual Services - Legal	1,501.14	IATSE - AQTIS - Legal	13,370.20
Local No. 69, Memphis, TN, J & S Audio Visual RC Petition - Legal	13,379.62	IATSE - Basic Agreement- Legal	100,480.02
Local No. 122, San Diego, CA The Old Globe - NLRB - Legal	1,275.00	IATSE - Black Walnut, Misc. - Legal	8,231.79
		SUB TOTAL:	\$ 129,418.95
Local No. 154, Ashland, OR, Oregon Shakespeare Festival - Legal	2,940.75	LOBBYING AND CONSULTING	
Local No. 158, Fresno, CA, SMG Phantom of the Opera Grievance/Show Call Overtime Grievance- Legal	12,930.50	Thorsen French Advocacy	60,000.00
		SUB TOTAL:	\$ 60,000.00
Local No. 205, Austin, TX, Zach Organizing- Legal	706.25	EDUCATION	
Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/Ste-Foy - Legal	17,683.53	LEAP Reimbursements to Locals/Officers	20,422.51
Local No. 479, Atlanta, GA, ASA/Fox - Legal	731.25	Misc. Training/InfoComm/Instructors	332,171.33
		SUB TOTAL:	\$ 352,593.84
Local No. 709, St. John's, NL, Merger Local B-898 - Legal	1,906.88	GRAND TOTAL:	\$ 614,998.67
Local No. 731, Rapid City, SD, Local vs Rapid City Civic Center – Legal	7,828.10	Respectfully submitted by:	
Local No. 757, Gross Pointe Woods, MI, Michigan Opera Theatre Negotiations - Legal	2,139.60	s/Matthew D. Loeb	
		s/Colleen A. Glynn	
Local No. 828, Province of Ontario, Shaw Festival/Young People's Theatre - Legal	6,703.95	s/James J. Claffey, Jr.	
		s/John M. Lewis	
		s/Daniel Di Tolla	
SUB TOTAL:			\$ 72,985.88



You Have Money Waiting for You

The IATSE National Pension Fund needs your assistance in locating the members listed below. They, or someone in their family, may be entitled to benefits through the Fund. If you think you have contact information (address and/or phone number) for anyone listed below, or think you may know someone related to them, the Fund Office needs your assistance. Please call us at 1-800-456-FUND (3863) with any information you may have. You can email the Fund Office if that is easier at psc@iatsenbf.org. If you prefer you can let the person(s) named know that they should reach out to the Fund Office as they may have benefits due them.

PENSIONERS ON-HOLD AS OF 09/01/2018

Adams, MichaelFNDOF	Furtado, RitaUnknown	Nicorvo, Andrew.....21
Allen, Harley618	Furtado, Janie.....611	Nicorvo, Gina.....21
Alvear, Raquel150	Gaynor, Earl504	O'Connor, Verle153
Baez, Michael600	Gibbons, Kathleen B306	Oravetz, Raymond..... B306
Bailey, Amparo.....169	Gil, Sonia H63	Owen, Betty.....181
Bank, David..... B306	Gilliard, Beatrice B306	Perez, Aureo H63
Bennett, Frances B306	Gonzalez, Jackelyn..... B306	Racine, Fared.....611
Blades, VictoriaUnknown	Goodridge, Sly500	Roelsgaard, Niels.....150
Bradford, Laura.....127	Gruber, Kenton504	Roux, Ora645
Bray, Robert166	Harmon, Lou504	Savas, Aspacia..... B306
Cambio, Carmella..... B306	Harper, Donald.....536	Schildknecht, Melba6
Campbell, Barbara.....627	Hicks, Barbara..... H63	Sites, DonaldUnknown
Cannon, Pearlle.....76	Kaminsky, Seymour..... H63	Sogren, Frank..... H63
Carrington, Marylin.....Unknown	Kunz, LorraineUnknown	Stewart, Dean.....Unknown
Caruso, Ralph627	Langley, Doyle.....127	Stratton, Ursula.....163
Casali, Dortha169	Ledermann, Helena H63	Swanson, Karen.....219
Chappelle, Lila H63	Licursi, EugeneUnknown	Talisman, June..... B306
Connell, Joan76	Lovette, Melanie..... B183	Thomas, Sylvah.....Unknown
Cresto, Rudy..... B183	Manso, Anthony B306	Thompson, Timothy632
Davenport, PriscillaUnknown	Mc Cray, William H63	Vancooten, Maurice B306
Digiovanni, Constance..... B306	Mc Williams, JohnUnknown	Vernon, Mary480
Ewing, ClarenceUnknown	Mcafee Jr., John.....Unknown	Waldherr, Mark.....645
Figgs, George.....181	McDevitt, Michael.....8	Wynters, ArthurUnknown
Flaherty, Anna..... B306	Mcloughlin, Peggy H63	
Formosa, Adeline.....Unknown	Mulry, Sharon194	

IN MEMORIAM

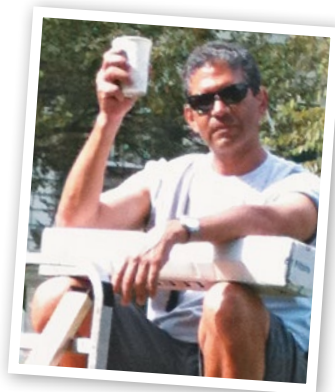
LOCAL 487 REMEMBERS DAVID WILKINS

David “Dave” Earl Wilkins, age 54, passed away on the afternoon of Saturday, June 23, 2018. Dave came in to the world on June 11, 1964 in Washington, DC.

