

THE OFFICIAL
IATSE
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NUMBER 646
FOURTH QUARTER, 2014

Bulletin



THE **FUTURE OF LABOR**

**2014 Young
Workers Conference
Portland, Oregon**



INSIDE: ▶ LABOR DAY ▶ ELECTION 2014 ▶ QUILT RAFFLE

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NUMBER 646 • FOURTH QUARTER 2014

Features

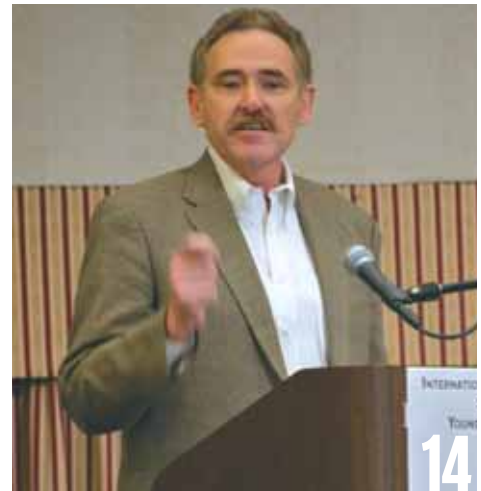
THE FUTURE OF LABOR	14
A New Generation of Trade Unionists	
ELECTION 2014	55



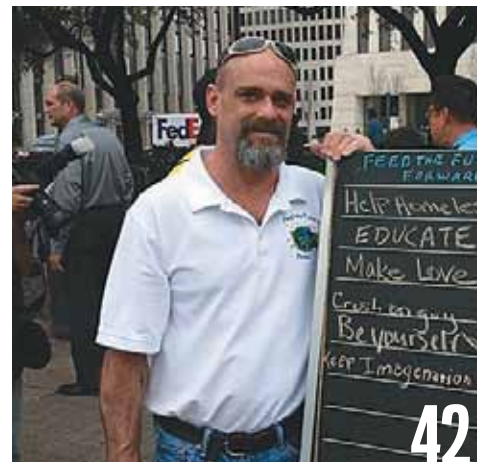
11

Departments

PRESIDENT'S NEWSLETTER	5
GENERAL SECRETARY-TREASURER'S MESSAGE	7
IATSE AND LABOR MOVEMENT NEWS	8
STAGECRAFT	24
MOTION PICTURE & TELEVISION PRODUCTION	28
EDUCATION & TRAINING	31
TRADESHOW	38
SAFETY ZONE	40
ACTIVISTS CORNER	42
CREW SHOTS	43 & 58
LOCAL UNION NEWS	44
IN MEMORIAM	59
DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS	61



14



42

James B. Wood
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IATSE Training Trust Fund: www.iatsetrainingtrust.org

Now, on to 2016...

On the morning of Wednesday, November 5th we awoke to election results we never wanted to see. In too many races across the United States we lost seats in the Senate, the House, as well as some state and county elections where some of our labor-friendly candidates were swept out of office.



 @matthewloeb

I am extremely proud, however, that we in the IATSE increased our participation in the overall political process and we were recognized in the labor community for the outstanding work we did through our political program, dramatically outperforming goals set for a union of our size. Our internal program will be ongoing to make certain we can put forth our best efforts for the elections in 2016. We will elect our next President. It is crucial to hold onto the White House and win back seats in both Chambers of Congress, and in state houses across the country.

With the shift giving Republicans majorities in both the Senate and House of Representatives, we will face some of our greatest challenges in decades. The fight will be tough, but I know we can meet it head on through constant vigilance and providing you the information needed to defeat illogical arguments that provoke fear and anxiety about our issues.

Although the 2014 mid-term elections were disappointing, the labor community did prevail in a number of state initiatives. Positive results for working families included increases to the minimum wage in South Dakota, Illinois, Nebraska, Alaska and Arkansas as well as in Oakland and San

Francisco, California. There were also positive outcomes on voting and voting rights in Missouri, Montana and Illinois; so-called right-to-work legislation was defeated in Anchorage, Alaska, among other ballot measures.

We now need to place our focus on the state level where issues like so-called right-to-work, pensions, voter suppression, budget cuts and the like will again be put forth through the state legislatures where the November 4th elections resulted in the majorities in the State House and Senate, as well as perhaps the Governor's office, shifted to those who will undoubtedly continue their attacks on labor.

It is our responsibility, our mission, to let politicians know that they need working families in order to be successful in coming elections. We need to create relationships where they do not yet exist, and to cultivate those relationships we already have.

And, we need the continued support and participation of every member of our great Alliance to ensure that in 2016 the tide will again turn in our favor.

I wish you a happy and healthy holiday season and all the best for 2015.



OFFICIAL NOTICE

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

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

PER CAPITA TAX INCREASES

Delegates to the 67th Quadrennial Convention voted to increase the quarterly per capita tax for local unions by one dollar (\$1.00) effective 1/1/2015. Delegates also voted to increase the Special Department Locals per capita tax by fifty cents (\$.50) per quarter on the same date.

2015 SUPPLIES

The process of sending the 2015 membership cards and local union supplies to Locals was begun in late November. The supplies were sent to those local unions that had submitted their 3rd Quarter Report for 2014 and had purchased the necessary number of per capita stamps for 2014. Throughout December, supplies have continued to be sent to local unions as they satisfied the above mentioned requirements. If your Local has not received your 2015 supplies, an Officer should contact the General Office to determine what remains outstanding.

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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

The Union Behind Entertainment

This time of year finds most people in a reflective mood. We look back at the year that was and review the broad range of events that occurred in our lives and in the world.

As each of us proceeds through our own personal “year in review”, our thoughts slowly change from events that were to those that potentially will be.

For those of us involved in the quarterly publication of the Official Bulletin, we look back with pride at the four issues published in 2014 because they reflect the new design that we introduced at the beginning of this year. Your positive comments and acknowledgement of the new design have been much appreciated.

We are also pleased to announce that our membership is not the only group that has recognized the improvements in our magazine. The International Labor Communications Association recently awarded the Official Bulletin with 1st Place for General Excellence – Magazines for 2014 in recognition of “promoting the highest standards of labor journalism.”

The end of year is also the Holiday Season. In addition to spending time with friends and family, many people seek out various forms of entertainment during this time of year. The down time for much of the general public is “show time” for many members of the IA.

People love to be entertained and the growth of our industries is testament to that fact. However, most in the audience

have no idea that if it were not for the important contributions of the members of the I.A.T.S.E., the general public would have a lot less entertainment options available to them.

The skill that our members bring to the workplace help make productions of all types happen. Some are live and some are filmed or recorded for later distribution, but all require a tremendous amount of hard work performed by the artists and craftspeople that we represent. The fact that many people are unaware of your involvement is the ultimate compliment for a job well done and confirmation that we are “The Union Behind Entertainment”.

Whether the public goes to the movies, rents a DVD, attends a Broadway show, goes to a convention or trade show or watches a television show or sporting event in the comfort of their own home, our members are on the job. Many times those members are missing their own entertainment opportunities in order that others can enjoy the show.

On behalf of the audiences that you helped entertain in 2014, thank you for your hard work and dedication and may 2015 bring you and your families much health and happiness.



JAMES B. WOOD

What Does Organizing Really Mean?

The following is a speech on organizing delivered by then Canadian Counsel Bernie Fishbein at the Canadian Off-Year Convention held on June 5, 1999 in Saskatoon, Saskatchewan. Bernie served as IATSE Canadian Counsel from 1989 until his appointment as the Chair of the Ontario Labour Relations Board in 2011. His words remain as relevant and insightful today in both the United States and Canada, as they did back in 1999.

