

# LATSE OFFICIAL Bulletin

THIRD QUARTER, 2012

NUMBER 637

**Make**

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THE  
POLLS



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C-377



**A**

STOP Prop 32

**Difference!**

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# **LATSE** OFFICIAL **Bulletin**

THIRD QUARTER, 2012

NUMBER 637

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

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www.iatsenbf.org

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**BULLETIN AND PHOTO SUBMISSION GUIDELINES**

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

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.



## Get Involved! Make A Difference!

The clock is ticking. Much like the end of a movie thriller, there are tremendous stakes in choosing the right option, the one that saves the lives of countless innocents. Our clock, labor's clock, has been ticking for longer than we've wanted, as time after time in the past four years legislators have been elected with anti-union agendas that will go a long way toward crippling organized labor and depriving thousands of working families of their livelihoods and their futures. But unlike those innocents in the movies, we don't need a fictional hero to rescue us – we're the ones who need to do it, to step up, to get our own "boots on the ground" and save ourselves.

The IATSE endorsed President Obama for a second term and did so because as challenging as it has been during these past four years, he has pledged his support for all working people across this nation. President Obama's opponent, Mr. Romney, on the other hand wants nothing more than to destroy us and the entire labor movement, and take the voice of workers in general out of the political process. (You can see for yourself by watching a video at: <http://www.youtube.com/watch?v=JepSVdOaGMI>) This election is not about party lines – this is about destructive attacks in state after state that is supported and led by Romney – to silence the voice of working people and pull the rug out from under us. And, this year we are not only voting for the President. We will also be electing a number of U.S. Senators and members of Congress, and there are a number of races for Governor and public officials in cities and counties across the nation. We need to support and elect those candidates who will see that every worker in this country is protected. We also need to vote on ballot issues that have been merely created to further decimate the rights of working people.

We're too close to Election Day now to sit back and talk about what actions we can take to protect the rights we have fought for, and earned, over decades. We are facing the worst threat to organized labor in decades. But we are the strongest when we are united, when we put ourselves on the front lines – ring doorbells, participate in phone banks, drive voters to the polls and more. We need to talk to our brothers and sisters on sets, at conferences, at trade shows, and backstage, wherever members of the IA can be reached and urge them to take part in this coming election, and urge our families, friends and neighbors to stand shoulder to shoulder in protecting their voice as working Americans.

As important as it is to get to the polls and cast your vote on November 6th, this time voting may just not be enough. Get involved! Make a difference! Now is the time to be "all in."

### OFFICIAL NOTICE

**This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at Sheraton Nashville Downtown Hotel, 623 Union Street, Nashville, Tennessee 37219 at 10:00 a.m. on Monday, January 7, 2013, and will remain in session through and including Friday, January 11, 2013. 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 Sheraton Nashville Downtown Hotel by calling 1-800-447-9825. Guest room rate for the IATSE is \$169.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.**

**Cut-off date: December 6, 2012**

**There will be an Education Seminar on Wednesday, January 9, 2013 in the Capitol 1 Room at Sheraton Nashville Downtown Hotel. More details to follow.**

## Our Day, Our Time

On Monday September 3rd, residents of the United States and Canada celebrated Labor (Labour for our Canadian Brothers and Sisters) Day. For many people this day symbolizes the end of summer and is embraced because of the long weekend that it provides. However, for those of us in organized labor, this day carries with it much more significance.

One hundred and thirty years have passed since the first Labor Day observance took place. The origins in the United States can be traced to September 5, 1882 when the Central Labor Union in New York City organized an unpaid day off for union workers who marched around Union Square to support the creation of the holiday.

In Canada, the roots of Labour Day can be traced to the year 1872 when the Toronto Trades Assembly organized the first "workingman's demonstration" to support the elimination of a law that included the language "trade unions were criminal conspiracies in restraint of trade".

From those points forward, organized protests and demonstrations continued, but it was not until 1894 that both the United States and Canadian governments enacted legislation to make the first Monday in September of each year a legal holiday.

Today those past struggles seem almost hard to imagine. The growth and strength of the labor movement has been a driving force in achieving much of what society takes for granted today. Unfortunately, much of today's mainstream media seems intent on focusing on the benefits that union members have achieved and they try to paint a picture of those benefits being too generous in today's economic times.

What seems to get lost in this type of reporting is that those benefits and conditions were collectively bargained for and anybody that has bargained knows that employers never "gave" us anything. Unions had to go through the give and take process that is a negotiation and over time achieved the collective agreements that exist today.

In the past we primarily viewed the employer as the entity that would attempt to attack our hard won gains. However, as President Loeb so rightly points out, today it is the politicians that are increasingly impacting our working lives by enacting or attempting to enact legislation to weaken unions with the ultimate goal being to destroy unions.

In the United States there will soon be the opportunity to elect politicians that support the needs of working people. In Canada the fight against Bill C-377 demonstrates how you can end up on defense after an election. Accomplishing our goals has never been easy, but that has never deterred us. They named a day after us because we are a relevant and important part of society. This is our time and our challenge and we are up to the task.

### 2013 SUPPLIES

**The 2013 local union supplies and membership cards will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2012 and purchased the necessary number of per capita stamps.**

**The number of per capita stamps that must be purchased is based on the number of members reported on the 1st and 2nd Quarter Reports plus two times the number of members reported on the 3rd Quarter Report (to allow for an estimate of the numbers that will be reported on the 4th Quarter Report). When the 4th Quarter Report is submitted in January 2013, an adjustment to balance the Local's account is made if necessary.**

### PER CAPITA TAX INCREASES

**As a reminder, delegates to the 66th Quadrennial Convention voted to leave the per capita tax rate for 2013 at the same level as 2012. Therefore effective 1/1/13 there will be no increase in the per capita tax paid to the International.**



## District 9 Visits “Billy Elliot” Crew in Madison

On July 13, 2012, International President Loeb visited the Overture Center, Overture Hall in Madison, Wisconsin to meet the crew of “Billy Elliot,” after the District 9 Convention. Also in attendance were International Vice Presidents Jack Beckman, John Ford and Craig Carlson,

Department Director of Education and Training Patricia White, International Representative Fran O’Hern, District 9 Secretary and Business Agent of Local 251 Chris Gauthier and Local 251 members.



### DISTRICT 2 CONVENTION



International President Matthew D. Loeb addresses the delegation at the District 2 Convention held at the Grand Sierra Resort, Las Vegas, Nevada, June 22-24, 2012.



### DISTRICT 4 CONVENTION

International President Matthew D. Loeb and District 4 Secretary John Page at the District’s Convention held at the Hyatt Regency Philadelphia at Penns’ Landing in Philadelphia, Pennsylvania, June 2-3, 2012.

## **IATSE GENERAL EXECUTIVE BOARD MEETINGS A REAFFIRMATION OF OUR UNION'S WORK**

As you flip through the pages of this issue of the *Bulletin*, you will see the report of the General Executive Board. You will see pictures of women and men in business clothes sitting at a table looking very serious as they prepare to give a report to the International President, the General Secretary-Treasurer, and the members of the Board. You will read brief descriptions of those reports and you will begin to get a sense of what is going on throughout the IATSE and its local unions. There will be the report of the Trustees and the General Secretary-Treasurer will give his report to the Board as well. All of the proceedings are reduced to writing and published for you to read. There are two General Executive Board meetings each year (Mid-Winter and Mid-Summer) and they are held in different cities throughout the United States and Canada. Our Constitution and Bylaws requires that we hold these meetings and we do.

But there is something much bigger going on here. These meetings are not just attended by the International officials and those that have been summoned to report. With the exception of some issues which understandably must be held in closed session, these meetings are open to all local union officers of the IATSE. These meetings are a gathering place for people from all across the United States, its Territories and Canada. All of the different trades and crafts are welcome ... and they come. They come from Portland, San Diego, Newark, Boston, Brooklyn, and Toronto. They represent tradeshow employees, wardrobe workers, painters, motion picture technicians, stagehands, grips, designers, editors, and projectionists. There are over forty different types of Locals in the IA, and all are welcomed. They listen and those that report are not only reporting to the International President and the General Executive Board, but also to the local unions. What could have been a very rudimentary and perfunctory meeting is transformed into a celebration of the work that our members do and a reaffirmation of the work that the Union does in representing them.

So read on and remember that you are not alone. The work you do is important. There are over one hundred thousand of us and we will make our voices heard.

## **CANADIAN IATSE FACEBOOK PAGE LAUNCHED**

Due to the different legal and political issues in Canada, the International developed a Canadian IATSE Facebook page to address the needs and interests of Canadian members. The page was launched on Canada Day, known to those outside Canada as July 1st. Posts are bilingual where possible, and have been made on anything from Bill C-377 to Canadian holidays to crew shots. Support from the membership has been great, and as of this writing, the page has over 400 'likes'.

While much of the content is Canadian, a lot is more general in nature, and both American and Canadian members are welcome to visit. We encourage all visitors to "like" the page, in addition to the original IATSE Facebook page. The Canadian Facebook page can be found at [www.facebook.com/iatsecanada](http://www.facebook.com/iatsecanada).





## The Equitas Society: Help For Disabled Soldiers

Attendees at this summer's General Executive Board Meeting in Vancouver were fortunate to see a presentation from the Equitas Society. The organization was formed due to changes made in 2006 to veterans' legislation, which greatly reduce benefits paid to disabled Canadian soldiers. A 2011 Queen's University study confirmed that, given a maximum disability package, Canadian soldiers will only receive two-thirds of the disability compensation under the New Veterans Charter compared with the previous Pension Act. It also appears that disabled reserve soldiers and partially disabled soldiers will receive even less - sometimes only 10% of what other provincial worker compensation programs would provide.

The New Veterans Charter was brought in to improve life for disabled soldiers. Unfortunately, that isn't the case. It needs to be fixed. As a result of the New Veterans Charter, many dis-

abled soldiers are in dire circumstances and their stories are heart wrenching. This is where the Equitas Society comes in. What they're asking is fair - that injured soldiers (who are, in essence, working for the government) receive similar disability benefits to other federal and provincial government employees.

The Equitas Society is working with disabled soldiers in a lawsuit to get these injured soldiers the benefits that they deserve. While national law firm, Miller Thomson, is providing its services on a pro bono basis, there are

still costs associated with the lawsuit. In recognition of this, the IATSE presented a \$5,000 cheque to the Equitas Society. Contributions will be used to increase public awareness and mobilize support, cover the soldiers' court disbursement costs, and fund programs that support our disabled soldiers as they await a remedy to their reduced disability benefits while trying to support themselves and their families. To make your own donation, or for more information, please visit the organization's website at [www.equitassociety.ca](http://www.equitassociety.ca).



**International Vice President John Lewis with Equitas Society Representatives James Scott and Brian Archer.**

### IATSE CAMPAIGN TO STOP BILL C-377 SEND YOUR EMAIL NOW!!

**In the last edition of the Bulletin, we featured an article on Bill C-377: An Act to Amend the Income Tax Act. Coming on the heels of Bill C-38, which reformed Employment Insurance legislation and made things more difficult for many workers in our industries, this bill is the latest attack on Canadian unions. The bill would ensure that a union's financials be open to the public (not just the Canada Revenue Agency), which clearly gives employers an unfair advantage at the bargaining table. It is also an attempt to observe and restrict any political action undertaken by unions. Further, because the bill stipulates that any transaction over \$5,000 must be reported, it is also possible that if a member makes over \$5,000 in annual contributions to his RRSP, or uses over \$5,000 worth of annual medical benefits, his neighbour can access that information.**

**The International has been working with all Canadian Locals to combat this bill. Many Locals have written their provincial and federal representatives, as well as Prime**

**Minister Stephen Harper and Finance Minister Jim Flaherty. In addition, the International and many Locals have contacted their major suppliers, informing them that the bill would require us to spell out all of our financial transactions with them. This could potentially have a negative impact on their businesses, as their competitors then have a window into the business dealings of these private companies. Many of our suppliers, including the Canadian Life and Health Insurance Association, representing 99% of all Canadian insurers, have also written to object to this bill.**

**As the next phase of our fight, we have launched an email campaign so that Canadian members can express their opposition to Bill C-377. For more information on the bill and its consequences, or to participate in the email campaign, please visit the home page of the IATSE website at [www.iatse-intl.org](http://www.iatse-intl.org) and look for the Bill C-377 link. This bill is unfair, unnecessary and expensive. We urge members to make their voices heard.**

# IATSE Family Member Awarded Union Plus Scholarship

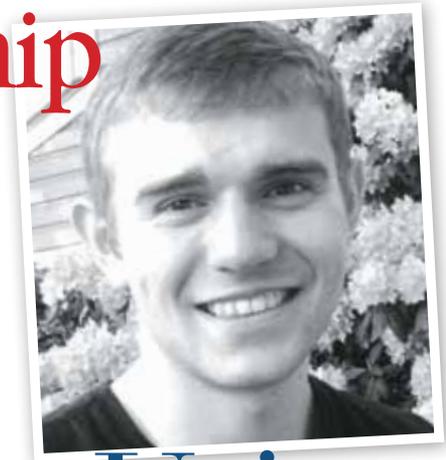
## Celebrating 20 Years of the Union Plus Scholarship Program

Union Plus has awarded \$150,000 in scholarships to 129 students representing 44 unions, including one winner representing the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (IATSE), in the 2012 Union Plus Scholarship Program.

In this 20th anniversary year of the scholarship program, more than 5,600 applications were received from union members and families in all 50 states. This year's IATSE winner is: Jacob Weber of Florida, NY, whose mother, Debra, is a member of IATSE Local 764, has been awarded a \$1,000 scholarship.

### JACOB WEBER

The arts were always at the forefront in Jacob's home and are deeply infused in his spirit. "I have always had the



desire to create," he says. It is a passion he has expressed in music and painting, as well as by applying creative thinking in science and technology competitions. But if the arts were important growing up, so were unions. "The anti-union sentiment of late in our government," he says, "has kept dinner discussions lively in my house." Jacob once thought he would have to choose between his creative impulses and his love of science, but has now decided a career in engineering will allow him to combine the two.

## LEARN MORE ABOUT THE UNION PLUS SCHOLARSHIP PROGRAM

**Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since starting the program in 1991, Union Plus has awarded more than \$3.3 million in educational funding to more than 2,200 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.**

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

- **Scholarships to help union members and leaders finish**

**their degrees with an affordable, flexible and convenient online program at the National Labor College.**

- **Discounts of 15 to 60 percent on college and graduate school test preparation courses from The Princeton Review. Discount includes classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE® and MCAT® as well as college affordability and admissions online courses. Visit [UnionPlus.org/CollegePrep](http://UnionPlus.org/CollegePrep) or call 1-888-243-7737.**

**Visit [UnionPlus.org/Education](http://UnionPlus.org/Education) for applications and benefit eligibility.**

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

# FINANCIAL STATEMENTS

## and accompanying information for years ended April 30, 2012 and 2011

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

We have audited the accompanying consolidated statement of financial position of the General Fund and Subsidiaries, the statements of financial position of the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (International) at April 30, 2012 and 2011, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of management of the International. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit

includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by the International, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of the General Fund and Subsidiaries, the financial position of the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada at April 30, 2012 and 2011, and the changes in their net assets and their cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

/s/ PKF O'Connor Davies  
a division of O'Connor Davies, LLP

July 19, 2012

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

### GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Financial Position

	Year Ended April 30	
	2012	2011
<b>ASSETS</b>		
Cash	\$ 310,286	\$ 357,035
Board designated investments (notes 2 and 3)	6,177,875	4,277,102
Investments, at market (notes 2 and 3)	33,642,274	36,164,544
Interest receivable	144,766	232,981
Other receivables	227,795	175,736
Protested checks	34,237	44,649
Loans and credits to locals	41,550	38,725
Prepaid insurance	45,948	45,948
Prepaid real estate taxes	6,155	6,497
Rent deposit (note 4)	87,733	87,733
Deposit on condominium units (note 8)	1,061,802	-
Real and personal property (notes 2 and 8)	4,295,480	4,053,790
Total assets	\$46,075,901	\$45,484,740
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	\$ 234,183	\$ 295,970
Tenant deposit payable	5,000	5,000
Accrued rent (note 4)	86,408	109,265
Accrued I.A.T.S.E. retirement fund (note 5)	19,267,170	13,072,309
Due to Convention Fund	106,421	147,299
Due to Defense Fund	274,274	386,282
Deferred income (note 6)	5,201,220	5,102,994
Total liabilities	25,174,676	19,119,119
<b>UNRESTRICTED NET ASSETS</b>		
Unrestricted net assets (note 12)	20,901,225	26,365,621
Total liabilities and unrestricted net assets	\$46,075,901	\$45,484,740

### GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Activities

	Year Ended April 30	
	2012	2011
<b>INCOME</b>		
Per capita tax (note 6)	\$17,825,577	\$ 17,138,160
Processing fees		
General	599,265	574,100
Immigration	557,175	491,343
Radio and television and A.C.T.	32,274	33,076
Special department	4,860	5,920
	1,193,574	1,104,439
Supplies and other	22,244	24,257
Interest earned		
Merrill Lynch Investment Fund Accounts	771,674	976,406
Term deposits	172,310	172,170
Oppenheimer Mutual Funds	134,565	130,649
Checking accounts	533	300
J.P. Morgan Chase money market	129	169
	1,079,211	1,279,694
Radio and television and A.C.T. departments		
Dues	244,026	206,945
Initiation fees	2,803	243
	246,829	207,188
Rental income (note 10)	155,385	144,784
Royalty income (note 7)	163,957	154,532
Foreign currency exchange gain (note 2)	6,784	37,374
Constitution and bylaws	4,442	7,498
Miscellaneous income	96,014	151,634
Total income	\$20,794,017	\$20,249,560
<b>EXPENSES</b>		
International President Matthew D. Loeb		
Salary	\$ 315,399	\$ 307,419
Expenses	10,400	10,400
Transportation and incidentals	101,375	119,034
	427,174	436,853

**GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Activities (continued)**

	Year Ended April 30	
	2012	2011
General Secretary, Treasurer		
James B. Wood		
Salary	\$ 264,202	\$ 255,050
Expenses	10,400	10,400
Transportation and incidentals	23,947	26,735
	<u>298,549</u>	<u>292,185</u>
Vice Presidents		
Salaries	1,421,431	1,366,416
Expenses	41,600	41,600
Transportation and incidentals	347,086	299,865
	<u>1,810,117</u>	<u>1,707,881</u>
Assistants to the President		
Salaries	334,946	325,191
Expenses	10,400	10,400
Transportation and incidentals	86,533	83,806
	<u>431,879</u>	<u>419,397</u>
International Trustees		
Salaries	28,791	27,483
Transportation and incidentals	25,460	25,700
	<u>54,251</u>	<u>53,183</u>
International Representatives		
Salaries	2,811,240	2,530,515
Expenses	92,200	67,600
Transportation and incidentals	673,380	592,890
	<u>3,576,820</u>	<u>3,191,005</u>
Special Representatives and Miscellaneous Assignments		
Salaries	\$ 348,099	\$ 365,881
Expenses	800	800
Transportation and incidentals	97,231	79,386
	<u>446,130</u>	<u>446,067</u>
Administrative and general expenses		
Office salaries	1,406,036	1,305,449
Stationary and printing	209,518	165,293
Official bulletin	586,644	575,478
Telecommunications	100,557	93,807
Postage	153,740	123,303
Insurance, general	167,057	138,069
Hospitalization and insurance	2,127,110	2,018,724
Audit and computer services	199,066	161,865
Legal fees and expenses	684,219	572,652
New York office rent (note 4)	663,159	658,470
Payroll taxes	482,733	483,426
Subscriptions, trade papers and publicity	34,593	35,266
Executive board meetings	322,001	246,387
Canadian office expenses	4,991	4,191
Storage rent and related expenses	58,328	45,287
Investment fees and other	214,044	209,322
Office expenses and supplies	168,352	160,250
Emblems, seals, etc.	58,547	36,889
Per Capita Tax		
A.F.L., C.I.O.	793,399	758,915
Union Label and Service Department	22,800	22,800
Canadian Labour Congress	66,313	66,313
Department of Professional Employees	56,400	56,000
Tickets for dinners and testimonials	22,346	23,777
Donations	342,018	268,003
I.A.T.S.E. Retirement Fund Costs (note 5)	2,578,200	2,540,840
Office - pension	220,442	204,630
Exhibit	48,008	33,833
Computer	159,222	116,336
Lease expenses	7,284	6,903
Consultant fees	114,434	96,377
Miscellaneous	223,755	194,044
Depreciation	273,229	215,666

	Year Ended April 30	
	2012	2011
West Coast Building		
Real estate taxes	\$ 38,940	\$ 38,747
Electricity	16,506	18,912
Depreciation	54,870	54,599
Management expense	10,800	10,800
Repairs and maintenance	49,914	43,102
Miscellaneous	10,308	685
Canada Building		
Insurance	4,481	3,470
Accounting fees	4,500	4,725
Legal fees	1,350	-
Repairs and maintenance	7,371	1,795
Real estate taxes	22,646	20,949
Depreciation	20,990	20,989
Miscellaneous	16,500	19,387
	<u>12,827,721</u>	<u>11,876,725</u>
Total expenses	<u>19,872,641</u>	<u>18,423,296</u>
Change in net assets before investment (gain)/loss	921,376	1,826,264
Investment (gain)/loss		
Unrealized loss on investments	662,045	60,531
Realized (gain) on sale of investments	(444,934)	(57,778)
	<u>217,111</u>	<u>2,753</u>
Change in net assets (note 12)	<u>\$ 704,265</u>	<u>\$ 1,823,511</u>

**GENERAL FUND AND SUBSIDIARIES  
Consolidated Statement of Cash Flows**

	Year Ended April 30	
	2012	2011
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$ 704,265	\$ 1,823,511
Pension related changes other than benefit cost	(6,168,661)	(530,617)
	<u>(5,464,396)</u>	<u>1,292,894</u>
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	349,089	291,254
Straight-line rent	(22,857)	(11,657)
Unrealized loss on investments	662,045	60,531
Realized (gain) on sale of investments	(444,934)	(57,778)
Changes in Certain Other Accounts		
Interest receivable	88,215	23,715
Other receivables	(52,059)	(124,624)
Protested checks	10,412	4,073
Loans and credits to locals	(2,825)	(1,025)
Prepaid expenses	342	(237)
Accounts payable and accrued expenses	(61,787)	222,827
Accrued I.A.T.S.E. Retirement Fund	6,194,861	760,674
Due to Convention Fund	(40,878)	33,087
Due to Defense Fund	(112,008)	26,749
Deferred income	98,226	571,513
Total adjustments	<u>6,665,842</u>	<u>1,799,102</u>
Net cash provided by operating activities	<u>1,201,446</u>	<u>3,091,996</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of investments	\$ (24,714,692)	\$ (24,829,296)
Proceeds from sales of investments	27,019,851	23,211,691
Purchases of real and personal property	(590,779)	(287,763)
Deposits on condominium units	(1,061,802)	-
Board designated investment	(1,900,773)	(1,124,965)
Net cash (used) by investing activities	<u>(1,248,195)</u>	<u>(3,030,333)</u>
Increase (decrease) in cash	(46,749)	61,663
Cash at beginning of year	<u>357,035</u>	<u>295,372</u>
Cash at end of year	<u>\$ 310,286</u>	<u>\$ 357,035</u>

**GENERAL FUND AND SUBSIDIARIES**  
**Notes to Consolidated Financial Statements**  
**April 30, 2012**

**Note 1 - Organization**

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

The purpose of the International is to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to 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 International's wholly-owned subsidiaries, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a California nonprofit mutual benefit corporation, incorporated on September 3, 1999, the I.A.T.S.E. International Building Corporation (the "Building Corp."), an Ontario, Canada non-share Capital Corporation incorporated on April 5, 2005 and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp.") a New York nonprofit mutual benefit Corporation incorporated on March 8, 2012 were incorporated to hold title to and operate property.

**Note 2 - Summary of significant accounting policies**

The financial statements are presented in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP") on a consolidated basis and include the accounts of the General Fund and its wholly-owned subsidiaries, Realty Corp., Building Corp. and General Building Corp. All intercompany accounts and transactions are eliminated.

In preparing its consolidated financial statements in conformity with U.S. GAAP, the International makes estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

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

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

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

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

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

The International reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the consolidated statement of activities. Investments consist primarily of Merrill Lynch Investment Fund Accounts, Harris Private Banking, J.P. Morgan Chase Money Market Fund, and Oppenheimer Mutual Funds.

Certain information contained in the fiscal 2011 financial statements has been reclassified to conform to the fiscal 2012 presentation.

The International has evaluated subsequent events through July 19, 2012 and has determined there are no subsequent events or transactions which would require recognition or disclosure in the International's consolidated financial statements, except as disclosed in note 8.

**Note 3 - Investments**

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

U.S. GAAP establishes a hierarchal disclosure framework which prioritizes and ranks the level of market price observability used in measuring fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring

fair value. The fair value hierarchy prioritizes the inputs to valuation techniques used in measuring fair value into three broad levels with the highest priority to quoted prices in active markets (Level I) and the lowest priority to unobservable inputs (Level III).

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

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

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

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

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

The following table summarizes the valuation of the International's investments by the above fair value hierarchy levels as of April 30, 2012 and April 30, 2011:

Description	2012			
	Level I	Level II	Level III	Total
Board designated investments (A)				
Government securities	\$ 87,495	\$ -	\$ -	\$ 87,495
Corporate bonds	608,873	-	-	608,873
Cash and cash equivalents	5,481,507	-	-	5,481,507
	<u>6,177,875</u>	<u>-</u>	<u>-</u>	<u>6,177,875</u>
Investments, at market				
Government securities	19,746,145	-	-	19,746,145
Corporate bonds	5,821,662	-	-	5,821,662
Mutual funds	3,082,948	-	-	3,082,948
Cash and cash equivalents	4,818,729	-	-	4,818,729
Non-marketable security	-	-	172,790	172,790
	<u>33,469,484</u>	<u>-</u>	<u>172,790</u>	<u>33,642,274</u>
Total investments	<u>\$ 39,647,359</u>	<u>\$ -</u>	<u>\$ 172,790</u>	<u>\$ 39,820,149</u>
Description	2011			
	Level I	Level II	Level III	Total
Board designated investments (A)				
Government securities	\$ 2,784,386	\$ -	\$ -	\$ 2,784,386
Corporate bonds	1,387,188	-	-	1,387,188
Cash and cash equivalents	105,528	-	-	105,528
	<u>4,277,102</u>	<u>-</u>	<u>-</u>	<u>4,277,102</u>
Investments, at market				
Government securities	21,498,249	-	-	21,498,249
Corporate bonds	7,071,491	-	-	7,071,491
Mutual funds	2,972,471	-	-	2,972,471
Cash and cash equivalents	4,422,493	-	-	4,422,493
Non-marketable security	-	-	199,840	199,840
	<u>35,964,704</u>	<u>-</u>	<u>199,840</u>	<u>36,164,544</u>
Total investments	<u>\$ 40,241,806</u>	<u>\$ -</u>	<u>\$ 199,840</u>	<u>\$ 40,441,646</u>

(A) In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve (see note 8). For the fiscal years 2012 and 2011, funds in the amount of \$1,579,026 and \$966,850, respectively, were transferred to a building reserve account. Such funds were deposited into a Merrill Lynch investment account. The fair value for the Merrill Lynch investment account at April 30, 2012 and 2011 was \$6,177,875 and \$4,277,102, respectively.

The change in investments classified as Level III are as follows:

Balance, April 30, 2010	\$ 32,518
Investment in non-marketable security	6,336
Unrealized gain on investments	160,986
Balance, April 30, 2011	199,840
Unrealized (loss) on investments	(27,050)
Balance, April 30, 2012	<u>\$ 172,790</u>

During fiscal 2012 and 2011, management reviewed the valuation of its non-marketable security. Such evaluation was based on a variety of factors including consideration of current operating performance and future expectations of the entity for which the International held such non-marketable security. Based on this evaluation, the International increased (decreased) the estimated carrying value of its non-marketable security by \$(27,050) and \$160,986 for the fiscal years ended April 30, 2012 and 2011, respectively.

Any realized and unrealized gains and losses from investments are reported in the consolidated statement of activities.

#### Note 4 - Lease agreement

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

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

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

The lease rents are calculated on a straight-line basis which is used to recognize minimum rent expense under leases which provide for varying rents over their terms. Use of the straight-line basis results in accelerated recognition of expense since the applicable lease provides for free rent periods and increasing rents over its term. The effect of applying the straight-line basis as opposed to recognizing expense when payable resulted in a (decrease) in rent expense in the amount of \$(22,857) and \$(11,657) for the years ended April 30, 2012 and 2011, respectively. Total rent expense for the years ended April 30, 2012 and 2011 amounted to \$663,159 and \$658,470, respectively.

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

Fiscal Year	
2013	\$ 526,400
2014	394,800
	<u>\$ 921,200</u>

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

The International has a contributory retirement plan covering its qualifying employees. The plan provides a normal pension to a participant whose covered employment with I.A.T.S.E. terminates, has attained age 65 and accrued at least five years of credited service. Disability pension benefits are payable at any age to a participant whose covered employment with I.A.T.S.E. terminates with at least ten years of credited service. For fiscal years 2012 and 2011, the annual funding is approximately 40% and 35%, respectively, of each participating employee's salary.

The funded status of the International's pension benefit obligation and amounts recognized in the consolidated statement of financial position as of April 30, 2012 and 2011 were as follows:

	April 30	
	2012	2011
Plan assets at fair value	\$ 19,250,042	\$ 17,765,545
Projected benefit obligation	(38,517,212)	(30,837,854)
Funded Status	<u>\$(19,267,170)</u>	<u>\$(13,072,309)</u>

	April 30	
	2012	2011
Prepaid pension cost	\$ 836,623	\$ 862,823
Unrecognized actuarial (loss)	(19,980,474)	(13,766,768)
Unrecognized prior service costs	(123,319)	(168,364)
	<u>\$(19,267,170)</u>	<u>\$(13,072,309)</u>

	April 30	
	2012	2011
Benefit cost	\$ 2,578,200	\$ 2,540,840
Employer contribution	\$ 2,552,000	\$ 2,310,783
Benefits paid	\$ 1,324,993	\$ 1,262,073

Weighted average assumptions made as of the beginning of the year (April 30, 2011 and 2010) were used to determine the benefit cost for the years indicated. The calculation of the plan's funded status and amounts recognized in the consolidated statement of financial position were based upon weighted average actuarial assumptions appropriate at the end of the year (April 30, 2012 and 2011) and are shown below:

	April 30	
	2012	2011
Discount rate	5.50%	6.00%
Expected long-term rate of return on plan assets	7.50%	7.50%
Rates of increase in compensation levels	4.00%	4.00%

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

	April 30	
	2012	2011
Discount rate	4.50%	5.50%
Rates of increase in compensation levels	4.00%	4.00%

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

	April 30	
	2012	2011
Equity securities	41.86%	25.68%
Debt securities	22.10%	39.30%
Cash and other	36.04%	35.02%
	<u>100.00%</u>	<u>100.00%</u>

Fair value measurements for the International's benefit plan's assets at April 30, 2012 and 2011 are summarized below:

	April 30, 2012			
	Level I	Level II	Level III	Total
Plan Assets				
Cash	\$ 1,366,021	\$ -	\$ -	\$ 1,366,021
Equity securities	8,059,221	-	-	8,059,221
Debt securities	4,253,747	-	-	4,253,747
Other	3,244,919	-	2,326,134	5,571,053
Total Plan Assets at Fair Value	<u>\$16,923,908</u>	<u>\$ -</u>	<u>\$ 2,326,134</u>	<u>\$ 19,250,042</u>

	April 30, 2011			
	Level I	Level II	Level III	Total
Plan Assets				
Cash	\$ 760,179	\$ -	\$ -	\$ 760,179
Equity securities	4,561,411	-	-	4,561,411
Debt securities	6,982,012	-	-	6,982,012
Other	3,053,082	-	2,408,721	5,461,803
Total Plan Assets at Fair Value	<u>\$15,356,684</u>	<u>\$ -</u>	<u>\$ 2,408,721</u>	<u>\$ 17,765,405</u>

Changes in fair value measurements of Level III investments during the years ended April 30, 2011 and 2010 were as follows:

Balance, April 30, 2010	\$2,147,102
Unrealized appreciation on investments in investment fund	161,619
Increase in investments in investment fund, at cost	100,000
Balance, April 30, 2011	2,408,721
Unrealized depreciation on investments in investment fund	(82,587)
Balance, April 30, 2012	<u>\$2,326,134</u>

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

The accumulated benefit obligation was \$30,601,848 and \$24,913,211 as of April 30, 2012 and 2011, respectively.