After Curry College he worked as a copy boy at the Washington Post before switching to photojournalism. This led him to his professional home in TV and Film. Dave started working at a DC rental house and the decision carved out a path that would define his life. He was a member of Local 487 for twenty-five years and was delighted in that solidarity.

Never an elected officer of the Local, Dave was still responsible for organizing a large part of the technicians still working today. He always found the time to answer questions

about work or life. Dave was a physical presence on any set and knew that he could engage anyone in a teachable moment. As a Shop Steward, Dave was never happier than to make sure we all worked in a safe environment. Always quick to recite a safety guideline or established policy. He fought hard for the people he worked with and harder for those that struggled. He thought of every member of Local 487 as family. Dave was an example to every member he came across and left behind an enduring legacy in the Mid Atlantic. A true brother to the end.



REMEMBERING GAVIN CRAIG

Gavin Craig was President of IATSE Local 891 from 1998 - 2002. After a change to the International Constitution and Bylaws that increased the number of International Vice Presidents from 11 to 13 and required that one Canadian Interna-

tional Vice President must come from District 11 and another from District 12, Gavin became the first International Vice President from Western Canada (District 12), at the 2001 Quadrennial Convention in Chicago, and held that position until 2003.

He was first initiated into Local 891 as an Editor, March 22, 1964, at the age of 20. He had just arrived from Glasgow, where he had been working in Scottish Television. He withdrew from 891 to pursue other career opportunities, and rejoined in April 1985. Though reinstated into the Editing Department, Gavin worked in the Grip Department as a Grip,

Leadman, Rigging Grip, Best Boy, and Key Grip. In 2008, he was elected Chair of the Grip Department, and provided leadership to that Department for ten years, resigning only recently due to his health concerns.

Gavin was a proud and active IATSE 891 member, serving on several Bargaining Committees, the Governance Committee, and the Good & Welfare Committee, as well as giving many career talks to secondary and post-secondary students. He was also involved with training permittees and members. He developed and facilitated the IATSE Local 891 Basic Grip Training workshop and assisted the Lighting Department with their Basic Lighting Workshop.

Throughout all of this, and with an ever-present twinkle in his eye, Gavin entertained everyone with his stories of the industry. He was IATSE 891's “go-to” parliamentarian and never missed a meeting, if he could help it. He was a trade unionist to his core. To say that the Local will feel his loss doesn't begin to cover it. Farewell, Gavin.



LOCAL 98 REMEMBERS GEORGE C. WILEY, SR



George C. Wiley, Sr., 94, passed away on February 22, 2018 in Lancaster PA. Brother Wiley served our country in the United States Army during World War II and enjoyed a long and distinguished career with IATSE beginning in 1953 with Lancaster Local 247 and as a member of Harrisburg/Hershey Local 98 since 1972. George remained active in Local 98, and as recently as December of 2017, George was running spotlight for Ice shows and Ice Hockey games. George will be missed by all of his Brothers and Sisters in Local 98. Rest in Peace, George.

LOCAL 728 REMEMBERS GREG LANGHAM

Former Local 728 President and Executive Board Member Brother Greg A. Langham passed away March 25, 2018. A member since 1976, Greg served as Vice President 2008-2010, and then as President 2010-2012. He was an Executive Board member 2012-2013 and a Convention Delegate for seven years. Greg also served as Chair, Co-Chair or as a member on a number of Local 728 committees including Constitution and Bylaws, Trial Board, Public Relations, and Convention Delegate Committee. He was 65 years old.



THANK YOU

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

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

Contributor

Bruce Haines
IATSE District 2
IATSE Local 631
IATSE Local 796
Mark Kiracofe
PP# Productions, LLC
Robert Score
Stu Segall Productions, Inc.

In Memory Of

Bill Hamilton
Fund Contribution
Elizabeth Wood
Fund Contribution
Fund Contribution
Fund Contribution
Walter Kaiser
Fund Contribution