I couldn't help but notice yesterday that on the plane from Toronto to Saskatoon there was not an empty seat - the plane was packed. I am not sure whether this was because of all the people attracted to the lovely environs of Saskatoon or they were fleeing Ontario and the election results Thursday. In any event, it is a pleasure to be here. Many of you know that I and my firm have not only represented the International Union in Canada for over twelve years and many other IA locals throughout Ontario for over twenty years, but we also represent many other trade unions in both the public and private sector and in many sectors of the economy. So when Canadian Vice President Jamie Wood asked me to speak today on "what does organizing really mean", he asked me to bring some of that perspective to the IA and in particular with respect to the concept of organizing. I am pleased to do so because this is a concept which some parts of the IA are now finally emerging from too long a slumber to embrace.

However, I must also recognize that sometimes in the IA words do not always mean what an outsider would think they mean. So I will start by talking about what organizing is not, or more accurately, that organizing is not just the following things.

First of all, organizing is not just "opening up the books" or admitting people into membership (and I mean real and full membership not just permittees or pseudo apprenticeship programmes). I have had the pleasure on occasion of reading some IA Local constitution and bylaws and quite frankly, it would be easier for me, Bernie Fishbein, to become "Pope" then it would be to become a member of some IA locals. This is not in any way to diminish the notion that IA locals should "open the books" and admit people into membership. All IA locals must do this. Why? Simply because if you do not do this, you will die. I have heard many of the arguments that members make when the concept of admitting people to membership is discussed. They will argue that there is not enough work for the existing members, so how can there be enough work with these newly admitted members. However, the flaw in that logic simply is what do you think happens to all of these applicants for membership who you refuse to admit? We all know that now there are many people who graduate from film schools, theatre schools, various community colleges and universities who have invested three or four years in this training. This is without even taking into ac-

count the people who are just chasing the dream of being involved in the entertainment industry. When you refuse these people membership do you really believe that they simply say, - "Fine if I can't get into the IA I will become a plumber, nurse, electrician or, God forbid, a lawyer". Do you really think that they are prepared to walk away from either their years of training and education or their dream simply because you say they can't get into the local? We all know that they do not. We all know that they do not disappear. What happens is that they form an alternative workforce to you and your membership. This alternative workforce competes with you. The capitalist system being the marvel that it is, employers exploit this competition to drive down the wages and terms and conditions of employment that IA locals have strived for decades to achieve.

Now some members might say fine, let the employers hire these people. The employers will quickly discover that they are not as good as IA people and come back to us. Even if this assumption that they are not as good as IA people is true, the question is for how long? We all know that to become as qualified and competent as IA members may only require experience. How long do you think take

particularly when they are so desperate to secure work and experience that they will frequently accept rates and conditions less than yours. So to me it's simple - locals must take members in or perish. However, just doing that is not organizing. Organizing is not as simple as just letting people who are knocking (and sometimes pounding) on your door to come in.

Secondly, organizing is not just going to venues and trying to convince them to sign collective agreements with you (and I mean real collective agreements in writing and signed by both parties - not just "arrangements" or hand shake agreements, all of which are not worth the paper they are not written on). Of course you should be doing this. However in today's climate voluntary recognition agreements are becoming rarer and rarer. Employers do not voluntarily sign collective agreements unless you have some leverage to compel them to do so. That leverage may be that the only way the employer can get competent and qualified employees is from the union or, put another way, the people that the employer wants are already represented by you and they will not work for the employer unless covered by a collective agreement. However that just brings us back to my remarks earlier about admitting people into membership.

In any event, even with voluntary collective agreements you must be careful. Most provinces have legal requirements for voluntary collective agreements that require the trade union to be able to demonstrate that it represented the majority of the employees in the bargaining unit on the day the collective agreement was entered into. Equally, if there is an argument that voluntary collective agree-

ment can be justified on a "pre-hire" basis, namely, that it is an agreement to have the local supply its members to the employer, then in fact it must be a pre-hire agreement and the local must actually supply its members to the employer and not ignore ten or fifteen employees that the employer already had who are not members of the local.

However, as I said at the outset that organizing is more than either of these two items; admitting people into membership and going to venues and getting voluntary collective agreements. What I am going to suggest to you is that organizing is actually going to people who are already working and already have jobs at some place of employment where the IA does not have a collective agreement. Organizing is convincing those people to join the union - not their asking to become members but you actually convincing them to join. In order to convince them to join it means that you will have to be able to show them that you can make their life better, that you can improve their terms and conditions of employment, that paying an IA local union dues is well worth the investment. Now, in order to convince people to join it may mean that some IA locals will have to consider what I politely refer to as "impediments" to membership. Some IA locals may have to reconsider their policies about seniority. It will be very difficult to convince anyone to join an IA local if it means that upon joining they will be at the bottom of some seniority list and all of those already existing members above them on the seniority list get priority in employment over them and, in fact, as is the practice in some IA locals, actually displace them from the jobs they already have. It should not surprise you that

most people would not want to join an IA local under those circumstances just for the privilege of giving up their jobs to members of the local who have none.

However, just convincing these people to join (and in Canada that means getting them to sign an application for membership and not an American authorization to represent card) is only the first step. Most provinces in Canada now require representation votes for certification. It is no longer enough to merely have most of the employees sign an application for membership card - it is also necessary to win a representation vote some days later. It should come as no surprise to you that just because somebody signs an application for membership does not mean that they will vote for the union in a subsequent representation vote. People change their minds and, in particular, once the employer starts to campaign against the union. It should come as no surprise to you that most employers will not welcome your organizing drive and will campaign against you and, in fact, may commit unfair labour practices and other illegal acts. What this means is that you will have to keep in touch on a regular and continuing basis with these people. It will not be enough to show up, get them to sign a card and forget about them. You will have to make the same commitment to them that you are asking them to make to you by signing an application card.

Even then organizing is not over. You can win the representation vote, but all that gives you is a certificate of the labour board. A certificate is not a collective agreement. A certificate is just a licence to represent those employees. It compels an employer to deal with the union and bargain in good faith with the

IATSE & LABOR MOVEMENT NEWS

union. However it does not compel the employer to reach a collective agreement with the union; it only compels the employer to make every reasonable effort to do so. As a result an employer is entitled to bargain in its own self-interest and bargain hard in its own self-interest. It should come as no surprise to you that the employer's self-interest will not be the same as your or the employees' self-interest and the proposals may be widely divergent. If you cannot agree, you reach what the academics more politely refer to as "impasse resolution mechanisms" which are essentially strike or lockouts. Some provinces may have limited access to first contract arbitration and you may be able to resort to that. But remember it is only first contract arbitration and it will be necessary at some point to get a second, third etc. contract.

Now a decision to strike (or compel an employer to lockout) is not a decision that should be taken lightly. A strike should not be taken just because you do not like the employer's offer, or because the employer hasn't treated you with what you say is sufficient respect and you want to show him a thing or two (or three). A strike should be called only because you can win it. If you cannot win

the strike you will need to make a careful assessment whether this is the best that can be achieved in the circumstances and perhaps an adequate beginning to other improvements that can be achieved in the future.

It is when you have achieved that collective agreement that you have really organized. You have taken previously unrepresented employees in a workplace and have now given them the protection of a collective agreement with the IATSE that makes a positive difference in their lives.

Let no one fool you, this is not easy. It is very difficult, very time-consuming and frequently very expensive. Is it worth it? Unequivocally yes.