Expected contributions to the plan in fiscal 2013 are approximately \$2,856,000.

Expected future benefit payments are as follows:

Fiscal Year	
2013	\$ 1,301,498
2014	1,290,276
2015	1,586,365
2016	1,638,263
2017	1,607,753
2018-2022	9,714,945
	<u>\$7,139,100</u>

#### Note 6 - Per capita tax

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

The cost of one quarterly receipt stamp and its allocation is as follows:

Period	Allocation of Quarterly Stamp				
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	Richard Walsh/ Alfred W. DiTolla/ Harold Spivak Foundation
Jan.1, 2012 - April 30, 2012	\$48.00	\$41.90	\$4.00	\$2.00	\$1.10
Jan. 1, 2011 - Dec. 31, 2011	47.00	40.90	4.00	2.00	.10
May 1, 2010 - Dec. 31, 2010	45.00	38.90	4.00	2.00	.10

#### Note 7 - Royalty income

During 1997, the International entered into an agreement with the A.F.L.-C.I.O. granting them the right to use the International Union trademarks and membership lists. In consideration for this license, the A.F.L.-C.I.O. pays annual royalties to the International based on usage. The annual royalties received by the International during fiscal 2012 and 2011 amounted to \$163,957 and \$154,532, respectively. The term of the existing agreement expires on February 28, 2017.

#### Note 8 - Real and personal property

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

	April 30	
	2012	2011
Land	\$1,147,391	\$1,147,391
Buildings	2,892,829	2,740,907
Furniture and equipment	2,715,563	2,276,706
Total	6,755,783	6,165,004
Less accumulated depreciation	2,460,303	2,111,214
	\$4,295,480	\$4,053,790

In April 2012, the International through its wholly-owned subsidiary, the General Building Corp., entered into a purchase agreement with an unrelated third party seller to purchase three condominium units located at 207-217 West 25th Street, New York, New York. Under the terms of the agreement, the International made a \$1,061,802 deposit for the purchase of the condominium units. In connection with the closing of the Condominium units on June 29, 2012, the International paid the seller the remaining balance of \$9,556,218.

#### Note 9 - Employee 401(K) Savings Plan

The International maintains a 401(K) defined contribution savings plan through Merrill

Lynch. All those employed by the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 15% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. There is no matching contribution made by the International.

#### Note 10 - Rental income

The Realty Corp. and General Building Corp. as lessors under five commercial leases, which expire during various dates ranging from fiscal 2012 through 2017, will receive minimum base rents during the term of the leases as follows:

Fiscal Year	
2013	\$260,266
2014	224,191
2015	40,077
2016	33,788
2017	2,753
	<u>\$561,075</u>

#### Note 11 - Contingency

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

#### Note 12 Unrestricted Net Assets

	Total	Unrestricted Net Assets	Pension Liability Adjustments
Balance April 30, 2010	\$ 25,072,727	\$ 38,477,242	\$(13,404,515)
Change in net assets	1,823,511	1,823,511	-
Pension related changes other than benefit cost	(530,617)	-	(530,617)
	<u>1,292,894</u>	<u>1,823,511</u>	<u>(530,617)</u>
Balance April 30, 2011	26,365,621	40,300,753	(13,935,132)
Change in net assets	704,265	704,265	-
Pension related changes other than benefit cost	(6,168,661)	-	(6,168,661)
	<u>(5,464,396)</u>	<u>704,265</u>	<u>(6,168,661)</u>
Balance April 30, 2012	\$ 20,901,225	\$ 41,005,018	\$(20,103,793)

### CONVENTION TRANSPORTATION AND PER DIEM FUND Statement Of Financial Position

	ASSETS				
	Year Ended April 30				
	2012	2011		2012	2011
Cash	\$ 29,933	\$ 25,992	Accrued interest receivable	11,971	11,261
Investments, at Market (note 3)			Due from General Fund	106,422	147,299
Merrill Lynch Investment Fund Account	4,011,245	3,213,387	Total assets	\$5,013,370	\$ 4,115,573
Harris Private Banking	853,799	717,634			
	<u>4,865,044</u>	<u>3,931,021</u>			
			<b>LIABILITIES AND UNRESTRICTED NET ASSETS</b>		
			Deferred income (note 1)	\$ 247,715	\$ 248,305
			Unrestricted net assets	4,765,655	3,867,268
			Total liabilities and unrestricted net assets	\$5,013,370	\$ 4,115,573

### CONVENTION TRANSPORTATION AND PER DIEM FUND Statement Of Activities

	INCOME			EXPENSES	
	Year Ended April 30				
	2012	2011		2012	2011
Per capita tax (note 1)	\$ 864,149	\$ 866,377	Miscellaneous	5,616	4,550
Interest earned	43,817	43,708	Foreign currency exchange loss	3,798	-
Foreign currency exchange gain	-	4,027	Total expenses	9,414	4,550
Total income	<u>907,966</u>	<u>914,112</u>	Change in net assets before net realized and unrealized gain (loss) on investments	898,552	909,562
			Net realized and unrealized gain (loss) on investments (note 3)	(165)	2,476
			Change in net assets	898,387	912,038
			Unrestricted net assets - beginning of year	3,867,268	2,955,230
			Unrestricted net assets - end of year	\$4,765,655	\$3,867,268

## CONVENTION TRANSPORTATION AND PER DIEM FUND Statement Of Cash Flows

	Year Ended April 30	
	2012	2011
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$898,387	\$912,038
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Net realized and unrealized (gain) loss on investments	165	(2,476)
Changes in certain accounts		
Accrued interest receivable	(710)	(164)
Due from General Fund	40,877	(33,087)
Deferred income	(590)	18,463
Total adjustments	39,742	(17,264)

Net cash provided by operating activities	938,129	894,774
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchases of investments	(3,154,956)	(2,719,033)
Proceeds from redemption of investments	2,220,768	1,813,951
Net cash (used) by investing activities	(934,188)	(905,082)
Increase (decrease) in cash	3,941	(10,308)
Cash at beginning of year	25,992	36,300
Cash at end of year	\$ 29,933	\$ 25,992

## CONVENTION TRANSPORTATION AND PER DIEM FUND Notes to Financial Statements

### Note 1 - Organization

The Convention Transportation and Per Diem Fund ("Fund") was established to receive a portion of the per capita tax collected and distributed by the General Fund, to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (the "International"). Payments received for future periods have been deferred.

### Note 2 - Summary of significant accounting policies

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

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

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

The Fund's cash is deposited in various banks at April 30, 2012. The Fund has not experienced any losses on its cash deposits.

The Fund has evaluated subsequent events through July 19, 2012 and has determined there are no subsequent events or transactions which would require recognition or disclosure in the Fund's financial statements.

### Note 3 - Valuation of investments and fair value measurement

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

U.S. GAAP establishes a hierarchical disclosure framework which prioritizes and ranks the level of market price observability used in measuring fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher

degree of market price observability and a lesser degree of judgment used in measuring fair value. The fair value hierarchy prioritizes the inputs to valuation techniques used in measuring fair value into three broad levels with the highest priority to quoted prices in active markets (Level I) and the lowest priority to unobservable inputs (Level III).

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

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

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

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

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

The following table summarizes the valuation of the Fund's investments by the above fair value hierarchy levels as of April 30, 2012 and 2011:

Description	2012			
	Level I	Level II	Level III	Total
Government securities	\$ 457,693	\$ -	\$ -	\$ 457,693
Corporate bonds	121,011	-	-	121,011
Cash and cash equivalents	418,425	-	-	418,425
Certificates of deposit	3,867,915	-	-	3,867,915
Total Investments	\$4,865,044	\$ -	\$ -	\$ 4,865,044

Description	2011			
	Level I	Level II	Level III	Total
Government securities	\$ 455,362	\$ -	\$ -	\$ 455,362
Corporate bonds	120,267	-	-	120,267
Cash and cash equivalents	180,236	-	-	180,236
Certificates of deposit	3,175,156	-	-	3,175,156
Total Investments	\$3,931,021	\$ -	\$ -	\$ 3,931,021

Any realized and unrealized gains and losses from investments are reported in the statement of activities.

## DEFENSE FUND Statement of Financial Position

<b>ASSETS</b>	Year Ended April 30		<b>LIABILITIES AND UNRESTRICTED NET ASSETS</b>	
	2012	2011		
Cash	\$66,753	\$62,679	Accounts payable and accrued expenses	\$114,086      \$77,047
Investments, at market (note 3)			Deferred income (note 1)	495,429      496,611
Merrill Lynch Investment Fund Account	10,913,801	10,639,281	Unrestricted net assets	11,638,954      11,572,237
Harris Private Banking	933,733	881,536	Total liabilities and unrestricted net assets	\$12,248,469      \$12,145,895
	11,847,534	11,520,817		
Accrued interest and other receivables	59,908	176,117		
Due from General Fund	274,274	386,282		
Total assets	\$12,248,469	\$12,145,895		

## DEFENSE FUND Statement of Activities

<b>INCOME</b>	Year Ended April 30			
	2012	2011		
Per capita tax (note 1)	\$1,728,293	\$1,729,227	Miscellaneous	72,145      68,863
Interest earned	324,459	380,486		1,810,136      1,237,715
Foreign currency exchange gain	335	8,626	Change in net assets before investment gain/(loss)	242,951      880,624
	2,053,087	2,118,339	Investment gain/(loss)	31,693      6,249
			Realized gain on sale of investments	(207,927)      (176,573)
			Unrealized (loss) on investments	(176,234)      (170,324)
			Change in net assets	66,717      710,300
<b>EXPENSES</b>			Unrestricted net assets - beginning of year	11,572,237      10,861,937
Legal and other	1,309,283	799,228	Unrestricted net assets - end of year	\$11,638,954      \$11,572,237
Basic agreement administration	251,831	248,339		
Salary reimbursements to General Fund	99,532	119,944		
Special organizing	77,345	1,341		

## DEFENSE FUND Statement of Cash Flows

<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>	Year Ended April 30			
	2012	2011		
Cash flows from operating activities			Deferred income	(1,182)      36,927
Change in Net Assets	\$66,717	\$710,300	Total adjustments	440,308      133,933
Adjustments to reconcile change in net assets to net cash provided by operating activities			Net cash provided by operating activities	507,025      844,233
Unrealized loss on investments	207,927	176,573	<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	
Realized gain on sale of investments	(31,693)	(6,249)	Purchases of investments	(5,773,826)      (6,845,884)
Changes in Certain Other Accounts			Proceeds from redemption of investments	5,270,875      5,977,142
Due from General Fund	112,008	(26,749)	Net cash (used) by investing activities	(502,951)      (868,742)
Accrued interest and other receivables	116,209	(93,503)	Increase (decrease) in cash	4,074      (24,509)
Other assets	-	2,670	Cash at beginning of year	62,679      87,188
Accounts payable and accrued expenses	37,039	44,264	Cash at end of year	\$ 66,753      \$ 62,679

## DEFENSE FUND Notes to Financial Statements

### Note 1 - Organization

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

### Note 2 - Summary of significant accounting policies

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

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

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

The Fund's cash is deposited in various banks at April 30, 2012. The Fund has not experienced any losses on its cash deposits.

The Fund has evaluated subsequent events through July 19, 2012 and has determined there are no subsequent events or transactions which would require recognition or disclosure in the Fund's financial statements.

### Note 3 - Valuation of investments and fair value measurement

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

U.S. GAAP establishes a hierarchal disclosure framework which prioritizes and ranks the level of market price observability used in measuring fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring

fair value. The fair value hierarchy prioritizes the inputs to valuation techniques used in measuring fair value into three broad levels with the highest priority to quoted prices in active markets (Level I) and the lowest priority to unobservable inputs (Level III).

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

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

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

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

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

The following table summarizes the valuation of the Fund's investments by the above fair value hierarchy levels as of April 30, 2012 and 2011:

Description	2012			Total
	Level I	Level II	Level III	
Government securities	\$8,568,643	\$ -	\$ -	\$8,568,643
Corporate bonds	2,471,712	-	-	2,471,712
Cash and cash equivalents	807,179	-	-	807,179
<b>Total Investments</b>	<b>\$11,847,534</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$11,847,534</b>

Description	2011			Total
	Level I	Level II	Level III	
Government securities	\$8,465,117	\$ -	\$ -	\$8,465,117
Corporate bonds	2,585,218	-	-	2,585,218
Cash and cash equivalents	470,482	-	-	470,482
<b>Total Investments</b>	<b>\$ 11,520,817</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$11,520,817</b>

Any realized and unrealized gains and losses from investments are reported in the statement of activities.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE DETROIT MARRIOTT AT THE RENAISSANCE CENTER



## CALL TO ORDER

In accordance with Article Seven, Section 3 of the International Constitution, a Special meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 9:00 a.m. on Wednesday, July 11, 2012 at the Detroit Marriott at the Renaissance Center, located at 400 Renaissance Drive, Detroit, Michigan.

## 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,  
Second Vice President  
J. WALTER CAHILL,  
Third Vice President  
THOM DAVIS,  
Fourth Vice President  
ANTHONY DE PAULO,  
Fifth Vice President and  
Co-Director of Stagecraft  
DAMIAN PETTI,  
Sixth Vice President  
BRIAN J. LAWLOR,  
Seventh Vice President and  
Co-Director of Stagecraft  
MICHAEL F. MILLER, JR.,  
Eighth Vice President and Director  
of Motion Picture and Television  
Production  
JOHN T. BECKMAN, JR.,  
Ninth Vice President  
DANIEL E. DI TOLLA,  
Tenth Vice President and  
Co-Director of Stagecraft

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

In addition to the members of the Board, those present included General Secretary-Treasurer Emeritus Michael W. Proscia, Assistant to the President Deborah A. Reid, Broadcast Department Director Sandra England, Special Representative David F. Garretson, and General Counsel Dale W. Short.

## UPDATE ON RELOCATION OF IATSE GENERAL OFFICE

General Secretary-Treasurer Wood updated the Board on the status of the relocation of the General Office to 25th Street and Seventh Avenue in New York City. The Board was reminded that the IATSE has purchased two floors of which the IATSE will initially occupy approximately one and a half floors. The remaining one half is occupied by three tenants and this will bring revenue to the IATSE until their leases expire in 2014 at which time, the IATSE will make a determination if some or all of the office space being rented will be needed and one or more leases will be terminated or renewed.

He advised that the closing on the purchase of the property was held on June 28, 2012. Demolition of the space is scheduled to begin in late July. Construction of the new office design will begin a few weeks after that and is expected to be completed by the end of the year with the move targeted for February 2013.

The Board congratulated President

Loeb and General Secretary-Treasurer Wood for their efforts to find appropriate space for the International's General Office that will result in a worthy investment. It was noted that after 119 years, the International is finally the proud owner of a property in New York City.

## KRAVIS CENTER

President Loeb updated the Board of the situation with the Kravis Center and its Board of Directors refusal to adhere to the agreement that was reached on January 20, 2012 and reported on at length at the 2012 Mid-Winter General Executive Board in Atlanta, Georgia. Soon after the bargaining concluded, the CEO of the building began reaching out to President Loeb in an attempt to modify the agreement. At the same time, the attorney for the Kravis Center and the General Counsel and In-House Counsel were working to finalize the language in the contract. Eventually the parties spoke and the Kravis CEO advised President Loeb that the Kravis Board had not approved portions of the agreement and she attempted to modify what was agreed to between the parties. That effort proved to be fruitless and President Loeb pledged his full support to Local 500's long standing fight with the Kravis Center. Additional Board charges were filed for failure to execute and the NLRB has taken affidavits from President Loeb, General Counsel Short, and anticipates taking affidavits and requesting notes from In-House Counsel Dulaney and Vice President Lawlor.

Subsequent to the NLRB charges, a member of the Kravis Board reached out to Vice President Lawlor. A question was posed as to whether the par-

ties might reconvene and under what circumstances. A letter was forwarded to the Chairman of the Board of the Kravis Center reaffirming our belief that a deal had been consummated but leaving open the door to future dialogue between the Chairman and President Loeb. At least one conversation had occurred prior to the Board meeting and a follow-up conversation was scheduled for the following week. If the Kravis Chair is unwilling or unable to meet, the IATSE will ramp up its activities at the Center as the season starts up again in the fall.

### **PRODUCER/IATSE BASIC AGREEMENT AND AREA STANDARDS AGREEMENT**

#### *Basic Agreement*

It was reported to the Board that the Memorandum of Agreement from the recently concluded Basic Agreement negotiations was unanimously ratified by the West Coast Studio Locals as required by the International Constitution.

#### *Area Standards Agreement*

It was reported that negotiations began in late March for the renewal of the Area Standards Agreement between the International and the AMPTP, however, after a few sessions, negotiations broke off and there are no dates scheduled to resume negotiations.

It is estimated that the Area Standards Agreement now covers approximately 8,000 members of the International across the United States.

### **DEMOCRATIC NATIONAL CONVENTION**

Representative Dave Garretson reported on his assignment to work with long-time producer John Brad-

ley, whose company is producing the Democratic National Convention which will be held the week of September 3rd thru 6th, 2012 in Charlotte, North Carolina. Similar to the convention held in Denver in 2008, President Obama will give his acceptance speech outdoors in the Bank of America Stadium, which has significantly increased the amount of work available to Charlotte Local No. 322 and the surrounding IA local unions. Representative Garretson has been working with Business Agent Bo Howard of Local No. 322 to ensure that adequate manpower is available and equipped to crew the various events to be held during the Convention. Arrangements are being made for additional IATSE qualified members from the region to supplement the Local 322 workers. The take-in for the Convention is scheduled to commence on August 17th.

It was also reported that Representative Garretson is coordinating his efforts with Vice Presidents Cahill and Lawlor, who have traveled to Charlotte several times in the past year meeting with representatives of Local 322 and Theatrical Resources. In addition, both Vice Presidents have attended meetings with representatives of the DNC to guarantee that all production work connected with the Convention is serviced under a contract with the IATSE and its affiliated Locals.

### **REPUBLICAN NATIONAL CONVENTION**

Vice President Brian Lawlor reported that he and Division Director Gearns have been working with Tampa Local No. 321 regarding the Republican National Convention to be held in Tampa from August 27th thru Au-

gust 31st, 2012. Freeman Decorating is functioning as the General Contractor for this event and has a contract with Local 321 for that work in the Tampa Times Forum. Work is slated to begin in mid-July and will last approximately six weeks. Subsequently the production team will take over the building. Vice President Lawlor coordinated meetings between David Nash, a long-time IA member and consultant to the RNC, and the President and Business Agent of Local 321, Howard Stein and Paul Paleveda. Those discussions went very well and an agreement is in place for the production work as well. As with the DNC, all the work the IATSE traditionally services will be done under contract, supplemented by pink contract employees in the appropriate categories. This convention will be a great source of income for Local 321 members in what is traditionally a slower season in Florida, as well as for members from the surrounding local unions.

### **GOLF CHANNEL**

Broadcast Division Director Sandra England reported on current organizing efforts of the Division including an election petition with the National Labor Relations Board that is being filed to represent employees working for the Golf Channel. The IATSE has overwhelming support from the workers on this drive.

The Division has seen a dramatic increase in requests from unrepresented sports broadcast workers seeking help from the IATSE for representation and we will continue to aggressively organize in this area.

### **INTERNATIONAL VICE PRESIDENT TIMOTHY F. MAGEE**

The Board was advised of the un-

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE DETROIT MARRIOTT AT THE RENAISSANCE CENTER



timely passing of Vice President Timothy F. Magee on July 6, 2012 at his home in Grosse Pointe Park, Michigan. It was noted that Vice President Magee had served as an officer of Detroit Stage Local 38 for a number of years as well as former Michigan Studio Mechanics Local 812. He was unanimously elected to serve on the IATSE General Executive Board in 1995 and also served as an International Representative. Vice President Magee was a man of great integrity and his untiring efforts and dedication to properly represent each and every member of this Alliance is greatly appreciated. He will be sorely missed and the Board extended its deepest condolences to his family.

As a demonstration of the General Executive Board's deep appreciation, the Board unanimously passed the following resolution in tribute to Vice President Magee:

## RESOLUTION

WHEREAS, the General Executive Board of the IATSE, in meeting duly convened on Wednesday, July 11, 2012 in Detroit, Michigan, recognizes the outstanding service of Vice President Timothy F. Magee in carrying out his duties as a member of the Board since 1995 when he was unanimously elected to serve as International Vice President, as well as in his duties as a full-time International Representative and a member of the IATSE's Defense Fund Committee and the IATSE's Political Action Committee, and

WHEREAS, the General Executive Board also recognizes Vice President

Magee's untiring efforts and dedication to the entire membership of this Alliance, as well as his service as an officer of Detroit Stage Local No. 38 and Michigan Studio Mechanics Local No. 812,

THEREFORE, BE IT RESOLVED that in an expression of deep appreciation to Vice President Magee, this General Executive Board proudly announces in this Resolution that the conference room at the IATSE General Office in New York City is hereby dedicated to Vice President Magee and as such will be known as "The Timothy F. Magee Board Room".

*Signed below by the IATSE  
General Executive Board  
July 11, 2012 - Detroit, Michigan*

s/MATTHEW D. LOEB  
International President  
s/JAMES B. WOOD  
General Secretary-Treasurer  
s/MICHAEL J. BARNES  
Second International Vice President  
s/J. WALTER CAHILL  
Third International Vice President  
s/THOM DAVIS  
Fourth International Vice President  
s/ANTHONY DEPAULO  
Fifth International Vice President  
s/DAMIAN PETTI  
Sixth International Vice President  
s/BRIAN J. LAWLOR  
Seventh International Vice President  
s/MICHAEL F. MILLER, JR.  
Eighth International Vice President  
s/JOHN T. BECKMAN, JR.  
Ninth International Vice President  
s/DANIEL E. DI TOLLA  
Tenth International Vice President

s/JOHN R. FORD  
Eleventh International Vice President  
s/JOHN M. LEWIS  
Twelfth International Vice President  
s/CRAIG P. CARLSON  
Thirteenth International Vice President

## MAGEE CHILDREN EDUCATION FUND

The Board was informed that Vice President Magee is survived by his wife Therese and three children, Charles, Molly and Mary Devin. A Fund has been established to assist the children of with educational expenses they will incur pursuing their college education.

The General Executive Board unanimously approved a donation from the International be made to the Fund.

**Additional donations may be made in memory of Vice President Magee to:**

**Magee Children Education Fund  
c/o Mrs. Therese Magee  
1371 Devonshire Road  
Grosse Pointe Park, MI. 48230**

It was noted that at its off-year convention held in Charlotte, North Carolina, on July 7-8, 2012, a donation to the Fund was approved by the delegates of IATSE District 7.

## ADOURNMENT

Having completed all business properly brought before it, and after motion duly made and carried, the General Executive Board meeting was adjourned at 9:45 a.m.

# In some jobs, your position is important.



Many IATSE-represented workers perform jobs that demand they stare at a computer screen or stand in the same position for hours. Knowing the correct ways to position your body, and how often to take a break can prevent long-term damage to your eyes, bones, and muscles. Be sure you keep yourself safe on the job.



**WORK SAFE. WORK SMART. WORK UNION.**

[www.iatse-intl.org](http://www.iatse-intl.org)

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



## CALL TO ORDER

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, July 23, 2012 in the Stanley Park Ballroom of the Westin Bayshore in Vancouver, British Columbia.

## 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,  
Second Vice President  
J. WALTER CAHILL,  
Third Vice President  
THOM DAVIS,  
Fourth Vice President  
ANTHONY DEPAULO,  
Fifth Vice President and  
Co-Director of Stagecraft  
DAMIAN PETTI,  
Sixth Vice President  
BRIAN J. LAWLOR,  
Seventh Vice President and  
Co-Director of Stagecraft  
MICHAEL F. MILLER, JR.,  
Eighth Vice President and  
Director of Motion Picture and  
Television Production  
JOHN T. BECKMAN, JR.,  
Ninth Vice President  
DANIEL E. DiTOLLA,  
Tenth Vice President and  
Co-Director of Stagecraft  
JOHN R. FORD,

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

It was noted that the position of First Vice President was vacant due to the untimely passing of International Vice President Timothy F. Magee.

In addition to the members of the Board, those present included General Secretary-Emeritus Michael W. Proscia, Retired International Vice President Michael J. Sullivan, International Trustees C. Faye Harper, George Palazzo, and Thomas Cleary, CLC Delegate Kelly Moon, Assistants to the President Deborah A. Reid and Sean McGuire, Director of Tradeshow and Display Work William E. Gears, Jr., Director of Communications Emily Tao, Director of Education and Training Patricia A. White, Director of Broadcast Sandra England, Assistant Director of Motion Picture and Television Production Daniel Mahoney, International Representatives Christopher "Radar" Bateman, Peter DaPrato, Jamie Fry, Donald Gandolini, Jr., Barney Haines, Scott D. Harbinson, D. Joseph Hartnett, Vanessa Holtgrewe, Mark Kiracofe, Peter Marley, Julia Neville, Francis O'Hern, Joanne Sanders, Lyle Trachtenberg, Joel Youngerman, Special Representatives Ronald G. Kutak and Joseph Short, ICAP Chairman Kent Jorgensen, Assistant to the Editor MaryAnn Kelly, and staff members Alejandra Arzate, Marcia Lewis, Colleen Paul, Terri Simmons, Krista Hurdon, Eileen M. Lehane and Megan Doughty.

Also in attendance at various open sessions of the Board meet-

ings were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 13 Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, D.C.; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 110, Chicago, IL; 118, Vancouver, BC; 121, Niagara Falls-Buffalo, NY; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 168, Vancouver Island, BC; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 262, Montreal, QC; 306, New York, NY; 329, Scranton-Pittston, PA; 353, Port Jervis-Sullivan County, NY; 363, Lake Tahoe-Reno, NV; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 488, Pacific Northwest; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500,

South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 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; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; USA829, United States; 835, Orlando, FL; 849, Atlantic Canada; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory; 892, Hollywood, CA; 18032(ATPAM), New York, NY; B-173, Toronto-Hamilton, ON, and B-192, Hollywood, CA.

### HOST LOCALS

At the opening session of the Board meeting, representatives of Host Locals 118, 168, 669, and 891 appeared to officially welcome members of the General Executive Board, Official Family, local union representatives and guests to the City of Vancouver. Meeting attendees were advised that the Host Locals had arranged for a tour of the facilities at Capilano University and the Performing Arts Lodge. In addition, all attendees were invited to attend the 50th Anniversary celebration of Local 891 to be held at the CBC Studio One on Thursday evening of the Board meeting week. It was noted that the celebration would also be a fundraiser for the Actors Fund of America and the Actors Fund of Canada.

In addition, a Coast Salish traditional opening was arranged by the Host Locals to offer a ceremonial opening for this Board meeting. Mr. Victor Guerin of the Musqueam Nation performed the ceremony and stated that he is “grateful for the work

we do.” Mr. Guerin then presented a traditional talking stick to President Loeb. The beautiful talking stick was hand-carved by Mr. Jack Stogan.

On behalf of the entire Board, President Loeb expressed his deep appreciation to the Host Locals for all their hospitality and for the hard work they put forth to ensure that this Board meeting would be a memorable one and one of great success. He noted that the City of Vancouver is rich with labour history and the labour community has met with tremendous strife and has enjoyed tremendous success over the years. President Loeb also congratulated the officers and members of Local 891 on the Local’s 50th anniversary. He noted that the last Board meeting held in Vancouver was in 2002, and looked forward to a very successful meeting.

### INTERNATIONAL VICE PRESIDENT TIMOTHY F. MAGEE

At the onset of the meeting, President Loeb noted the passing of Vice President Magee on July 6, 2012 in



Officers of the Host Locals welcomed the General Executive Board and all the attendees to the City of Vancouver.



Mr. Victor Guerin of the Musqueam Nation performed a ceremonial opening of the Vancouver General Executive Board meeting.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



Detroit, Michigan and asked that all attendees stand in a moment of silence. President Loeb introduced Mrs. Therese Magee who was able to be present in Vancouver for the Board meeting.

President Loeb advised all attendees that the General Executive Board adopted a resolution at a Special Meeting held in Detroit on July 11th. The resolution pays tribute to Vice President Magee and announces that the conference room at the General Office would be named in his honor, "The Timothy F. Magee Board Room."

## **INTERNATIONAL REPRESENTATIVE CHRISTOPHER "RADAR" BATEMEN**

President Loeb introduced Chris "Radar" Bateman who was appointed as a full-time International Representative on June 1, 2012, and will be based in Portland, Oregon. Prior to his appointment, Radar had been accepting assignments as a Special Representative to assist local unions in various contract negotiations. Radar

is a member of Portland Stage Local 28 and serves as the Advisory Chair of IATSE District One. He also sits on the Northwest Oregon Labor Council Executive Board representing Amusement Triads. Representative Batemen has also served Local 28 as Business Agent for the last 8 years, and prior to being elected the Business Agent he was on the Executive Board of Local 28 and worked as a Stagehand in various Portland theaters.

## **INTERNATIONAL VICE PRESIDENT WILLIAM E. GEARNS, JR.**

President Loeb announced that the General Executive Board had met in Executive Session and unanimously elected Tradeshow Director William E. Gearns, Jr. Vice President Gearns was elected to fill the vacancy created by the passing of Vice President Magee.

A native of Indianapolis, Indiana, Vice President Gearns has been a member of the IATSE for 44 years and began his career as a stagehand in Local 30. In 1988 he was appointed to serve as an International Rep-

resentative and received assignments to assist a number of local unions with great success. In 2000 he was appointed to the position of Director of the newly created Tradeshow and Display Work Department of the Alliance and through his efforts and dedication, the IATSE has made great strides and accomplished a great deal in providing the best possible representation to those working in that aspect of the industry.

President Loeb administered the oath of office to Vice President Gearns and welcomed him to the Board.

## **JIM SINCLAIR, PRESIDENT OF THE BC FEDERATION OF LABOUR**

The General Executive Board was addressed by guest speaker Jim Sinclair, President of the B.C. Federation of Labour, whose 54 affiliated unions represent 450,000 private and public sector employees in the Province. Since Sinclair became President, the B.C. Federation has grown by more than 75,000 members in affiliated unions representing teachers, nurses and Workers' Compensation Board employees.

President Sinclair stressed the importance of working peoples' solidarity that knows no national borders. Over 2,000 members of the B.C. Federation's trade unions rallied to support brothers and sisters in Wisconsin. Canadian workers understand the grave dangers and threats to their livelihoods that mirror the situation in Wisconsin. He recognized that all working people face "an assault on labour like never before." Recognizing this fact, the National Post newspaper noted that "Wisconsin is coming to Saskatchewan."



**International President Loeb, Vice President Gearns and General Secretary-Treasurer Wood.**

Labour must be united in solidarity and mobilize their memberships to political activism to deliver their votes and participate in democracy – labour’s tool for political action.

President Sinclair also stressed the need for organized labour to reach out and embrace and involve young people using the social media tools they understand and use.

Finally, quoting former labour leader Homer Stevens, President Sinclair called on union members to remember two things: 1) “Labour didn’t get anything it didn’t fight for” and 2) “Labour won’t keep anything it has won unless we keep fighting for it.”

President Loeb thanked President Sinclair for his inspiring message. He concurred with the message that the attacks on workers know no borders – both in the United States and Canada and beyond to the wider world.

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

General Secretary-Treasurer James B. Wood appeared before the Board and provided the following update regarding the Office of the General Secretary-Treasurer:

### ***Audited Financial Statements***

It was reported that during the months of May and June 2012, the auditors for the International were in the General Office performing the April 30, 2012 year-end audit. The final audited statements have now been completed and in keeping with past practice they will be published in the Third Quarter issue of the Official Bulletin.

All of the Funds continue to be in the black as they have for many years, although we are now faced with one significant challenge. For

many decades, excess funds have been invested almost exclusively in conservative fixed income vehicles. Over time the reluctance to chase high returns and the resultant higher risk has allowed the International to achieve the primary goal of capital preservation with acceptable return. It has allowed the International to avoid what at times can be wild fluctuations in asset valuation and is a strategy that has served us well. However, in today’s artificially low interest rate environment the investment income on all of our Funds is showing a significant reduction from previous years. The capital appreciation that resulted from declining interest rates has now essentially ended and what is left is a level of interest rates that provides extremely low investment income. This is not expected to change in the near future and will simply need to be accounted for in any budget projection models.