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Albert J. Carroccia	1	Frank Quinlan	8	Robert E. Thurmond, Jr.	33	Corey Mitchell	44
February 28, 2018		January 16, 2018		April 8, 2018		April 23, 2018	
Guy T. Caso	1	Philip Albino	9	James A. Welbourn, Jr.	33	Speed Lee Stearns	44
June 30, 2018		May 15, 2018		May 28, 2018		April 10, 2018	
Rickey Corby	1	John J. Moore	9	Kenneth Ferguson	38	Kenneth E. Tarallo	44
January 28, 2018		May 7, 2018		January 31, 2018		December 6, 2017	
Raymond J. DeVerna	1	Daniel Gill	10	Dominic Diecidue II	39	Gerald S. Upham	44
June 12, 2018		February 24, 2018		May 18, 2018		November 19, 2017	
Marvin Duckler	1	Kelly T. Winn	11	Robert J. Heintz	39	Rodney D. Willis	44
January 24, 2018		August 17, 2017		May 7, 2018		June 16, 2018	
Robert S. Gardner	1	Charles F. Stockton	12	Paul B. Anderson	44	Ray E. Wright	44
March 31, 2018		June 30, 2018		December 24, 2017		January 19, 2018	
Sander J. Hacker	1	Scott H. Peters	13	John R. Angel	44	Mort Zwicker	44
January 5, 2018		December 1, 2017		January 27, 2018		April 3, 2018	
Alfred B. Harris	1	Larry Eisler	16	Wayne H. Bilson	44	Mark K. Haney	50
April 10, 2018		June 17, 2018		January 16, 2018		April 6, 2018	
William L. Hauser, Sr.	1	Jay Jaworski	16	James C. Bolle	44	Robert F. Balzarini	52
May 3, 2018		May 18, 2018		January 21, 2018		April 21, 2018	
Timothy C. Kelly	1	Thomas D. Rienecker	16	Leslie T. Butcher	44	Michael J. Cavotta	52
January 12, 2018		February 10, 2018		January 11, 2018		February 26, 2018	
Norman E. Kirtland, Jr.	1	Jonathan J. Young	16	Carl R. Butz	44	Peter J. DeVerna	52
March 12, 2018		January 7, 2018		December 7, 2017		December 21, 2017	
Michael Leston	1	Patrick Malone	17	Jose A. Delgado	44	Edward F. Dolan	52
April 14, 2018		March 25, 2018		January 12, 2018		February 23, 2018	
Harry O'Toole	1	James G. Peck	22	Salvatore Esposto	44	Daniel T. Espy	52
May 5, 2018		March 12, 2018		February 28, 2018		January 21, 2018	
Thomas Schaefer	1	Eugene S. Borek	26	Stephen R. Ferry	44	Kenneth Hammer	52
March 8, 2018		March 22, 2018		April 8, 2018		April 5, 2018	
Robert E. Siegel	1	John S. Hyatt	26	Neil A. Gahm	44	Glenn Heap	52
May 25, 2018		April 7, 2018		April 6, 2018		February 17, 2018	
Vincent Tirone	1	Jonathan R. Morton	28	Thomas R. Gark	44	Bernard F. Kelly	52
February 18, 2018		June 28, 2018		February 8, 2018		January 9, 2018	
William J. Biltgen, Sr.	2	William D. Caffery	30	Rocky A. Gehr	44	Harold R. Kelly	52
March 13, 2018		January 6, 2018		May 22, 2018		June 13, 2018	
Patrick A. Donahue	2	Michael L. Luke	30	B. Russell Hessey	44	Demetrius Lewis	52
March 3, 2018		April 28, 2018		April 10, 2018		February 15, 2018	
James M. Hogan	2	Joseph Quinn	30	John K. Izumi	44	Amy L. Marshall	52
March 22, 2018		April 7, 2018		April 28, 2018		May 15, 2018	
John Streichhirsch	2	Daniel Welling	30	Chris Jordan	44	Aaron Padwee	52
April 12, 2018		January 10, 2018		February 5, 2018		May 29, 2018	
Kevin C. Brady	3	William P. Brenner	31	Leon E. King	44	Kenneth J. Shean	53
February 16, 2018		August 21, 2003		February 11, 2018		January 21, 2018	
Robert D. Miller	3	William G. Brown	31	Anthony Kinman	44	Raymond M. Page	55
January 30, 2018		January 29, 2018		May 4, 2018		March 6, 2018	
Jan Vojta	3	Elaborio M. Alarcon	33	Robert L. Knott	44	Brendan D. Fogarty	56
June 7, 2018		February 8, 2018		June 29, 2018		May 9, 2018	
Gregory Gilliam	4	Bryan Correa	33	Joseph Leon	44	John Beirne	58
February 9, 2018		April 21, 2018		April 23, 2018		June 20, 2018	
Lawrence G. Berryman	5	Bernard Flanigan	33	William L. Luckey	44	Walter F. Busch	58
April 5, 2018		March 3, 2018		January 22, 2018		May 20, 2018	
Lawrence F. Hennessy	6	Ygnacio Hermosillo	33	Ronald D. MacDonald	44	Tom A. Ingham	58
March 11, 2018		March 2, 2018		January 18, 2018		May 30, 2018	
Donald L. Babeon	7	Henry J. Howes	33	Armando Martin Del Campo	44	Therell D. Roberts	60
February 9, 2018		March 1, 2018		May 7, 2018		January 1, 2018	
Rodney Louis Mitchell	7	John C. Lyon	33	John Mack McCarthy	44	Gordon K. Gregg	63
March 10, 2018		June 21, 2018		January 23, 2018		March 22, 2018	
Noel W. Rees, Jr.	7	Marc D. Rappee	33	Karl G. Miller	44	Paul G. Moore	63
May 25, 2018		April 22, 2018		February 8, 2018		February 1, 2018	