Why? First, because it is the right thing to do. That is what unions are supposed to be doing. That is what unions are for. They are supposed to make the lives of working people better.

However, it is not just altruism or mom, apple pie and the Canadian (or American) way that dictates that you should do this. It is in your own self-interest too - because if you do not do it, the union will not grow. If the union does not grow, it will die. You need new members because with new members

come new ideas, new resources, and not to be unrealistic, new dues and new sources of revenue for your activities. Most importantly it gives you new employers whom you represent and new jobs that you cover. It is in this way that you can grow with these employers and cover even more new jobs and supply employment for your members.

So the message I have to convey to you today is to organize. I understand that you have to start somewhere and again I do not mean in any way to diminish the importance and necessity of the first two things that I talked about, opening up the books and taking in new memberships and attempting to get employers to sign collective agreements voluntarily. But to organize in its fullest, widest and highest meaning requires more. It will not be easy but it is the way that you can ensure the continued existence of the union, its continued viability and success into the future. I wish you good luck in your deliberations in your convention and caucuses this weekend and much success in all of your future organizing endeavours. Thank you.

Bernard Fishbein
Canadian Council
Koskie Minsky



BERNARD FISHBEIN

Mr. Fishbein was appointed Chair of the Board on February 28, 2011. He brings over 30 years of experience as a labour lawyer in Ontario to the position. He has a law degree from the University of Toronto and an LLM from Harvard University. Along with appearing at the OLRB for more than 30 years, Mr. Fishbein has taught employment and labour arbitration law at the University of Toronto. He is also a former member of the Ontario Grievance Settlement Board and former Chair of the Labour Law Section of the Canadian Bar Association.

KRISTA HURDON ELECTED TO UNION SAVINGS BOARD OF DIRECTORS



Canadian Office Operations
Manager Krista Hurdon

By virtue of their IATSE membership, Canadian members belong to Union Savings. Similar to Union Plus in the U.S., Union Savings is an affinity program open to all Canadian unions that offers discounts on products and services to union members. Through the collective strength of almost 40 unions and nearly one million members, Union Savings is able to negotiate deals on products and services such as home & auto insurance, RESPS, and credit cards. At its Annual Affiliates Meeting in October, IATSE Canadian Office Operations Manager Krista Hurdon was elected to the Union Savings Board of Directors. We are pleased that the IATSE will have a voice on the Board of this organization. For more info on Union Savings, visit www.unionsavings.ca.



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Exclusive discounts for union members & their families

IATSE MEMBERS ELECTED TO SFL POSITIONS

The Saskatchewan Federation of Labour (SFL) Convention was held in Regina on October 30, 2014. As part of the Convention, SFL union affiliates also held a rally in front of the provincial legislature. Congratulations to IATSE Local 300 President Glen Green, who was re-elected as a Vice President representing unions with fewer than 1,000 members, and to Local 295 member David Phillips and Local 300 member Jennifer Rathie-Wright, who were both elected as Alternate Vice Presidents representing unions with fewer than 1,000 members. Way to go!



Local 300 President Glen Green and member Jennifer Rathie-Wright march with their union brothers and sisters at a labour rally outside the Saskatchewan legislature.

CALGARY FILM CENTRE

I.A.T.S.E. Local 212 Business Agent Michael Gibney (l), and International Vice President / Local 212 President Damian Petti (r), pose with Canada's favourite mayor, Calgary's own Naheed Nenshi, at the groundbreaking ceremony for the future site of the Calgary Film Centre on October 31. (White cowboy) hats off to all involved! The centre, located on 3.4 hectares of land, will include three purpose-built soundstages, warehouse, equipment storage, and lockup areas. The expected opening date is fall 2015.



The IATSE Lobbies on Parliament Hill

The Canadian Department has engaged the services of Isabel Metcalfe, a long-time Ottawa lobbyist, to orchestrate Canadian political lobbying activities. The IATSE lobby team, consisting of International Vice Presidents John Lewis and Damian Petti, and Canadian Office Operations Manager Krista Hurdon, began its first foray into political lobbying in early October by attending 11 tightly scheduled meetings over two days, in locations throughout the National Capital Region. They were also able to hear Hillary Clinton speak at a luncheon which included Local 471 members and two of the Local's largest employers.

Meetings were held with Members of Parliament from the Conservative, NDP and Liberal parties, as well as with bureaucrats and political advisors. Focus was largely on the departments of Canadian Heritage, Citizenship and Immigration, and Employment and Social Development. It quickly became clear to the team how important these meetings are to ensure that the IATSE's voice is heard on the Hill, as our position on labour and entertainment industry issues is sometimes unique when compared with other stakeholders. The IATSE has now begun to establish relationships that will enable us to be more proactive where the interests and concerns of IATSE members are at stake.



International VP Damian Petti, Canadian Office Operations Manager Krista Hurdon and International VP John Lewis inside Centre Block on Parliament Hill

CANADIAN MUSEUM FOR HUMAN RIGHTS

The Canadian Museum for Human Rights (CMHR) is the first museum solely dedicated to the evolution, celebration and future of human rights. The Museum is located in Winnipeg, MB at the Forks. IATSE Local 63 members have been setting up and finishing off displays at the Museum since May of 2014. As well, Local 63 provided all the technical support for the opening ceremonies, held on September 19. The Canadian Museum for Human Rights is the first national museum to be built in nearly half a century, and the first outside the National Capital Region. For more info on the Museum, please visit: www.humanrights.ca.



IATSE Local 63 member Steven Puttaert shows off one of the displays at the CMHR

Beyond the Red Carpet

On September 10th, members of Congress and their staffs had the opportunity to mingle with filmmakers, actors, editors, costume designers and other creators during the first ever “Beyond the Red Carpet: Movie & TV Magic Day.” Organized by various companies, unions, guilds and associations representing the American Film and Television Industry, in cooperation with Congressional Creative Rights Caucus Co-Chairs Reps. Judy Chu (D-CA 27th) and Howard Coble (R-NC 6th), this inaugural event shed an important light on the vital role that the people behind this industry play in our country.

More than 400 guests, including 30 members of Congress, toured exhibits including period costumes from AMC’s “TURN” and the work done by animators from Disney’s smash hit “Frozen.” They heard from Local 892 costume illustrator Phillip Boutte, Jr. about designing costumes and characters for films such as “Man of Steel,” “The Hunger Games: Catching Fire” and 2009’s “Star Trek.” Along with the great exhibits and a myriad of photo ops, attendees were treated to a series of panel discussions featuring industry professionals talking about their work and the effort, commitment and creativity required at every level to make films and television series. IATSE Local 700 film editor Jackeline Tejada spoke to audiences about the process of distilling hours of footage, comprised of multiple takes and variations on a scene, down into

just a few moments worth of screen time that audiences finally watch.

International Vice President J. Walter Cahill stated, “My guess would be that when the general public thinks about the motion picture and television industries and who it employs they probably think about Kevin Spacey, Meryl Streep, Steven Spielberg, James Cameron or Taylor Hackford. Many may not even be aware

of the art directors, camerapersons, costume designers, makeup artists and hair stylists, editors, projectionists, lighting technicians, grips, craft services, set painters and sign writers, studio teachers, production coordinators, sound technicians, scenic artists, prop makers, script supervisors and wardrobe workers. Just to name a few of the crafts we represent.”



Vice President Cahill with Local 700 member Jackie Tejada.

PHOTO CREDIT: FRANK MCPARTLAND

On September 22, 2014, Senator Tom Udall (D-NM) (right) visited the IATSE General Office to discuss various issues that are important to the IATSE, with President Loeb.