The change in net assets in the General Fund (before investment gains or losses) increased by \$921,376 during the past fiscal year and the total assets of the Alliance now stand at \$46,075,901. This does not include the market value of real estate properties. While this year’s net income is lower than in some previous years, it is sufficient to provide a cushion against changing conditions and is a reflection of both the reduced investment income and a conscious effort to spend money in areas that service our local unions and their membership.

The change in net assets in the Convention Transportation and Per Diem Fund (before investment gains or losses) increased by \$898,552 and

the total unrestricted net assets in the Fund now stand at \$4,765,655 at year-end.

The Defense Fund saw a change in net assets (before investment gains or losses) of \$242,951. As with the General Fund, the Defense Fund is showing lower net income than in some previous years, but this is almost exclusively the result of spending money in areas to benefit our local unions and their members. Whether that be Basic Agreement negotiations, establishment of the Training Trust, the fight against Digital Theft or the dramatic increase in training available to local union officers, District Convention delegates and Officers and Representatives of the International.

### ***ULLICO***

Despite the sluggish economy, ULLICO continued its successful turnaround in 2011. While many of the country’s financial institutions remain somewhat stagnant, ULLICO remains financially sound, secure and profitable and ended the year with a strong capital base and no debt.

On February 15, 2012, the Board of Directors declared a dividend in the amount of \$0.50 per share, which for the I.A.T.S.E. resulted in a payment of \$3,122.51.

### ***Email Communication Update***

In today’s digital age, many local unions are increasing their level of membership communication through the use of email as well as other tools. In November of 2010, the International requested assistance from our local unions in providing the email addresses for those members for which the local union maintained that information.



To date, 161 local unions have cooperated with the request to provide the International with email addresses for their members. There are now over 38,000 members receiving press releases and other International communication via email. Additionally, almost 2,900 members are now receiving the Official Bulletin in electronic format.

### *Local Union Tax Exempt Status*

In the spring of 2010, the IRS changed its policy of how it was going to handle severely delinquent filers of the Form 990. A letter was sent by the IRS advising all organizations that not filing for a three-year period would result in the loss of tax exempt status.

Unfortunately, a number of our local unions have been notified by the IRS that their tax exempt status has been revoked because of delinquent filing. While it appears that in a few cases, there is confusion with the IRS over which EIN number is associated with a particular local union and the International has assisted the affected Locals and rectified the situation with the IRS, far too many of our local unions would appear to have lost their tax exempt status. Each of these local unions has to go through a lengthy application process to have their status reinstated.

The International has been working with an accountant who is familiar with the process and has referred local unions to that firm when we have been contacted. Each of the local unions that appear on the IRS loss of tax exempt status list has been contacted by the International to ensure that they are aware of their tenuous situation and aware of the

assistance available. Some of these local unions have contacted the International for assistance and others have not.

As of December 31, 2012 the ability to have tax exempt status reinstated will expire and local unions will be exposed to paying taxes on retroactive and future net income. The International will make one last attempt this Fall to contact those local unions that may not be in compliance and offer assistance, but after that the consequences will be theirs.

### *IT Department*

New servers have been deployed in both the General Office and the West Coast Office because the ever-increasing data storage requirements were beginning to put a strain on the old servers. The storage capacity of these servers has increased from 119 gigabytes in New York and 445 gigabytes in Los Angeles to 1.5 terabytes in both offices, the equivalent of 1,500 gigabytes.

Additionally, these new servers have the capability to allow Jimmy Rainey, our IT Supervisor in the General Office, to deal with a lot more issues in the West Coast Office by using remote access technologies.

Jimmy has also been spending a significant amount of time working with the consultants hired to assist the International with its technological needs in the new General Office and working to deploy the new Contracts program designed to track and coordinate the tremendous number of contracts held by the International.

### *Local Union Online System*

The International continues to encourage local unions to register for

the online system available through the Finance Department. The number of local unions that are now using the online portion of our computer system has grown to 186 and those local unions represent over 93,000 members or 79% of the membership of the International.

These local unions are now using the system to change member addresses, submit Quarterly Reports, order per capita stamps and other supplies, view/print membership rosters and now update Officer information instead of using the old card system.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2012, royalty payments in the amount of \$163,957 were received.
2. Since 2003, the International has been charging to provide consultation responses for INS Visas. The present charge is \$450 per consultation for expedited service and \$250 for regular. The monies received from these processing fees are deposited in the Building Fund of the International. In the most recent fiscal year ending April 30, 2012 income of \$557,175 was received from these consultations.
3. The International has continued with the ongoing project of attempting to make our records as accurate as possible. Many local unions have been receiving letters requesting information on the members listed as Retired in

the International's database when those numbers differ from the numbers being listed on a Quarterly Report. Thus far the cooperation of our local unions has been excellent and we continue to improve the integrity of our data.

4. Approximately two months ago our bank began refusing to take deposits with checks made payable to a different payee than "I.A.T.S.E.". For years they have accepted many different variations of the payee but some regulatory changes are requiring them to more closely monitor deposits. Unfortunately this has resulted in the International returning checks to local unions and requesting new ones be issued with the corrected payee. This is not the result of any policy change at the International.

The Board accepted the Report of the General Secretary-Treasurer.

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

International Trustees George Palazzo, C. Faye Harper and Thomas Cleary appeared before the Board to present a review of their audit of the books and records of the International for the period October 1, 2011 through April 30, 2012, pursuant to the call of the International President. All records examined were found to be in order and the Trustees expressed their appreciation for the assistance of the staff in the Office of the General Secretary-Treasurer in the successful completion of their review.

The Board accepted the Report of the Board of Trustees.

#### **APPEAL OF MATTHEW DEMASCOLO V. LOCAL NO. 283, HANOVER, PA**

Brother Matthew DeMascolo, a member of IATSE Local No. 283, appealed to the General Executive Board from a decision of the International President relative to the election of officers in Local 283.

The Local's constitution requires that members must hold journeyman status in order to be eligible to run for office. When the membership voted on Brother DeMascolo's status to become a journeyman, the membership voted him down. However, the manner in which the Local conducted a tally of the votes violated Article Twenty-one, Section 4 of the International Constitution, so the Local was directed by the International President to admit him into membership as a journeyman. By way of background, the Local literally applied a "black ball" system so that if an applicant received 3 black balls, he or she was voted down regardless of whether a majority of members voted in favor of membership. In Brother DeMascolo's case he received a favorable majority vote but because three "black balls" were cast against him, the Local denied him membership. Brother DeMascolo subsequently appealed to the International President. President Loeb struck down the unlawful "black ball" system and directed the Local to comply with Article Twenty-one, Section 4 of the International Constitution. Brother DeMascolo was ordered into membership and the Local complied with this directive.

The Local's election of officers took place in November 2011 and Brother DeMascolo's name was

placed on the ballot for Business Agent. The election resulted in Brother DeMascolo losing the election by two votes. There were no election irregularities. The International President's decision to deny his appeal dated January 12, 2012 states in part that the decision was based on the fact that Brother DeMascolo "...lost [the election] after a fair and democratic election."

In view of the record in this case, the General Executive Board voted to uphold the decision of the International President to deny Brother DeMascolo's appeal.

President Loeb did not participate in the deliberations and did not vote.

#### **APPEAL OF NORMAN BRYN V. LOCAL NO. 798, NEW YORK, NY**

Brother Norman Bryn, a member of Local 798, appealed to the General Executive Board from a decision of the International President relative to his request for a waiver of Article Nineteen, Section 4 of the International Constitution which was adopted at the 66th Convention and requires that a member satisfy the requirement of having "the minimum of 120 days of jurisdictional work" within the thirty-six (36) months prior to nominations for local union elections.

In a letter dated January 31, 2012 from the Local's Secretary-Treasurer to Brother Bryn, it states in part that the pension records of the Local indicate his employment record was a) 14 days in 2011, b) 2 days in 2010, and c) 1 day in 2009. Therefore, Brother Bryn clearly does not fulfill the requirement of the International Constitution.

Brother Bryn, however, requested a waiver of the constitutional re-

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



quirement which was denied. He appealed this denial to the International President and subsequently appealed the International President's decision to deny the waiver to the General Executive Board.

In view of the record in this case, the General Executive Board upheld the decision of the International President to deny Brother Bryn's appeal.

President Loeb did not participate in the deliberations and did not vote.

## **APPEAL OF ROSE MARIE THOMAS V. LOCAL 822, TORONTO, ON**

Sister Rose Marie Thomas of Local No. 822, initiated this appeal by letter dated June 8, 2012, which also initiated her appeal on eighteen issues to International President Loeb. By letter decision dated July 13, 2012, President Loeb dismissed the appeal with respect to all eighteen issues on the grounds that, in each case, the appellant Rose Marie Thomas did not particularize any specific allegations that suggest improper conduct and/or within the time frame for appeal. Sister Thomas supplemented her appeal to the General Executive Board by an e-mail submission dated July 23, 2012 which the General Executive Board accepted for consideration in the circumstances.

The General Executive Board determined that this appeal related to the eighteen issues derived from the "List of Incidents Nov. 2011 to June 2012" in the appeal filings only. The General Executive Board voted to confirm and adopt the reasons for decision of the International President dated July 13, 2012 and denied the appeal. The appeal does not set forth sufficient facts for a reversal of the ruling of the International President.

President Loeb did not vote or participate in the Board's deliberations.

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

**RE: Navy Pier/McCormick Place**

International Vice President Craig Carlson reported on Local 2's recent efforts to claim their traditional jurisdiction at North America's largest convention center, McCormick Place in Chicago, Illinois. The IBEW has covered the work in McCormick Place since its inception which, unfortunately, included traditional IATSE jurisdiction.

Local 2 initially made inroads at McCormick by getting ETCP certification for its members. This in turn provided for management's recognition of the IA technicians. Additional help was provided by Chicago Mayor Rahm Emanuel, who started the conversation between Local 2 and the IBEW concerning jurisdiction.

Local 2's unwavering efforts resulted in the IBEW agreeing to coverage of the stagehand jurisdiction to Local 2. This provides significant work opportunities for Local 2 and opens the window to potential work for other Chicago area IA Locals. A press conference was held in Chicago with various officials present including Illinois Governor Patrick Quinn, Mayor Emanuel, and Vice President Carlson. A short video clip of the press conference was presented to the Board during which the officials noted the tremendous employment opportunities that will result from this agreement. During the press conference, it was also noted that Vice President Carlson's foresight and untiring efforts to work in solidarity with oth-

ers resulted in resolving the jurisdictional issues.

## **LOCAL NO. 461, NIAGRA-ON- THE-LAKE, ON**

**Re: Brock University**

Assistant to the President Sean McGuire and Local 461 President Doug Ledingham reported on the successful organization of the stage employees at Brock University. After numerous challenges, an election was held and the bargaining unit voted unanimously in favor of representation.

Negotiations were complex with many contentious issues including hours of work, meal breaks and hours of rest. The University also strongly opposed language to curtail the contracting out of bargaining unit work. Conciliation and strike dates were coordinated with CUPE Local 4207, which was also having difficulties in their negotiations for a first contract.

On February 17, 2012, one hour before the strike deadline, an agreement was reached. Highlights of the agreement include wage increases of 5% over three years, retroactive to the date of certification; an across-the-board wage review, with binding arbitration; protection from outsourcing; and layoff and recall provisions. The agreement was unanimously ratified by the bargaining unit in March 2012.

Brother Ledingham thanked Assistant to the President McGuire for his invaluable guidance. In return, Assistant to the President McGuire praised Brother Ledingham for his dedication and perseverance over the past five (5) years. He noted that if all the young leaders of the IA are

this talented, we are in good hands for the future.

President Loeb noted that Brother Ledingham is also an instructor at the University and that he displayed great courage in taking on this cause. He pointed out that it is the sum of these victories that define the success of the IATSE. President Loeb commended Brother Ledingham for his commitment and perseverance that caused the Local to prevail.

### **LOCAL NO. 262, MONTREAL, QC**

#### **Re: Quebec Organizing**

Vice President John M. Lewis and Local 262 President David Bluman Soued appeared before the Board and reported on the Local's recent organizing efforts made possible with the encouragement and support of the IATSE.

The Local was successful in its organizing drive receiving certifications from a total of 70 front-of-house employees at the St. Bruno Theatre and the Galaxy Cinema operated by the Cineplex chain. Local 262 represents approximately 50% of the Front-of-House employees in the Province of Quebec.

The organizing efforts of the Local have faced harsh anti-union employer tactics, including attacks on their ability to properly represent the employees. Local 262's organizing efforts of new bargaining units address the shift from motion picture operators as a result of the advent of digital technology.

Key to this success was the support of students and outreach efforts to them through social media. Similar efforts were met with success at the Montreal Canadian's Bell Centre sou-

venir shop and live theater venues.

The leadership of the IATSE and the assistance of the Defence Fund are key and critical to the Local's organizing successes.

Vice President Lewis added that IATSE Local 262 has now reached 600 members and this could only be possible by keeping organizing as the first priority. In the Local 262 office, the chalkboard lists the current organizing targets.

President Loeb commended the efforts of Local 262 and stated that the Local is "on the move", adding these 70 new members. He noted that the aggressive organizing of Local 262 is an example to all IA Locals.

### **AREA STANDARDS AGREEMENT**

International Vice President Michael Miller, Jr., Assistant Director Daniel Mahoney, Representative Jamie Fry, General Counsel Dale Short, In-House Counsel Samantha Dulaney, West Coast Counsel James Varuga and Midwest Counsel John Shepherd appeared before the Board to report on the Area Standards Agreement.

It was reported that the initial negotiations for a new Agreement broke off after only three days of discussions. The AMPTP was unwilling to seriously consider the IA's proposals that had been drafted with the affected Locals. As a result of this lack of progress with the AMPTP, the decision was made to end talks early.

The Area Standards Agreement will expire on July 31, 2012.

### **BECTU**

The Broadcasting Entertainment Cinematograph and Theatre Union (BECTU) held its Annual Conference

in Manchester England on May 26-27, 2012. President Loeb assigned General Secretary-Treasurer Wood and International Vice President DePaulo to represent the IATSE.

This year's Conference celebrated the 21st Anniversary of the merger of two unions, ACTT (Association of Cinematograph Television and Allied Technicians) and BETA (Broadcasting and Entertainment Trades Alliance) which occurred on January 2, 1991 and resulted in the creation of BECTU.

The first day of the Conference was similar to an abbreviated IATSE convention in the sense that resolutions were debated, election results were announced and guest speakers addressed the delegates. General Secretary-Treasurer Wood brought greetings from President Loeb and the 114,000 members of the Alliance and pledged to continue the close working relationship between our two unions.

The position of General Secretary, which is held by Gerry Morrissey, was not up for election at this Conference, but Christine Bond who was elected as the first woman President of BECTU in 2010 was re-elected to her position.

The issue of digital theft was once again debated as a small group of delegates attempted to overturn the BECTU policy on this issue (which is very similar to that of the IATSE) by calling for a secret ballot roll call vote based on the number of votes carried by each delegate. Ultimately, the motion was defeated and the policy remained as it was.

The second day of the Conference consisted of a number of Branch meetings which are similar to

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



the Caucuses held during an IATSE Convention. Vice President DePaulo addressed the Arts and Entertainment Branch (similar to a Stage Caucus).

Throughout both days, it was apparent that the issues discussed were not that different from the challenges faced by the IATSE. This is not surprising since we deal with many of the same employers and are all affected by the challenges of the world economy. It does, however, reaffirm the importance of maintaining close ties with BECTU and other unions around the world.

## **BILL C-38**

International Vice President John M. Lewis and Canadian Office Operations Manager Krista Hurdon appeared before the Board to report on Bill C-38, also known as the Omnibus Bill, or the “Jobs, Growth and Long-term Prosperity Act.”

The Canadian Conservative Government introduced Bill C-38 to implement its anti-union and anti-worker, Conservative agenda through legislative changes to over 70 federal laws. The government invoked “closure”, a legislative procedure to limit debate, undermining democracy.

The range of topics affected by this legislation included: Canada’s withdrawal from its commitment to climate change responsibilities under the Kyoto Protocol; the Temporary Foreign Worker Program to permit employers to pay highly-skilled foreign workers 15% less than the area standards average wage rate; the Employment Equity Act to permit federal contractors to effectively discriminate against various groups including women, aboriginal peoples, visible minorities and persons with disabilities.

Employment Insurance (EI) benefit changes have a focused effect on IATSE members. Despite the large payroll tax employer/employee contribution surpluses confiscated by the government to defray its public debt, benefits have been significantly reduced for “frequent users”, defined to include casual and temporary workers who are required to accept work completely outside of their established occupation or risk losing their employment insurance benefit entitlement. The final straw is the federal government income tax cuts favouring business and the wealthy.

The Canadian Labour Congress is coordinating and spearheading opposition to the Bill and, through its “Black Out / Speak Out” campaign utilizing the slogan “Silence is not an option,” solicited interested supporters to black out their websites on June 4, 2012. Fully one-third of IATSE Locals participated in this campaign, either by website black-out or displaying the campaign banner across their sites while maintaining functionality for their members. Across Canada, over 13,000 organizations participated in the campaign including Greenpeace and the World Wildlife Fund, in addition to national, provincial and local unions.

The IATSE participated in force, emphasizing the anti-democratic, anti-union linkage exemplifying the Conservative Government’s disdain and contempt for the elected parliamentary representatives of Canada. Extensive efforts have been made to solicit the support and political activism of IATSE members to protect the hard-fought democratic rights and economic interests from the vicious attacks by governments on working

people and their trade unions, at the Federal, provincial and municipal level.

President Loeb commented that political activism is where the IATSE belongs. This union is dedicated to represent and protect working people as a vital leading player in the Canadian Labour movement.

## **BILL C-377**

International Vice President John M. Lewis and Canadian Office Operations Manager Krista Hurdon appeared before the Board and gave a report on the status of Bill C-377: An Act to Amend the Income Tax Act. This bill is the latest in the Conservative Government’s attack on organized labour. The government hides behind it as a Private Member’s Bill, yet it is supported by the entire Conservative Government Caucus.

The Bill is Canada’s equivalent to the Bush anti-union legislation in the United States. Its purpose is to impoverish, monitor and limit the political activity of trade unions and weaken them at the bargaining table.

The focus of the Bill is the “income tax exempt” status of trade unions. The Bill requires onerous and detailed financial filings by trade unions (both local and international), benefit trust funds and union building corporations. The Bill further requires that all financial data be submitted in a document that is electronically searchable and capable of cross-referencing. Under the guise of “transparency”, the anti-union attack is clear since the Bill does not apply to political parties, charities, professional associations, and/or religious institutions, which all enjoy the same tax exempt status as trade unions.

The costs to trade unions and their benefit funds and building corporations are inordinate when measured in terms of personnel and professional advisor time/expenses to make the required filings. Labour organizations have only six months to comply and risk fines of \$1,000 per day and/or loss of tax exempt status. The cost to the government and the taxpayer to monitor and enforce compliance is likely millions of dollars. Further, the legislation is not necessary for its avowed purpose of transparency. Almost 95% of unionized workers are governed by provincial labour legislation that already requires that financial statements be available to their members. This anti-union legislation is used as an employer propaganda tool to thwart union organizing drives and strengthen the employer at the bargaining table.

Finally, there are serious privacy legislation concerns, since any individual union member who receives medical/dental benefits in excess of \$5,000 annually, or makes in excess of \$5,000 in annual retirement contributions, must be included in the disclosure.

The IATSE, along with other trade unions, has focused the trade union opposition to Bill C-377 by enlisting email support from all Locals, disclosing to service and materials suppliers that their transactions must be disclosed and reported, and ensuring that members contact their Members of Parliament. The key is to generate the groundswell of public opposition against this retrograde anti-union legislation. The involvement of the IATSE local union membership is vital to this effort, using the modern



**Secretary-Treasurer Shannon Koger and Vice President Jenna Krempel from Local 764 at the IATSE-PAC Fundraiser selling raffle tickets.**

and effective social media methods designed to assist and encourage member participation. Vice President Lewis called on every Canadian IATSE member to click on the “Stop Bill C-377” campaign button on the IATSE website to exercise their political rights and activism by sending a letter to Finance Minister Jim Flaherty and their own Member of Parliament.

Additionally, special recognition and thanks were given to Director of Communications Emily Tao, IT Administrator Jimmy Rainey and Administrative Assistant Nate Richmond for their tireless work to set up the infrastructure for the email lobbying campaign.

President Loeb commented that the IATSE was all too familiar with this Conservative Government’s attack on organized labour, trade unions, and consequently, all working people. He pledged the support and assistance of the IATSE to these efforts and placed this campaign on the home page of the IATSE website to underscore the prominence of this effort.

## CANADA

International Vice Presidents John M. Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barny Haines, Julia Neville and Peter DaPrato, Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Stephen Wahl reported to the Board on developments in Canada since the last Board meeting.

### *Local 56, Montreal - Stage*

The organizing efforts of Local 56 met with success at two municipal theatres: the 400-seat Pavillon de l’île, and the Centre Culturel Georges-Vanier with the support of the IATSE Defense Fund. Overcoming the intervention of the Canadian Union of Public Employees, who sought to assert representation rights though never-represented stagehands under its “all employees” collective agreement, the Québec Labour Board certified Local 56 for all stagehands employed by the City of Chateauguay at the two theatres and, in addition, all festivals and music venues within



city premises and outdoor venues. Negotiations for a first collective agreement have begun.

### ***Local 118, Vancouver - Stage***

With the assistance of Vice President Lewis and Assistant to the President McGuire, final amendments were negotiated to settle the collective agreement with the Richmond Gateway Theatre and get it ratified by the Local 118 membership.

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

Assistant to the President McGuire reported on the conclusion of negotiations with Great Lakes Scenic in Burlington, Ontario. Local 129 has recovered all wage and benefit roll-backs from the prior contract in negotiating a 9% increase in year one with further 1% and 2% increases in years two and three.

Similar success was reported with the settlement and ratification of renewal collective agreements at the Hamilton Entertainment and Conventions Facilities, Inc. and the Sanderson Centre in Brantford.

Through the tireless efforts of Local 129 Secretary Cindy Jennings, who persevered in pursuit of wage equity and parity between Wardrobe and Stage, a 35% increase for wardrobe employees was achieved at Theatre Aquarius.

### ***Local 168, Vancouver Island - Stage***

The resolution of collective agreement negotiations on the eve of a strike vote and unfair labour practice applications relating to the Royal and MacPherson Theatre Society was reported by Representative Haines. The renewed collective agreement duration was for three years with wage

increases of 2% plus classifications increases of 50% for front-of-house supervisors and custodial staff. The employer was forced to rescind the discipline imposed on the Executive Board members of Local 168. The local hiring hall practice of filling calls remains a contentious issue between the parties.

### ***Local 210, Edmonton - Stage***

Vice President Lewis reported on the successful conclusion of the collective bargaining negotiations merging the bargaining units and collective agreements with The Francis Winspear Centre for Music and the Edmonton Symphony Society. The highlights include time-and-a-half for casual employees working on Sunday calls; matching retirement contributions up to 9% for Full-Time Regular employees; and a 14% increase for Department Assistants.

It was reported that the largest employer of Local 210 members, The Citadel Theatre, settled their renewal collective agreement covering four separate performance spaces with substantial advances in wage increases and health contributions. Retirement contributions transitioned to the IATSE Canadian National Funds and a Video Projection department was established.

### ***Local 357, Kitchener/Stratford/ Cambridge/Guelph/Waterloo - Mixed***

With the assistance of Vice President John Lewis and strike authorization from President Loeb, Local 357 reached a first collective agreement for 53 members of the Audience Development Department (computerized call centre/box office services) at the Stratford Shakespeare Festival.

The strike was averted in the face of picketing scheduled for the Festival's opening night on May 28, 2012. The prospect of the Local 357 membership united front supporting the new bargaining unit members brought the Festival to the collective agreement settlement that secures the jobs for the members with contracting out protection and wage increases of 5.5% over two years ratified by the membership on June 3, 2012.

### ***Local 822, Toronto - Theatre Wardrobe, Make-Up Artists and Hair Stylists***

Though collective agreement negotiations between IATSE and Live Nation did not achieve integration of Local 822 into the IATSE International/Live Nation Agreement, the Local reports the settlement of three collective agreements that mirror the economic pattern increases, duration, and expiry of the International Agreement with the participation of the IA as co-bargaining agent. Furthermore, the Local membership ratified the allocation of 0.5% of the wage increase to the International Training Trust.

### ***Local B-173, Toronto/Hamilton - Theatre Employees-Special Depart- ments***

Representative Peter DaPrato reported on the settlement of renewal collective agreements for a Front-of-House unit at the Hamilton Entertainment Centre Facilities Inc., achieving the same economic increases as the Local 129 stagehands. The Compass Group bargaining unit is the leading foodservice and support service operator and annual wage increases of 2% were achieved in this agreement, along with an expansion of the bargaining unit.

### *Local 514, Montreal - Motion Picture Production*

Vice President Lewis reported success of Local 514 and Camera & Publicists Local 667 being recognized to hold representational rights under the Quebec Motion Picture and Television labour relations legislation passed in July 2009, recognizing IA-TSE jurisdiction for all studio productions and for independent US productions with a budget greater than \$36 million.

The legislative designation expires on June 30, 2014. Locals 514 and 667 seek to protect the existing allocation of jurisdiction and expanding our jurisdiction, if possible, when the legislation is extended and/or amended.

### *Bill C-11: The Copyright Modernization Act*

After seven years of meetings and appearances before Parliamentary Committees, Vice President Lewis reported that Bill C-11 was passed, and updates Canadian Standards, which were lagging behind International World Intellectual Property Organization (WIPO) standards.

The IATSE has been a leading voice in this effort by co-ordinated pressure from members participating in email campaigns.

### *National Film Agreement*

The IATSE Locals in Canada are supporting the International's efforts to negotiate a National Term Agreement for all Canadian jurisdictions, to accommodate all the legal intricacies of each Province. President Loeb has made it clear that the employer commitments to these negotiations cannot be conditioned upon a final acceptable result in the negotiated

collective agreement. The employer commitment to a National Term Agreement must be unequivocal and the bargaining will commence in earnest.

### *Health Plan Status Report*

Representative Neville reported on her monumental efforts to establish the Canadian National Health Plan with the participation of fourteen Canadian Locals and the Canadian staff, totalling approximately 7,500 members in the first year of the Plan. Several other Locals are reviewing the cost savings achieved from National bulk purchasing power to reduce benefits and administration costs while retaining individual Local flexibility, purchasing benefits through a federal non-profit corporation, the IATSE Canadian Health Plan.

### *Communication Strategy*

In keeping with the International's efforts to utilize social networking outreach tools to promote organizing, education and training, International Representatives are assigned to attend local union membership meetings to initiate and augment member activism and ensure members are aware of what the International does and how it can help. The IA Representatives have thus far attended 25% of Local membership meetings.

Key elements in this initiative are: 1) to establish a database for all member email addresses (over 8,000 already obtained) for Canadian members; 2) provide newly elected officer-training and assistance; 3) political action and labour movement involvement at rallies, protests and picket lines in support of other trade unions; and 4) the Canadian Face-

book page (bilingual) launched on July 1, 2012.

President Loeb responded to this Canadian report and encouraged effective and vital involvement of the Canadian Locals and their membership in all initiatives, including National and International term collective agreements and Benefit Plan consolidation; organizing efforts in the Trade Show and Display Sector and the Audio-Visual Sector. Furthermore, President Loeb emphasized the importance of taking a larger role in political activism, membership mobilization and labour movement initiatives to secure advances in the protection of copyright and motion picture product and counter the retrograde anti-union legislation.

### **EQUITAS SOCIETY**

International Vice President John M. Lewis and Equitas Society representatives James Scott and Brian Archer appeared before the Board to report on the efforts of the Equitas Society to represent and protect disabled Canadian soldiers whose disability benefits have been slashed by the Canadian Armed Forces and the Canadian government.

Equitas Society founder and President James Scott and Executive Director Brian Archer, emphasized that the issue was a labour standards issue whereby this Canadian government sought to limit financial exposure by legislating reduced lump sum payments to Canadian soldiers who were disabled in Afghanistan, and discharging them from the armed forces. The compensation is a mere fraction of the amounts that workers are awarded under workers' compensation legislation. Equitas Society

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will support the disabled soldiers in their class action lawsuit against the Canadian Government.

President Loeb observed that just as all workers are entitled to dignity and personal security, Canadian soldiers require the support of the labour movement and the IATSE in their fight. On behalf of the General Executive Board, President Loeb presented Mr. Scott and Mr. Archer with a check in the amount of \$5,000 as a contribution from the IATSE to the Equitas Society to further their efforts to protect Canada's disabled soldiers and veterans. The Board had previously approved the contribution.

## **ADRIAN DIX, MPP, LEADER OF THE B.C. NEW DEMOCRATIC PARTY**

The General Executive Board was addressed by Adrian Dix, MPP and Leader of the Official Opposition, the British Columbia New Democratic Party. He was first elected to the BC Legislature in 2005 and has been Party Leader since April 2011.

Mr. Dix emphasized the commitment of the BC New Democratic Party to working people. He stressed the alarming growth of inequality facing British Columbians. He sought to point out the congruence between the decline of the middle class and the decline in unionization and collective bargaining coverage of the workforce.

It was most refreshing to hear this provincial politician unabashedly proclaim that he and his party are "Pro-Union". Mr. Dix was direct and unequivocal.

President Loeb welcomed this address and emphasized that being "pro-union" is to be dedicated to the advancement of all working people.

## **CHILD ACTOR GUARDIANS**

International Vice Presidents Daniel DiTolla and Anthony DePaulo, Director of Education and Training Patricia White and Local 764 member Bobby Wilson appeared before the Board and reported on their successful negotiations with The Broadway

League for Child Actor Guardians employed on Broadway shows.

The Board was reminded of the recently concluded organizing efforts and contract negotiations for "Billy Elliot" which concluded in the fall of 2011, as those negotiations laid the foundation for this League-wide Guardian organizing campaign. To that end, General Office Administrative Assistant Marcela Barrientos and Child Actor Guardian Bobby Wilson formulated a public relations campaign intended to persuade the employers to grant recognition of the Guardians to the International. The campaign included buttons, customized cookies, bannerings and social media. Two of the most impactful elements of the campaign were cookies and leaflets on which Tony Award winners and nominees agreed to lend their likeness and to express their support for the Guardians. Every attendee at the press conference announcing the 2011-2012 Tony nominations received a leaflet and box of cookies.



**International Vice President Daniel DiTolla, Local 764 member Bobby Wilson and Director of Education and Training Patricia White appeared before the Board to report on Child Actor Guardians.**

All of these efforts succeeded in getting the employers' attention. They agreed to recognize the International as the bargaining representative for the Guardians. Over the course of several meetings, the parties were successful in reaching a first-ever collective bargaining agreement covering Guardians on Broadway. The agreement includes wage increases as well as health, pension and annuity contributions.

Brother Wilson addressed the Board and gave a heartfelt history of the Guardians' efforts to unionize. He remarked that out of the solidarity felt by the Guardians while working on Broadway, they gathered the courage to organize. He thanked President Loeb, Vice Presidents DePaulo and DiTolla, Director White and Administrative Assistant Barrientos for their unwavering support and commitment. Vice President DePaulo and Director White noted that support from all the unions and guilds on Broadway was strong and deep. They reported that every union represented on Broadway wore buttons demonstrating their support for the Guardians organizing campaign and they expressed their deep appreciation to those Locals.

President Loeb remarked that the campaign to organize the Guardians was thoughtful, effective and extraordinary. He particularly noted that the hard work, personal risk and courage exhibited by Brother Bobby Wilson should be exemplified by every labor leader. He added that Brother Wilson brought strength to the International and he was proud to welcome him and call him a member of the IATSE.

### **CORNELL ILR – UNION LEADERSHIP WORKSHOP**

General Office Manager Colleen Paul, West Coast Office Manager Terri Simmons and Canadian Office Operations Manager Krista Hurdon reported to the Board on their assignment by President Loeb to attend the "Managing and Supervising with Labor's Values" course held at Cornell University's School of Industrial and Labor Relations. This course is designed to deal with the concerns and difficulties inherent in managing a workforce in a union environment. The course covered topics unique to managing within a union and on tailoring management styles to the personalities of co-workers.

It was reported that the workshop was particularly helpful in regard to office communication. Asking workers for their ideas and suggestions has led to more open and free-flowing communication.

In addition, it was noted that attending the workshop was a great educational opportunity with benefits flowing to the respective office staff as well as the attendees. Education on how goals can be achieved by turning them into plans, and how "labor values" are converted into a series of specific steps to achieve the overall effort, were also helpful.