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John S. Harvey May 3, 2018	66	Bryon L. Callaghan May 1, 2018	212	Suzanne L. Carter February 26, 2018	479	Raymond E. McIntyre March 14, 2018	600
Paul Schermerhorn January 4, 2018	74	Leonard Schmidt December 28, 2017	212	Anthony M. Darin March 2, 2018	479	Virgil M. Mirano January 31, 2018	600
Daniel Poteete January 14, 2018	76	Tyler McLaughlin April 13, 2018	232	Richard K. Darwin May 12, 2018	479	Charles A. Panama May 13, 2018	600
Sandra L. Bolish June 4, 2018	80	John Cutler February 25, 2018	260	Shenelle Evans April 23, 2018	479	Edmund Reek February 21, 2018	600
Shunil Borpujari April 9, 2018	80	Michael J. Masterson May 31, 2018	274	Kenneth Knight June 28, 2018	479	Pierre Rouger December 27, 2017	600
Mary Ann D'Achilleweyer April 2, 2018	80	Max Beaver June 6, 2018	284	Steve McKean June 2, 2018	479	Robert Tomer March 13, 2018	600
Hal Nelson May 15, 2018	80	William M. Gaston, Jr. March 5, 2017	298	Lance A. Pignato December 26, 2017	479	Robert M. Vinson March 16, 2018	600
Lawrence C. Shuler January 26, 2018	80	Lovonia Cisse January 12, 2018	306	Gregory R. Still October 10, 2017	479	Jon H. Willoughby June 8, 2018	600
Philip J. Gallicchio April 1, 2018	84	Kenneth T. Costigan January 26, 2017	306	John Beauvais March 1, 2018	480	Julian L. Wilson March 6, 2018	600
Bruce E. Springer June 4, 2018	97	Kevin Gilman March 18, 2018	320	Janie Elliott May 10, 2018	480	Ralph A. Woolsey March 23, 2018	600
Marlin G. Ulrich, Sr. March 20, 2018	98	John L. Smith June 29, 2018	322	Michael A. Longeura April 15, 2018	480	Laurence Yampolsky June 14, 2018	600
George C. Wiley, Sr. February 22, 2018	98	Stephen Morris March 6, 2018	329	Adrianna Tafoya May 10, 2018	480	Harry Carson May 30, 2018	618
Eduardo Palacios January 1, 2018	99	Thomas J. McGivney June 15, 2018	336	William C. Jakielaszek May 15, 2018	481	Albert Apuzzie March 11, 2017	631
Steven M. Annenberg February 2, 2018	100	John A. Bradshaw April 20, 2018	353	Neil A. Gahm April 7, 2018	484	Robert M. Hunt June 24, 2017	631
Robert Paquette January 26, 2018	100	David M. Weygandt February 7, 2018	354	David Wilkins June 23, 2018	487	David L. Mertins October 5, 2017	631
Jack R. Briseno June 2, 2018	110	Sally I. Bair May 23, 2018	363	Kevin C. Brady February 13, 2018	489	Adam J. Roebke November 15, 2017	631
Nicholas J. Jefferson May 15, 2018	110	Periann Scott March 5, 2018	363	John C. Laughon, Jr. January 25, 2018	491	John E. Romaine June 30, 2017	631
Richard A. Kozik February 6, 2018	110	Melody Comrie February 28, 2018	411	Kevin Oates January 8, 2018	500	Edward P. Wonsicki June 6, 2015	631
Roy J. Stanley April 26, 2018	110	John W. A. Coupland April 25, 2018	411	Kris Shea February 28, 2018	500	Elizabeth Wood May 6, 2018	631
Christine A. Kunicki May 19, 2018	118	Joanne Knoebel January 1, 2018	415	James C. Taylor May 1, 2018	500	Archie Ahuna May 23, 2018	665
John A. Bonasera May 18, 2018	119	Cindy Maude April 25, 2018	461	Gleenden Thompson April 21, 2018	500	Thomas V. Gage May 8, 2018	665
Raymond C. Johnson May 26, 2018	124	David Westlake March 8, 2018	461	Joseph A. Russo, III May 2, 2018	536	Zeph K. Salis May 27, 2018	665
George W. Haley February 24, 2018	125	William J. Biltgen, Sr. March 13, 2018	476	Eddie O. Bauer, Jr. April 26, 2006	540	Mark Shiraishi March 3, 2018	665
Jeffrey N. Hedley March 14, 2018	134	Michael Blane March 17, 2018	476	Michael J. Cavotta February 26, 2018	592	Chad Boyce April 17, 2018	669
Bobby Ray Baker July 20, 2018	140	John D. Crededio June 26, 2018	476	Paul Bloch May 29, 2018	600	Hans M. Pickel May 27, 2018	695
Audrey M. Free January 27, 2018	161	Jacob J. Zawacki January 20, 2018	476	Victor J. Circhirillo March 11, 2018	600	Lance A. Wandling April 22, 2018	695
Teresa M. Yarbrough January 21, 2018	161	Anthony M. Darin March 4, 2018	477	Anthony Cirillo March 28, 2018	600	Edward M. Abrams February 13, 2018	700
Robert Thorne April 22, 2018	168	John E. Mulier April 25, 2018	477	Carson Davidson September 29, 2016	600	Raymond Alba October 13, 2016	700
Darrel W. Fox March 5, 2018	183	James C. Taylor April 30, 2018	477	Robert Garon December 6, 2017	600	John R. Beveridge October 18, 2017	700
Donald D. Smith November 6, 2008	190	Byron A. Denson April 19, 2018	478	Michael E. Gershman March 10, 2018	600	Thomas W. Bray March 20, 2017	700
John C. Viscomi May 23, 2018	200	David Toth January 31, 2018	478	Arthur Goldman April 15, 2018	600	Michael T. Caffey May 3, 2017	700
Mark David Oliver February 5, 2018	209	Cliff Battle June 27, 2018	479	Ira Marvin September 1, 2012	600	John C. Caper, Jr. September 8, 2016	700