THE FUTURE OF LABOR

Young Workers Initiatives create lasting ties for a new generation of trade unionists

by David Geffner

Many of the youthful union members AFL-CIO Secretary-Treasurer Liz Shuler addressed in Portland, OR this past summer at the IATSE's 2nd Young Workers Conference may not have remembered the bankrupt corporate giant, Enron, or the disastrous effects that company had on working families. But Shuler, who, in the late 1990's as a former legislative director for the IBEW (Local 125 in Portland) led a broad-based coalition to overcome Enron's efforts to deregulate electricity in her home state of Oregon, remembers all too well: both of her parents lost their pensions due to Enron's rogue tactics.

"The millennial generation is the most diverse, well-educated and technologically savvy in history, and before long you will be the majority of the American electorate," Shuler told the Portland attendees. "Although you suffer the nation's highest

unemployment – about twice the national average – and have the fewest job opportunities in today's economy, your generation of young people is engaged and ready to reverse economic and social injustice."



Samantha Wiener, Local 798;
Leah Okin addresses the group.



Shuler should know. She's the youngest officer ever to sit on the Federation's Executive Council, and the first woman ever elected to the nation's second highest labor post. The groundbreaking "Next-Up Young Workers Summit" she started four years ago in Washington D.C., was swiftly embraced by IATSE International President Matthew D. Loeb, who has made it a priority to engage and inspire a new generation of entertainment industry union members.

President Loeb sent a delegation to D.C. in 2010, and then again the following year, to the "Next Up Summit" in Minneapolis. One year later, in 2012, he directed International Representative (now Assistant Department Director, Stagecraft) Joe Hartnett, Communications Department Director Emily Tao, and International Representative Jennifer Triplett to create an initiative targeting the next generation. The result was the IATSE's first-ever Young Workers Conference, held in Philadelphia, PA, aimed at inspiring and educating younger workers across the Alliance.

The Philadelphia event was anticipated to top out at 50 attendees. But, as Hartnett recalls, "we ended up having 180 people, and holding two conferences because the room we had booked wasn't big enough." Hartnett describes the format of that first conference as two-fold: offering classes and informa-

tion about the history of the IATSE and American labor, as well as "training to help attendees to become more effective union members.

"Many assumed the conference was about grooming members for leadership roles," Hartnett continues. "But the majority

of our attendees – in Philadelphia and this past summer in Portland – were rank and file members. The common goal was for them to become better union members in their Locals and more active in North American labor."

Part of the educational component at the Philadelphia conference included the now highly popular "Why Unions Matter," before it debuted at the IATSE Road Show. Another course focused on how to deal with tension within a member's home Local. "Each person who attended the Philadelphia conference was sponsored by their

home Local, and that was the same approach we took in Portland," Hartnett adds. "One of the messages promoted at these Young Workers (YW) events is that you don't need a title next to your name to be a leader within your Local. You can be a steward on a job site, head up a committee, or help support your PAC. As long as you are active, you become a role model effecting positive change." Emphasis is placed on teaching young workers how to support their Local leadership and better their union.

"The millennial generation is the most diverse, well-educated and technologically savvy in history, and before long you will be the majority of the American electorate."

Liz Shuler
AFL-CIO Secretary-Treasurer

Local 631 Entertainment Technician Paul Cox, 33, based in Orlando, FL, has filled all those roles Hartnett describes, and he credits his experiences in Philadelphia, and again this year in Portland, as “fostering a fellowship” that is “insanely valuable” to the future of this Alliance. Lighting crew chief Cox, who is one of 20 stewards at Walt Disney World “looking after” some 1,200 IATSE employees covered under Disney’s CBA, says the dozens of partnerships fostered in Philadelphia blossomed into daily and weekly conversations that are still strong today.

We’re all still connected with each other – either through Facebook, Twitter, text message or email – helping with many different projects across the Alliance,” describes Cox. “I gave a speech at our last District 14 Convention in Puerto Rico that basically told everyone how that first [Young Workers] conference was so much more than the sum of its agenda. It has reached beyond the classes and information, creating lasting connections that have been incredibly valuable to what I do here in Florida with my home Local.”

Cox says going into Philadelphia he only used social media outlets for personal use. “After that first Young Workers Conference, I joined the [IATSE’s] Social Media [initiative], and helped out on more than 20 campaigns that have gone through that group,” Cox continues. “What I learned through [Young Workers events] is that social media is really about amplifying the union microphone across the country.”

Amplifying, and in some cases clarifying the union brand, also describes the experience of Andrew McAllister, 24, who attended his first YW event this past summer in Portland. In many ways McAllister epitomizes the union demographic YW leaders like Tao and Hartnett are trying to reach. The Local B-173 front-of-house employee in Toronto, ON, is a recent graduate of Ryerson University, where he studied theatre production. Currently employed at the Sony Centre for the Performing Arts (a 3,200-seat live performance venue owned by the City of Toronto), McAllister has been an IA member for just one year.

“Engagement [with union activities] is difficult with our Local because the hours are so random and the work so sporadic,” McAllister reflects. “Half the population is still in university and treats it like a part-time job, and the other half are much older and often in transition from another career. I was one of only two employees from my workplace that expressed interest in going to Portland, along with two other [Local B-173] employees from Hamilton. Cuts to the arts funding here in Canada was my biggest concern, but, other than that, I had no idea what to expect.”

What McAllister saw, via programming like “Sending a Message: Talkin’ Union with Confidence and Persuasiveness,” taught by Bob Bussel, Director, Associate Professor, University of Oregon Labor Education and Research Center (LERC) and Elana Pirtle-Guiney, Legislative and Communications Direc-



tor, Oregon AFL-CIO, “History of the IATSE,” and “COMET Training,” both led by Joe Hartnett, and “Activism and Accountability,” from Leah Okin, Business Representative, Local 764, in McAllister’s own words, “blew me away.”

“Learning about the history of the IA, and all of the knowledge sharing I received from people in other IA crafts made for an amazing experience,” McAllister adds. “I was happy to be in a room filled with organizers who are not just engaged in our industry, but also looking out for teachers, nurses, public employees – all of these other sectors that are part of labor in North America.

“The conversations that were fostered in Portland were just incredible,” McAllister continues. “People like Emily Tao and [Christopher] ‘Radar’ Bateman [IATSE International Representative and former Business Agent with Local 28 Stagehands] challenged me to effect change in my home Local. The phrase they used was ‘market share,’ meaning our Local provides a level of customer service, and receives benefits applicable to those skills, that many non-union houses don’t enjoy. Young people [in Toronto] are having a tough time,

so increasing [IATSE] ‘market share’ totally benefits that population. All of these things I heard in Portland made perfect sense.”

Bussel, a former union organizer who began his labor education career at Penn State University and became LERC’s director in 2002, explains that his “Union Messaging” course had a plethora of goals, including: understanding the public image of unions and the major themes/caricatures that opponents use to portray the union movement, understanding the concept of “framing” and its pervasive use as a tool of persuasion, learning how to “re-frame” conversations through the effective use of values language, and providing an opportunity to practice framing/communications techniques and think critically

about their application in different situations.

“This IA audience in Portland identified important union values and core beliefs much more readily than participants in other classes I have taught,” Bussel notes. “They quickly grasped the principles behind effective framing of political messages. They also offered many good suggestions on how to present the

**“Learning about the history
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Andrew McAllister
Local B-173



union to skeptical co-workers during a practice set of one-on-one conversations. Most importantly, this ability to understand union values positioned [YW Conference attendees] to think critically and effectively about how they might counter skepticism about the union, whether on the job, in the community, or at a family event.”