All three presenters found great value in the course and thanked President Loeb for the assignment. President Loeb stated that all three managers perform ably in their positions and this is just another component of the IATSE's educational goal. He was pleased that the three offices are now working together more regularly in terms of dealing with issues

of commonality and the implementation of policies.

### **DEMOCRATIC NATIONAL CONVENTION**

International Vice Presidents Brian Lawlor and J. Walter Cahill reported on their assignment to assist Local 322 in connection with the Democratic National Convention to be held September 4-6, 2012 in Charlotte, North Carolina. A collective bargaining agreement was reached between the Local and Theatrical Resources, the employer of record for the stagehands in Charlotte. The agreement will cover work at both the Time Warner Arena and the Bank of America Stadium, where President Obama will give his acceptance speech.

Special Representative David Garretson is assisting Local 322 in staffing the calls and, when opportunity permits, will attempt to fold in individuals who work for labor contractors so they can experience the benefit of working under a union contract. Additionally, surrounding IA Locals are being contacted to provide labor when the crewing numbers increase.

In connection with the Presidential election, it was reported that an agreement was reached covering the Presidential Debates. The agreement covers sound, electric, staging, and rigging. The Obama for America work, e.g., campaign appearances and White House special events, is under discussion and Locals must be vigilant when this work surfaces.

### **REPUBLICAN NATIONAL CONVENTION**

International Vice Presidents Brian J. Lawlor and William E. Kearns, Jr. reported on their assignment to



assist Local 321 in connection with the Republican National Convention. The Convention is scheduled to take place at the Tampa Bay Times Forum in Tampa, Florida on August 27-30, 2012.

Local 321 is signatory to a Freeman Decorating agreement and Freeman is the general contractor for the event. A meeting was arranged between Local 321's leadership and long-time IA member and RNC consultant David Nash, to walk through the contract and the demands of the production and no major issues were presented.

Members traveling to Tampa for production will be covered by the pink contract. In addition, Local 321 is reaching out to its sister Locals to supplement crews with available members for work on this event.

## **DIGITAL THEFT**

International Vice President Craig Carlson, International Representative Scott D. Harbinson, and Alec French of the firm Thorsen-French Advocacy, presented an update on the International's efforts to combat digital theft of intellectual property.

Representative Harbinson acknowledged that efforts to legislatively increase the protections of intellectual property, such as the Stop Online Piracy Act and the PROTECT IP Act, have been defeated. The fight has largely moved over to the private arena, with the industry looking for voluntary arrangements to protect its product. This is not, however, a defeat of IATSE's larger goal of establishing capital and relevance in the political arena.

There is still work to be done maintaining the existing intellectual

property protections as the groups who successfully fought against this legislation now move on to attack already existing protections. Areas where efforts will persist include: 1) continuing education of Congressional and Administrative personnel, 2) outreach to other progressive groups who opposed increased protections, and 3) outreach to our own members to engage them in these issues.

Mr. French reported on some of the specific steps that have been taken in furtherance of this strategic policy including meetings held with the American Congressional Society, a progressive group that opposed increased protections, to help them understand the IA's position on this issue.

He also summarized meetings and outreach efforts to Administrative and Congressional personnel including Senators, FCC Commissioners and staff, and other contacts, all toward the goal of building relationships and our profile on Capitol Hill. This political capital will not only be utilized to hold the line in the digital theft battle, but can extend to other areas important to the IATSE, such as trade policy and organizing.

Vice President Carlson stated that the legislative battle was won by the other side, in part by the effective use of social media, an area in which IATSE is increasingly improving its own skills. He stressed the importance of maintaining political relevance and to continue to be involved.

As a result of these efforts, it was reported that the IATSE has a respected presence through which political capital is growing. President Loeb stated that as a result of

this campaign, we now have a voice in Congress, with the Administration and the AFL-CIO. These alliances can be utilized in important areas beyond legislation, such as regulations, policies, and enforcement issues. Relative to digital theft, the industry has turned its focus to voluntary arrangements. The opposing side is expanding its interests in areas where protecting intellectual property will be important to them also.

President Loeb stated he is determined to keep a voice in this issue as the IATSE has been central in the discussions because of the efforts of Representative Harbinson and Mr. French. The ultimate goal is to protect members' jobs and benefits, and the protection of the money that flows into the industry is integral to that endeavor.

## **DIVISIONAL STRUCTURE OF THE IATSE**

President Loeb advised the Board of the restructuring of the International's Divisions, now known as Departments. As previously reported, Emily Tao is the Director of the recently formed Communications Department and International Representative Sandra England has been named Director of the newly formed Broadcast Department.

A new Education and Training Department has been established and International Representative Patricia White has been appointed Director. This Department has rapidly become a popular and integral part of the International and will work closely with the recently established Training Trust.

Each Department has had its own organizing function with the excep-

tion of the Stagecraft Department which utilized a separate division, the Organizing Division, headed up by Vice President Daniel DiTolla. This Division has now been folded into the Stagecraft Department, and Vice President DiTolla joins Vice Presidents Brian J. Lawlor and Anthony DePaulo as a Co-Director of the Stagecraft Department.

### **FREEMAN AUDIO VISUAL SOLUTIONS**

International Vice President William E. Gearns, Jr. and International Representatives Joanne Sanders and Donald Gandolini, Jr. appeared before the Board and reported on implementation of the Freeman AV national contract.

It was reported that ten additional Locals have signed on to the Freeman AV national contract, bringing the total to thirteen Locals. In May, the agreement was clarified and some of the issues unique to the new signatory Locals were noted.

In addition, meetings have been held with signatory Locals to review the terms of the agreement. The biggest challenge has been to address the educational and training opportunities afforded to members. Procedures to register online with InfoComm, the option of single site online webinars, and regional training options have all been reviewed with the Locals. It was pointed out that ETCP certifications are valued and compensated under the Freeman AV contract. About half of the designated Locals have completed the implementation process and each expressed an appreciation for the International's efforts, particularly in the area of training and certification.

A professional development guide that outlines the resources available to Local officers and members has been established and similar information is available on the International's website. Locals have been enthusiastic about the national contract, the InfoComm partnership and the numerous professional development resources.

Vice President Gearns concluded the report by identifying the overarching grand bargain that has been struck with this Employer. The Union has committed to train its members to be the best AV technicians in the industry with IATSE being synonymous with "quality". Freeman AV has committed to employ our members in return. This mission can only succeed if our people are trained to be the best work force in the country.

International Vice President Michael J. Barnes thanked Vice President Gearns and reinforced the immediate advantages secured in Philadelphia directly related to this effort.

President Loeb noted that standards have been maintained or increased in all areas. This national contract is an effective tool to get the Locals into the A/V business. He cited the partnership with InfoComm, the industry training standard, which has made the IATSE the predominant source for labor in the audio/visual industry. He commended Vice President Gearns and the Trade Show Department for making real headway and for providing a clear path to corner the market.

### **STAGECRAFT DEPARTMENT**

International Vice Presidents Daniel DiTolla, Brian Lawlor, Anthony

DePaulo, Michael Barnes, and John Lewis, Education and Training Director Patricia White, Assistant to the President Sean McGuire, and International Representatives Christopher "Radar" Bateman, D. Joseph Hartnett, Peter Marley, and Joel Youngerman appeared before the Board to report on matters relating to the Stagecraft Department.

As reported elsewhere in these minutes, it was noted that the former Organizing Department has been folded into the Stagecraft Department and Vice President DiTolla joins Vice Presidents DePaulo and Lawlor as a Co-Director of the Stagecraft Department. Vice President DiTolla stated that it is going to take some time to fully integrate both Departments into one but expressed confidence that it would be a seamless transition that will result in a wholly functioning Department.

### *Local 85, Davenport, IA/ Moline-Rock Island, IL*

Vice President DePaulo reported that the Local was successful in its organizing drive at the iWireless Center in Moline, Illinois. Negotiations for a new collective bargaining agreement will begin in the near future.

### *Local 751, New York, NY*

Vice President DePaulo also assisted Treasurers and Ticket Sellers Local 751 in obtaining a contract with Studio 54.

### *Local 64, Wheeling, WV*

Vice President Walter Cahill was assigned to assist the Local in its negotiations with the Wheeling Municipal Auditorium Board regarding the Westbanco Arena and Capitol Theater. Negotiations for the new three-

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year contract concluded in April of this year and covers both the Arena and the Theater. Wage increases were achieved in each of the three years and there was significant language clean up done to better memorialize the practices that the parties had been operating under.

## ***Local 322, Charlotte, NC***

Vice President Cahill was assigned to assist Local 322 in its negotiations with the Blumenthal Performing Arts Center. The Arts Center has five theaters in three buildings. A four-year contract was reached, with wage increases in each of the four years. Sideletters were also agreed to covering any Festival Calls, Symposium Calls and Motion Picture/Television Recording done in the theaters. All sideletters can be terminated by either party at the end of one year. Contract language was also improved and clarified.

## ***Local 200, Bethlehem, PA***

Representative Hartnett was assigned to assist the Local with the Sands Bethlehem Casino's new entertainment venue. Vision Entertainment had been managing the facility and had utilized Local 200 but has since been replaced by SMG. A meeting was held and a six-month agreement was secured to provide "over hire" labor. The Local has performed well and SMG has expressed an interest in a long-term deal once the current contract expires.

## ***Local 336, Phoenix, AZ***

Representative Youngerman reported that Local 336 has established an organizing committee to address Rhino Staging and other labor contractors in the area. The employers

continue to threaten any employee that speaks with the union but Local 336 is committed for the long haul against these labor contractors.

## ***Local 415, Tucson, AZ***

With the assistance of Representative Youngerman, this Local continues to work on organizing drives with the Arizona Theater Company staff/crew and accreting the hair and makeup workers at the Arizona Opera Company into the existing bargaining unit. The Arizona Opera organizing is being done in conjunction with Local 336 in Phoenix.

Representative Youngerman noted that the Local has new, young leadership and they have become active both politically and within the labor community. They have been focusing a great deal of energy on preparing a bid for the city RFP and believe they have the best chance in years to win this bid.

## ***Local 504, Orange County/ Parts of Corona, CA***

Representative Marley reported that the negotiations between the Local and Disneyland Resorts in Anaheim are slowly continuing. Geography and conflicting schedules continue to plague the scheduling of negotiations. The next round of meetings will take place July 30-31, 2012, in Florida.

## ***Local 720, Las Vegas, NV***

The Local sought assistance from the International in its negotiations with the Smith Center for the Performing Arts in Las Vegas. After presenting its proposal to the company, the Local discovered that the Center did not wish to be the employer for any personnel except those in super-

visory positions and that it plans to enter into an exclusive arrangement with Showpay to provide all entertainment-related labor. Negotiations continue with Showpay and the Local is close to finalizing a deal.

## ***Local 784, San Francisco, CA***

The Local was assisted by Representative Marley in its negotiations with the San Francisco Opera. A pre-negotiation meeting proved helpful and within two days of formal negotiations, a deal was reached. Major changes were made in the "Media" section of the contract, and new language for "Non-Produced Educational Services" and for "Community Outreach Performances". Wages were increased, show call rates and benefits were increased. Representative Marley expressed his appreciation for how prepared Local 784 Business Agent Andrea Pelous was and how much he enjoyed working with the Local, its officers and its members.

## ***Local 675, Eugene-Corvallis-Bend, OR***

Representative Bateman was assigned to assist the Local in negotiations with the City of Eugene Hult Center. The principal goal of the bargaining team was to reduce the disparity in the three tier wage rates and to stop the erosion of work in other areas of the theater building. By using creative thinking, the Local was able to achieve both goals, by closing the gap in the wage rates and capturing the industrial work in the complex, which will increase work opportunities.

## ***Local 339, Great Falls, MT***

Representative Bateman provided educational and practical assistance

for organizing and negotiating contracts to Local 339. He researched the Local's jurisdiction and identified several organizing targets, including the State Fairgrounds and the Symphony, which is the promoter of Broadway Productions. He also met with the Local membership and went over the outline of a standard contract, the importance of the contract to both the employer and the employee, and how it protects workers on the job.

The Local has since successfully obtained their first-ever collective bargaining agreement with the local baseball stadium that is producing a concert.

### *Wardrobe*

Director White reported that she and Vice President Cahill were assigned to assist Theatrical Wardrobe Local 722 in its negotiations with Live Nation for work at the Warner Theater in Washington, DC. This past June, the Local secured a new three-year agreement that includes wage increases of 8% over the term of the contract. The Local was also able to obtain a positive jurisdictional clarification.

Atlanta Local 859 requested assistance from the International in its negotiations with the Atlanta Ballet. Director White assisted the Local in obtaining a three-year agreement for wardrobe work at the Cobb Entergy Center effective June 1, 2012. The Local was able to gain scope and recognition language, dues check-off, a grievance and arbitration clause, and for the first time in their history, health and welfare contributions.

### *Hair and Makeup*

Director White reported that Hair and Makeup Locals are not being

properly staffed while traveling under pink contracts. The Locals are urged to pay close attention to this issue and to report to the International if any department is not appropriately staffed.

### *Global Spectrum*

Vice President Barnes reported on Global Spectrum, the arena management company owned by Comcast. The IA has a national agreement covering facilities managed by this company throughout the United States and Canada. Since the last Board meeting, additional facilities have been added, including the Salina Bicentennial Center located in Salina, Kansas, in the jurisdiction of Local 484, and the Sun Dome Arena University of South Florida, a multi-purpose arena in the jurisdiction of Tampa Local 321.

The current three-year agreement with Global Spectrum expires February 28, 2013. The company continues to be aggressive in obtaining arena facilities.

### *InfoComm 2012*

The International exhibited again this year at InfoComm which was held in Las Vegas from June 13-15, 2012. The IATSE was a co-sponsor of the rigging and staging demo. Assistant to the President Sean McGuire and International Representative Mark Kiracofe joined Vice President Lawlor in the booth while Kent Jorgenson of Local 80 and Alan Rowe of Local 728, both members of the ICAP committee, directed the demo area.

### *Lighting Dimensions International (LDI)*

The LDI show was attended by Vice President Lawlor, Assistant to

the President McGuire and Representative Kiracofe. This show has been revitalized with its partnership with PLASA and the Stagecraft Department will continue to monitor its involvement to make certain it fits with the IATSE's needs and goals.

### *Live Nation*

Vice President Lawlor was assigned by President Loeb to renegotiate a tri-party agreement between the International, Local 3 and Live Nation. Negotiations were held in October 2011 and June 2012 for an agreement that had expired on December 31, 2011. The Local was able to negotiate some classification changes the first year in lieu of a wage increase. It will also receive the negotiated increases the balance of the years under the national agreement, increases of 2% in 2013, 3% in 2014, and 3% in 2015.

### *NETWorks*

The International's contract with NETWorks expired on June 30, 2011. Bargaining began in December 2011 and progress was non-existent. After President Loeb met directly with Ken Gentry, the owner of NETWorks, and NETWorks retained new lead counsel, the parties were able to move forward.

A full committee of pink contract employees, NETWorks employees and staff from the International met in April of this year and within three days a deal was reached. Improvements were achieved in every aspect of the agreement, which mutated into two agreements. One agreement mirrors the League's modified contract, and the other is for split weeks and one-nighters.

The Agreement has since been



forwarded to four other companies who present on the road and who were signatory to the original agreement. All have indicated that they will be signing on as well.

### ***Northern Entertainment***

Vice President Lawlor was assigned to renegotiate an agreement held by the International and Local 3 with Northern Entertainment, a company formed by the Pittsburgh Steelers for the purpose of presenting concerts at Heinz Field.

Negotiations were held in April and June of 2012. The first meeting was complicated by the fact that there is an entertainment complex on the grounds where a third-party entity presents concerts in a venue where Local 3 is not engaged. It became apparent that Northern Entertainment was unable to compel the third-party to utilize Local 3 and negotiations then centered on economics. A five-year agreement was reached that achieved an 11.5% increase over the term of the contract. The Local may choose to take the increases in wages or benefits and has delineated those increases for the first three years of the agreement.

### ***PLASA Focus***

Vice President Lawlor reported that an agreement was crafted with PLASA Focus that positions the IATSE as their media partner, which makes exhibiting at the show economically viable and offers a service to local unions at no cost to them or the IATSE. These regional shows allow attendees to meet with representatives of the appropriate area Locals and ask questions that normally go unanswered at the bigger shows.

Representative Kiracofe manned the booth at the PLASA Focus show that was held July 11-12, 2012 in Nashville, Tennessee. Joining him were representatives of Local 46, Local 140, and Local 492. The group also held an educational session at the show to speak about the IATSE, which was very well attended.

PLASA plans to have three of these shows per year and the next PLASA Focus will be held in Stamford, Connecticut on November 12-13, 2012.

### ***USITT 2012***

The USITT conference this year was held in March at the Long Beach Convention Center in Long Beach, California. Staffing the booth this year were Vice President Brian Lawlor and Representatives Joanne Sanders and Mark Kiracofe. This is a great show for the IA, and exhibit space is shared with Locals One and USA 829. USITT 2013 will be in Milwaukee, Wisconsin where the IA plans to do an information session.

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

International Vice Presidents Michael F. Miller, Jr., John Lewis and John Ford, Assistant Director Daniel M. Mahoney, and International Representatives Jamie Fry, Scott Harbinson, Lyle Trachtenberg and Vanessa Holtgrewe presented the Motion Picture and Television Production Department report.

The Department has been actively engaged in implementing the new contract database system that will house all IATSE collective bargaining agreements in a central location. The database will contain information on

every production, including start and wrap dates, filming locations, and data on all employers. Representatives will have access to this information including copies of contracts, whether in their office or in the field. In addition, a nightly report is generated with respect to all companies and productions which have agreed to make contributions to the IATSE Entertainment and Exhibition Industries Training Trust Fund.

Thus far, in 2012, there have been over 300 new contracts executed, including term agreements, project agreements, and one-off agreements. New term signatories include Perdido, Vitamin A, Darko Entertainment, River Road, Sarah Green Film Group, Andrew Lauren Productions, and Asylum.

The Department remains active in organizing all productions including those produced for theatrical release, television, and new media. The IATSE continues to organize Teachers and Welfare Workers and Location Department employees in jurisdictions where they are not otherwise represented, and fighting to protect IATSE jurisdiction over traditionally represented classifications.

Organizing in the genre of reality television remains a priority and recent signatory shows include *Master Chef Season 3*, *Hot Set*, *The Great Escape*, *Ready for Love*, *Glass House* and *Duets*. The IATSE-Teamster Pact has proven to be very beneficial in these many organizing campaigns with the IA and IBT working in concert on the picket line and at the bargaining table.

The Department continues the Low Budget Production Audit program. Since last reported there have

been three productions self-reporting that they exceeded budget. Of the audits completed since January 2012, results showed three audits to be in compliance, and five that went over budget. Sixteen audits are currently pending. There are three pending grievances against productions refusing to comply and cooperate with the auditors as required by the contracts.

On the East Coast the local unions continue to conduct regular compliance audits at the end of a production. A recent audit of the feature "Sleeping Around" shot in Charlotte, North Carolina, resulted in an additional 600 hours of benefit contributions.

In Canada there are 224 signatories to the Canadian Binder agreements. In addition, there are 168 Local term agreements covering companies producing in the US and Canada. VFX organizing in Canada has resulted in new signatories in Vancouver and Montreal. Commercial production in Canada is an organizing focus and success has resulted in developing an appendix to

the AICP agreement, currently on a project by project basis, until negotiations open for the next successor master agreement.

### TRADESHOW DEPARTMENT

International Vice President William E. Gearn, Jr., International Representatives Mark Kiracofe, Donald Gandolini, Jr., Joanne Sanders and Barney Haines, and International Trustee, C. Faye Harper, appeared before the Board and presented a report on the Tradeshow Department.

#### *Local 17, Louisville, Kentucky*

Local 17 is in contract negotiations with the George Fern Co. Fern was previously acquired by Freeman but has since been purchased by a group of investors headed by Fern COO Aaron Bloodworth. Talks will resume in August.

#### *Local 39, New Orleans, Louisiana*

Show Services LLC, a Dallas-based EAC that has contracts with Local 39, recently hired non-IATSE labor to work on an auto show. Local 39 filed an unfair labor practice charge that was resolved in June in

a non-Board settlement wherein the company agreed to abide by the contract and utilize IATSE workers.

Local 39 won its election to represent freight personnel with NeXXT Show and they are in the initial stages of negotiating for an agreement.

In addition, Local 39 currently has three employers signed to the freight agreement, which expires October 31, 2012. A number of factions are competing for freight work in New Orleans and Representative Gandolini is assisting Local 39 to monitor the situation and fend off rival competitors.

#### *Local 470, Oshkosh, Wisconsin*

A three-year contract was obtained between Local 470 and GES, whose primary piece of business is the annual air show. The contract provided for wage and benefit increases in all journeyman classifications. The Local was also able to obtain employer contributions to the Training Trust.

#### *Local 834, Atlanta, Georgia*

It was reported that Local 834's



**The Tradeshow and Display Work Department, from left to right: International Representatives Donald Gandolini, Jr. and Joanne Sanders, newly-elected International Vice President William E. Gearn, Jr., International Trustee C. Faye Harper and International Representative Mark Kiracofe.**

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DECO collective bargaining agreement with the general service contractors will expire on September 15, 2012. Representative Gandolini has been assigned to assist the Local in negotiations, which are scheduled to begin during the first week of August.

The Board was informed that the NLRB dismissed charges filed against Local 834 by a member relative to his suspension for misconduct. The complaint had challenged the Local's Rules and Regulations.

### ***Local 835, Orlando, Florida***

It was reported that an unfair labor practice charge was filed by Orlando Local 835 against Trade Show Supply, an exhibitor appointed contractor (EAC) that is signatory to the area standards agreement. The employer has refused to provide the payroll records requested to investigate the use of non-bargaining unit employees. The NLRB issued a complaint and a hearing is set in August.

### ***Local 838, Salt Lake City***

Local 838 has reached a tentative collective bargaining agreement with Atmosphere Studios for a four-year term with 4% wage increases in 2013 and 2015, and a 2% increase in the retirement contribution on August 1, 2012. The company is interested in exploring a national agreement to use IATSE labor for their onsite installations throughout the country. They were enthused by the IATSE/InfoComm partnership and indicated they are interested in acquiring the ability to broker labor for the audio-visual equipment they rent for their clients.

### ***Canada***

A strategic plan to organize the audio-visual industry in Canada is being developed. An extensive questionnaire was sent out to each Local to gather information about the industry. It was discovered that many Locals already perform AV work with miscellaneous employers. Action is being taken to inform the Locals of training opportunities including the InfoComm partnership. It was noted that the Locals intend to embrace this exciting opportunity to capture audio-visual work.

### ***Exhibitor 2012***

Vice President Gearns and Representatives Kiracofe and Gandolini attended the annual Exhibitor Show in Las Vegas. An exhibit on the show floor presented the IATSE's skilled crafts that are utilized in the exhibition and convention industry. The Show also provided an excellent opportunity to discuss mutual concerns with management in a cooperative environment.

Representative Kiracofe reported that President Loeb has approved the purchase of a new tradeshow display, the design of which is consistent with the International's website. The new display is set up to accommodate the mounting of video displays. Representative Kiracofe acknowledged the invaluable input and assistance of Representative Vanessa Holtgrewe and Assistant to the Editor MaryAnn Kelly, who developed the artwork for the display.

### ***Industry Affiliations***

Vice President Gearns and Representatives Faulkner, Kiracofe, Sanders and Gandolini attended the ESCA (Exhibition Services Contractors As-

sociation) summer conference in June 2012. Representative Kiracofe volunteered to be on the education selection committee to be part of the process of selecting speakers. Representative Gandolini will be on a committee formed to assemble a database outlining union jurisdictions in every city. This should help resolve jurisdictional disputes before they escalate onto the show floor.

Representative Gandolini attended the EACA/TSEA annual summer conference in Chicago, IL. As a result of these two organizations merging, it has been renamed the Exhibit and Event Marketing Association, or E2MA, and its focus is on integrating the best features of each organization.

Vice President Gearns reported that the Center for Exhibition Industry Research (CEIR) has issued its industry report finding that the tradeshow industry has bottomed out and is slated for slow growth. It is predicted that associations will gradually be getting out of the tradeshow business and that convention centers will own certain events, will become service contractors, and will partner with show organizers to share the risks and rewards. These developments will be closely monitored by the Department.

At the conclusion of the report, President Loeb commended the Tradeshow Department for their hard work and pledged continued support for their efforts. He encouraged the Canadian Locals to leverage their relationships with current employers to obtain contracts. He commented that the tradeshow/AV market includes almost every hotel and convention facility in the United States and Canada and provides an enormous opportunity for growth.



**Communications Director Emily Tao**

## **COMMUNICATIONS DEPARTMENT**

Communications Director Emily Tao appeared before the Board to provide an update on the activities of the Department since the last General Executive Board meeting in Atlanta in February.

Director Tao gave a demonstration of the new website that launched on June 4, 2012. She noted that there had been technical launch problems with browser optimization. Specifically, older versions of Internet Explorer did not load images correctly. The Communications Department worked tirelessly to fix the launch problems which have since been resolved. It was noted that a mobile version of the website for Smartphones will be launched soon.

The goals for the website are to focus on members, highlight news and to connect the International's online network so that it works with all devices. New features will be added to the website to increase its interactive function and member focus.

Director Tao thanked President Loeb and all who have collaborated on the development and launch of the website.

### *UNI-Communicators Forum*

President Loeb assigned Director Tao to attend the UNI Global Communicator's Forum held at UNI's head office in Nyon, Switzerland from June 20-22, 2012. UNI Global Union represents 20 million workers throughout 150 countries. Director Tao gave a presentation on the IATSE Communications Department, highlighting the changes in the International's digital communications capabilities. Other speakers presented on a variety of union communications topics. Director Tao stated that the forum was an excellent way to share best practices among union communicators, brainstorm ideas for more effective messaging and to encourage action.

### *General Assistance to Departments*

Director Tao reported that she continues to provide support to other departments of the International including Education and the Organizing Department which has now been folded into Stagecraft. She has used the International's online presence to distribute information, assist in organizing campaigns, contract ratification, and rapid response. She continues to work with Department Directors, International staff, and union members to post news online in an accessible, streamlined manner. To this end, Vice Presidents Michael Miller and Thom Davis commended Director Tao for her able assistance in connection with the dissemination of information concerning ratification of the Basic Agreement.

### *Social Media*

Since Director Tao's appointment a year ago, the International has seen rapid and exponential growth in its social media networks. Most importantly, the International's Facebook, Twitter and Flickr accounts have allowed for the development of an on-line community.

President Loeb emphasized the importance of remaining current in this area. He remarked that we live in the communications age and that communication supports everything we do—organizing, political action, and contract ratification for example. He also noted his satisfaction with the website, which is user friendly and aesthetically pleasing.

## **EDUCATION AND TRAINING DEPARTMENT**

Director Patricia White, ICAP Chairman Kent Jorgensen, West Coast Counsel James Varga and In-House Counsel Samantha Dulaney appeared before the Board to provide an update with regard to the status and activities of the newly formed Education and Training Department. The Department incorporates various International initiatives under one umbrella in order to ensure better coordination between the Union Skills Programs (e.g. LEAP, etc.), the ICAP, the new Training Trust, and student outreach efforts.

### *Training Trust*

West Coast Counsel Varga reported that the IATSE Entertainment and Exhibition Industries Training Trust celebrated its one-year anniversary on June 22, 2012, which belies its significant accomplishments. As of July 1, 2012 there are 151 signatories consisting of employers and lo-



cal unions. In addition, the Trust has collected more than seventy-four thousand (\$74,000) dollars in contributions. Significantly, it has facilitated eighteen (18) training events in which thirteen (13) Locals and approximately 400 members have participated. Classes have included Basic Entertainment Safety, Entertainment Rigging, and Electric Power Distribution. There are currently five (5) instructors with training in Occupational Safety and Health Training and another two are half-way through the process. Members are encouraged to contact Director White or to go to the IATSE's website for information on upcoming courses and events.

#### *ICAP*

ICAP Chair Jorgensen reported on the International's partnership with InfoComm and ETCP. The International continues to support the Entertainment Technician Certification Program (ETCP) and the Certified Technology Specialist ("CTS") certification, which is offered through InfoComm. These programs are being used to increase member qualifications, secure jobs, and expand jurisdiction. Recently, thirty-six (36) members of Local One became ETCP Certified Theatre Riggers.

The CTS certification is part of the IATSE/InfoComm Partnership. All members are strongly encouraged to check out the InfoComm website, which can be reached via a link on the IATSE website. The partnership gives every IA worker InfoComm membership benefits which include free training courses both online and at the InfoComm Show,

online resources, webinars, access to the InfoComm Trade Show, discounted training courses, equipment searches, job searches, and many other tools.

#### *Union Skills Education*

In-House Counsel Dulaney reported on the four main initiatives in the Union Skills area of the Department including (1) the Labor Education Assistance Program ("LEAP"), (2) education for Delegates and members at District conventions, (3) workshops/seminars for local union representatives, officers, and members at General Executive Board meetings, and (4) training for IATSE Staff. LEAP provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. From its inception in the fall of 2009 until May 1, 2012, more than 114 separate individuals from every kind of Local in the IATSE and every District have used LEAP funding to pay for union skills classes of all types, from semester-long courses in degree programs to short webinars. In addition, 2012 marks the third year that instructors have traveled to each District in the IATSE delivering Union Skills training sessions. Over 600 local union leaders participated in these workshops in 2010 and again in 2011, and the International is on track for about 800 participants this year. This year's training includes a report to the Districts on the results of the Union-wide survey conducted last year. One of the main items requested by the locals surveyed was Collective Bargaining Training, therefore, Director White worked

with teachers from the University of Arkansas to develop that training, which has been positively received by the attendees. In addition, Education Assistant Margaret LaBombard has worked very diligently to prepare the materials for this year's District training and to provide the administrative support needed in the Department.

Another component of the Education Program has been regular Wednesday-afternoon union skills workshops open to all who attend the bi-annual International General Executive Board Meetings, which continued in Vancouver. Instructor Diane Thomas-Holladay from the University of Arkansas taught a lively workshop on "Past Practice", which was designed to complement and expand upon the Collective Bargaining Training given at the District meetings. The workshop was very well attended and the attendees found the seminar informative and useful and the instructor engaging.

The fourth initiative of the Department in the area of Union Skills consists of training for International Staff. This was the third year that all of the Vice Presidents, Representatives, and other top International staff members traveled to the National Labor College for a three-day intensive educational workshop. In addition, IATSE Representatives and Vice Presidents regularly participate in specialized seminars at the GEB meetings. To that end, following the open session on "Past Practice", the staff attended an instructive seminar on the Training Trust, taught by West Coast Counsel Varga. This workshop was designed to provide

materials and information for Officers and Representatives to use on assignments.

Also under the heading of staff training, the IATSE Office Managers Colleen Paul, Krista Hurdon, and Terri Simmons attended a course at Cornell University this past spring entitled “Managing and Leading with Labor’s Values”. They meet regularly to discuss extending opportunities for ongoing education to our support staff in all of our offices, to advance and continually update their skills.

### *Future Plans*

In addition to continuing the educational initiatives presented here, Representative White advised that the IATSE is expanding the current education program in the following ways: (1) Union-Skills webinars targeting problems identified by Local leaders taking the 2011 Survey, will be launched in late summer, 2012; (2) an educational “traveling road show” will premiere in winter 2012-13, to teach IATSE members why unions matter now more than ever, and how we can make them stronger.

Director White reported that President Loeb had assigned Representative Ben Adams to begin an organized outreach program to colleges and universities. Representative Adams has made contact with more than twenty (20) of the top Film and Technical Theatre programs in the U.S. with mostly positive results. He developed a Power Point and lecture, based heavily on one similarly drafted by Canadian Office Operations Manager Krista Hurdon. The goal of this program is to develop relationships that will enable the Department to conduct

regular training on an annual basis targeted to the people studying who will interact in some way with the IA in the future.

Thanks are extended to Local USA 829 for the help of their many members who are on the faculty in the top theatre and film schools and to Local 600 for providing copies of their ICG magazine for distribution when Representative Adams visits the film schools. Outreach to high schools will eventually also be embraced by the Department. Programs like the one at Roundabout Theater in NYC that connect working IA members with technical theater programs in schools are a great way for members and Locals to be a positive force in their communities while also winning over the hearts and minds of the workers of the future.

### *Department Planning*

The Education and Training Department plans to meet in mid-August for the purpose of doing some long-range planning and coordination of the Department’s various initiatives, as well as setting short and long-range goals for the Department going forward.