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John J. Cheap	700	Charles T. Collras	728	Wenceslao Torres	794	Stephen Pooley	891
May 6, 2017		January 1, 2018		April 1, 2018		January 1, 2018	
Anne V. Coates	700	Douglas M. Dale	728	John D'Avignon	796	Ian Roscorla	891
May 8, 2018		April 1, 2018		February 10, 2018		May 18, 2018	
Cassandra Conrad	700	Harry H. Gradzhyan	728	Gregory Blair	800	Don Saari	891
September 30, 2017		June 19, 2018		May 5, 2018		January 10, 2018	
John A. Davies	700	Greg A. Langham	728	Walter L. Keen	800	Harbinder S. Sidhu	891
October 8, 2016		March 25, 2018		May 22, 2018		May 22, 2018	
Frank J. Demeo	700	Marcus G. Robertson	728	Jerry Burgherr	805	Brian Trotto	891
May 10, 2018		January 13, 2018		November 16, 2017		May 16, 2018	
Leslie L. Green	700	Ken M. Suzuki	728	Albert Apuzzie	835	Bill E. Villiers	891
September 29, 2016		June 8, 2018		March 22, 2017		March 16, 2018	
Gerald B. Greenberg	700	Louis A. Tukich	728	Robert J. Marrotte	835	James Hall	896
December 22, 2017		January 1, 2018		November 30, 2017		February 22, 2007	
George A. Hoagland	700	Byron White	728	Sean Collins	839	Georgia E. Spurgeon	896
April 9, 2018		May 4, 2018		June 12, 2018		October 5, 2012	
Michael A. Hoey	700	Bruce Brewer	729	Jerry Richardson	839	Michael Regna	905
August 7, 2014		January 2, 2017		May 17, 2018		May 20, 2018	
Hyman Kaufman	700	Dean D. Darrow	729	Cathleen M. O'Connell	849	Christine Trent	918
June 25, 2017		May 16, 2018		March 31, 2018		April 28, 2018	
Douglas Lackey	700	Craig Gentry	729	Carlos D. Chavez, Jr.,	857	Kenneth W. Holsenbeck	927
June 22, 2016		May 3, 2017		August 19, 2018		March 11, 2018	
Cecilia D. Perna	700	Thomas Lancaster	729	Barbara Whitesides	857	Susan Gustafson	18032
October 11, 2017		July 11, 2017		January 26, 2018		April 12, 2018	
Karl Schanzer	700	Jose L. Lopez	729	Lorenzo R. Tedesco	868	Stanley F. Kaminsky	18032
May 25, 2018		January 3, 2017		January 13, 2018		March 29, 2018	
Thomas G. Stanford	700	Serge Martinez	729	Percy Budd	873	Robert Arietta	USA829
December 23, 2017		January 1, 2018		May 18, 2018		May 30, 2018	
Harold W. Varney	700	Ernest Millanponce	729	Dan Christov	873	Clifford Capone	USA829
April 2, 2011		February 15, 2017		April 4, 2018		March 1, 2018	
Marvin Walowitz	700	Carlos Romero	729	James Craig	873	Lawrence Metzler	USA829
August 4, 2016		April 14, 2018		January 16, 2018		January 17, 2018	
Walter R. Wormell	700	Randal D. Wesley	729	Terry M. Doyle	873	John J. Moore	USA829
June 13, 2017		March 4, 2017		March 13, 2018		May 14, 2018	
David N. Mayreis	705	Joseph Campise	751	Robert Forbes	873	Robert Schwartz	USA829
February 14, 2018		January 3, 2018		March 28, 2018		February 7, 2018	
Joe Hailey	706	Rae Anne Kaplan	751	R. Michael Gabourie	873	Zelma Weisfeld	USA829
May 26, 2018		April 22, 2018		March 28, 2018		May 30, 2018	
Shandra Page-Edwards	706	Reginald B. McFarlane	751	Victoria Hamilton	873	Gregory Berin	B2
April 4, 2018		March 27, 2018		March 7, 2018		June 1, 2018	
Maurice Stein	706	Thomas P. McNulty	751	Robert J. Magee	873	Joseph Oplt	B2
February 28, 2018		June 17, 2018		June 29, 2018		June 30, 2018	
Maria Valdivia	706	Curtis Errol Bagby	762	Wayne Priest	87	Marie Burke	B4
January 31, 2018		March 23, 2018		June 29, 2018		May 1, 2018	
Robert J. Barnes	720	Vincenza Di Lorio	769	Jonathan Savan	873	Marion Farina	B4
March 18, 2018		May 17, 2018		May 22, 2018		February 1, 2018	
Colleen Chugg	720	Hazel B. Mahan	775	Dillon Armitage	891	June P. Murphy	B4
May 10, 2018		January 1, 2018		February 16, 2018		May 1, 2018	
Robert Keegan	720	James E. Murray	780	Debbie Barlow	891	Mary Peltier	B4
April 9, 2018		June 19, 2018		October 28, 2017		May 1, 2018	
Arthur F. Mattiessen	720	William J. Ream	780	Ron Davitt	891	Izabella Sofir	B4
June 18, 2018		March 1, 2018		February 25, 2018		May 1, 2018	
Alton O. Urbauer	720	Forrest W. Dobbs	784	James A. Griffith	891	Joan E. Zingmark	B20
February 17, 2018		March 30, 2018		February 24, 2018		February 21, 2018	
Paul Winnicky	720	Evelyn Teerlink	784	Christine A. Kunicki	891	Robert J. Jacobson	B38
December 26, 2017		March 19, 2018		May 19, 2018		April 6, 2018	
Steve Zakas	720	Michael A. Mazza	794	William Lindsay	891		
June 21, 2018		January 1, 2018		March 1, 2018			

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

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

AE Arena Employees

AFE Arena Facility Employees

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

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftpersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

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

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

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

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

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

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

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

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

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

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

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

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

ALBERTA

S 210 EDMONTON, AB-Judy Robinson, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

S 212 CALGARY, AB-Chris MacRae, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC-Kate Rittenhouse, 206-2940 Main Street, Vancouver, BC, V5T 3G3. (604-685-9553) Bus. Agt.: Josef Chung.