Another benefit young workers experienced in Portland, was connecting with members across the Alliance who they might never encounter in their daily work life. “Representing front-of-house workers in Canada, I was initially hesitant that I wouldn’t have much in common with [fellow attendees],” McAllister recounts. “If you’re a stagehand or someone working on a movie set, you just don’t ever see, or know about, my craft. But the atmosphere was exactly the opposite,” he adds. “It was a big family feeling where every single craft is respected and information is freely exchanged. We talked about organizing every kind of worker we might encounter, including custodial and maintenance, in the buildings where we work.”

Cox recalls his visit to the first conference in Philadelphia as being a similar type of eye-opener. “I had no idea the IA represented set medics, or the tour guides who drive the trams at Universal Studios, until I met them at the Young Workers conference,” he smiles. “I had the reverse experience in Portland when I told first-time attendees just how many crafts our CBA at Walt Disney World covers. We have people working in ‘enhanced guest experiences’ – cosmetologists and hair stylists making little

boys and girls into pirates and princesses. I really enjoyed seeing the look on people’s faces when they learned about that.”

McAllister was surprised by how much of the YW programming cut across national borders. “Of course coming from Canada, this was the first I had ever heard about ‘right-to-work,’” he remarks, “and I was absolutely horrified that even exists. But the point that came through loud and clear was that if issues [like right-to-work] aren’t effectively rebutted in the U.S., they will eventually come across the border. We have many active movements in Canada that want to stop unions from being created. They use the same kind of language as what I heard in the Portland presentations, so the knowledge I came away with was easily transferable to my situation.”

One of the best examples of craft unity from Portland was when a “social media ask” went out for attendees to tweet strike messaging for IATSE post-production workers picketing the Bravo reality series, *The Shahs of Sunset*, in Los Angeles – a month-long work action that ended in a contract ratification. “There were over 40 tweets in a matter of minutes, and everyone re-tweeting each other,” Cox recalls excitedly. “All told there were more than 300 hash-tag mentions in a span of four minutes. To see that demonstration of solidarity, particularly through a vehicle [social media] that is typical of this generation, was very inspiring.”

Local 700’s Preston Johnson was one of the organizers that worked with *The Shahs of Sunset* crew trying to get a union



The Young Workers Committee (from left to right): Local 764 Business Representative Leah Okin, Local 13 Vice President Patrick Landers, Assistant Director of Stagecraft D. Joseph Hartnett, Guest Speaker and AFL-CIO Secretary-Treasurer Liz Shuler, International Representative Christopher “Radar” Bateman and Director of Communications Emily Tao (front).

contract. He, too, recounts how “the strike was ongoing while we were in Portland, and it was great to see many of these young workers demonstrating solidarity by taking a roll in this fight. There were at least a couple of instances when the entire conference stopped what they were doing and tweeted en masse in support of the striking crew,” he says.

Jessica Pratt, who joined Local 700 as an Apprentice Editor in 2002 and is now a field representative for the Editors Guild, says that the speakers at the Portland conference, “provided many great lessons, while the members offered a network of colleagues that would otherwise not necessarily be reachable. Both the education and the network will provide our members with the tools and resources to keep the IA strong for future workers,” observes Pratt, who adds that nearly one-quarter of her Local is under 35.”

“Having now seen the conference ourselves,” says Johnson, who singled out Hartnett’s COMET training for its candid, open approach to community organizing, “we’d love to send a handful of rank and file [700] members to participate at future events.”

Among the speakers who provided those “valuable lessons” to the youthful Portland audience was Oregon AFL-CIO President Tom Chamberlain, who has noted in past remarks that “the difference [growing up] between cold cereal for breakfast and cold cereal for dinner was a union job.” The native Oregonian boasts proudly of his union roots,

beginning with his great-grandfather, who began working as a Portland Police Officer in 1883, and including his own membership in Firefighters Local 43 for more than 30 years.

Chamberlain’s keynote speech entertained and educated. “We have more micro brews than any other city in the country,” he smiled. “And [the Portland-shot union TV series] Portlandia has tagged this city as the place where young people go to retire.

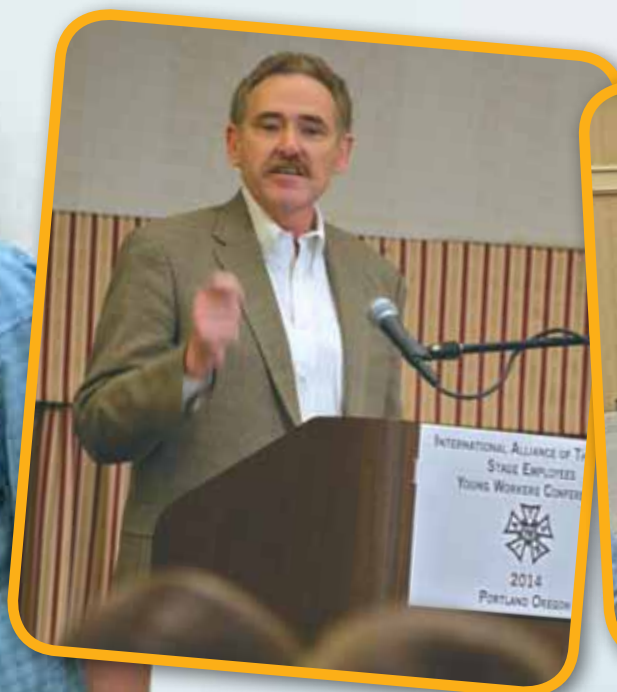
“Oregon is great place to live, if you can afford it,” Chamberlain added soberly. “Our cost of living is 21 percent higher than the national average and

we earn \$5,000 per year less than the national average. One in eight children in Oregon live below the federal poverty level, and there are areas in the rural parts of the state that still face double-digit unemployment.”

“To see that demonstration of solidarity, particularly through a vehicle [social media] that is typical of this generation, was very inspiring.”

Paul Cox
Local 631
Entertainment Technician

Oregon AFL-CIO President Tom Chamberlain;
Assistant Director of Stagecraft Joe Hartnett





The labor leader cited federal trade agreements that have stripped working families of opportunities and an immigration system that forces millions to live in the shadows. Chamberlain expressed some hard truths in Portland, describing the future as a “Mount Everest of problems” passed on to the next generation of union leaders. Yet his inspirational message soon shined through, as he swiftly ticked through a century of progressive victories – from Democrat William Jennings Bryant’s run for the Presidency in 1896, to Samuel L. Gompers’ speech in Louisville, KY as the first president of the AFL, to the implementation of Social Security and Civil Rights.

“Step-by-step, chunk-by-chunk,” working people like those at the YW conference, “have changed this country,” Chamberlain announced. “If you want a world where every child can be fed and have an education; if you want an economy that works for everyone; if you want an environment that can be passed on to future generations, then [the uphill] road is for you. It’s the path of Dr. King and Rosa Parks, Harvey Milk and Eugene Debs, Mother Jones and Cesar Chavez. Workers need your leadership; workers need your energy. So make a choice you will never regret.”

Local 322 Carpenter Liz Shinkle, 25, based in Charlotte, NC, is one such young worker who has made that choice. Prior to the Portland conference, Shinkle, who holds a B.A. in Theatre (Stage Management and Technical Direction) from

Hollins University, in Roanoke, VA, attended the North Carolina AFL-CIO Labor School, an intensive one-week program that focused on labor history, worker’s compensation, organizing, resolving grievances, and raising the profile of unions within the student’s home community. Shinkle says it was “fascinating” to compare problems and solutions with union members who work in factories, airports, and offices.