President Loeb remarked that he has made education and training a primary focus of his administration. He observed that the International is an organization that must deal with technology. To that end, the International’s partnership with InfoComm is of great benefit to the members. Moreover, the Training Trust though barely a year old is in full swing. He noted that Director White has a “big job and even bigger responsibility” to coordinate many moving parts including coor-

inating with local unions that have training programs.

With regard to union skills education, President Loeb told the attendees that programs at the Board meetings and District Conventions are developed based upon their input. His goal is to ensure that Delegates and Officers leave with more information and practical skills. He observed that the webinars and the road shows are designed to bring information to the Locals. He noted that families and friends of members of the International would be invited to attend the road show presentations in order to learn why the IATSE and Unions in general are vital because the families provide our strength.

Additionally, President Loeb reiterated his plan to continue staff training as well as the outreach to colleges, universities and high schools. He concluded by observing that the number of activities and programs in this new Department are astounding. He complimented Director White and the Department for doing a good job.

### **BROADCAST DEPARTMENT**

Director Sandra England and International Representative Fran O’Hern reported on developments in the broadcast industry, in particular, sports broadcasting. Generally in this industry, the employers are either “rights holders” or crewing companies. Rights holders actually own the rights to broadcast a team or league’s sporting events. Some rights holders crew their own technical staffs and handle all employment matters in house. Others rely on the crewing companies to man their jobs. The IATSE has contracts with

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International Representative Fran O'Hern and Director of the Broadcast Department Sandra England.

enue-generating areas in television production. President Loeb noted for the record, the focus and commitment of the IATSE to organize in this segment of the industry, and to bring to this workforce the benefits of being part of the IATSE.

## IATSE NEW GENERAL OFFICE

General Secretary-Treasurer James B. Wood appeared before the Board and provided an update on the new condominium property that was purchased by the IATSE for use as its new General Office.

As previously reported, the present lease for the General Office expires in January 2014. The General Executive Board approved the purchase of two floors in a 12-story condominium building in Manhattan to serve as the new location of the General Office.

On June 28, 2012, President Loeb and General Secretary-Treasurer Wood attended the real estate closing on the property and executed the required documents.

The property is located at 207 West 25th Street, which is located on 25th Street near Seventh Avenue in New York City. The building was purchased entirely with money from the Building Fund and the General Fund. By choosing not to finance the purchase with a mortgage, the International saved hundreds of thousands of dollars in mortgage taxes and bank fees that occur with commercial mortgages. It was also felt that the return on investment of real estate would be higher over the long-term than leaving the funds in a fixed income portfolio. Finally, an analysis was also done to compare purchasing the property versus

both types of employment models. Major rights holders under contract include Fox Sports Net, Root Sports Net, Comcast Sports Net, among others. These companies operate on a regional basis and are commonly referred to as "RSNs" or Regional Sports Networks. There are contracts in place with 14 different crewing companies. At FOX Cable Network the Sideletter Agreement has been extended to cover the upcoming college football season, as well as professional soccer. The IATSE has gained a foothold in this industry in every corner of the U.S.

The IATSE continues to organize throughout the broadcast industry. Sixteen RSNs have been targeted for organizing, and 22 Sports Cable Networks are on the radar screen. In addition, organizing efforts continue at the Golf Channel and other sports networks. Outside of sports, the Broadcast Department has also organized the technicians on *The Daily Show*.

Throughout the sports broadcasting industry the IA has negotiated for the establishment of labor-management cooperative committees to

deal with the myriad of issues that arise during the term of a contract. In addition, the Department has developed a program for steward training at the Local level, aiding in coordinating the efforts of the various local unions when dealing with companies that largely operate on a national level.

Subscriber fees and advertising revenues continue in a state of flux as the distribution models continue to evolve. To deal with the growing number of contracts and the ever-changing technology the Department has established an extensive steward training program, reaching out to all the Locals with members working in the industry to promote uniformity and a united front amongst the members. The coordination of efforts is especially important since many of the employers are operating throughout the country.

Establishment of the new Broadcast Department will help promote the IATSE identity for members working in this unique field of broadcasting and distribution of product to the viewers. This is an area of prolific growth, and one of the mainstay rev-

leasing new larger space in a similar building. While the lease option resulted in lower costs initially, the analysis showed that beyond 12 years, the purchase option was a less expensive alternative and since the International expects to remain in operation well beyond that time horizon the purchase option was pursued. This approach had the support of both the Investment Advisors and the Auditors of the International and was approved by the General Executive Board.

The International purchased the entire fourth and fifth floor of the building with each floor being approximately 12,000 sq. ft. and the intention is to use the entire fourth floor and half of the fifth floor to house the General Office. The remainder of the fifth floor has three tenants, which provide almost \$16,000 per month of income which more than covers the \$12,000 per month condominium fee. The remaining income will go towards reducing the amount of property taxes paid by the International as well as utilities. The International will take the leased space back in future years as and when growth requires it.

The architectural firm that designed the IATSE National Benefit Funds office was engaged by the International to design the new office. Input was solicited from all staff and Representatives working in the General Office and a Design Committee was appointed to provide specific input on color and material selections. Input was also sought from both the West Coast and Canadian Offices in terms of what features they might think would be important in a new General Office.

The present space is a maze of older offices and it is expected that demolition will begin by the end of July and construction soon after Labor Day. The plan is to move into the new office sometime in February 2013 so that the move does not interfere with Convention preparations.

General Secretary-Treasurer Wood then gave a presentation to the General Executive Board and the attendees of the floor plans and architectural drawings of the new office.

### **IATSE NEW GENERAL OFFICE BUILDING CORP - DIRECTORS**

The IATSE has established the IATSE General Office Building Corp. to purchase the new headquarters located in New York City. The IATSE shall be the sole shareholder of the Corporation. The General Executive Board, acting on behalf of the IATSE as shareholder, named Matthew D. Loeb, James B. Wood and Daniel DiTolla as Directors, and designated Matthew D. Loeb as President and James B. Wood as Secretary-Treasurer of the new Corporation.

The new IATSE General Office will be located at 207 W. 25th Street, New York, NY 10001 and planned occupation will be in February 2013.

### **IATSE NATIONAL BENEFIT FUNDS**

In their capacity as Trustees of the IATSE National Benefit Funds, General Secretary-Treasurer James B. Wood, International Vice Presidents Brian J. Lawlor, Michael F. Miller, Jr., Daniel DiTolla, William E. Earns, Jr., Education and Training Director Patricia White, and Special Representative Ronald G. Kutak appeared be-

fore the Board to present a report on the Funds.

In what has become an often-reported statistic, the IATSE National Benefit Funds continue to see growth in employer contributions. For the first five months of 2012, the Funds saw a 16.9% increase in receipts as compared to the same period in 2011. Total assets of the Funds reached \$790 million as of the end of 2011.

The IATSE National Health & Welfare Fund continues to see growth in the number of covered lives under its various coverage options; Plans A, C1, C2, and C3. The Fund's unique option, the Medical Reimbursement Program, has approximately 4,500 enrollees who have other primary coverage and are afforded the ability to utilize this option to provide them with reimbursement medical/dental related expenses. The Fund provides benefits through all of its five options to approximately 17,500 working men and women. When spouses, domestic partners and dependents are included, the Fund is providing coverage to over 28,000 lives nationally.

The IATSE National Pension Fund remains, as it has consistently, to be in the Green Zone, as defined by the Pension Protection Act of 2006.

Restructuring of the Benefits Department continues with personnel dedicated to the Participant Services division continuing to be added. This area focuses on telephone inquiries, email inquiries, facsimiles and written correspondence. The hours of this division will be expanded from the current 9:00 a.m. to 5:00 p.m. EST, to 8:00 a.m. to 5:00 p.m. in order to help

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better serve the Funds' participants and participating local unions. A dedicated email address was introduced several months ago to assist those participants who cannot reach the Funds during normal business hours. The email address is [participantservicescenter@iatsenbf.org](mailto:participantservicescenter@iatsenbf.org). This new tool has seen widespread usage and has increased the Funds' ability to respond timely to the needs of our participants.

The Funds' new website continues in its development stages. Designs for the homepage and key landing pages have been set and content wireframes are progressing. The Funds expect to launch the new site in early 2013 and it is expected to provide significant service improvements for both participants and local unions.

## POLITICAL REPORT

Appearing before the Board to present this report were International Vice President J. Walter Cahill, Assistant to the President Deborah Reid, District 14 Secretary-Treasurer Kimberly Bowles, District 3 Political Director John Gates, Local 251 Business Agent Chris Gauthier, District 7 Secretary-Treasurer Andrew Oyaas, Local 491 Business Agent Jason Rosin, and IA consultant Chuck Rocha of Solidarity Strategies.

It was noted that the 2012 Presidential election is critical and the stakes are high. As November 6th rapidly approaches we still see state battles against anti-worker attacks continue throughout the United States on both the legislative and political levels. Many battles include legislative issues ranging from

so called "right to work," to paycheck deception and collective bargaining rights. A number of states will also have gubernatorial races and we must all fight to take back the House, and keep our majority in the Senate.

The AFL-CIO has ramped up its efforts with a number of initiatives to increase mobilization efforts and has asked affiliates to encourage members to get involved. Additionally, a 2012 Action Plan for the IA was put together for the purpose of mobilizing our membership and gain a greater level of participation in the political and legislative process, to provide greater voter turnout in November, and to impress the importance of participating in the IATSE-PAC so that we can grow our funds to give the IA greater voice in Washington. The Plan incorporates increased communication to the membership through the *Official Bulletin*, the IA website and social media outlets, as well as with the help of District Secretaries and local unions.

### *Voter Protection, Voter Rights*

It was noted that fraud by individual voters is both irrational and extremely rare, however, voter fraud is most often invoked as a substantial problem in order to justify particular election policies. Chief among these policies is the proposal that individuals be required to show photo ID in order to vote – a policy that disenfranchises up to 10% of eligible citizens.

For example, nearly 500,000 eligible voters in 10 states with restrictive voter ID laws live in households without vehicles and reside at least

10 miles from an ID-issuing office that is open more than two days a week. Because many of these voters may not have driver's licenses — and nearly all live in rural areas with dwindling public transportation options — it could be significantly harder for them to get an ID and cast a ballot.

It was reported that between 2002 and 2005, when George W. Bush was President, the Justice Department made the investigation and prosecution of voter fraud a top priority. Out of the hundreds of millions of votes cast during that period, the department brought only 38 cases, only one of which involved impersonation fraud.

The hunt for voter fraud appears to be designed to garner support for voting restrictions that would likely steer eligible citizens away from the polls, especially minorities and the poor.

Voter suppression is the real fraud in our election system. It's time to fix it.

### *IATSE District 7*

District 7 covers the states of Alabama, Georgia, Louisiana, Mississippi, North Carolina, South Carolina and Tennessee, and the District's off year convention was held on July 6-8, 2012 in Charlotte, North Carolina. It was reported that on Friday evening, July 6th, the District held an extra educational program covering "GOTV Training – and – How to Talk to Your Members". The convention delegates passed a resolution that each Local in the District will identify a political coordinator to assist in getting information out to their memberships about the election and issues.

It was also noted that this was the first training of this kind provided by District 7 and it was very well received.

### *Wisconsin*

At the mid-Winter Board meeting in Atlanta, it was reported that Wisconsin had lost 27,600 jobs – more than any state in the country. It was reported that in June 2012, one month prior to this Board meeting, the State lost an additional 13,000 jobs and 11,700 of those were private sector jobs.

For nearly sixteen months workers came together in solidarity and fought every waking hour to defend the State, its citizens and the values it has held so very dear, from the corporate takeover that Governor Scott Walker welcomed. Unfortunately, the attempts to recall this Governor on June 5th failed.

In the words of Brother Gauthier, “Walker may have torn our state asunder, but he has wrought a sleeping giant’s thunder.” Though Walker was shielded with a flood of corporate cash, Wisconsin made its voice heard and workers in the State will continue to fight for their rights to collective bargaining, pensions, health care and dignity.

On July 18th the tides finally turned when, after over a year and a half of one party control of all branches of government, Democratic Senator John Lehman was sworn into office after having won the recall election on June 5th. Lehman’s win gave Democrats the majority in the Senate which gives hope to working families in the State.

### *New England Area*

On the legislative front and as in

previous reports on the New England Area, many months were spent fighting Right to Work and other anti-worker legislation in this area of the country. Fortunately, the right to work legislation was defeated in both New Hampshire and Maine, but the battle to prevent the drastic overhaul of the Workers Compensation system in Maine was lost.

Some of the key races were also reported on including the Massachusetts Senate race between Democratic challenger Elizabeth Warren and Republican incumbent Scott Brown. Brown won the seat in a special election after the passing of Senator Ted Kennedy. This race is deemed to be quite winnable for Warren as she has been able to achieve a tie in the polls, with 8% of the voters undecided. With a win for Warren in November, this would help maintain a Democratic majority in the U.S. Senate. New Hampshire is home to another important race where Democratic challenger Anne McLane Kuster is running to unseat the Republican incumbent Charlie Bass. Kuster also ran in 2010 and lost by only 1.5% of the vote. It appears that 2012 could have more success.

### *North Carolina*

It was reported that IATSE Locals across the state continue to meet to discuss common issues in North Carolina. It was noted that because Local 491 Business Agent Jason Rosin is also on the Executive Council of the North Carolina State AFL-CIO, he is able to share important information directly with the Locals.

While North Carolina is not listed among the 2012 Battleground States, it is the fourth highest state in ad

spending, right behind Pennsylvania, Ohio and Florida, voter registration efforts are in full force so as to keep the state “blue”. The IATSE Locals are working hard on these coordinated efforts through the State Federation and Central Labor Councils.

### *Florida*

It was reported that Florida Locals were invited to participate at the Florida State AFL-CIO COPE Convention the 1st weekend in June. The process was complicated by redistricting lines for Florida House and Senate seats that were not released to the candidates so that they could qualify properly. Qualifying did not actually end until after the COPE meeting. Particular attention was focused on the campaign of Democrat Val Demings and other “hot” races that were determined to be realistic pick-up seats for labor friendly candidates.

It was further reported that IATSE Locals are participating in the CLC activity more and more. Brother Roy Sorenson of Sarasota Local 412 has



**Local 891 member Peter Prior was presented with his 50 Year Scroll and Gold Card by International President Loeb.**

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been added to the Florida State Fed Executive Board, Brother Fred Bevis of Orlando Local 835 now sits on the Board of the Central Florida Labor Council, and Brother Mark Potter of Local 647 is on the Board of the Southwest Labor Council. In addition, District 14 Secretary Kim Bowles headed up the political screenings in Central Florida for statewide candidates. Candidates are vetted based on their ground plans, fundraising ability, and analyzing their particular District in effort to use resources wisely. IATSE District 14 District has made arrangements to produce three (3) specific mail pieces for members in the District. These mailings are not to replace a local unions mailings or the Labor 2012 plan but rather, they are used to enhance what labor is already doing or should be doing at the local level.

## **Conclusion**

It cannot be overstated – the 2012 elections will present the most critical decisions we may ever have to make when electing a President of the United States. The anti-labor,

anti-worker candidates and legislation and the blatant disrespect for the Presidency as shown by a number of members of Congress in Washington, D.C. has probably never been more evident.

Under President Loeb's leadership, the IATSE is continually increasing our participation and grass roots involvement wherever possible. Our local unions and members are getting out because there continues to be a better understanding of the impact of the issues we face. Local leadership is heeding President Loeb's call to action.

We need to keep putting forth our best efforts to stay on top of the issues and educate our members on those that are important to them and make sure they are aware of the danger we will encounter if we don't do our job in November.

## **IATSE-PAC REPORT**

The IATSE Political Action Committee, comprised of Vice Presidents Cahill, Carlson, Ford, DePaulo and Davis, as well as Retired

Vice President Michael J. Sullivan, Assistant to the President Deborah Reid, West Coast Counsel James Varga and PAC consultants Chuck Rocha and Roberto Fierro from Solidarity Strategies, appeared before the Board to provide an update on the IATSE-PAC.

The message is clear that working people are under attack and the IATSE is fighting back. However, in addition to PAC fund raising events that occur at the District Conventions throughout the United States and at General Executive Board meetings, this fight requires more. We must reach out to the membership to become engaged in the political process. The IATSE has developed several strategies toward this goal.

As assigned by President Loeb, PAC consultant Chuck Rocha has attended the 2012 IATSE District off-year conventions where he presented a look at the political landscape in this critical election year. His power point presentation is available to the local unions for use in



**The IATSE-PAC Report was given by, from left to right, Vice Presidents John Ford and Craig Carlson, PAC consultants Roberto Fierro and Chuck Rocha from Solidarity Strategies, International Vice Presidents Walter Cahill and Thom Davis, Assistant to the President Deborah Reid, West Coast Counsel James Varga and Retired Vice President Michael J. Sullivan.**

educating and getting out the message to their memberships. A video presentation is in production with the help of Locals 600, 700 and 491 and it will also be made available to the Locals.

The International has also distributed PAC booklets to local unions that are designed to help Locals get active in the process. The booklets contain guidelines for conducting PAC fundraisers such as raffles, and suggestions for reaching out to the members to become engaged as political activists. The key to success is the ability to reach members on a one-to-one basis to solicit their involvement. The IATSE initiated the "Stand Up, Fight Back" campaign to encourage members to become sustaining contributors to the IATSE-PAC on a monthly basis. Contributions can be made by check-off at work, or through monthly credit card deductions. Additional information on how to contribute to the PAC is available through the IATSE website at [www.iatse-intl.org](http://www.iatse-intl.org). There is currently a 2012 contest under way to encourage members to sign up for the PAC. Those members who agree to make monthly contributions of \$10.00 or more per month are automatically enrolled in a drawing for prizes that will be awarded during the Mid-Winter Board meeting in January 2013.

The IATSE has been using the AFL-CIO's secure Labor Action Network (LAN) database which is an aid in a voter contact program and is useful in helping local unions define the demographics within their jurisdiction. This user-friendly web platform allows affiliated unions

to develop canvassing material of union voters efficiently and effectively. Not only can this be a tool in fund raising for the PAC, but also in get-out-the-vote campaigns. Information on this program is available through the General Office and it was noted that Locals must obtain authorization from the International before LAN access will be granted by the AFL-CIO.

Through the efforts of Retired Vice President Sullivan, the IATSE retirees are also engaging in the political fight with contributions to the IATSE-PAC. Retirees have much at stake with the current attacks against Social Security and Medicaid. This fight is their fight as much as it is for active members. It is everyone's fight to protect our rights to collectively bargain, to preserve our union security, to keep our social programs intact, and that is why we all must "Stand Up and Fight Back."

### **IATSE YOUNG WORKERS CONFERENCE**

Communications Director Emily Tao, International Representative D. Joseph Hartnett, Local 13 Vice President Patrick Landers, Local 28 Interim Vice President Leah Okin, and Local 461 President Doug Ledingham appeared before the Board to report on the upcoming Young Workers Conference (YWC), which will be held at the Holiday Inn in the historic district of Philadelphia, PA on September 7-9, 2012. Others who are assisting the Young Workers Committee are Education Department Director Patricia White, International Representative Jennifer Triplett, Education Assistant Margaret LaBombard and Local 8

Executive Board member Jonathan Tortorice.

Since the Board's 2012 Winter meeting in Atlanta, the Committee has adopted a mission statement, developed a communication plan, and continues to plan its first conference. The Conference is emphasizing participation of members age 35 and under, and will address educational training with classes to focus on developing practical leadership and activism skills for young members.

The Committee requests that local unions identify members who fit the criteria and whom they think would benefit from attending the YWC.

To register a member for the Conference, Locals are directed to the YWC's website: [YWC.iatse-intl.org](http://YWC.iatse-intl.org); email: [YWC@iatse-intl.org](mailto:YWC@iatse-intl.org); Facebook: [www.facebook.com/groups/iatseywc](http://www.facebook.com/groups/iatseywc); or Twitter: [www.twitter.com/iatseywc](http://www.twitter.com/iatseywc).

President Loeb explained that the International and Locals need support from committed young unionists to ensure that the International continues to prosper. He remarked that this is the first-ever Committee and first ever Conference, which are monumental. He strongly encouraged Locals to identify members whom they think would benefit from attending the Conference. President Loeb described the Committee as bright and energetic, and thanked them for their service.

### **KRAVIS CENTER**

International Vice President Brian J. Lawlor, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney and Local 500 Business Agent Terrence McKenzie appeared before the Board and reported on

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



the Kravis Center. Reports have been given at previous Board meetings dating back to 2000 regarding the on-going, long-standing dispute between Local 500 and The Raymond J. Kravis Center.

President Loeb reminded the Board of the report that had been given in Atlanta in which the International announced the global settlement of the long-standing dispute between Local 500 and the Kravis Center, including the negotiation of a collective bargaining agreement and resolution of the backpay owed to the Local. He reported that Kravis Center CEO Judy Mitchell reneged on the deal that was reached.

Vice President Lawlor, Counsel Short and Dulaney, and Brother McKenzie provided an update on the various litigation against the Kravis Center. They reported on the latest Unfair Labor Practice charges stemming from the Employer's failure to execute the agreement reached when the International met with Mitchell and Kravis Center Counsel Robert Janowitz in January 2012. In addition to pursuing this new set of charges, the International continues to press the National Labor Relations Board for a figure on the backpay that is owed to the Local.

The General Executive Board will be updated as necessary regarding this on-going saga. President Loeb committed to continuing to support the Local in its fight against this unscrupulous, unfair employer.

## **LABOR CAMPAIGN FOR SINGLE-PAYER HEALTH CARE**

President Loeb noted that while the Supreme Court's decision to uphold the constitutionality of the

Affordable Care Act was a victory for the labor movement, America's health care crisis makes it extremely difficult to negotiate anything other than health benefits in collective bargaining negotiations given the ever increasing cost of health care. The Labor Campaign explains "shifting the cost of health care to workers under the current profit-driven system is a painful feature of virtually every set of contract negotiations these days. For the vast majority of workers without a union, the situation is even more desperate." It notes that a publicly financed, single-payer national health care system like those in virtually all other industrialized countries is the only solution that will control costs, increase access and improve the quality of care.

The General Executive Board voted to contribute \$5,000 to the Labor Campaign for Single-Payer Health Care to increase grassroots labor support for universal, comprehensive, single-payer healthcare as embodied in HR 676, the legislation introduced by Congressman John Conyers, and co-sponsored by 92 members when it was introduced. The Delegates at the last Convention voted unanimously in support of universal health care through a single-payer system in the U.S. and the IA continues to advocate for it.

## **MANN MUSIC CENTER**

**Re: Locals 8, 752 and 799,  
Philadelphia, PA**

International Vice President Michael Barnes appeared before the Board and reported on matters concerning the Mann Music Center which is a 15,000-seat, seasonal am-

phitheater located in Philadelphia. Past negotiations have gone smoothly but for the latest round, management brought in a new negotiator. In anticipation of difficult negotiations, Locals 8, 752 and 799 requested to negotiate together and ramped up their proposals. Additionally, a strike vote was taken.

Negotiations were successfully concluded in July for all three Locals, with Wardrobe Local 799 achieving its first-ever Collective Bargaining Agreement with the venue. Each contract is for a 5-year term with 3% wage increases each year.

President Loeb noted that sometimes when pushed to the edge, you have to prove you are willing to do what is necessary and make a public statement. He suggested that actions previously taken at the Kimmel Center conveyed this message. He commended the solidarity of the effort and the inclusion of Wardrobe, a model which has proved successful for the IA. President Loeb concluded that we are stronger and achieve a better deal when we fight together.

## **MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS**

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, International Trustee George Palazzo, Special Representative Ronald G. Kutak, General Counsel Dale W. Short, Midwest Counsel John Shepherd, and the MPIP Labor Directors appeared before the Board to report on the Motion Picture Industry Pension & Health Plans, which provides health and pension benefits to employees of the Motion Picture industry.

The new Basic Agreement provided for several changes to shore up the financial status of the Plans. Commencing August 1, 2012, the Employers will increase their health contribution per employee by an additional \$1.00 per hour. Additionally, the employer's Individual Account Plan (IAP) contributions of \$0.305 per hour will be reallocated to the Active Health Fund. Contributions made on behalf of non-affiliated employees will increase by \$2.50 per hour and the non-affiliate hours upon which their contributions are based will increase from 56 to 60 hours per week. Co-pays were also initiated for participants who have dependents.

Concurrently with the above funding changes, the Plan will replace Blue Shield with Anthem Blue Cross as its administrative services provider. The MPI implementation team has been working diligently on this transition since March.

An upgrade to the Employers' contracts software will improve functionality, navigation and provide better reporting capabilities. OPUS Pension Benefit Software implementation remains on track and on budget. The 2012 open enrollment packet has been mailed to the approximately 42,000 eligible participants. Currently, Plan counsel and staff are evaluating and implementing changes as required by the Affordable Care Act.

Vice President Miller advised that an interim Human Resources Director has been hired and the Board has been closely involved with the Plan's operations. He thanked George Palazzo, Co-Chair of the Joint Board of Directors, and the other Labor Directors for their

tireless efforts to ensure that the Plans operate at the highest level of effectiveness and efficiency.

Brother Palazzo stated that the Board members are all on the same page and working well together through all these changes. He praised Vice President Miller for his excellent direction and guidance.

Brother Ed Brown said that he has served for six years as a Labor Director and has been impressed that the Board is always prepared and protecting the membership. He thanked President Loeb for his leadership in guiding the ship through the funding deficit crisis.

President Loeb stated that our side is dedicated and spends a great deal of time on Plan matters and has been willing to fight for the important issues. He noted that the Labor Directors also served as the Benefits Bargaining Committee for the Basic Agreement negotiations and he thanked the group members for volunteering their time and talent to these efforts.

### **NATIONAL LABOR RELATIONS BOARD**

**Re: Local 800, Los Angeles, CA**

International Representative Don Gandolini, General Counsel Dale Short, West Coast Counsel James G. Varga, and In-House Counsel Samantha Dulaney reported on the status of unfair labor practice charges that were filed by the Illustrators and Matte Artists Council of Local 800. Four separate charges were filed, one against the International, one against Local 800, and two naming both. The Regional Director of Region 31 dismissed all four charges based on insufficient evidence of a

violation of the National Labor Relations Act. The charging parties have filed an appeal with the Office of the General Counsel of the National Labor Relations Board.

### **NEW MEDIA PRODUCTION**

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis and International Representative Vanessa Holtgrewe appeared before the Board and reported on new media production.

New media production and exhibition has been growing since the subject was first introduced into the Basic Agreement and other production contracts through the "New Media" sideletters. There is one sideletter concerning exhibition, and another covering production. The essence of the exhibition sideletter is to capture residuals on motion pictures transmitted via new media platforms. The "New Media" production sideletter is more extensive and covers multiple tiers of production budget levels, including experimental production, derivative use, and original production.

Generally, the terms and conditions are subject to negotiation, but union security, health and pension provisions, roster requirements, grievance and arbitration, and no strike/no lockout provisions are incorporated into the new media production sideletter. Further, exclusive jurisdiction of the IATSE is recognized in the production sideletter.

The intent of negotiating the terms for "experimental production" is to allow development of new media production for new media exhibition. It is a breach of the agreement



for a producer to use the beneficial terms of the experimental production sideletter as a subterfuge for intended exhibition in traditional media. This happens if exhibition on a new media platform and in traditional media is fused into simultaneous exhibition. The Motion Picture Department will continue to monitor use of the production sideletter to police against such abuse by producers.

Because new media production is no longer in the unknown development state, the production sideletter is not proposed when negotiating single production deals. As this format is now a mature element of entertainment delivery, it will be a priority issue when negotiating the next Basic Agreement and the Supplemental Agreements to the Producer-IATSE Basic Agreement.

There will be no insulation for any company, major studio or otherwise, who attempts to avoid obligations of the collective bargaining agreement by double-breasting to produce new media product non-union. New media production is a target for organizing regardless of location and regardless of affiliation or denial of affiliation with a signatory producer. In addition, companies such as Google or Yahoo that are planning to produce product for direct exhibition online will also be targeted for organizing when they begin production. New media production, like all motion picture production, is the work of the IATSE.

## **NUVISTA**

International Vice President William E. Gearns, Jr., International Representative Mark Kiracofe, and Local 835 Business Agent Richard Vales,

President Herman Dagner, and Treasurer Charles Bruno appeared before the Board to report on NuVista, a Dallas-based Exhibitor Appointed Contractor that utilizes non-union labor and deals in substandard employment practices.

In March 2011, Orlando Local 835 began coordinating efforts with other Locals to advise NuVista clients of their substandard working conditions. Twenty-six IA Locals are currently involved in the bannered of client exhibitors and display fabricators, and information will also be disseminated through a social networking campaign.

Local 835 President Vales informed the Board that letters have been received from multiple clients indicating that they would cease from using NuVista. He expressed his appreciation to the International and sister Locals for their support.

President Loeb indicated that no company should risk its reputation by utilizing NuVista. He commended the sister Locals for assisting in this campaign and noted that Local 835 has provided similar support to other Locals in the past.

## **PRODUCER/IATSE BASIC AGREEMENT**

International Vice President Michael F. Miller, Jr., Assistant Director of Motion Picture and Television Production Daniel M. Mahoney, International Representatives Vanessa Holtgrewe and Lyle Trachtenberg, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney, and representatives of the West Coast Studio Locals gave a report on the successful negotiations of the Basic Agreement.

Early negotiations were agreed to and the producers presented 35 pages of onerous proposals that were designed to gut the contract. President Loeb cancelled the first few days of negotiations to evaluate the proposals. The IA then refused to negotiate early unless the producers removed the provoking proposals from the table. If they weren't withdrawn, the International planned to leave and negotiations would take place closer to the agreement expiration. The producers withdrew those proposals and negotiations took place over three weeks in March 2012. When they broke off without an agreement, the producers were eager to return to the table and, in one day of negotiations in April 2012, a deal was reached.

The new agreement is for a three-year term commencing August 1, 2012. Wages are increased by 2% per year, compounded, and an increase of \$1.00 per hour in benefit contributions was obtained. Monthly premiums for health coverage will be as follows: For individual active participants - \$0.00; for one dependent - \$25.00; for two or more dependents - \$50.00. A reallocation of \$.305 from the Individual Account Plans to Active Health was also approved. It was further agreed that the maintenance of benefits would remain the same and there would be no reduction in benefits. Current retirees will continue to receive a 13th and 14th check.

The above is only a partial summary of the terms of the agreement and a complete Memorandum of Agreement was made available to the Board.

The Digital and Videotape Supplemental Agreements were simul-

taneously negotiated with the Basic Agreement.

President Loeb commented that the strength of the West Coast Studio Locals in standing together as one was a powerful statement to the producers and prevented any Local from being attacked or isolated.

The contract was unanimously ratified by the Locals.

### **SWANK**

International Vice Presidents Michael Barnes, John J. Beckman, Jr., Brian J. Lawlor, Craig Carlson and William E. Gearns, Jr., International Representatives Joanne Sanders and Chris Bateman, and In-House Counsel Samantha Dulaney appeared before the Board to report on their area standards banner campaign against Swank Audio Visuals (“Swank AV”).

Vice Presidents Carlson and Barnes advised that Locals 2, 8, 122, and 336 were banner Swank and/or companies that use Swank across the country due to Swank’s failure to pay area standard wages and benefits in Chicago, Philadelphia, San Diego, and Phoenix. The Locals applied for and received assistance from the International’s Defense Fund as Swank AV has been declared unfair for driving down the area standard in the referenced cities. The campaign has involved more than sixty local unions throughout the International. It also entails extensive use of social and print media to advise the public of the Locals’ disputes with Swank AV. Members are asked to get involved by visiting [www.SwankUnfair.com](http://www.SwankUnfair.com) and [www.BannerForGood.com](http://www.BannerForGood.com).

Thanks were extended to administrative staff including Marcela Barrien-

tos (General Office), Clarinda Corbert and Christine Stephens (Local 2); and Catherine White (Local 8); Diane Slate and Sergio Chavez (Local 122) and legal counsel Bruce Endy, Joseph Burns, Joseph Egan and Stan Lubin for their efforts in this campaign.

President Loeb explained that two years ago Locals 2, 8, 122, 336, and other local unions complained that Swank AV was undermining the hard-fought wages, benefits and working conditions in each of their jurisdictions. They requested his support including assistance from the Defense Fund. After hearing their cases, he declared Swank unfair and the Defense Fund Committee approved the Locals’ joint request for Defense Fund assistance in order to protect the area standard wages and benefits. President Loeb remarked that the Swank campaign is a massive undertaking. He noted further that each of the anchor Locals had received considerable financial assistance from the International’s Defense Fund and human resources were provided regarding this area initiative against Swank AV. He observed that the campaign was sophisticated, creative, well organized, and involved a tremendous commitment of time and energy. He commended the Locals for taking these necessary steps to uphold and protect their area standard wages and benefits. He advised all Locals that resources of the International are available to defend against the lowering of our hard won conditions by unscrupulous employers.