S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Ron Nazer.

ICG 669 WESTERN CANADA-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Peter Hayman, hayman@ia669.com.

MPSPT 891 BRITISH COLUMBIA/YUKON TERR.-Gwendolyn Margetson, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Phil Klapwyk, philk@iatse.com.

MANITOBA

M 063 WINNIPEG, MB-Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

MPSPT 856 PROVINCE OF MANITOBA-Nicolas Phillips, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

NEW BRUNSWICK

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

NEWFOUNDLAND AND LABRADOR

ICG 671 PROVINCE OF NEWFOUNDLAND AND LABRADOR-David Rumley, P.O. Box 13075, Topsail Str. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR-Debbie Vatcher, secretary@iatse709.com; P.O. Box 29134, St. John's, NL A1A 5B5. (709-754-1746) (Fax: 709-754-1774).

NOVA SCOTIA

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

M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

MPSPT 849 MARITIME PROVINCES-Raymond MacDonald, 617 Windmill Road, 2nd Floor, Dartmouth, NS, B3B1B6. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

ONTARIO

S 058 TORONTO, ON-Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

M 105 LONDON/ST. THOMAS/SARNIA, ON-Stephanie Gonyou, secretary@iatse105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

S 129 HAMILTON/BRANTFORD, ON-Doug Nightingale, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.

PC, CP&HO 411 PROVINCE OF ONTARIO-Chandra-Li Paul, 2087 Dundas Street, East, Unit 104, Mississauga, ON L4X 2V7. (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Chandra-Li Paul, businessagent@iatse411.ca.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Robert Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-931-1990) Bus. Agt.: Stacey Bonar.

S 467 THUNDER BAY, ON-Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3 (807-627-1460). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

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

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, local_634@hotmail.com; 24 St. Louis Street, P.O. Box 68, Naughton, ON, P0M 2M0. (705-665-1163) Bus. Agt.: Jamie Adamson, iatse634ba@bell.net.

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

TW,MA&HS 822 TORONTO, ON-Raymond K. Cosgrove, secretary@iatse822.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4 (416-622-9007) (Fax: 416-622-0900). Bus. Agt.: Michelle DiCesare, businessagent@iatse822.com.

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MPSPT 873 TORONTO, ON-Monty Montgomerie, 82 Carnforth Road, Toronto, ON, M4A 2K7. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomerie, businessagent@iatse873.com.

TWU 924 STRATFORD, ON-Laurie Krempien-Hall, P.O. Box 21151, Stratford, ON, N5A 7V4. (519-272-6422) Bus. Agt.: Margie Bruer.

T B173 TORONTO/HAMILTON, ON-Paul Williams, 615, 433 Jarvis, Toronto, M4Y 2G9. (647-680-8528) Bus. Agt.: George King.

PRINCE EDWARD ISLAND

M 906 CHARLOTTETOWN, PE-John-Michael Flynn, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Barry Vessey, bvessey@bellalliant.net.

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

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S 056 MONTREAL, QC-Arielle Mercier, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Michael Arnold.

O 262 MONTREAL, QC-Kenza Digou, 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-937-8252) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

MPSPT 514 PROVINCE OF QUEBEC-Francoise Gravelle, 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Christian Bergeron, Christian.bergeron@iatse514.org.

M 523 QUEBEC, QC-Sylvie Bernard, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Dave Sanchagrin; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard; (Riggers) Sebastien Beaulieu.

ICG 667 EASTERN CANADA (QUEBEC OFFICE)-7230 rue Alexandra Street, Suite 111, Montreal, QC H2R2Z2 (514-937-3667). Bus. Mgr.: Christian Lemay.

TW, MA&HS 863 MONTREAL, QC-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5 (514-641-2903). Bus. Agt.: Silvana Fernandez, iatselocal863ha-billeur@hotmail.com.

SASKATCHEWAN

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

M 300 SASKATOON, SK-Dan Mooney, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Kim Warden.

UNITED STATES

ALABAMA

S 078 BIRMINGHAM-Laura Kilgore; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35203. (205-251-1312) Bus. Agt.: Mark Shumate.

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

SM 478 MOBILE, AL/STATE OF LOUISIANA/ SOUTHERN MISSISSIPPI-Dawn Arevalo, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504 486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

M 900 HUNTSVILLE-Patrick Purcell, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly McManus.

ALASKA

S 918 ANCHORAGE-Danielle Evans, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

ARIZONA

S 336 PHOENIX/PRESCOTT-Pamela Boyd, boyd336@gmail.com; 1145 E. Washington St., Suite 300, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

M 415 TUCSON-Deon A. Hill, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Steve Turner.

TBSE 748 STATE OF ARIZONA-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Rep.: Don'Shea D. Brown, iatse748busrep@gmail.com

ARKANSAS

M 204 LITTLE ROCK-Nikki M. Kelly, nmkelly50@yahoo.com; P.O. Box 69, El Paso, 72045 (501-960-4660) (Fax: 501 833-6153) Bus. Agt.: Jim Cozad, jcozad@iatse204.com.