“On any given day the majority of my coworkers are twice my age, and that can be a daunting workplace to enter,” Shinkle shares. “[YW] conferences provide not only an opportunity to level the playing field with training and networking, but prove to my Local I have a level of commitment beyond just making money every day.

“I want to be a leader and help my Local thrive and grow,” she adds. “I want to help our older members to feel comfortable about impending retirement and our younger members make their rent and not have to apply for food stamps. The [Portland] conference gave me the opportunity to speak with others across the country, from Locals large and small, in different fields, who all share the same problems. That sense of solidarity is very comforting.”

What’s also comforting is how Shinkle’s fellow delegate, Lorenzo Mac, immediately “got the ball rolling” on a Young Workers group for Local 322 after returning from Portland.



“Brother Mac and I hope to have full support when proposing the group at our next membership meeting in November,” Shinkle states confidently. “I’ve also been making sure my co-workers are registered to vote, and reminding them that while it may be commonplace to vote along party lines, it is very important to vote for those candidates who are pro-labor. The AFL-CIO is currently using Local 322’s offices for phone banking and canvassing. That effort is headed up by our young Local 322 sister, Ashley Howard, who continues to text me about all the opportunities I am missing to volunteer by going to work!”

When asked the highlight of her Portland experience, the energetic Shinkle says it wasn’t one big moment or revelation story. “It was mainly the ease I felt all weekend, especially with the young workers who I shared my conference table with; from the first minute to the last it felt like being around old friends. There was no exclusivity, judgment, or anxiety, just fun and connection. I know social media is suppose to be the

“I know social media is suppose to be the downfall of our generation, but I think Facebook is going to end up being pivotal in maintaining and growing the connections made that weekend.”

Liz Shinkle
Local 322 Carpenter

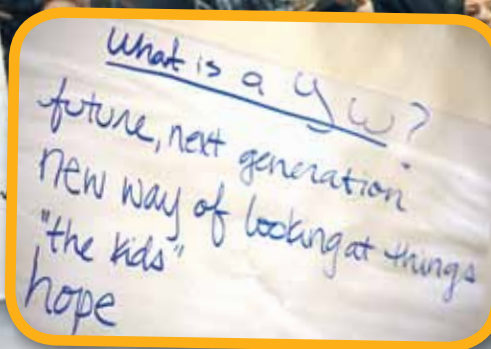
downfall of our generation, but I think Facebook is going to end up being pivotal in maintaining and growing the connections made that weekend.”

Making and nurturing long-term connections – to fellow workers, the Alliance, and the broader global labor movement – is really what IATSE Young Workers initiatives are all about. Paul Cox recounts the pride he felt at a Local 631 membership meeting earlier this year, when he proposed sending two 631 delegates to Portland (himself and Gary DeJidas were later chosen by Local 631’s executive board). The motion was passed with overwhelming support, confirming solidarity with Cox’s efforts to energize young workers like himself.

“It was a tremendous feeling when so many of the older members of our

Local acknowledged how important this young generation is to the Alliance,” Cox shares.

Cox said that after attending the Philadelphia and Portland YW conferences, his personal goal has been to increase the en-



gagement of younger 631 members. “Even if they aren’t coming to membership meetings,” Cox adds, “I still let them know they can be proud to be pro-union in a so-called right-to-work state. I tell them workplace issues are the same no matter where you are.

“That was one of the things that came out of hearing people like Liz Shuler, Tom Chamberlain, Bob Bussel and Radar Bate-man speak in Portland,” he adds. “Yes, the difference between a labor-friendly state like Oregon, and a so-called right-to-work state like Florida is huge. But the challenges we face with orga-nizing, and the messaging language Locals across the Alliance employ is very similar. In the end, we’re all talking about better-ing the workplace.”

Hartnett says each conference has had its own approach to educating young workers. “The first [conference] in Philadel-phia gave attendees a very broad glimpse of this Alliance. The second [conference] in Portland we dug deeper into the history of labor and began to sketch out a craft specific approach to the IA. Our next conference will provide a more in-depth cur-riculum to the IA’s structure – Motion Picture, Stagecraft, Trade Show, Television/Broadcast, along with Education and Training, Communications and Canadian Affairs.

“The Portland Conference was a good learning experience for younger members in multiple ways,” Hartnett adds. “I heard comments like: “I live in the same neighborhood as the Cana-dian Office. I should stop by and check it out,” or “I never knew

we represented workers in the box office.” That let me know these attendees were keying in to the bigger picture. Seeing them understand they are a part of a strong alliance, made up of vari-ous talented craftspeople, and spanning two vast countries, was amazing. It ensures that solidarity is more than just a word.”

The Pittsburgh stagehand says one of his favorite moments in both Portland and Philadelphia was imparting a key (and surprising) statistic about the IATSE.

“The Local with the highest average age of membership, which is 66-years-old, is a Projectionists Local,” Hartnett re-counts with a smile. “The Local with the youngest average age, which is 26-years-old, is also a Projectionists Local. One of them decided to organize every single worker in the movie theater – from the people who sell popcorn on through those who sell tickets. The other personifies a craft that has been around for a very long time. This is always a big wake-up call for the room [of Young Worker Conference attendees]. It shows that if you are diligent and organize, the look of your Local can undergo some radical change.”

When it comes to embracing change, Tao says the atmo-sphere fostered in Portland was one that allowed attendees to see many similar faces around the table. “When [conference at-tendees] are in their daily workplaces, they may not be seeing a lot of people in their age group,” Tao describes. “So we tried to create an environment that is friendly and network oriented. We



wanted them to look around the room and understand they are not alone. They really do have many brothers and sisters in this Alliance eager and willing to help.”

“There was definitely an uptick in younger members at General Executive Board and District meetings after Philadelphia, and I feel like the 2012 attendees were encouraging other young members in their Locals to come to Portland,” Tao continues. “This is a legacy of education and activism that’s being passed down in a very positive way.”

In fact that legacy has resulted in numerous young members’ groups being formed at Locals across the Alliance, immediately after both conferences were concluded. And “within two weeks after the Portland Conference,” Tao says, “we saw many young members posting their activism on social media. Lee Casady [Local 33 Stagehands] encouraged his brothers and sisters to phone bank with him in Los Angeles, while Local 251 [Stagehands] members went canvassing in Madison, WI. We really appreciate that our young workers are making a difference in their community and workplace.”

“One of the classes I taught in Portland was on labor history,” Hartnett concludes, “and it was wonderful to see the faces

of attendees when they learned that the first television/broadcast Local was chartered in 1945 and all of the camera operators were women! Or that the first pay television transmission – before there was cable TV – was in Canada, and [the IATSE]

represented that Local. I tell them that this Alliance has thrived for more than one hundred years because of its ability to grow and change. And by knowing where we’ve been, and where we’re going, they will be a key part of our next 100 years.”

President Loeb states that he is “extremely proud” of the enthusiasm and interest demonstrated by the youth of the IATSE, the future of this Alliance.

“[Young workers] bring energy to our efforts and the tremendous support of their leadership strengthens the entire

organization,” Loeb describes. “By providing opportunities for our younger members to come together at the Young Workers Conferences and other events, they are able to gain knowledge about the history of the IATSE, and gain a better understanding of our industry. They are skilled and sophisticated members who are able to build camaraderie and solidarity that helps to ensure they will carry us into the future with all our brothers and sisters in the labor movement.”

“[Young workers] bring energy to our efforts and the tremendous support of their leadership strengthens the entire organization.”