### **TERM GROUP, INC.**

#### **Re: National Agreement**

International Vice President Wil-

liam E. Gearns, Jr. and International Representative Joanne Sanders appeared before the Board and reported on TERM Group, a large player in the auto tradeshow industry that had previously entered into a national contract with IATSE. A total of 23 Locals have now signed on to the TERM Group National Agreement. To implement this agreement, area standard wages were established for each Local. These rates were used to create a template for each Local’s respective Area Standard Agreement. The same template has been utilized for contracts with Show Services LLC and National Convention Services, and could lead to national contracts with these and other contractors.

Vice President Gearns indicated that TERM Group has since been purchased by EWI Worldwide, a global, live communications company. EWI has extended voluntary recognition to the IATSE and has executed the national agreement. Vice President Gearns noted this global company has other divisions which may provide future opportunities.

President Loeb indicated that once again the IATSE is establishing jurisdiction and that the relationships that are being developed can be expanded and built upon. He commended the Tradeshow Department on the successful implementation of this national contract.

### **THE PERFECT GAME, LLC**

Vice President Michael F. Miller, Jr. and West Coast Counsel James Varga reported to the Board on the status of resolving claims against Perfect Game, LLC. “The Perfect Game” is a 2nd tier low-budget feature signed to a collective bargaining agreement



in May 2007. The movie showcases the 1957 Mexican Little League baseball team. In September 2008, the production company alerted the IATSE that the project had gone over budget and as a result the wages for the crew went to the full Basic Agreement rates retroactive to the beginning of the production. Exceeding the budget placed the production in financial trouble prompting a request for a payment schedule for making the retroactive payments to the crew. In June 2009 a partial payment of the retro-wages was paid leaving a balance owed of \$338,000. To secure financing, the production company sold its film assets to a company called Medical Capital Holdings, Inc. In 2010, the IA was advised by the production company of a pending Receivership involving Medical Capital and all its assets, including "The Perfect Game". In June 2012, the Bankruptcy Court approved the entire claim of the IATSE for the balance owed in back wages and benefits based on the original audit grievance. The matter now becomes subject to a distribution process monitored by the Court. It is anticipated that finally, after waiting 5 years, the crew will receive their retro-checks during the fourth quarter of 2012.

## **VISUAL FX ORGANIZING**

International Vice President Michael F. Miller, Jr. and International Representatives Vanessa Holtgrewe and Peter Marley reported on the VFX organizing campaign.

The VFX organizing drive is a multifaceted campaign embracing technology and using mediums that are second nature to the artists in VFX production.

In May, Representative Marley was interviewed on "FXguide" a podcast that reaches thousands of VFX industry professionals around the globe. This resulted in a very pro-union message being sent out to the entire industry.

A VFX website named "vfx.iatse-intl.org" has been launched and is designed to be an organizer tool kit and education source. The site is experiencing an average of 175 visits per week. Since launching, there have been 5,272 site visits from artists working throughout the United States and 549 visits from Canadian artists. Through the website, workers can download an authorization card for IATSE representation, view a FAQs page, link to the IATSE Facebook page and pick up Twitter updates from the newly-launched @vfx-union. Upcoming events are posted on the website calendar.

In June 2012 the IATSE facilitated an industry-wide meeting in Los Angeles. Over 70 VFX workers attended the meeting on a Sunday morning. Over half of those in attendance signed authorization cards.

IATSE representatives will man a booth at the 2012 SIGGRAPH conference. This annual event is attended by tens of thousands of computer professionals. VFX magnets with the website and Twitter addresses displayed, buttons stating "I am VFXsoldier" and other IATSE swag will be distributed at the booth. Representative Holtgrewe will "live tweet" the event. "Organizing Seed Packets" will be available and will contain authorization cards, IATSE contact information, a Union FAQ, and a general organizing guide geared toward the VFX industry. In addition, an iPhone app will be used

to allow attendees to swipe their badges to provide contact information for further organizing.

President Loeb reiterated that VFX organizing will continue to be a priority for the IATSE, and to ultimately afford these important workers in the motion picture production industry the opportunity to have representation by the IATSE.

## **LOCAL NO. 46, NASHVILLE, TN**

### **Re: Country Music Association Agreement**

International Representative Mark Kiracofe appeared before the Board to report on his assignment to assist Local 46 in negotiations with The Country Music Association, the producer of the CMA awards show and the Country Christmas special every year in November. In previous years Local 46 signed "one-offs" to cover these shows, but after the latest production, representation cards were obtained from the crew that placed the IA in a much better position for negotiations. Management tried to avoid meeting with the Local but eventually relented and the parties reached a new three-year term deal that realizes a 14% economic increase.

Local 46's Executive Board ratified the agreement and President Loeb signed the contract into effect through March 2015.

## **LOCAL NO. 69, MEMPHIS, TN**

### **Re: Showpay and GPAC**

International Representative D. Joseph Hartnett appeared before the Board to report on his assignment to assist Local 69 and its payroll company (Showpay Labor Force) in negotiations with the City of Germantown,

Tennessee and the Germantown Performing Arts Center (GPAC) to perform referral work at GPAC for the upcoming season which begins in September and runs through May 2013. The agreement includes area standard wages and benefits.

The Local extends its appreciation to President Loeb for the assignment of Representative Hartnett and is committed to servicing the GPAC professionally in order to extend its involvement at the venue. President Loeb congratulated the Local and thanked Representative Hartnett for his diligence and capable assistance.

### **LOCAL NO. 295, REGINA, SK**

#### **Re: Partners In Motion, Inc.**

International Vice Presidents John M. Lewis and Damian Petti and International Representative Barny Haines appeared before the Board to report on Partners In Motion Inc.

Since certification on March 3, 2009 and signing a first collective agreement on August 3, 2010, Local 295 expected to work on all commercial and television series produced by Partners In Motion.

However, as reported by Representative Barny Haines, when contacted by Local 295 for implementation of the collective agreement in connection with their "Crime Series VIII" production, the Union was informed that a separate company was incorporated for the new production and the collective agreement did not apply. Local 295 filed an application seeking an order and declaration that Partners In Motion Inc. and "CS Series Productions VIII" were under common direction and control and constituted a single employer for purposes of labour relations.

In February 2012 settlement discussions culminated in an agreement and a Labour Board consent order that the core employer, Partners In Motion Corporate Productions Inc., was bound by the collective agreement without any concessionary modifications.

The importance of this resolution of the corporate "shell game" in favour of the IATSE to bind the "production enterprise" of the employer and not just the current series corporate vehicle cannot be over emphasized.

Vice President Lewis commented that this lengthy campaign was a textbook primer for a full spectrum of legal and tactical issues from initial organizing, through certification and collective bargaining. The success of this effort was only possible through the financial assistance from the Defense Fund and the support and expertise of IATSE.

President Loeb emphasized that the IATSE will persevere and triumph in the long run. The entire process took 38 months of legal channels to achieve the benefits of collective bargaining for our members.

### **LOCAL NO. 295, REGINA, SK**

#### **Re: The Globe Theatre**

International Vice Presidents John M. Lewis and Damian Petti, and International Representative Barny Haines appeared before the Board to provide an update on the situation with The Globe Theatre. The agonizing course of this labour relations saga has been reported at earlier General Executive Board meetings, however, Representative Haines was pleased to report the successful conclusion of negotiations between Lo-

cal 295 and the Globe Theatre with ratification of a collective agreement on June 25, 2012.

The initial certification was issued on October 12, 2011. The head of Sound was fired on October 15, 2011. While Local 295 initiated collective bargaining, it also brought Unfair Labour Practice charges seeking the reinstatement of the head of Sound and a direction to the Theatre to bargain in good faith.

Lengthy, one-sided negotiations from October 2011 through April 2012 yielded only a final offer from the employer that sought to narrow the scope of Union craft recognition and effectively reduce part-time employee wages. The Local refused to buckle and, standing together, decided to schedule a strike vote.

The Labour Board heard the evidence and rendered its determination that the head of Sound had been discharged unlawfully, and ordered reinstatement with full compensation and full seniority.

Two hours before the strike deadline, the parties reached a settlement and concluded a first collective agreement on April 25, 2012, which was unanimously ratified by the membership and contained significant wage and benefits improvements – a great first agreement.

President Loeb observed that stamina was the first attribute of the IATSE in this 16-month process. The ultimate success is measured in terms of the meaningful change to the lives of the new IATSE members.

### **LOCAL NO. 300, SASKATOON, SK**

#### **Re: Lonely Boy Productions, Inc.**

International Vice Presidents John

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



M. Lewis and Damian Petti, and International Representative Barny Haines appeared before the Board to report on the situation with Lonely Boy Productions, Inc.

Representative Haines reported that Karma Films Inc., a boutique production company located in Saskatoon, had focused primarily on documentary and animation. By December 2011 Karma Films Inc. had completed feature film production of "Ferocious" on a non-union basis.

To deal with the rumored start of production of a second feature "Rufus", Vice Presidents Lewis and Petti, Representatives Julia Neville, Peter DaPrato, and Barny Haines sought to involve the Locals directly affected, Locals 212, 295, 300 and 669, and their memberships. The members shouldered their responsibility as "salts" and committed to the IA organizing drive exhibiting solidarity and co-ordination aimed at Karma Films Inc., and Illusion Entertainment with respect to this feature production and its employee compliment of 45 individuals.

Representative Haines reported the united Locals and membership achieved success with the signing of the collective agreement by the employer with Local 300 and Local 669-Camera in February 2012.

President Loeb observed that the key element in play in these circumstances was coordinated organizing.

## **LOCAL NO. USA829, NEW YORK, NY**

### **Re: Sound Designers/ Projection Designers**

International Vice Presidents Brian J. Lawlor and Anthony DePaulo, appeared before the Board along with Local USA829 National Business

Agent Cecilia Friederichs, Live Performance Business Representative Carl Mulert and Scenic Shops and Television Commercial Business Representative Michael Smith, to report on matters relating to the Local's representation and inclusion of Sound Designers and Projection Designers in its national and regional collective bargaining agreements.

In May of 2007, Local USA829 petitioned for and received from the International nationwide jurisdiction of Theatrical Projection Design, an offshoot of both Scenic and Lighting Design. At that time, the Local began to organize the craft and as of this report, the Local has successfully included Projection Designers in all of its agreements. Sister Friederichs reported that the Local has secured not only representation for Projection Designers but also substantial benefits and improved terms and conditions for this craft in all of its collective bargaining agreements.

With regard to Sound Designers, the Local sought to achieve terms and conditions comparable to other Design classifications represented by Local USA829, including the recognition and representation of Assistant Sound Designers. Sister Friederichs reported on the successful conclusion of negotiations with the Broadway League in an agreement that includes monumental benefits, impactful wage increases, and other significant terms and conditions of employment.

Sister Friederichs commended Brother Mulert and the Member Bargaining Committee for their commitment and contributions to the bargaining process. She also thanked

President Loeb for his support and for assigning Vice Presidents Lawlor and DePaulo who provided their capable assistance.

President Loeb recalled that Local One and Local USA829 had done what was best for the Sound Designers when they were transferred from Local One into Local USA829. He remarked that Sound Designers needed unified national representation which can be provided by Local USA829 as it is a national Local.

Regarding Projection Designers, President Loeb commented that the Local had a vision and had acted to protect its jurisdiction in the face of technological changes. He complimented the Local for its organizing of Projection Designers. He noted that the agreements reported on are extraordinary and he congratulated the Local and everyone at the table for jobs well done.

## **LOCAL NO. 868, WASHINGTON, D.C.**

### **Re: The Kennedy Center**

International Vice President J. Walter Cahill reported to the Board on his assignment to assist Treasurers and Ticket Sellers Local 868, Washington, D.C., in its negotiations with the Kennedy Center. Local 868 has represented the Center's box office employees for 41 years, ever since it opened in 1971.

Negotiations started out contentiously. When the Center reviewed the Local's proposals, it claimed that the Local was attempting to expand its jurisdiction. It was obvious that the Center was trying to erode the Local's jurisdiction when offering its proposals. After multiple negotiating sessions, a deal was finally reached

and the Local ratified the agreement on July 25, 2012.

Vice President Cahill commented that the bargaining committee was prepared, sophisticated and cohesive. They fought hard to both maintain what they had and to gain any improvement possible.

It was noted that technological changes are taking place in the craft and continue to threaten traditional work jurisdiction. These Locals are fighting a rising tide that will potentially erode their jurisdiction.

President Loeb expressed his agreement that technology is becoming more advanced and indicated that craft members must continue to educate themselves to stay relevant and retain their jurisdiction.

#### **LOCAL NO. 849, HALIFAX, NS**

Assistant to the President Sean McGuire and Local 849 Secretary Marcel Boulet reported to the Board on the continuing three-year efforts to organize the production crew employees of Egg Productions, the largest commercial and corporate video production company in Atlantic Canada. The organizing effort concentrated on a one day shoot and the employee complement on that one day – the date of application.

Following the filing of an application for certification at the Nova Scotia Labour Relations Board in March 2011, the legal issues focused on the list of employees. The employer initially took the position that all were independent contractors. An initial Board decision confirmed employee status and ruled that the list of employees was comprised of those working on the date of application, confirming the de-

cision in Local 680 v. Power Productions. This ruling is critical to a determination that at least 40% of the bargaining unit employees had signed representation cards, a prerequisite to entitlement to count a vote. After a total of eight days of hearings to elucidate the craft lines of demarcation, including evidence from Local 667, Local 849 and the Directors Guild of Canada (DGC), the Nova Scotia Labour Board reserved its decision on the issue as well as the sufficiency of the Notice of Vote to the bargaining unit employees. After 15 months of pressure on the employees to change their votes, the employer sought to vacate the representation vote result in favour of the union, and requested an order for a second vote. Local 849 awaits the decision of the Board on these issues.

Meanwhile the employer has filed an application for judicial review of the initial Board decision in court to be heard September 23, 2012.

Local 849 thanked Local 667 Business Agent David Rumley and DGC Atlantic Region Business Agent Tim Story for their helpful testimony. Furthermore, in support of Local 849, the Nova Scotia Federation of Labour passed a unanimous resolution to use only union labour when producing its commercials.

Assistant to the President McGuire praised Local 849 President Gary Mitchell and the Local for its dogged determination. The fight continues with the unwavering support of the International and financial support from the Defense Fund.

President Loeb commented that the IA steadfastly supports Local 849 in this fight “every step of the way,”

up to the Supreme Court of Canada if necessary.

#### **RETIREMENT OF INTERNATIONAL VICE PRESIDENT BRIAN J. LAWLOR**

International Vice President Brian J. Lawlor addressed the Board and announced that he was submitting his resignation from the Board effective at the close of business on Thursday, July 26, 2012.

Vice President Lawlor was elected to serve on the Board in 2004 and has been a full-time representative of the Alliance since 2000. He will remain in the General Office through the end of August 2012 and will then move back to his hometown of Orlando, Florida. Although vacating his posts as a Vice President and Co-Director of the Stagecraft Department, he will continue working as a representative at the direction of the International President and reporting to the Stagecraft Department.

Vice President Lawlor advised the Board that he was operating under



**International Vice President Brian J. Lawlor resigns from the General Executive Board.**

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN BAYSHORE



President Loeb administered the oath of office to Vice President LoCicero.

the “life is too short theory” and has been contemplating this move for over a year. He noted that his first Board meeting was 25 years ago, also in Vancouver when he was the newly elected Business Agent of Local 631 in Orlando.

President Loeb commented that he appreciated Brian’s years of service to the Alliance as a Business Agent, International Representative, and elected officer. He noted his appreciation for the time that Brian spent in the General Office in New York and looks forward to continuing to benefit from his talents in service of the many members of the International.

The Board congratulated Vice President Lawlor on his retirement and all attendees rose in a standing ovation in appreciation of Vice President Lawlor’s service.

International Vice Presidents

Daniel DiTolla and Anthony DePaulo remain Co-Directors of the Stagecraft Department.

## **ELECTION OF INTERNATIONAL VICE PRESIDENT PHIL LOCICERO**

The General Executive Board unanimously elected Brother Phil LoCicero, effective July 27, 2012, to fill the vacancy created by Vice President Lawlor’s retirement.

Vice President LoCicero has been a member of the International since 1989 and has served as President of Studio Mechanics Local 478 in the State of Louisiana since 1994. President Loeb noted that Vice President LoCicero’s commitment, service and dedication to the IATSE has spanned more than two decades. He noted that he has personally witnessed his steadfast support of the members, be it on picket lines, in negotiations and in numerous other ways.

President Loeb administered the oath of office to Vice President LoCicero and stated that he is a leader and a welcome addition to the General Executive Board.

## **2013 MID-WINTER MEETING OF THE GENERAL EXECUTIVE BOARD**

General Secretary-Treasurer James B. Wood advised the Board and all attendees that the next meeting of the General Executive Board would be held earlier than usual, the week of January 7-11, 2013 in Nashville, Tennessee.

## **ADJOURNMENT**

Having completed all business properly brought before it, the General Executive Board adjourned at approximately 10:15 a.m. on Friday, July 27, 2012.

WESTIN BAYSHORE • VANCOUVER, BRITISH COLUMBIA • JULY 24, 2012

Since the last meeting of the Defense Fund Committee in Atlanta, GA on January 31, 2012, 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. B-2, St. Louis, MO - St. Louis Cardinals Baseball Team—Legal	\$ 3,579.50
Local No. B-20, Portland, OR - Oregon Convention Center—Legal	236.10
Local No. 2, Chicago, IL - Swank A/V Bannering	30,329.59
Local No. 3, Pittsburgh/New Castle, PA - August Wilson Ctr./Stage AE/Three Rivers Arts Fest—Legal	546.00
Local No. B-7, Denver, CO - Denver Center for the Performing Arts	9,588.62
Local No. 8, Philadelphia, PA/Camden/Mercer Co., NJ – Bannering	4,875.00
Local No. 12, Columbus-Newark-Marysville-Delaware, OH - Swank A/V Bannering	50.00
Local No. 28, Portland/Salem, OR - Swank A/V Bannering	858.00
Local No. 33, Los Angeles/Long Beach/Pasadena/ Santa Monica, CA – Swank A/V Bannering	450.00
Local 39, New Orleans, LA - New Orleans Convention Center—Legal	2,041.66
Local No. 46, Nashville, TN - Swank A/V Bannering	325.00
Local No. 56, Montreal, QC- Solotech, Inc./Corona Theatre/Pavillon de l'Île/Centre Culturel Georges-P Vanier- Special Organizing	11,290.24
Local No. 63, Winnipeg, MB – AEG Live Canada- Legal	2,046.15
Local No. 63, Winnipeg, MB – NASCO- Legal	2,598.94
Local No. 85, Davenport, IA/Moline/ Rock Island, IL – iWireless Center—Legal	20,710.20
Local No. 110, Chicago, IL - Swank A/V Bannering	1,050.00
Local No. 122, San Diego, CA - Swank A/V Bannering	650.00
Local No. 169, Alameda/Contra Costa/ Solano/Napa, CA - Alameda Theatre, Printing	292.54
Local No. 262, Montreal, QC- Centre Bell—Legal	8,401.35
Local No. 295, Regina, SK - Globe Theatre/Partners in Motion—Legal	43,121.46
Local No. 336, Phoenix/Prescott, AZ - Swank A/V Bannering	606.25

Local No. 340, Long Island, NY-John Egeman Theater	---
Local No. 415, Tucson, AZ - ETCP Certification	2,000.00
Local No. 415, Tucson, AZ - Swank A/V Bannering	125.00
Local No. 482, Champaign/Urbana/Decatur/Danville, IL – Re: University of Illinois/Assembly Hall—Legal	9,229.71
Local No. 500, South Florida, Kravis Center—Legal	58,847.56
Local No. 631, Orlando/Cape Canaveral/Cocoa/ Melbourne/Lake Buena Vista, FL - Swank A/V Bannering	1,650.00
Local No. 680, Halifax, NS - Special Organizing	8,836.09
Local No. 695, Hollywood, CA – Black Walnut—Legal	792.50
Local No. 772, Washington, DC	---
Local No. 834, Atlanta, GA - Swank A/V Bannering	400.00
Local No. 835, Orlando/Daytona Beach, FL - NuVista Bannering	2,100.00
Local No. 849, Atlantic Canada- Egg Productions- Legal	2,455.83
Local No. 874, Sacramento & Vicinity, CA - Re: Stockton Arena/Bob Hope Theater	---
Local No. 917, Atlantic City, NJ - Re: Operating Engineers & Atlantic City Casinos—Legal	6,000.00
I.A.T.S.E. vs. Fiend – Legal	7,307.94
Alvin Ailey/Golf Channel/ Basic Agreement – Legal	54,829.05
I.A.T.S.E. - Swank A/V Bannering	980.96
<b>TOTAL:</b>	<b><u>\$299,201.24</u></b>

**EDUCATION**

Education Seminars – Districts	\$ 8,791.15
Misc. Training/InfoComm/Instructors/ Kirkland Center	172,806.76
LEAP Reimbursements to Locals/Officers	26,268.15
Organizing Manuals	8,810.93
<b>TOTAL:</b>	<b><u>\$216,676.99</u></b>
Basic Agreement	\$175,810.69
Solidarity Strategies	40,796.26
Thorsen French Advocacy	61,587.48
Alec French	275.00
<b>TOTAL:</b>	<b><u>\$278,469.43</u></b>
<b>GRAND TOTAL:</b>	<b><u>\$794,347.66</u></b>

Respectfully Submitted,  
s/Matthew D. Loeb  
s/Anthony DePaulo  
s/J. Walter Cahill  
s/John M. Lewis  
s/Daniel E. Di Tolla

# IATSE ONLINE STORE

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# IATSE Participates in SIGGRAPH

This August in Los Angeles, the IATSE had a booth for the second year in a row at SIGGRAPH, the annual conference on computer graphics. Attended by tens of thousands of computer professionals, this event provides an excellent opportunity for the IA to broaden its Visual Effects industry outreach campaign.

Over a three-day period, IA representatives and union members from The Cinematographers, Editors, Art Directors and Animation Guilds (from both the U.S. and Canada) discussed with freelancers, students, and company management the benefits of working union. Many were surprised to hear that the majority of the employees listed in the credits that came before the VFX department in the latest summer blockbuster film enjoy portable healthcare, pension and standardized working conditions.

Over the three days, hundreds of packets containing union information, VFXunion magnets highlighting the VFXunion website and twitter feed, and International Cinematographers' and Art Director Guild Magazines were distributed to SIGGRAPH attendees eager to learn more about

the IA. It was standing room only as Business Agent Christian LeMay from Montreal (Local 667) spoke French with visitors while Dusty Kelly (Local 891) met with Vancouver-based employees. IA Representative Mark Kiracofe handed out Spanish language IATSE pamphlets to students from Mexico and Organizers Steve Kaplan (839) and Ben Pezillo (800) fielded questions from VFX artists on topics ranging from unpaid overtime to the effect of state and global tax subsidies. Meanwhile, Local 600's Mark Weingartner talked shop with other

VFX supervisors and DP's. Throughout the conference, IA International Representatives Vanessa Holtgrewe and Julia Neville scanned attendees' badges to create a contact list to keep employees up-to-date on upcoming union activities.

Providing the benefits and protections of unionization to VFX workers in the U.S. and Canada is a priority of the IATSE. As such, we have reserved a booth at SIGGRAPH 2013, which will be held next summer in Anaheim, CA



## THE IATSE CONNECTION



Visit us on the Web: [www.iatse-intl.org](http://www.iatse-intl.org)



Like us on Facebook: [www.facebook.com/iatse](http://www.facebook.com/iatse)



Follow us on Twitter: [@iatse](https://twitter.com/iatse)



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



**PARADISE DEMOCRATIC CLUB HONORS MEL TURNER**



On June 2, 2012, the Paradise Democratic Club of Las Vegas honored one of their long-time members, the late Mel Turner, at the Club's annual memorial tree planting ceremony. Many will know Mel Turner as a long-time member of IATSE who throughout his career worked diligently for the betterment of working families in southern Nevada. In Mel's honor, a tree was planted and a memorial marker placed at Paradise Park along with twelve other past honorees.

Many of Mel's family were on hand along with officers, staff and members of IATSE Local 720. Also attending and offering comments were County Commissioner Chris Giunchigliani and Congresswoman Dina Titus. "Mel Turner was a respected member of Local 720 and in the Las Vegas labor community. I am thankful for the Paradise Dems for having honored one of our own" commented Dan'l Cook, IATSE Local 720 President.

**BOSTON LOCAL HONORS GOLD CARD MEMBER**

Brother Paul Coughlin received his Gold Card from Local 11 at the Monthly Meeting on Wednesday, April 18, 2012 held at the Boston Teachers Union Hall. He joined the Local on March 15, 1961. Brother Coughlin retired as the Head Sound man at the Wang Theatre and is still active in the Local as a mentor and advisor to the Local's training programs.



From left to right, Executive Board member Bob Jones, Jr., Business Manager John Walsh, Gold Card Recipient Paul Coughlin, Vice President Jeff Flanders, and Executive Board member James McCartney.

## Weather The Storm

By Kent Jorgensen,  
Chairman, IATSE Craft  
Advancement Program Committee



Safety issues are often ignored until someone gets hurt or killed. Weather is one safety issue that is ignored. Much of our evolution has been a battle with weather. Clothing ourselves to fight cold, building dwellings to fight wind and rain, and damming waterways to fight floods are all part of the battle to control weather.

A recent concert was cancelled because there was a hazard in the staging and a storm was coming. Some official said there was no hazard; the band just didn't want to get their equipment wet. Isn't a lot of concert equipment plugged into electricity? Isn't getting that kind of equipment wet raising the risks of injuring people?

National news reported about several NASCAR fans being struck by lightning at a race in Pennsylvania, killing one and injuring nine. There were reports of the coming storm. Severe weather alerts were sent out. Announce-

ments were made at the venue, but 86,000 fans were at the event watching the storm hit.

We have to be smarter about handling and reducing the risks we are exposed to by weather. Wind, cold, heat, lightning, rain, high seas, flash floods, ice, and snow will directly or indirectly affect the safe performance of your job. Working in too much heat causes heat related illness. High winds hit you with debris and add load stress to your equipment. Cold can make it more difficult to use your tools. Rain makes areas slippery and creates electrical shock hazards.

Learn to take precautions. Wear layered clothing in the cold. Have plenty of water in the heat. Use the "30-30" rule from the National Oceanic and Atmospheric Administration (NOAA) when it comes to lightning. The rule is: if it is 30 seconds or less from flash to bang, seek proper shelter. Then wait 30 minutes after the last strike to come out of the shelter ([www.noaa.gov](http://www.noaa.gov)). Good recommendations about weather can be found in Safety Bulletins on the Contract Services Administrative Trust Fund (CSATF) website at [csatf.org/bulletintro.shtml](http://csatf.org/bulletintro.shtml).

With all we do, working smarter makes sense. Be safe on your job and weather the storm.

# Auto Advantage

Check out the **exclusive deals** and **discounts** available to union members



Cars and trucks are major investments—and often major headaches—for working families. Now you can **cut your costs** and **ease the stress** with union member benefits designed to meet ALL of your vehicle needs. You'll get great customer service, reliable cost-comparisons and **special savings**. Check out the **exclusive deals** available to union members.



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# Fond Farewell, Final Thoughts and A New Chapter

By Brian Lawlor

As you have read in other sections of this Official Bulletin, I have left the General Office and returned to my home near Orlando, Florida. This move was contemplated for over a year and fundamentally revolves around returning to Florida but continuing to have the privilege of working for President Loeb and the International.

I've worked over ten years in the Stagecraft Department and had the opportunity to be mentored by Retired International Vice President Michael Sullivan and work with Vice President DePaulo. Although there have been some challenges in the Stagecraft Department through the years, there have also been some positive gains with the Pink Contract system. I ask now that you continue to assist the Department with the following requests:

## **ACT MEMBERS**

Please stay current with your dues. The Finance Department has sent out over 50 letters to ACT members who are not current in their financial obligations for 2012. Many of these individuals are not currently traveling with touring attractions but it does remind us to ask the Business Agents and Head Carpenters of our Stage, Mixed, and Wardrobe Locals to continue the practice of checking cards and contracts in the venues where these shows are presented.

## **TRAVELING STAGE EMPLOYEES/ROAD CREWS**

Prior to accepting employment on a traveling show, it is advisable to contact the Stagecraft Department concerning whether the show is traveling under the benefit of a pink contract or not. Often the Department is unaware of who is traveling with a particular show until the request for pink contracts is made. We believe it would be advantageous for the Department to know who is considering an offer as you are deciding whether to go out on the road or not.

## **BUSINESS AGENTS / HEAD CARPENTERS / YELLOW CARDS**

Business Agents and authorized representatives checking cards and contracts are reminded that ACT members are not issued road cards, as their membership status and financial status are already known by the Stagecraft Department and Finance Department at the General Office. With very limited exceptions, all cards must be affixed with four stamps. The Stagecraft Department

should be notified whenever a road person is permanently replaced so that a new contract can be issued.

The Official Report Card, commonly known as the Yellow Card, is an internal mechanism of, and is controlled solely by, the IATSE. The Yellow Card, which designates the number of local hires for the put in, performances, and take out of a traveling attraction, must be forwarded to the local union in whose geographical attraction that attraction is going to play. Regardless of whether the local union has a contract in the venue the show is to be presented in, the Yellow Card is to be forwarded by the Head Carpenter to the applicable local union at least two weeks in advance of the take in. Local unions are reminded to forward the designated section of the Yellow Card to the General Office.

In closing, it has been a pleasure serving the Department and the Alliance in this position, from International Representative to International Vice President and Co-Director of Stagecraft. I look forward to this new journey and hope to see many of you along the way.

# Some jobs call for masks and gloves.



Many IATSE-represented workers perform jobs that may not look dangerous, but really are, because the hazards are invisible—fumes, smoke and toxic substances require that you wear protective gear. Be sure you keep yourself safe on the job.



**WORK SAFE. WORK SMART. WORK UNION.**

[www.iatse-intl.org](http://www.iatse-intl.org)

# WIN AN iPad

## IATSE-PAC CONTEST

In addition to the 2012 IATSE-PAC contest, you now have a chance to be the winner of an iPad, or one of three other VISA gift cards, usable anywhere that accepts VISA. The contest is effective immediately and will run until the Winter General Board meeting in January 2013, when the winners will be announced.



### CONTEST RULES

**To be eligible to win an iPad or one of the gift cards you must recruit IA members to join the IATSE-PAC with a monthly contribution of \$10.00 or more per month.**

**You may only recruit members of the IATSE who reside in the United States.**

**To win an iPad you must recruit 25 new monthly contributors.**

**To win a \$300.00 gift card, you must recruit 15 new monthly contributors.**

**To win a \$200.00 gift card, you must recruit 10 new monthly contributors.**

**To win a \$100.00 gift card, you must recruit 5 new monthly contributors.**

**Contact the IATSE-PAC NOW to get your supply of PAC forms so you may recruit IA members and become eligible to win one of these prizes. Members will need to submit a PAC form with the recruiter's name on it, to the IATSE General Office  
Telephone: 212-730-1770 - or - Email: [iatsepac@iatse-intl.org](mailto:iatsepac@iatse-intl.org)**

- \* The IATSE-PAC makes contributions in federal elections.
- \* Making of contributions to the IATSE-PAC is not a condition of membership in the union nor of employment with the Company and you may refuse to do so without fear of reprisal.
- \* Contributions received from fund-raising efforts sponsored by the IATSE-PAC will be used for contributions for political purposes, including but not limited to, the making of contributions to, or expenditures on behalf of candidates for federal office, 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 you 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.

# Accounting 101

One of the initiatives taken up by the IA and affiliated Locals is to closely monitor productions that are complying with their collective bargaining agreements.

When undertaken by the Locals, it generally involves a review of start paperwork against the log of who was treated as a nearby, distant or local hire. Typically, distance to locations, misclassification of bargaining unit employees and other “big” violations

that occur when producers attempt to cut corners top the list. Sometimes compliance questions are referred to the International. When this happens there is additional scrutiny conducted by professional auditors.

But the front line of holding companies accountable is the rank-and-file member. Check your paperwork every week. Make sure that you are paid for the hours you actually worked, received the overtime you

are entitled to, and get the meal penalties, per diem, transportation allowance and everything you are due under the contract.