CALIFORNIA

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

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

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 1914 Terracina Drive, Suite 120, Sacramento 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

MPSG 080 HOLLYWOOD-Thomas Valentin, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Larry Hunter; 303 Hegerberger Road, Suite 204, Oak-

land, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

TBSE 119 SAN FRANCISCO BAY AREA-Liz Farkas, P.O. Box 911, San Carlos, 94070. (510-375-2477).

S 122 SAN DIEGO/ PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSI NORE/29 PALMS-Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Rep.: Richard Disbrow, Richard@iatse122.org.

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

S 158 FRESNO/MODESTO/STOCKTON-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Pebbles Rapp.

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephan Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephan Shelley.

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

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

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

M 504 ORANGE COUNTY/PARTS OF CORONA-David Earick, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

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

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Arman Boyles, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, businessrep@iatse611.org.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J. Maxon, windylocal614@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 981-769-9160) Bus. Agt.: Robert Szoke, (909) 677-3102; Local614ba@gmail.com.

PST,TE,VAT&SP 695 HOLLYWOOD-Laurence Abrams, edu@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

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MPC 705 HOLLYWOOD-Bethany Jane Bohatila, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: David Swope.

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

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TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS-Danyele Thomas, 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD-Naomi Patrick, 1182 Market Street, Suite 312, San Francisco, 94102. (415-861-8379). Bus. Agt.: Bobbi Boe.

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AG&AO&GA 839 HOLLYWOOD-Paula Spence, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Jason MacLeod.

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

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TWU 874 SACRAMENTO AND VICINITY-Shelley Mauricio, P.O. Box 188787, Sacramento, 95818 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, iatse874@yahoo.com

MPST 884 HOLLYWOOD-Monique Hernandez-Fisher, P.O. Box 6957, Burbank, 91015. (818-559-9797) Bus. Agt.: Doug Boney.

CDG 892 HOLLYWOOD-Ivy Thaide, 3919 West Magnolia Blvd., Burbank, 91505. (818 848-2800) (Fax: 818 848-2802) Executive Director: Rachael Stanley.

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

S&FMT 923 ANAHEIM-Matt Froelich, P.O. Box 9031, Anaheim, 92812-9031. (714-774-7574) Bus. Agt.: John Lawson.

T B18 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T B32 SAN JOSE-SANTA CLARA COUNTY-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055. (408-464-3640) Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95819. (916-927-5141) Bus. Agt.: Francina Stevenson, roncina@frontiernet.net.

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CALIFORNIA SPECIAL BRANCH-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

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S 007 DENVER-David Arellano; president@iatse7denver.org; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Bryant Preston, businessrep@iatse7denver.org.

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

TWU 719 DENVER-Elisa Spadi, erspadi@msn.com; 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis, local719ba@aol.com; (303-829-1567).

T B7 DENVER-Kirsten Anderson, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

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SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 074 SOUTHERN CONNECTICUT-Catherine Moore; P.O. Box 9075, New Haven, 06532. (203-497-3067) (Fax: 203-497-3067). Bus. Agt.: James Shea, jshea@iatse74.org.

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-John R. Clark, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

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S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-750-3722) (Fax: 302-475-4903) Bus. Agt.: Kathie Pierson.

DISTRICT OF COLUMBIA

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall

TWU 772 WASHINGTON-Vickie Rankin, Secretary@iatse772.org; 2782 Cedar Drive, Riva, MD 21140 (443-994-0212). Bus. Agt.: Martha Timlin.

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TSA B868 WASHINGTON-Vevica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8520) Bus. Agt.: Lori Schwartz.

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M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Christina Aikman, secretary@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

M 412 BRADENTON/SARASOTA-Jeffrey Ellis, P.O. Box 1307, Tallevast, 34270. (941-914-1553) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

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M 500 SOUTH FLORIDA-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Terrence McKenzie.

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Kimberly Holdridge, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Sean Wilson.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Larry McDonald, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

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EE 835 ORLANDO/DAYTONA BEACH-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

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

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

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M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA-Sarah Short, P.O. Box 6355, Peoria 61601. Bus. Agts.: Donnie Bentley (Peoria), Kevin Paxton (Bloomington).

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

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

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INDIANA

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

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

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8037) Bus. Agt.: Ruben Mendez, rmendez.iatse125@gmail.com.

S 146 FORT WAYNE-Steve Tarr, steventarr761@gmail.com, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

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

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

TBSE 317 INDIANAPOLIS-Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Dave Whitfield.

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

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #4, Omaha, NE 68107. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: William R. Muniz, Billymuniz81@aol.com.

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

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Janelle Smith, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

M 690 IOWA CITY-Charles Scott, sectreasl690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolici, antolici@msn.com.

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

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

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

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Melinda McKenzie, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Matthew Dicken, iatse17@bellsouth.net.

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

M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

TWU 897 LOUISVILLE-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, iatse897@gmail.com.

LOUISIANA

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

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

S 298 SHREVEPORT-Debbie Graham, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Bobby Griffie.

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI/ MOBILE, AL-Dawn Arevalo, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes.

M 668 MONROE-Dan Saterfield, d.saterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-235-7090) Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (985-320-1164).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Rod Williams, P.O. Box 993, Portland, 04104 (205-657-7100) Bus. Agt.: Douglas Born.

TBSE 926 AUBURN-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-514-1338).

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (443-823-4950) (Fax: 410-889-1902) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

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

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall.

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

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

TWU 913 BALTIMORE-Carole Grimsley, stitcher.2@comcast.net; 7327 Springfield Avenue, Sykesville, 21784 (410-795-1254) Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

MASSACHUSETTS

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

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larse, viarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 096 WORCESTER-Mark Dionis, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agt.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068.