President Loeb

IATSE Local 26 & Frederik Meijer Gardens Summer Concert Series

As of September 25, 2014, IATSE Mixed Local 26, West Michigan, has secured the right to become the bargaining agent for the amphitheater stagehand and wardrobe employees of the Frederik Meijer Gardens and Sculpture Park Summer Concert Series in Grand Rapids, MI. The Series produces 30 shows over a three month season utilizing 2 to 25 employees for each show. The beautiful outdoor venue seats 1,900 people and attracts world class artists such as Santana, Lyle Lovett and Harry Connick, Jr.

Local 26 has referred stagehands to the Series since shortly after the first season in 2003 under a Local rate sheet. However, due to production and internal changes at the Gardens, the ideal time to organize did not come until recently. The organizing drive began in 2013 by placing key employees on the job throughout the season and paying close attention to the number of shows and hours each employee worked. Over 95% of the employees who worked the 2013 season signed authorization for representation cards.

Local 26 approached the Gardens' management in February, 2014 and requested voluntary recognition with the intention of negotiating a genuine collec-

tive bargaining agreement. The Employer resisted seeing no need to change the status of the employees since everything had been going well. They felt the wages and conditions were fair and did not see the need for formal representation. Numerous times the employer suggested "they could just go somewhere else" for labor. The Local persisted, citing the desires of the employees to have a secure future at the Concert Series and reminding them that the Local has been performing the work at the venue for many years and are providing skilled, quality crews. Moreover, the Local informed the employer that in the absence of an agreement for voluntary recognition they were prepared to file with the NLRB for an election. In May, management agreed to sit down at the table and begin formal discussions while utilizing the current rate sheet for the 2014 Season or until a deal could be reached.

Discussions continued throughout the summer and

in late August a voting unit was agreed upon by the Union and the Employer. Since the regular season had completed, the Employer agreed a full election was not necessary and a representational card check by a neutral third party was conducted.

With formal recognition, the negotiations are now almost complete. Local 26 is confident that a new three year contract will be in place well before the 2015 season begins in late May.

This is the first organizing drive Local 26 has engaged in since Michigan became a so-called Right to Work state in December 2012. The Local is happy that the new law did not prohibit the ability to organize. The plan was carried out in the same manner as past organizing drives, showing that careful planning and research would still result in a positive outcome.

As a consequence of Local 26's careful preparation they were successful in leveraging their employer from a precarious rate card arrangement to an exclusive collective bargaining agreement. The members of Local 26 can now be confident that their jobs are secure for the future. With this success under their belt the Local is now reviewing its jurisdiction to determine the focus of their next organizing effort. The goal is to not only eliminate rate cards from its jurisdiction but also organize any non-union workers into the Local.



BULLETIN NOTICES

WON ELECTION

LOCAL	EMPLOYER	UNIT
Local 121	Conference Center Of Niagra Falls	AV Techs, Operations, Housekeeping

VOLUNTARY RECOGNITION

LOCAL	EMPLOYER	UNIT
ATPAM	Work Light	Company Manager/ <i>Nice Work If You Can Get It</i>
Local 53	Springfield Performing Arts Dev Corp	Stagehands, Wardrobe
Local 59	Chincilla Theatrical	Stagehands
Local 69	Indoff, Inc	Stagehands
Local 631	Dr Phillips Center For The Performing Arts	Stagehands, Wardrobe

RATE CARD TO CONTRACT

LOCAL	EMPLOYER	UNIT
Local 26	Meijer Gardens Summer Concert Series	Stagehands, Wardrobe
Local 53	Eastern States Exposition	Stagehands

UNION SECURITY

Those of us that are fortunate enough to live in states that do not have "right to work for less" laws are used to seeing Union Security clauses in our contracts. We consider them part of the "boiler plate".

They usually go something like:

"Every employee subject to this agreement shall become and remain a member of the Union in good standing after the thirtieth day following the beginning of the employees first day of employment by the company...."

It will usually go on to say something like:

"If an employee who is required to join the Union or remain a member in good standing of the Union fails to do so ...the company shall, upon written request by the Union discharge that employee."

Pretty powerful language if you think about. The Union can have somebody fired if they don't pay their dues.

In today's world, especially with employers whose work-force is newly organized, a Union Security clause is no longer just part of the "boiler plate". It is something that must be bargained for and often times fought over. It is worth the fight. Just ask any of our brothers and sisters from Locals that live in states where it is unlawful to have such language in an agreement. They have to convince the people working

under the agreement that joining the Union is really in their best interest.

Those of you that have such clauses in your agreements should not take them for granted.

Union Security clauses offer a tremendous opportunity for the Union. Don't squander it based on some antiquated notion that taking in a new member is bad for the Local. It is not.

Remember a few key things that have become cliché but they are still true: Grow your Union or become irrelevant; control the work force and you will control the work, and finally: Organize!



30 Years of Excellence at Seattle Opera

By Katy Fogg, Secretary of Local 15

2013 and 2014 was a big season for Seattle Opera: it celebrated its 50th anniversary and saw the retirement of General Director Speight Jenkins after 30 years at the helm. Hundreds of men and women employed by Seattle Opera are represented by the I.A.T.S.E., and under Speight's direction a healthy relationship between employer and unions has flourished. Every day, I.A.T.S.E. members of Locals 15 (stagecraft), 488 (scenic, hair and makeup), and 887 (wardrobe) work side by side with Seattle Opera as artistic partners. They build costumes and weld sets, create wigs and run follow spots, paint backdrops and operate supertitles, and make scene shifts of enormous scale happen safely and smoothly.

Speight is recognized internationally as a leading authority on opera and an arts advocate. His long tenure and insistence on artistic and technical excellence, combined with his high standards of professionalism, inspired those working behind-the-scenes to be at their best. Shelby Rogers (Local 488), Lead Hair/Makeup for the last 15 years, described Speight's constant energy and passion. "He was a famous artist but was down-to-earth and always warm and kind to everyone despite the demands on his time." "Speight was gracious in thanking everybody – he never forgot to mention us," said Scenic Charge Artist Kitty Kavanaugh (Local 488). Sandy Burke (Local 15), Assistant Properties Manager, said thanks to Speight's leadership "we have been able to do our best work at the top of our skill levels, all in collaboration with

many of the world's finest performers, designers and directors."

To mark his retirement, the "Speight Celebration 2014" was held on August 9 at McCaw Hall and members of the Seattle Locals made a financial contribution in his honor. Speight hand-wrote a letter of thanks to all the members of Locals 15, 488, and 887:

August 2, 2014

To all the members of Locals 15, 887, and 488 of I.A.T.S.E.

It's hard if not impossible for me to express my heartfelt gratitude to all of you. Opera makes enormous technical demands under any condition, and the productions over the last 31 years have been particularly challenging.

The work of every one of you has made me proud. No matter the danger to you or to the artists I have always known first of all that you cared, secondly that



you did all your work responsibly and at a high standard, and thirdly that you truly wanted Seattle Opera to accomplish great things.

Money is one thing, but no amount of money can win the kind of dedicated work and high involvement in the spirit of what we have sought to do.

It also has been unusual in how much you obviously enjoyed our artistic as well as our public success.

I so much appreciate the friendship I have had with many of you, and I am more than honored by your making a donation to Seattle Opera in my honor.

Keep up the great work. I don't know a group of men and women like you.

Gratefully,
Speight

"IA STRIKERS" RAISE \$6,750 FOR BROADWAY CARES / EQUITY FIGHTS AIDS CHARITY BOWL-A-THON

The "IA Strikers" represented the International in the Broadway Cares / Equity Fights Aids "Up Our Alley" Bowl-a-Thon, raising \$6,750 for charity on November 17, 2014.