Of course mistakes are made from time to time. However, when Locals conduct audits we generally find that almost all the “mistakes” favor the company. The notion of one-sided “mistakes” doesn’t pass the smell test. Be vigilant, check your paperwork and don’t be the victim of a “mistake”.

## BE AN HISTORIAN – STRENGTHEN YOUR UNION!

As new members join our union it’s important to educate them in many areas of membership. One area of education in which rank and file members are invaluable has to do with carrying forward the history of the union. Every union member has a story about how she or he came to be a member or a defining moment when the importance of union membership became unambiguously apparent. Share those stories with your brothers and sisters. New members need to know that union membership is about standing together and supporting your union so it can support you.

In this election year, unions are under attack. It’s time to close ranks and support worker-friendly candidates. The most effective way to convince fellow union members to support candidates who support us is to highlight the value of your union and why we need to protect it.

**Tell your story! Once you start sharing, others will too.**

## WE ARE ALL ORGANIZERS

The motion picture and television industries are unionized freelance businesses. What makes them even more unique are the number of different employers - often single project companies, the short duration of employment and the multitude of different Locals working on a production.

It has been noted before that the reason we have contracts with good wages, working conditions and benefits is due to the conscious effort of members to identify and organize employers.

Organizing has a wide range of benefits. First, it assures that professional standards, living wages and employer-paid benefits are part of every job. Second, it demonstrates to our existing employers that we take our role seriously and make sure that they are not undercut by competitors.

Every local has a vehicle to report jobs. We all need to be mindful that we are all organizers and all benefit when employers are employing us under a collective bargaining agreement.



## Orlando Locals Sponsor COMET Training for Members

On August 7-9, 2012, Orlando Locals 631 and 835 hosted Continuing Organizing Membership Education & Training (COMET), for their members. By hosting the training and educating their members, they have taken the first step toward creating an organizing plan for their jurisdictions. The Locals are heeding the call of International President Loeb to "...organize everywhere we can..."

The program is designed to help Locals understand why it's important to organize unrepresented workers in the entertainment industry. The three and one-half hour program is made up of lectures and group activities that help individual members debunk their own mis-

conceptions about organizing. Participants are introduced to a brief history of the growth of the labor movement and our own International. Topics include the Union's mission, understanding market share and union density, building collective bargaining strength, the relationship between organizing and bargaining strength, how we view unrepresented workers, what happens when we don't organize, and how all of our Locals can build a future that includes a commitment to organizing.

The week began with a Train-the-Trainer session presented by International Vice President and Tradeshow Department Director Bill Kearns. Vice

President Kearns has used COMET training over the last twenty years as a tool to assist locals where they have targeted an employer for organizing. International Representatives Peter DePrato, Brian Faulkner, Barny Haines, Joe Hartnett, Peter Marley and Joel Youngerman participated. Trainers received an Instructor's Guide and Power Point Presentation. International Representative Joanne Sanders, who has also used COMET when assisting Locals, was also in attendance to assist with the training.

For the COMET sessions, the Locals were asked to recruit members to attend one of the three sessions that were scheduled. At least 85 officers and members attended from both Lo-

**International Representatives Peter Marley and Barny Haines at the start of the session.**



**Members of Locals 631 and 835 discuss class exercise.**



als. Frank Allen, Assistant Business Representative for Local 835 attended all three sessions. “We’re fortunate to have a lot of the work under contract. But every day, we work side by side with unrepresented workers in our Convention Center. They’re not the enemy” said Allen. “It’s important for us to understand that and find ways to talk to them and bring them into the Local. I think our members get that now,” he continued.

Kim Bowles, Secretary-Treasurer of Local 631 and Secretary of IA District 14 was also in attendance. Bowles added “Fear has always been a reason for not organizing for most members. The classroom approach provided a safe environment for open and free dialogue to explore our union values at their core. The COMET training is critical for Locals in their organizing efforts. Thank you for the education. We need it badly.”

Other participants commented that it was good to hear from other union members about goals for the Local. Another was glad to see that the International supports this kind of training for members. Perhaps the best participant comment about the training was “...you had your heart in it—that’s really the whole story...”.

At the conclusion, each attendee was asked to make a written commitment to assist in the Local’s organizing plan once it’s established. More than 40 participants made commitments to each of the two Locals.

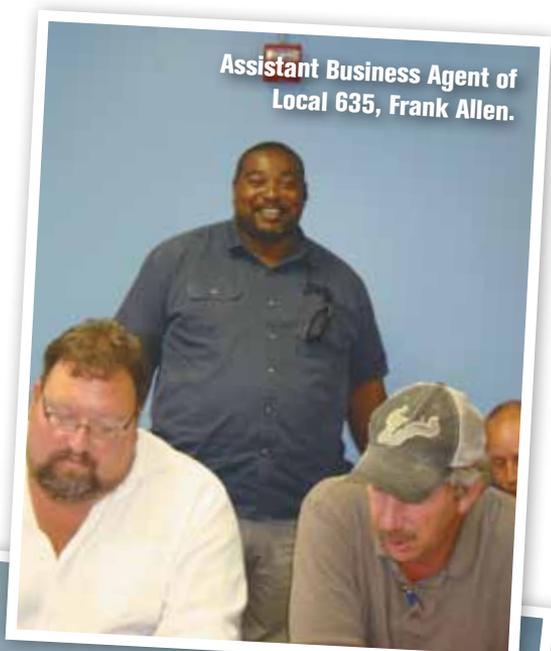
The COMET program has proven successful in other industries for more than thirty years. The materials used for the IATSE version of the training were a collaborative effort of Vice Presidents Gearns, Di Tolla, De Paulo, Lewis, International Representative Joanne Sanders and New York staff member Marcella Barrientos.

Vice President Gearns commended the locals for their participation and commitment to the future. As the sessions came to a close, he said “I believe COMET is a tool that can strengthen every local in the IA and it’s essential for every member to understand it and to assist in the local union’s organizing effort.”

For more information about COMET, local officers can request assistance in writing from President Loeb.



**International Vice President/Director of Tradeshow Department William E. Gearns, Jr. welcomes the participants.**



**Assistant Business Agent of Local 635, Frank Allen.**



**International Representative Joel Youngerman explains a class exercise to a work group.**

# Positioning for the Future: IATSE Survey Highlights Local Leaders' Concerns

All of us who work in the Labor Movement or who belong to a union know how challenging and busy our lives and the activities of our Locals and our International necessarily must be. Caught up in the exigencies of daily business, it can be difficult to take the time to step back, assess, and plan the best course as we go forward. While the IATSE and its Locals can look with pride on our Union and our accomplishments, it is important to always reach higher, and to ask ourselves whether and in what ways all of us can make the union even stronger and more effective, going forward.

To that end, in 2011 President Loeb asked representatives of the National Labor College to develop a process to reach out to both IATSE leadership and to all of our local unions, with the goal of making the union even more effective and better able to serve workers in the entertainment industry into the future.

The first step of this process was to involve leaders throughout the union in a process of assessing the current state of the Union. Representatives of the National Labor College were asked to interview IA leaders from the General Executive Board, Department Directors, and Representatives and also administered surveys to International staff. During the 2011 District Convention season, the International surveyed all of the attendees at each District Convention in order to hear the delegates concerns. We wanted opinions from the front lines of the IA about the top

challenges facing the union--What's working well? What's not? And, most importantly, what are some ways to make the IATSE and every one of its Locals even more effective in the future?

Over 500 District delegate surveys were collected. The results were analyzed by the National Labor College and presented to delegates at the 2012 District Conventions. This article is a summary of that presentation.

## **SURVEY RESULTS:**

When asked, "What's working well?" Local leaders responded that the union is doing a good job in bargaining, providing education in both craft and union skills, setting standards in the industry, filling jobs and running hiring halls, as well as improving union communications.

Negotiating, protecting and enforcing good contracts emerged as a top focus for Local leaders. By far the most common type of assistance requested from the International is with contract negotiations, and not surprising, training in Collective Bargaining was the number one educational program requested by Local leaders.

Overall, Local leaders feel positive about the ability of their Locals to serve members and also about the quality of assistance they receive from the International.

From the perspective of the respondents, the biggest challenges facing the IATSE as a whole are external political and economic pressures, including

anti-union politicians, so-called "right-to-work" laws, and the economic recession. These forces make it tougher for the union to bargain good contracts and provide work for members.

But when asked about the top challenges facing their own Locals, the dominant response shifted to internal union issues. Disengaged members and disunity within the Local were common problems. Phrases such as "apathy," "disunity or conflict in the Local," "lack of participation or identification with union values," and "burnout," were frequently used.

Local leaders were also asked what they considered to be the most important function of the International. The most frequent response is summed up by this quote taken from a survey: "Coordinate/support/build strong Locals." The second most common response was to help achieve strong contracts, both as an International and as individual local unions.

Respondents offered hundreds of excellent suggestions for how the International and Locals could best interact for success in the future. The dominant underlying theme was for the International to be accessible and visible to Locals, and to provide coordinated support.

## **TAKING ACTION:**

The data from the District survey has provided us with important information about how to more effectively support and build strong Locals, and the International is responding. Last

year President Loeb hired a Director of the new Communications Department, who has overseen a redesign of the website, streamlined its information and content, and is working to develop a social media presence through Facebook, Twitter and other Internet strategies. All of this work may be accessed via the International's website [www.iatse-intl.org](http://www.iatse-intl.org).

In response to the survey, the topic of the educational component of the 2012 District Conventions was Collective Bargaining. Teachers from the University of Arkansas Labor Education Program provided instruction to the delegates at every District convention, and those attending the course were able to bring instructional binders with ad-

ditional materials and notes back from the District meetings to their Locals. Because managing conflicts and apathy within the Local is such a key challenge, the International will also be developing resources and tools for engaging members and running effective Locals.

The International has also taken action on the issue that the surveys indicate is the number one challenge to the IATSE as a whole – today's anti-union political and economic climate – by creating a new political campaign called "Stand Up, Fight Back." This campaign is working to build the IATSE's Political Action Committee so we can fund good politicians that will fight for our members, our entertainment industries, and our issues. If we pool our resources

and our votes we can fight back. This is a top priority, particularly in this U.S. election year, and the District Convention delegates in the United States heard our Political Development Consultant, Chuck Rocha, give an eloquent presentation on the importance of contributing to the IATSE-PAC.

## **POSITIONING FOR THE FUTURE**

The IA will continue to use the results of the District survey to position and plan for the future. Building new programs that tackle important issues is the best way to improve and be the most effective union possible for IATSE members. It's what they deserve and what we are committed to doing.

## **IATSE/INFOCOMM**

**For 70 years, InfoComm has represented dealers of audiovisual equipment. Beginning as a supplier of film, slide, and overhead projectors to the educational market, their membership now includes the largest manufacturers and dealers of sound and visual systems in the world, whose products and equipment are found on trade show floors, Broadway theatres, motion picture and television sets, concert stages, boardrooms, and hotel meeting rooms.**

**The IATSE and its Locals have seen the increased use of audiovisual products and equipment in the workplace. This increased use means that more and more, employers are looking for knowledgeable, trained and qualified IATSE workers to fill the job opportunities created. Some of these jobs necessarily require specialized training and knowledge of the latest equipment and technology. To remain competitive in the workplace, IATSE members must be familiar with the new products, systems, and technologies and how to use them. In order to help meet these needs the IATSE has partnered with InfoComm to provide an InfoComm membership to all interested IATSE members. The InfoComm benefits are great, and the membership is free to IATSE brothers and sisters.**

**Visit the InfoComm website ([www.InfoComm.org](http://www.InfoComm.org)). There are many useful resources: Free webinars with subjects ranging from Working Live Events to Troubleshooting**

**Techniques. Courses to improve your knowledge on a host of subjects are offered both for free and at a discounted cost. There are links to manufacturers and dealers of audiovisual systems, and much, much more.**

**Your membership gives you free access to a program of five courses and a test that, once you pass it, confers a Recognized AV Technologist Certificate. This is an online program that provides basic audiovisual knowledge and is useful for the worker new to audiovisual as well as for getting the experienced workers all speaking the same professional language.**

**And make no mistake, employers are increasingly requiring certifications such as this for certain jobs. The partnership has a path for IATSE members to become Certified Technology Specialists (CTS). This certification is recognized in the audiovisual industry. Also as part of the IATSE/InfoComm partnership, there will be a series of 3-day CTS Prep Courses available to members to prepare them to take the CTS certification exam. These courses will be offered at various locations around the United States and Canada, and publicized on the IATSE website.**

**To take advantage of the IATSE/InfoComm partnership, go to the IATSE website ([www.iatse-intl.org](http://www.iatse-intl.org)) and register. For registration assistance, please contact Kent Jorgensen at [KJorgensen@iatsetrainingtrust.org](mailto:KJorgensen@iatsetrainingtrust.org).**



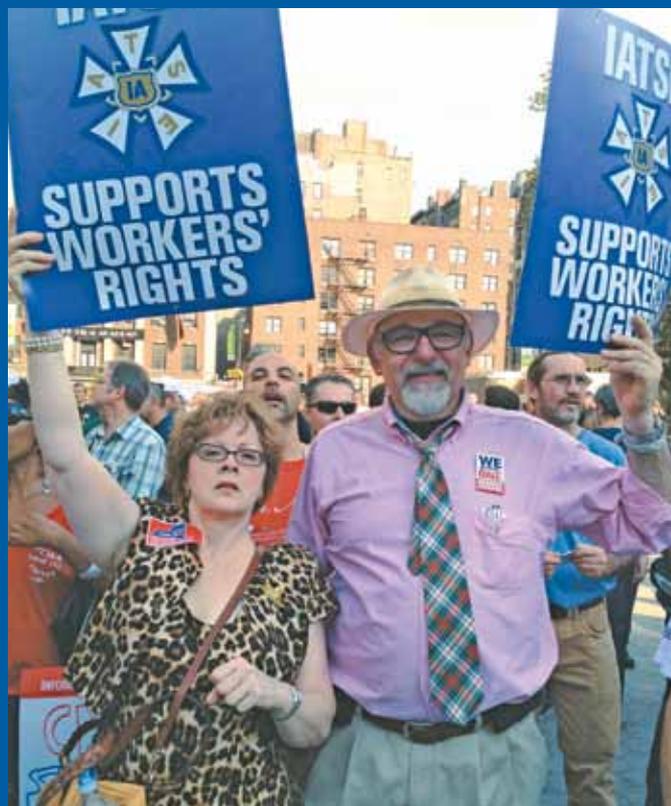
## FIRST ANNUAL SCHOLARSHIP WINNERS FOR FLORIDA LOCAL



General Secretary-Treasurer Emeritus Michael Proscia with the winners of the First Annual Michael W. Proscia / IATSE Local 477 Scholarship Awards; (from left to right) Lindsay Schwendel, daughter of 477 member Fred Schwendel and his wife Zadia; Caroline Metzel, daughter of 477 member Michael Metzel and his wife Lauri; and Zachary Janik, son of 477 member Dean Janik and his wife Janice, at the July 14th Awards Ceremony in Dania Beach, Florida.

## IATSE SUPPORTS LOCKED OUT WORKERS

On July 17, 2012, Make-up and Hair Stylists Local 798 Secretary-Treasurer Cindy Gardner and Business Representative Dan Dashman showed their support at a Rally to support the Con Edison workers, who were locked out on July 1st. New York City Central Labor Council Controller Linda Kavanagh and International Vice President/President of Local 52 John Ford were also in attendance.



# Calgary Stampede and IATSE Local 212 Celebrating 100 Years Together

This summer The Calgary Stampede marked its 100th anniversary of celebrating Western heritage and values. And it was fabulous! IATSE Local 212 was granted its Charter one year earlier than the first ever Stampede. The two have developed together and grown closer, working through a collective agreement to become an integral part of the 10 days of what is regularly called the “Greatest Outdoor Show on Earth”.

At the heart of the Stampede, Local 212 members are in the infield working the stage for both the afternoon rodeo followed by the “Half Mile of Hell” Rangeland Derby Chuckwagon races. In the evening, Local 212 crews the Young Canadians Grandstand nightly extravaganza with centennial star Paul Brandt, while at the same time working all the concert series (this year – the Beach Boys, Garth Brooks, Johnny Reid & Brad Paisley) at the Scotiabank Saddledome. Even before the Stampede opened its gates the first Friday in July, Local 212 members at F&D Scene Changes Ltd. had been working for weeks to produce numerous award-winning Stampede parade floats and all the scenery and props for the Grandstand show.

Elsewhere on the Stampede grounds, Local 212 supplies crew to install rigging and décor for the events in the Big Four building and the BMO Roundup Centre - and crewed all the live shows at the Coke Stage and the Corral as well as the Archie Boyce Theatre. Local 212 members also erected “the world’s longest temporary zip-line

ride” for the centenary year. This year, the Calgary Stampede broke all its attendance records, welcoming over 1.4 million guests through

the gates over the 10 days. Local 212 is proud to have done its part in making their experience a truly memorable one!



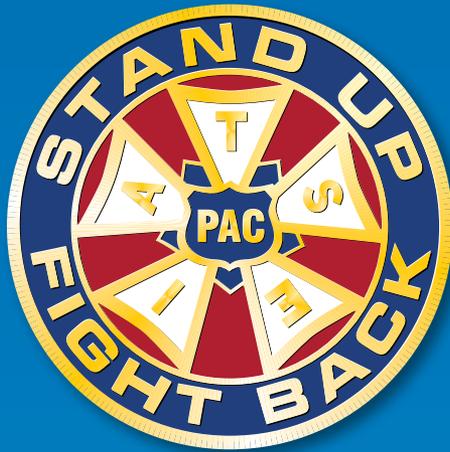
**Long-time Local 212 member Clarke Smith receives recognition from Damian Petti, International V.P./Local 212 President, for 45 years of consecutive employment at the Calgary Stampede Coke Stage. Clarke is believed to be the Calgary Stampede's longest-serving active employee.**



**70' high x 140' base Teepee sculpture at the Stampede Park entrance, constructed and installed by F&D Scene Changes Ltd. Local 212 members.**

# It is up to us to stop their plans! We urgently need your support to fight back!

## Stand Up, Fight Back!



“I joined the IATSE-PAC because I have worked hard for my pension, I have paid into Social Security, and I have taken good care of myself. Now, politicians are threatening to take away these guarantees. We must Stand Up and Fight Back by joining the PAC and letting our voices be heard.”

**Michael J. Sullivan**

*Retired International Vice President*

By supporting your IATSE-PAC, you will be deepening your commitment to preserve the promise of Social Security and Medicare for current and future retired Americans.

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 recent attacks. Everywhere from Madison, 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.

### **Support Candidates Who Stand With Us!**

For our collective voice to be heard, IATSE's mem-

bers 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.***

# IATSE-PAC 2012 CONTEST

JOIN THE IATSE-PAC'S 2012 CAMPAIGN AND AUTOMATICALLY  
BECOME ELIGIBLE TO WIN ONE OF THREE PRIZES!

The 2012 Contest will offer three  
prepaid Union Plus VISA cards (to be  
used wherever VISA is accepted):

**GRAND PRIZE**  
**\$1,500 card**

**SECOND PRIZE**  
**\$1,000 card**

**THIRD PRIZE**  
**\$500 card**

## THREE WAYS TO CONTRIBUTE:

Use the Online Contribution System

Use the Credit/Debit Authorization Card

Use Payroll Authorization voucher

## THREE SUGGESTED LEVELS OF GIVING:

President's Club: \$40/month, receive cap

Leader's Club: \$20/month, receive t-shirt

Activist's Club: \$10/month, receive lapel pin

The contest is effective immediately and will run until the drawing is held at the Mid-Winter meeting of the General Executive Board in January 2013 when three winners will be announced.

Only IATSE members, employees of the IATSE and IATSE local unions, and their families who contribute \$10 or more per month to the IATSE-PAC are eligible to win and will automatically be enrolled in this year's contest. Those who have previously committed to making monthly contributions of \$10 or more are automatically enrolled in the 2012 contest.

## SOLICITATION RULES

- The IATSE-PAC makes contributions in federal elections.
- Contributions to the IATSE-PAC are not tax deductible.
- The amount of your contribution to the IATSE-PAC is voluntary. No member will face any reprisal, retribution or retaliation for contributions less than the price of a ticket or decision not to contribute.
- Federal Law requires the IATSE-PAC to use its best efforts to collect and report the name, address, occupation, and name of employer of individuals whose contribution exceeds \$200 in a calendar year.
- This solicitation is directed to IATSE members, executives, administrators and their families only.
- Individuals must be a United States citizen or a lawful permanent resident to contribute to the IATSE-PAC.



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

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

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

Card #: \_\_\_\_\_ Expiration Date (MM/YY): \_\_\_\_/\_\_\_\_ Card Security Code: \_\_\_\_\_

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

Print Name \_\_\_\_\_ Email \_\_\_\_\_ Phone Number \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ State/Zip Code \_\_\_\_\_

Billing Address \_\_\_\_\_ City \_\_\_\_\_ State/Zip Code \_\_\_\_\_ Occupation/Employer \_\_\_\_\_

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

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

RETURN TO: IATSE PAC ~ 1430 Broadway, 20<sup>th</sup> Floor ~ New York, NY 10018



**Local 51 crew on the set of Houston Ballet's "Cinderella."**



**Local 769 dressers of "Showboat" at Lyric Opera of Chicago.**



Buffalo Local 10 Business Agent Gary Syracuse and his riggers assisted Niagara Falls Local 121 to install rigging for the platform that Nik Wallenda, the first person to walk a tightrope stretched directly over Niagara Falls on June 15, 2012, used to get on the wire to cross. Local 121 member Mike Scardino, Jr. operated the scissor lift to get Nik to the wire.

Pictured seated, from left to right: Mike Avery, Mike Scardino Sr., John Scardino, Jr., and Andrew Berdine. Standing, left to right: Cliff Keen Sr., Carl Meir, Vince Poloncarz, Cliff Keen, Jr., Business Agent Local 10 Gary Syracuse, Mike Amato, Bob Hillman, President of Local 121 Bob Gardner and Mike Scardino, Jr.



Pictured here is the lighting crew that worked on the 75th Anniversary Celebration of the Golden Gate Bridge. From left to right: Local 16 members Scott Houghton (ETCP), Mike Kimball, Kool Luu, Patrick Ryan (ETCP), John Lacy, Paul Efron, Joshua Fenn (Synchrolight), Tom Thompson (Pre-Lite), Jinx Kidd (ETCP), James White (Synchrolight), Mark Nakahara, and David R. Hatch (Production Electrician/Technical Director/ETCP).



**Las Vegas Local 720 Crew for the "Donny & Marie Show" at the Flamingo Hilton.**



**Local 700 Post Production Crew from "Dancing With The Stars" at the CBS Television City (Stage 46). From left to right: Derek Bauman, Tom Muschamp, Evan Finn, Nena Hsu-Erb, Chris Pelphrey, Mon Agranat (seated, blue shirt), Greg Fitzsimmons (seated, plaid shirt), Pamela Malouf, A.C.E., Ned Kerwin, and David Timoner.**

# IN MEMORIAM



<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>
Casey Farrell April 16, 2012	1	Mel Cannell April 23, 2012	44	Lloyd R.T. Thomas June 20, 2012	63	Anthony J. Bertolami August 26, 2011	477
Walter F. Norton April 17, 2012	1	Louis J. Capitano April 8, 2012	44	Michael R. Duff May 31, 2012	66	Alfred L. Meyers November 13, 2011	477
Charles H. Richards April 21, 2012	1	Scott Getzinger April 7, 2012	44	Clarence E. Rice May 12, 2012	66	Ashton C. McComb December 21, 2011	477
Robert D. Taylor June 2, 2012	1	Robert W. Hermann April 30, 2012	44	Joseph David Ahuna May 3, 2012	80	Ellen Leigh Kerr March 24, 2012	479
William Weingart June 3, 2012	1	Samara Katz April 21, 2012	44	Charles S. Eberling June 4, 2012	80	Jacob E. Forster June 18, 2012	481
Frank W. Whalen June 10, 2012	1	John Lucas May 29, 2012	44	Woogie Thomas April 3, 2012	80	Reimar S. Montgomery July 12, 2011	485
Charles W. Quinlan May 23, 2012	2	Lawrence R. Needham April 22, 2012	44	Charles W. Wayt June 28, 2012	80	Lewis Volk August 11, 2012	489
Roger L. Adams May 5, 2012	5	James E. Pagano April 14, 2012	44	Tricia Bertone April 30, 2012	93	Demetri Moreates April 1, 2012	500
William E. Hinte May 31, 2012	22	Gene Robles May 7, 2012	44	Woody Fletcher April 15, 2012	99	Robert E. Miller April 5, 2012	504
Benjamin J. King May 4, 2012	22	Lawrence R. Whittington April 14, 2012	44	Edward Joint May 12, 2012	113	Jason Mills April 26, 2012	504
Robert C. Mathews May 5, 2012	22	Scott Getzinger April 6, 2012	52	Jeffrey McCambridge June 9, 2012	122	Rene Casavant June 19, 2012	514
Kenneth E. Saylor April 1, 2012	22	Akiva K. Kohane June 1, 2012	52	Charles R. Reade, Jr. May 5, 2012	134	Yves Mercier May 17, 2012	514
John V. Clarke May 1, 2012	33	Harold M. Lebow April 12, 2012	52	James Marshall April 3, 2012	166	Steven Lenge May 15, 2012	632
Roy J. Lavoise May 29, 2012	33	Robert T. Meyerhoff May 10, 2012	52	Dean Courts April 19, 2012	201	Lenny Tedesco March 30, 2012	632
Jose Lucero June 6, 2012	33	Nicholas T. Mongelli April 12, 2012	52	Edward G. Hinderer June 24, 2012	201	Kathleen M. Allen June 13, 2012	636
Milford L. McIntosh June 22, 2012	33	Gavin O'Reilly April 28, 2012	52	Sharon R. Norfus May 7, 2012	209	Warren Auty December 5, 2011	640
Brian J. Naughton May 4, 2012	33	Charles A. Schmitz May 16, 2012	52	Helen Donlon April 20, 2012	306	Joseph David Ahuna May 3, 2012	665
Pasquale Pagnotta June 4, 2012	33	Thomas C. Tonery June 27, 2012	52	Sydney R. Morris June 24, 2012	321	Alan Bernard December 11, 2011	695
Thomas Pettus April 17, 2012	33	Joseph J. Vilchock June 1, 2012	52	Bill Riguardi May 22, 2012	321	Gene S. Cantamessa November 8, 2011	695
Michael T. Graham June 20, 2012	38	Lyon Woo June 28, 2012	56	Michael Verbil May 30, 2012	412	Frank Rainey November 9, 2011	695
David Aaron May 30, 2012	44	Ron Burgon June 8, 2012	58	George A. Anderson June 2, 2012	471	Lloyd Friedgen, Sr. June 24, 2012	700



<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>
Michael P. McCarty January 19, 2012	700	Robert E. Jones April 19, 2012	720	Vincent J. Vero May 19, 2012	794	Herbert H. Breslin May 17, 2012	ATPAM
Phillip M. Narusiewicz January 12, 2012	700	Ralph Lasky March 1, 2012	720	Michael Riva June 1, 2012	800	Elizabeth Ferrell May 13, 2012	ATPAM
H. Neil Travis March 28, 2012	700	George Swift June 11, 2012	720	Peter Kranjceвич April 19, 2012	839	Berenice Weiler April 28, 2012	ATPAM
Deborah K. Wilson June 21, 2012	706	William D. Taratko March 31, 2012	720	Lloyd Thomas June 20, 2012	856	Bernard Westman April 12, 2012	ATPAM
Clarence I. Macy, Jr. January 11, 2011	707	Victor S. Goss April 14, 2012	728	Pete Hayes June 8, 2012	873	Ray Diffen May 17, 2012	USA829
Bryant E. Blackburn May 10, 2012	720	Richard Jeffries April 1, 2012	728	Tim Mogg April 29, 2012	873	Frank Krenz April 16, 2012	USA829
Gregory S. Boots March 31, 2012	720	Larry L. Keys May 23, 2012	728	W. David Cochrane April 23, 2012	891	Maurice Sendak May 8, 2012	USA829
Jay A. Carlow February 28, 2012	720	John Pedone May 4, 2012	728	Rockie Guttau June 8, 2012	891	Melissa Gutsue May 12, 2012	B179
Dale H. Hermann January 31, 2012	720	Woogie Thomas April 3, 2012	728	Dorothy McGuire August 9, 2003	893		
Johnnathon Johnson March 31, 2012	720	Nick F. Sherlock May 1, 2012	768	Marjorie L. Hagar April 1, 2012	905		

## LOCAL 690 REMEMBERS TOM POGGENPOHL

Tom Poggenpohl, Secretary/Treasurer of IATSE Local 690 passed away on February 18, 2012. Brother Poggenpohl's long-time commitment and dedication to the union will be sadly missed. He was 66.

Brother Poggenpohl joined Local 690 in Iowa City in 1964 at the age of 19. He started out as a 35mm projectionist primarily at the Englert Theater. By the early 1970's, the Local expanded into more theatrical work and by 1972 Brother Poggenpohl was one of the first stagehands that opened



Hancher Auditorium and was still working the venue until the theater was destroyed in 2008. Brother Poggenpohl served as President for one term and shortly thereafter became the Secretary/Treasurer and was entrusted with the position for nearly 40 years. Brother Poggenpohl passed away working as Secretary/Treasurer and dedicating him-

self to the position until his final days. The membership of IATSE Local 690 asks all current and past members to raise a glass in his honor.

# Local 38 and the IATSE Remember International Vice President Timothy F. Magee

Local 38 and the International mourned the untimely passing of International Vice President Timothy F. Magee. Brother Magee passed away July 6, 2012, after a four-year battle with cancer. He was a member of Local 38 since 1981, and for the majority of that time was the Business Agent for the Local.

Brother Magee was unanimously elected 11th Vice President of the International in 1995, and through the years advanced to the office of First Vice President. He also served as an IA Representative. Tim was a co-founder and Chairman of the Local 38 Pension Fund, and was a member of the Michigan Film Advisory Board.

When Brother Magee spoke, people listened. He was a good negotiator, and fought long and hard to establish pension and health benefits. He was instrumental in getting the Michigan Film Incentives established. Recently, Tim worked hard to acquire Local 38's new building, which was dedicated to him last year.

The Detroit Symphony Orchestra offered up the use of its Music Box performance space for a memorial celebration on July 11th.



The IATSE General Executive Board were among the distinguished visitors.

Special Representative Father David Garretson convened the memorial with an opening prayer and remarks. Local 38 Business Agent Cal Hazelbaker followed with his own recollections. Tim's daughters, Mary Devin and Molly, each shared fond and poignant remembrances

of their father, followed Brother Hazelbaker. An unscheduled appearance by Theatrical industry legend Joseph Nederlander was a pleasant surprise. Following Mr. Nederlander's tribute, International President Loeb took the podium. During the President's remarks, he noted that a special meeting of the General Executive Board was called earlier that morning. At that meeting, the Board voted unanimously to proclaim that the Board Room at the International headquarters is to be named the "Timothy F. Magee Board Room."

Following the President's comments, Brother Magee's son Charlie, offered his own memories of growing up with a father that he likened to "a superhero, frequently coming and going in the never-ending struggle for justice and the rights of workers across the nation." After Charlie's remarks, Father Garretson opened the floor to a number of attendees who wished to share memories with the audience.

**Memorial donations on Tim's behalf may be made to: Magee Children Education Fund, c/o Mrs. Therese Magee, 1371 Devonshire Road, Detroit, Michigan 48230.**



**LOCAL 5 REMEMBERS ROGER ADAMS,  
MUSIC HALL TECHNICAL DIRECTOR  
JANUARY 1, 1944 – MAY 14, 2012  
MUSIC HALL LOSES BELOVED FRIEND, ADVOCATE, AND CRAFTSMAN**

IATSE Local 5, The Cincinnati Arts Association, the Music Hall resident arts organizations, and friends and family of Music Hall mourn the loss of Roger Adams, Music Hall's beloved Technical Director since 1994. Roger died at his home on Monday, May 14.

Born on New Year's Day in 1944, the youngest of five children, Roger was the son of a stone mason, who apprenticed to learn his father's trade. In January of 1960, he began working with Cincinnati's stagehand Union (IATSE Local 5), a decision that would lead to a lifelong career in the entertainment industry. An active member of Local 5, Roger served as an officer and Executive Board member, and made the motion establishing its health and welfare fund.