M 195 LOWELL, MA./NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester NH 03108. (603-402-0099) Bus. Agt.: Lowell Davis.

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

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

T&T 753 BOSTON-Diane M. Blaskovich, ingenue107@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Debbie Holbrook, DebbieWardrobe@gmail.com; 15 Bruce Street Tewksbury, 01876. (508-864-1913) Bus. Agt.: Debbie Holbrook.

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5287) (Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

AFE B935 WORCESTER-Trustees Darius Pourfarzaneh and Keith Topor, 24 Carroll Hill Road, Charlton, 01507. (508-943-3626)

MICHIGAN

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

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-John Wendling, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Rep.: E. Joseph Miller.

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

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-786 4) (Fax: 248-399-7866) Bus. Agt.: David Pickering.

S 201 FLINT/OWOSSO-Steffan Minore, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-577-1541) Bus. Agt.: Michael Weisberg.

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

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

MPP,O& VT 472 FLINT/OWOSSO-Guy Courts, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Mirena Aliko, raliiko@nederlanderdetroit.com; 1253 Blaimoor Court, Grosses Pointe Woods, 48236. (313-350-8408) Bus. Agt.: Fred Schefsky, skifred@aol.com.

TWU 786 DETROIT-Jacqueline Wendling, twulocal786@gmail.com; 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530) Bus. Agt.: Beverly Llobart, bevmarie2556@gmail.com.

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479) Bus. Agt.: John Nesbitt.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall.

MINNESOTA

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

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

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

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Wyatt Berekvam, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

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

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

TBSE 745 MINNEAPOLIS-Mark Mulholland, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

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

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA MOBILE, AL-Dawn Arevalo, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) (Fax: 615-460-7492) Bus. Agt.: Peter Kurland.

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

M 616 MERIDIAN-Benny Egger, abegger@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker, jerryglynntucker@aol.com.

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

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/ STATE OF TENNESSEE-John Curtin, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joseph M. Rudd.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfizner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 1611 S. Broadway, St. Louis, 63104. (314-621-1430) (Fax: 314-621-4930) Bus. Agt.: Gordon J. Hayman.

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

SM 493 STATE OF MISSOURI-Greg Goad, 5214 Chipewa Street, St. Louis, 63109. (314-621-4930) (Fax: 314-621-4930) Bus. Mgr.: Gordon J. Hayman, iatse493@gmail.com.

T&T 774 ST. LOUIS-Mary Althage, P.O. Box 5164, St. Louis, 63139 (314-647-9424). Bus. Agt.: Angie Walsh.

TWU 805 ST. LOUIS-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Kate Wilkerson.

TWU 810 KANSAS CITY-Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-213-3644) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

T B2 ST. LOUIS-Tammy Underwood; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@golterman.com.

MONTANA

M 240 BILLINGS-Deborah J. Richard, ricksroostdrycreek@gmail.com; P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Dave Bakker, dave@divemontana.com (406-855-1664).

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

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #4 Omaha, NE 68107. (402-934-1542) (Fax: 402-212-1578). Bus. Agt.: William Lee, Omaha@iatse42.org.

M 151 LINCOLN-Jon Andersen; P.O. Box 30201, Lincoln, 68503-0201. (402-525-8572) Bus. Agt.: Daniel Buckley, iatse151ba@gmail.com.

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

NEVADA

M 363 RENO/LAKE TAHOE-Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775-786-2286). Bus. Agt.: Terence Solon.

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

NEW ENGLAND AREA

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

NEW HAMPSHIRE

M 195 LOWELL, MA/NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099). Bus. Agt.: Lowell Davis.

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

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Craig Mowery, sec.local919@gmail.com; P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

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

SM 052 STATES OF NEW JERSEY/ NEW YORK/ CONNECTICUT/NORTHERN DE. /GREATER PA-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY-Richard Hancox, P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus. Agt.: Richard Hancox

M 077 ATLANTIC CITY/VINELAND-John Jones, jones.iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609-335-2348) (Fax: 609-350-6335). Bus. Agt.: Thomas Bambrick, Jr. secbamiatse77@gmail.com.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

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

M 632 NORTHEAST NEW JERSEY-Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Susan Morris Barrett, susanjeniffermorris@gmail.com, 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

CHE 917 ATLANTIC CITY-Gilda Passarella, ia917sec@comcast.net; 507 Hilltop Drive, Galloway, 08205. (609 380-2615) (Fax: 609-380-2615) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

NEW MEXICO

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Arthur Arndt, 423local@gmail.com; P.O. Box 30423, Albuquerque, 87190-0423. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Sharon Meyer, elisigma1964@msn.com.

SM 480 STATE OF NEW MEXICO-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-672-7909) Bus. Agt.: Douglas Acton, businessagent@iatselocal480.com.

TWU 869 ALBUQUERQUE-Alyssa Salazar, alyssasalazar330@gmail.com; P.O. Box 4953, SW, Albuquerque, 87196. (505-353-0664) Bus. Agt.: Jessie Brown.

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-NASSAU-SUFFOLK COUNTIES OF LONG ISLAND-Robert Score, rscore@iatse-local1.org; 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Paul F. Dean, Jr. and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Kenneth Purdy.

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell, karuss01@aol.com, (315-481-6327).

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-852-2196). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

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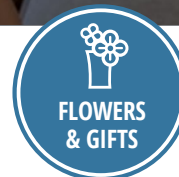
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