His years as a journeyman included touring and work at



Cincinnati concert venues (including the since demolished Albee and Palace Theaters) and the now legendary Cincinnati Opera performances that were held at the Cincinnati Zoo Pavilion, where he fondly recalled the often chaotic mix of classical music and wild animals. He spent several years at Cincinnati's Playhouse in the Park as a carpenter, but the Music Hall was the place he most enjoyed working, and where he perfected his skills under then Technical Director Roy Hopper. From

set and scenery construction to countless creative projects for Music Hall's resident companies, Roger was a talented carpenter with a reputation for being able to fix any problem.

The family requests that in lieu of flowers, memorial contributions be made to: Society for the Preservation of Music Hall, 1241 Elm Street, Cincinnati, OH 45202.

**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**

- Local No. One
- Local No. 44
- Local No. 871
- Local No. 481

**IN MEMORY OF**

- Michael F. Miller, Sr.
- Michael F. Miller, Sr.
- Michael F. Miller, Sr.
- Jake Forster

## Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

**ADG** Art Directors Guild

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

**AMPE** Airline Motion Picture Employees

**APC** Affiliated Property Craftspersons

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

**C** Camerapersons

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**E,S&CST** Electronic, Sound & Computer Service Technicians

**EE** Exhibition Employees

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

**FAE** First Aid Employees

**ICG** International Cinematographers Guild

**M** Mixed

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

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

**MPC** Motion Picture Costumers

**MPEG** Motion Picture Editors Guild (inclusive of Editors and Story Analysts)

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

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

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

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

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

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

**MPSG/CS** Motion Picture Studio Grips/Crafts Service

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

**MPSPT** Motion Picture Studio Production Technicians

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

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

**O** Operators

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

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

**S** Stage Employees

**SA&P** Scenic Artists and Propmakers

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

**SM** Studio Mechanics

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

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

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

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

**TBSE** Television Broadcasting Studio Employees

**T&T** Treasurers & Ticket Sellers

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

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists

### ALABAMA

**S 078 BIRMINGHAM**-Sam Barnett, samdbarnett@bellsouth.net; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Terry Wilkins, businessagent78@bellsouth.net.

**S 142 MOBILE**-Helen Megginson, P.O. Box 2492, Mobile, 36652. (251-675-1451) (Fax: 251-675-9090) Bus. Agt.: James Vacik, local142@yahoo.com.

**M 900 HUNTSVILLE**-David Hendricks, atse@bellsouth.net; P.O. Box 12, Huntsville, 35805. (256-551-2243) (Fax: 256-551-2329) Bus. Agt.: Gary Boggs.

### ALASKA

**S 918 ANCHORAGE**-Ann Reddig, stagehanddispatch@live.com; 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; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

**M 415 TUCSON**-George Fritz, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Susan Whitaker.

**SM 485 STATE OF ARIZONA**-Rose Lujan, LunaLujan1@aol.com; 2714 West Magee Road, Tucson, 85742. (520-743-8407) (Fax: 520-423-3372) Bus. Agts.: (South) Paul Stapleton Smith, desertpictures@earthlink.net, (520-390-8659); (North) Roy Zarow, royzarow@iglide.net, (480-262-2167).

**TBSE 748 STATE OF ARIZONA**-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Agt.: Eric Falkner, efalkner@yahoo.com.

### ARKANSAS

**M 204 LITTLE ROCK**-Nikki M. Kelly, 11324 Arcade Drive, Suite 17, Little Rock, 72212 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

### 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) Steve Coffey, scoffey@iatse33.com; (Legit) Mark Madrigal, mmadrigal@iatse33.com.

**APC 044 HOLLYWOOD**-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

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**S 467 THUNDER BAY, ON**-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

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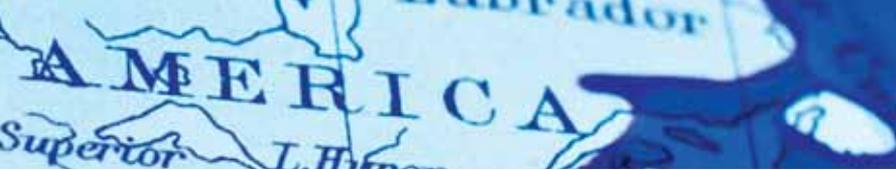
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**M 500 SOUTH FLORIDA**-Alan Glassman, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Alan Glassman.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Illinois and New York) Alan Gittin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH**-Kimberly A. Bowles, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Michael LaNinfa.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**-Thomas T. Triplett, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: James E. Richards.

**MPVT/LT/AC&GE 780 (See also Illinois)**-Debbie Beldard, debbie@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mgr.: Jerry Lipski, jerry@iatse780.com.

**EE 835 ORLANDO/DAYTONA BEACH**-Richard Vales, 4403 Vineland Road, Quorum Cir. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

## GEORGIA

**M 320 SAVANNAH**-Michael Little, mikelittle10@yahoo.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle, iatse320@earthlink.net.

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)**-Terry Moody, tmoody@iatse479.org; 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins, makins@iatse479.org.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

**S 629 AUGUSTA**-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk.

**M 824 ATHENS**-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

**EE 834 ATLANTA**-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30540. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

**TWU 859 ATLANTA**-Rita Cochran, rcochran1956@yahoo.com; 2970 Leah Lane, Douglasville, 30135. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, kelmail2@aol.com.

**S 927 ATLANTA**-Dave Fedack, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Dave Fedack.

## HAWAII

**M 665 STATE OF HAWAII**-Kay Carter, carter@iatse665.org; 875 Waimanu Street, Suite 610, Honolulu, 96813. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Henry Fordham, ba@iatse665.org.

## IDAHO

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO**-Melody Oliver, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

**EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT**-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

## ILLINOIS

**S 002 CHICAGO**-Thomas J. Cleary, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Rich Harris, rich6989@gmail.com; P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall, joegoodall@augustana.edu.

**MPP,AVE&CT 110 CHICAGO**-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Steve Altman.

**S 124 JOLIET**-Tim Kelly, twk1415@sbcglobal.net, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l\_lorin@hotmail.com.



**S 138 SPRINGFIELD/JACKSONVILLE**-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-787-5440) (Fax: 217-787-5440) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA**-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

**M 217 ROCKFORD**-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Dale Posey.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

**SM 476 CHICAGO**-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

**M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR**-Andrew Hall, P.O. Box 3272, Urbana, 61803-3272. (217-840-9969) (Fax: 217-688-3042) Bus. Agt.: Nancy Manganelli-Bues.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

**T&T 750 CHICAGO**-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-778-0809) (Fax: 888-799-9973).

**TBSE 762 CHICAGO**-Tom Hoover, thomashoover@comcast.net; P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

**TWU 769 CHICAGO**-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-608-6884) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twu769@sbcglobal.net.

**MPVT/LT/AC&GE 780 CHICAGO (see also Florida)**-Debbie Bedard, debbie@iatse780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngt.: Jerry Lipski, jerry@iatse780.com.

**ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)**-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

**USA829 ILLINOIS REGIONAL OFFICE (See also New York)**-111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

## INDIANA

**S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPOUT/ PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND**-John Baldwin, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: John Baldwin.

**S 049 TERRE HAUTE**-David G. Del Colletti, dcolletti@ma.rr.com; 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett.

**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/CRAWFORDS-VILLE**-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake

Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

**S 146 FORT WAYNE**-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. Bus. Agt.: John H. Hinen, Jr., (260-403-1033).

**O 163 CLARKSVILLE, IN/LOUISVILLE, KY**-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN, 47119. (812-923-1295).

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI**-Catherine Smith, watchmake@aol.com; P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deboramayers@comcast.net.

**O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE**-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK**-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

**TWU 893 INDIANAPOLIS/BLOOMINGTON**-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

## IOWA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA**-Joe Carter Lee, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

**S 067 DES MOINES/AMES/WAUKEE/MASON CITY**-Linda Tweedy, gigitt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, raba67@mchsi.com, (515-707-8567).

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Rich Harris, rich6989@gmail.com; P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall, joegoodall@augustana.edu.

**M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/DUBUQUE**-Charles Shackelford, P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic.

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**-Alice George Holmes, neholfesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202) Bus. Agt.: Scott Schmer, scottschmer.prgu@statefarm.com.

## KANSAS

**S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO**-Dan Pfitzner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

**M 190 WICHITA/HUTCHINSON/EL DORADO**-Tim McCulloch, st190@iatse.kscocmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, ba190@iatse.kscocmail.com.

**M 464 SALINA**-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67202. (785-342-6786). Bus. Agt.: Bill Tuzicka, wtuzicka@stiefeltheatre.org.

## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE**-Mark Ferree, electrix17@aol.com; 119 W. Breckenridge Street, Louisville,

40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

**O 163 LOUISVILLE, KY/CLARKSVILLE, IN**-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN 47119. (812-923-1295).

**M 346 LEXINGTON**-David Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

**M 369 ASHLAND, KY/HUNTINGTON, WV/IRONTON, OH**-Judy M. Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**TWU 897 LOUISVILLE**-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, 47130. (502-491-1071) (Fax: 812-282-4057) Bus. Agt.: Rita Gagliardi, rgaglia123@aol.com.

## LOUISIANA

**S 039 NEW ORLEANS**-Darrell Eik, miloeiko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

**M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK**-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

**S 298 SHREVEPORT**-Eric Bradford, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

**SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI**-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

**M 540 BATON ROUGE**-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4174) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

**M 668 MONROE**-Dan Saterfield, dsaterfield@yahoo.com; 401 Lea Joyner Expressway, Monroe, 71201. (318-329-2343). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

**TWU 840 NEW ORLEANS**-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

## MAINE

**S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR**-Stephen Price, sprice@maine.rr.com, P.O. Box 993, Portland, 04104 (207-657-7100). Bus. Agt.: Dave Herman, hardtail@maine.rr.com.

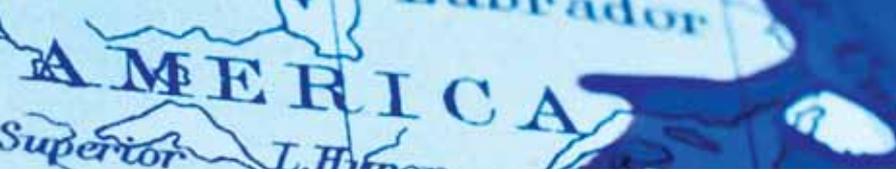
**TBSE 926 AUBURN**-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

## MARYLAND

**S 019 BALTIMORE**-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, brujul128@comcast.net.

**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, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV**-Michael E. Clem, local591atse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

**TBSE 833 BALTIMORE**-James Coxson, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

**TWU 913 BALTIMORE**-Brenda Strauss, raybrenda@verizon.net, 4870 Melody Drive, Manchester, 21102 (443-507-5851). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-795-1590).

## MASSACHUSETTS

**S 011 BOSTON/WALTHAM/PLYMOUTH/CAPE COD**-Patrick Keogh, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD**-Valentino Larese, vla-rese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

**M 083 NORTH ADAMS**-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net

**M 096 WORCESTER**-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

**O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD**-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

**M 195 LOWELL, MA/NEW HAMPSHIRE**-Dwain Hammett, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

**M 232 NORTHAMPTON/AMHERST**-Brenda Shepard, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Ted Hodgen.

**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, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

**TWU 775 BOSTON/PLYMOUTH/CAPE COD**-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

## MICHIGAN

**M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH**-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Stasia Savage.

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON**-Edwin J. Miller, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

**M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN**-Catherine Smith, watchmake@aol.com, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

**MPP, VT&CT 199 DETROIT**-Paul Bratfish, 22707 Dequinder Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

**S 201 FLINT/OWOSSO**-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-239-8547) (Fax: 810-239-8547) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

**M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA**-John McDaniel, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Matthew Woolman.

**M 395 ANN ARBOR/MONROE**-Mark Berg, markberg@iatselocal395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, deanneeb@iatselocal395.org.

**MPP,O& VT 472 FLINT/OWOSSO**-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

**T&T 757 DETROIT**-Tina Bell, 165 S. Opdyke, #126, Auburn Hills, 48326. (248-373-9557) (Fax: 248-373-8896) Bus. Agt.: Frederick Schefsky.

**TWU 786 DETROIT**-Margaret Thorp, 1645 Pinecrest, Ferndale, 48220. (586-291-1530) (Fax: 248-399-0034) Bus. Agt.: Beverly Llombar, bevmarie2556@gmail.com.

## MID-ATLANTIC AREA

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## 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 Milbride, stagelocal32@gmail.com.

**MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY**-Davin C. Anderson, P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

**M 416 ROCHESTER/AUSTIN/MANKATO/WINONA**-Edward D. Searles, eds.1@juno.com, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund, ba416iatse@embarqmail.com, (507-753-3262).

**SM 490 STATE OF MINNESOTA**-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Joe Gallup.

**M 510 MOOREHEAD, MN/FARGO, ND**-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

**TBSE 745 MINNEAPOLIS**-John Warner, iatse745@gmail.com; P.O. Box 21157, Columbia Heights, 55421 (612-308-9484) Bus. Agt.: John C. Warner, cajune60@hotmail.com.

## MISSISSIPPI

**SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA**-Chandra Miller, 432 N. Anthony St., Suite 305, New

Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Mike McHugh.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI**-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (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) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

**M 616 MERIDIAN**-Dewayne McCallister, P.O. Box 2903, Meridian, 39302-2903. (601-481-5942). Bus. Agt.: Jerry Tucker.

**M 674 BILOXI/GULFPORT**-Darrel Volesky, 6030 S. Vista Drive, Gulfport, 39507. (228-313-6865) Bus. Agt.: Bobby Saucier.

## 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.: Christopher Scallise.

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS**-Dan Pfitzner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

**MPP,AVE&CT 143 ST. LOUIS**-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

**SM 493 STATE OF MISSOURI**-Cat Cacciatore, cat@iatse493.org; P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen, iatse493@aol.com.

**T&T 774 ST. LOUIS**-Mary Althage, 556 Hickory Manor, Arnold, 63010 (314-570-3575). Bus. Agt.: Angie Walsh, (314-647-9424).

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**TWU 810 KANSAS CITY**-Judith McElroy, 5113 West 70 Street, Prairie Village, KS 66208. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

## MONTANA

**M 240 BILLINGS**-Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-962-3655). Bus. Agt.: Dave Bakker (406-855-1664).

**M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/ GREAT FALLS/HELENA**-Katherine Matz, local339@gmail.com, P.O. Box 6275, Great Falls, 59406-6275. (406-403-8786) Bus. Agt.: Darrell Ogg.

## NEBRASKA

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**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**-Alice George Holmes, nehomesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202). Bus. Agt.: Scott Schmer, scott.schmer.prgu@statefarm.com.



**NEVADA**

**M 363 RENO/LAKE TAHOE**-Claudia Johnson, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-786-2286) (Fax: 775-686-2401) Bus. Agt.: Charlotte Picerno.

**M 720 LAS VEGAS**-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: John Hanson.

**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**-Dwain Hammett, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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**NEW JERSEY**

**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA**-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

**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.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 059 JERSEY CITY**- Richard Drum, P.O. Box 3122, Secaucus, 07096. (973-769-6187) (Fax: 201-863-8551) Bus Agt.: Richard Drum.

**M 077 ATLANTIC CITY/VINELAND**-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-437-6343) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-James Buckner, jamie.buckner@yahoo.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**- Judy Feltus, jfeltus.iatse632@verizon.net; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Viliani. Viliani13@yahoo.com.

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**NEW MEXICO**

**M 153 LAS CRUCES, NM/EL PASO, TX**-Ignacio Flores, 3349 Dunganran Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Scott White.

**M 423 ALBUQUERQUE/ROSWELL/SANTA FE**-Brian Shaffer, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Brian Shaffer, business-agent@iatse423.com.

**SM 480 STATE OF NEW MEXICO**-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

**TWU 869 ALBUQUERQUE**-Darlene Jones, cdarlenejonz@hotmail.com; 369 Playful Meadows Dr., NE, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-269-7956).

**NEW YORK**

**S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES** - Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Mickey Fox and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

**S 004 BROOKLYN and QUEENS**-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Lewis Resnick, jresnick@iatselocal4.org

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**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.

**S 025 ROCHESTER**-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

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**M 121 NIAGARA FALLS/BUFFALO**-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-James Buckner, jamie.buckner@yahoo.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN**

**COUNTY, PA**-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

**M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON**-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

**MPP,O,VT, & AC 306 NEW YORK**-Lorraine Lowrey, 545 West 45th St., 2nd flr., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

**M 311 MIDDLETOWN/NEUBURGH/KINGSTON**-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-692-4358) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

**O 324 ALBANY**-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

**S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**-Michael Brogden, recordingsecretary@iatselocal340.org; P.O. Box 160, Jericho, 11753. (631-339-3009) (Fax: 631-730-8796) Bus. Agt.: James Mistler, jmistler1@aol.com.

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**M 499 POUGHKEEPSIE**-Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, turbomoon1@gmail.com.

**M 524 GLENS FALLS/SARATOGA**-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

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**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

**MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**-Timothy King, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

**M 645 ROCKLAND COUNTY**-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)**-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

**M 749 MALONE**-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

**T&T 751 NEW YORK**-Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

**TWU 764 NEW YORK AND VICINITY**-Shannon Koger, skoger@ia764.org; 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Bart Daudelin; bdaudelin@ia764.org, (Film) Frank Gallagher.

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**T&T 788 ROCHESTER**-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen, local788@rochester.rr.com.

**TBSE 794 NEW YORK**-Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Timothy Daughtry.

**MAHS 798 NEW YORK**-Cindy Gardner, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)**-Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

**EE/BPBD 829 NEW YORK**-John V. McNamee Jr, 386 Park Avenue South, 5th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421). Bus. Agt.: Kenneth Kerrigan.

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON**-William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce, pierceb@wpent.com.

**TWU 858 ROCHESTER**-Clarice Lazary, clarice@rochester.rr.com; 53 Meadow Glen, Fairport, 14450. (585-490-3009). Bus. Agt.: Anne Bowes, bbowes@rochester.rr.com.

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**USA 829 NEW YORK REGIONAL OFFICE**-Carl Baldasso, 29 West 38th Street, 15th floor, New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friederichs.

## NORTH CAROLINA

**M 278 ASHEVILLE**-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Michael D. Rhodes, iatseba278@gmail.com.

**M 322 CHARLOTTE/GREENVILLE**-Victoria Perras, vperas@ia322.com; Anne Taylor, ataylor@ia322.com; 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com.

**M 417 DURHAM/CHAPEL HILL/RALEIGH**-Amy O'Donnell, iatse417@ureach.com; 4616 Chicopee Tr., Durham, 27707. (919-422-0866) (Fax: 877-834-5096) Bus. Agt.: Rob McIntire.

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**M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE**-Henry Grillo, P.O. Box 24864, Winston-Salem, 27114-4864. (336-399-7382) Bus. Agt.: Patrick O'Kelly.

**ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)**-John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

## NORTH DAKOTA

**M 510 FARGO, ND/MOOREHEAD, MN**-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

## OHIO

**S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD**-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

**S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE**-Joe McCutcheon, jmcutcheon@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, rshack@iatse12.org.

**S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY**-Sandra Cassaubon, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: John Palsa.

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**-Patrick Duffy, 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Michael Lehane.

**S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD**-Helen Louie, secretary@ialocal48.com; 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie, businessagent@ialocal48.com.

**M 064 STEUBENVILLE, OH/WHEELING, WV**-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

**S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES**-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

**S 101 NILES/WARREN/YOUNGSTOWN**-David Rees, iatse101@aol.com; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

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**M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY**-Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**TWU 747 COLUMBUS**-Julia Johnson, 4791 Summit Road, SW, Pataskala, 43062. (740-927-1696) Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

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**TWU 864 CINCINNATI**-Jean Mueller, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

**TWU 883 CLEVELAND**-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

**TWU 886 DAYTON**-Sharleen Rafferty, raffertyhouse@yahoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser, cc886@att.net.

## OKLAHOMA

**S 112 OKLAHOMA CITY**-Tina Saxton, iatse112tina@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Stephen Rysted, iatselocal112@att.net.

**S 354 TULSA/PONCA CITY**-Paul Clear, picmelito@cox.net, P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown, s354brown@aol.com.

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## OREGON

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**SM 488 PACIFIC NORTHWEST**-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**M 675 EUGENE/CORVALLIS/BEND**-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-554-1771) (Fax: 541-344-6306) Bus. Agt.: Rocky Haffner.

**TBR&SE 793 PACIFIC NORTHWEST**-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

## PACIFIC NORTHWEST

**SM 488 PACIFIC NORTHWEST**-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**TBR&SE 793 PACIFIC NORTHWEST**-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

## PENNSYLVANIA

**S 003 PITTSBURGH/NEW CASTLE**-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Robert J. Brown.

**S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ**-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 082 WILKES BARRE**-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

**S 097 READING**-David Sterner, iatse97@gmail.com; P.O. Box 7511, Reading, 19603-7511. (484-955-3009) Bus. Agt.: Charles Moyer, c1m8@msn.com.

**S 098 HARRISBURG/HERSHEY/CARLISLE**-F. Joseph Spackman, jspack01@verizon.net; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

**S 113 ERIE**-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-323-2744) Bus. Agt.: Kenneth Marchant.



**M 152 HAZELTON**-Nicholas St. Mary, 403 Lori Drive, Beaver Meadows, 18216. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

**S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM**-Frank lafrate, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Jonathan Roth, iatse200ba@gmail.com.

**M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN**-Robert Van Horn, rlvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 WARREN COUNTY, PA/JAMESTOWN/CHAU-  
TAUQUA, NY**-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/  
LANCASTER COUNTY**-Judi S. Miller, iatsepejudi@yahoo.com; 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Dan Wiley, Jr., iatse283@gmail.com.

**M 329 SCRANTON/PITTSTON**-Patricia Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin, martinlite@aol.com, (570-650-3607).

**SM 489 GREATER PITTSBURGH AREA**-Cassie Ross Eccles, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Charles Eccles, ba@iatse489.org.

**M 591 WAYNESBORO, PA/HAGERSTOWN, MD/  
FREDERICK, MD/WINCHESTER, VA/MARTINS-  
BURG, WV**-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com/.

**M 627 SOUTHWEST PENNSYLVANIA (excluding  
West Alexander)**-Pat Gianella, 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Pat A. Gianella.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTING-  
TON/ALTOONA/WILLIAMSPORT/ JOHNSTOWN//  
INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/  
SELINGROVE/INDIANA**-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16804. (814-883-0769) Bus. Agt.: Jessica Kush, businessagent636@yahoo.com.

**T&T 752 PHILADELPHIA**-Tara Suppa, tsuppa@comcast.net; P.O. Box 70, Runnemedede, NJ 08078. Bus. Agt.: Jerry Kelly, jkelly1229@comcast.net.

**TWU 787 PITTSBURGH**-Deborah Termini, wardrobecal787@yahoo.com; P.O. Box 22173, Pittsburgh, 15222. (412-944-5060) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

**TWU 799 PHILADELPHIA/CAMDEN, NJ**-Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

**TBSE 804 PHILADELPHIA**-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.: Debbie Harris.

**TBSE 820 PITTSBURGH**-David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marji Murphy, marji.mm@verizon.net.

**T&T 862 PITTSBURGH**-Ryan Clark, 528 Knoll Street, Pittsburgh, 15212. (412-606-3298) (Fax: 412-231-0951) Bus. Agt.: Luke Doyle.

**TBSE 902 JOHNSTOWN/ALTOONA**-Jody Vavrek, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Bob Fleegle.

**PUERTO RICO/VIRGIN ISLANDS**

**M 494 PUERTO RICO/U.S. VIRGIN ISLANDS**-Lydia Carina Grilli, carina\_grilli@hotmail.com; P.O. Box 191963, Hato Rey, PR 00919 (787-764-4672) (Fax: 787-756-6323) Bus. Agt.: Luis Estrella, luisrestrella@gmail.com.

**RHODE ISLAND**

**M 023 STATE OF RHODE ISLAND**-Bob Morrissey, 90 Printery Street, Providence, 02904. (401-952-0031) Bus. Agt.: Mike Araujo, 11 Gibbon Court, Providence, RI 02909.

**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.

**TW, MA&HS 830 STATE OF RHODE ISLAND**-Jacqueline Keegan, jckkgn@yahoo.com; 10 South Bend Street, Pawtucket, 02860. (401-489-0886) (Fax: 401-728-8251) Bus. Agt.: Frances Howe, fhowe830@yahoo.com; 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

**SOUTH CAROLINA**

**M 333 CHARLESTON/MYRTLE BEACH**-Michael Coffey, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes, iatseba@att.net.

**M 347 COLUMBIA**-Scott Smith, P.O. Box 8876, Columbia, 29202 (803-240-0111) (Fax: 866-925-3475) Bus. Agt.: Harrison Palmer.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/  
SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

**SOUTH DAKOTA**

**S 220 SIOUX FALLS/MITCHELL/HURON**-Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-261-2639) Bus. Agt.: Dave Schreck.

**M 731 RAPID CITY/BLACK HILLS AREA**-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Harlan Scherich.

**TENNESSEE**

**S 046 NASHVILLE**-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Buford Manley.

**S 069 MEMPHIS**-Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994)(Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

**S 140 CHATTANOOGA**-Robert Hobgood, rhobgood@mac.com; P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-756-7875) Bus. Agt.: Chris Keene, chriskenee818@aol.com.

**S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLIN-  
BURG**-Charles J. Flenniken, stage197@yahoo.com; P.O. Box 946, Knoxville, 37901. (865-256-6001) Bus. Agt.: Ronald Carrell.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSIS-  
SIPPI**-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

**M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL,  
VA**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

**TWU 825 MEMPHIS**-Dorothy L. Clark, 1472 Kinilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Agt.: Dorothy Clark.

**TWU 894 KNOXVILLE**-Tammy King, bbtax2@aol.com; 7724 Temple Acres Drive, Knoxville, 37938. (865-414-3047) (Fax: 865-922-8608) Bus. Agt.: Roland Harkness.

**TWU 915 NASHVILLE**-Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076 (615-883-3533) Bus. Agt.: Judy Resha (615-590-7544).

**TEXAS**

**S 051 HOUSTON/GALVESTON**-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

**S 076 SAN ANTONIO**-James S. Bircher, jamesbircher@iatse76.org; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, raymondgsewellba@iatse76.org.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINES-  
VILLE/GRAPEVINE**-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Tyler Alberts.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY**-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: David Newman.

**M 153 EL PASO, TX/LAS CRUCES, NM**-Ignacio Flores, 3349 Dunganvan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Scott White.

**M 183 BEAUMONT/PORT ARTHUR/ORANGE**-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

**M 205 AUSTIN**-Bon V. Davis, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Lupe Perez, businessagent@iatse205.org.

**O 330 FORT WORTH/DENTON/GAINESVILLE**-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-599-1517) Bus. Agt.: Coleman Bennett.

**M 331 TEMPLE/KILLEEN/BRYAN/WACO**-Holly Serfass, captserf@aol.com; P.O. Box 424, Killeen, 76541. (254-535-1256) Bus. Agt.: William Sproul, billrat@centurylink.com .

**M 378 WICHITA FALLS**-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

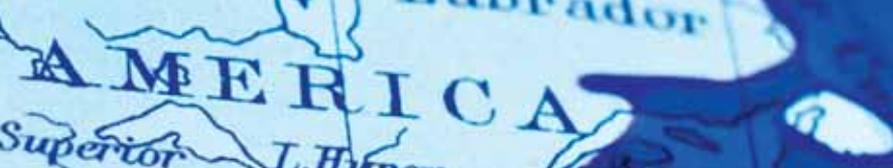
**SM 484 STATE OF TEXAS**-Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

**M 604 CORPUS CHRISTI/HARLINGEN/MCALLEN/  
BROWNSVILLE**-John Jones, 4901 Branscomb, Corpus Christi, 78411. (361-548-0472) Bus. Agt.: Simon Zambrano.

**TBSE 796 STATE OF TEXAS**-Frank Trevino, secretarytreasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

**TWU 803 DALLAS/FORT WORTH**-Vicki Ruth Cole-Perrin, wrpc@aol.com, P.O. Box 570574, Dallas, 75357 (817-832-9090). Bus. Agt.: (Forth Worth) Kathy Neel Gentry, fg83425@earthlink.net, (817-889-0273) (Fax: 817-834-4256); (Dallas) Barbara Proska, barbaraprokska@yahoo.com, (817-734-5607).

**M 865 ODESSA/MIDLAND/LUBBOCK**-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (432-381-2500) (Fax: 432-530-2223) Bus. Agt.: Lamont Furlow.



**TWU 896 HOUSTON**-Kathleen Pecha, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Glinda Anderson.

**AMPE 920 DALLAS/FORT WORTH**-Paul Thompson, 4841 W. Royal Lane, Irving, 75063 (972-929-1913). Bus. Agt.: Marvin Davis.

## UTAH

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO**-Melody Oliver, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

**EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO**-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

## VERMONT

**SM 481 NEW ENGLAND AREA**- James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH**-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

## VIRGINIA

**S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC**-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

**M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON**-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

**S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA**-Charles J. Hartsok, Jr., P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-746-1601) (Fax: 804-746-1601).

**M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG**-Dawn Nicely-Hicks, P.O. Box 7467, Hampton, 23666. (757-825-9685) (Fax: 757-825-9685) Bus. Agt.: Dorian Nicely.

**S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH**-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

**SM&T 487 MID-ATLANTIC AREA**-Ellen Popiel, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**-Michael E. Clem, local591iatse@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

**M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

## WASHINGTON

**S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDOO WOOLEY/PORT AN-**

**GELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW**-Katy Fogg, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agt.: Paul Bigman, stagerep@ia15.org.

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

**SM 488 PACIFIC NORTHWEST**-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**TBR&S 793 PACIFIC NORTHWEST**-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

**TWU 887 SEATTLE**-Rita M. Brown, ritabrown@twu887.org; 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, deliam@twu887.org.

## WEST VIRGINIA

**M 064 WHEELING, WV/STUEBENVILLE, OH**-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (304-639-2516) (Fax: 304-242-6134).

**S 271 CHARLESTON**-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

**M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH**-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**M 578 NORTH CENTRAL WEST VIRGINIA**-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge, wrdelbridge@gmail.com, (703-868-3154).

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

## WISCONSIN

**S 018 MILWAUKEE/WAUKESHA**-James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

**M 141 LaCROSSE**-Trygve Zielke, trygvez@aol.com; N 2528 Baker Road, La Crosse, 54601. (608-787-7667) Bus. Agt.: William Timm.

**M 251 MADISON/COLUMBIA/SAUK COUNTY**-Justina Vickerman, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-616-0251) (Fax: 608-251-6023) Bus. Agt.: Chris Gauthier, ba@iatse251.com.

**M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU**-Richard Comfort, dabilindguy@gmail.com; P.O. Box 2421, Appleton, 54912. (866-426-4707) Bus. Agt.: Stephen Dedow, iatse470@hotmail.com.

**TWU 777 MILWAUKEE**-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, N11163 County Road, Tomahawk, 54487 (414-462-6214).

## WYOMING

**S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY**-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

**M 426 CASPER**-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

# Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

**AAE** Amusement Area Employees

**AE** Arena Employees

**AFE** Arena Facility Employees

**AMTS** Admissions, Mutual Ticket Sellers

**BPTS** Ball Park Ticket Sellers

**MT** Mail Telephone Order Clerks

**T** Theatre Employees - Special Departments

**TSA** Ticket Sales Agents

## CALIFORNIA

**T B18 SAN FRANCISCO**-Johnny Moreno, 965 Mission St., Suite 207, San Francisco, 94103. (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, 95816. (916-927-5141) Bus. Agt.: Richard Allen, jallen33@att.net.

**AAE B192 HOLLYWOOD**-Adam Fanshier, adamfanshier@b192iatse.org; 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Matthew Nelson, matthewnelson@b192iatse.org.

**CALIFORNIA SPECIAL BRANCH**-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

## CANADA

**T B173 TORONTO/HAMILTON**-Marika Csotar, 2368-A Munns Ave., Oakville, Ontario L6H 6G9 (647-309-2024). Bus. Agt.: Chastity Brooker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

**T B848 GLACE BAY, NS**-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

**T B898 ST. JOHN'S, NL**-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

**T B906 CHARLOTTETOWN, PE**-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, C1A 1J1. (902-628-1864) (Fax: 902-566-4648).



## COLORADO

**T B7 DENVER**-Lindsay Bergstrom, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216). Bus. Agt.: Katie Murphy.

## DISTRICT OF COLUMBIA

**TSA B868 WASHINGTON**-Veveca Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Agt.: Antonio Bullock.

## FLORIDA

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