Held at Bowlmor Chelsea Piers in New York City, the IA Strikers were part of a group of 41 teams bowling for charity, including teams from Locals One, 751, 798 and USA829.

International Vice President Tony DePaulo with teammates (and General Office staff members) Jennifer Triplett, Cathy Wiggins, Diana Franklin, Sherain Inkumsah, Wesley Vega, June Bunce, Davel Hamue, Jimmy Rainey and MaryAnn Kelly, fund-raised for Up Our Alley and donated all proceeds to the cause.

"It was a great time for a great cause, helping people who fight other illnesses, and people with AIDS," says DePaulo. "The team and I would like to thank everyone who donated money to this."

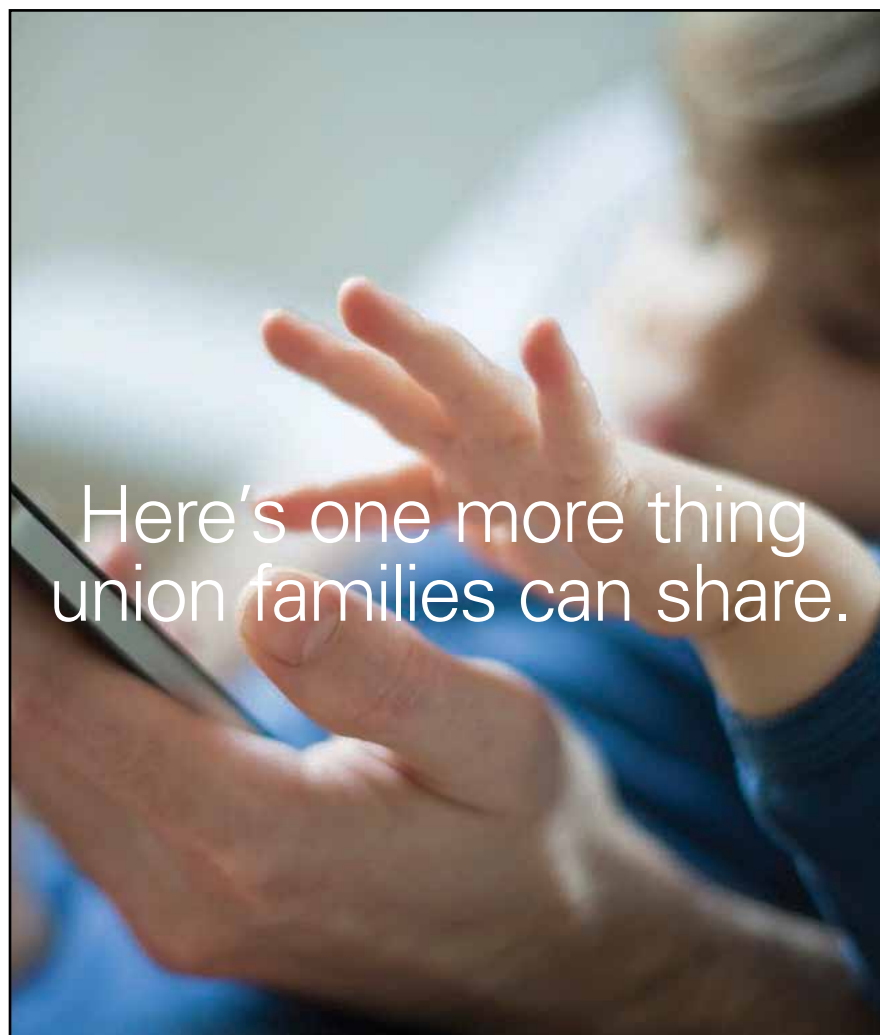
Up Our Alley helps hundreds of thousands of people across the U.S. living with HIV/AIDS and other life-threatening illnesses.

The money raised will help those most in need receive medicines, counseling, healthy meals, safe places to sleep, emergency financial assistance and more.

For more information on Up Our Alley or Broadway Cares, please visit: www.broadwaycares.org



From left to right, front row: Wesley Vega, Jennifer Triplett, Tony DePaulo, Cathy Wiggins, Sherain Inkumsah. Back row: Davel Hamue, Diana Franklin, MaryAnn Kelly and June Bunce.



Save with AT&T Wireless and Union Plus. Just because you're union, you can save 15% on select wireless service from AT&T, the only national wireless provider that's union—like you. You can save whether you're already an AT&T customer, or switching to all-union AT&T. Plus, if you use a Union Plus Credit Card on qualifying purchases, you're eligible for up to \$250 in rebates. For union members, this is an easy call.



**Save the Union Way at
UnionPlus.org/ATT**

All program plans for new and existing customers may require a new two-year contract. This offer cannot be combined with any other discounts. Qualifying monthly data plan required.

The Power of Reporting

In the past year, you've probably seen the strike alerts for reality shows, commercials, low budget series and promos on the IATSE Facebook page and possibly through your Local's email blasts. We've been very successful when crews have put down their gear, walked away from the set, and held out for a contract. Just ask the 300 plus people who've worked on the reality shows *RuPaul's Drag Race*, *Bama State Style* and *Shahs of Sunset*; new Netflix series *Richie Rich*; commercials produced by up-and-coming company Big Breakfast; promos for the movie *Annie* and for new shows on the CW and Comedy Central. This group of diverse projects has one thing in common: crew members contacted their Local's Business Agent about the non-union shoot they were on and, when all was said and done, were employed under a union Agreement.

Besides the benefit of health and pension contributions for these crews, there is a long and lasting impact on the industry as a whole. When working on union reality shows, low budget Internet productions, commercials and promos, we sometimes don't realize that had it not been for the strength of others, there's a good chance we wouldn't be working union at all.

Every time we organize a project, it creates waves in the industry. The IA Representatives hear quite often that one of the reasons a company has reached out for an agreement is because of the fear of being shut down and "flipped" union when they go into production. The more we organize, the more companies approach the IA directly for an Agreement.

Shows that previously may have tried to produce non-union have, in recent years, negotiated up-front contracts with the IA. *Utopia* on Fox and



Beyond Dance on MTV are two examples. As a very recent example, a crew member anonymously sent in a call sheet to the IA for a non-union one-day promo. The IA Reps recognized the company listed; they had reached out a month earlier to inquire about producing union but had then disappeared and stopped returning phone calls. The company was banking on the hope that the crew wouldn't mind working non-union. It was just one day, who would care?

Well, the crew cared. The Locals quickly reached out to their members and reported back that everyone was on board with whatever it would take to organize the shoot. With the threat of a lunch time walk-out, the company quickly signed an Agreement covering everyone from date of hire.

When we send the message that we won't work non-union, it has an effect both today and well in to the future. Send the message to producers that your pension contributions, working conditions, and healthcare matter to you. When you are booked on a non-union gig, call your BA immediately to report the upcoming shoot.

Help us keep this industry a place where you can make a healthy living and one day retire with benefits. Call in your non-union work and there will be more union work in the future for all of us.

LOW BUDGET FEATURES AND THE AUDIT PROCESS

IATSE motion picture contracts cover a wide array of productions, and the flexibility of our Agreements provides health, pension and working conditions for projects ranging from massive summer blockbusters to micro-budget independent films. On many of the smaller projects, members are employed under the National Low Budget Theatrical Agreement and enjoy some of the best working conditions in the industry. In exchange, we have negotiated lower minimum hourly rates which are based on the overall budget of the production. This enables our members to work union on projects that were mostly non-union in the past.

An integral part of all low budget agreements is that we reserve the right to audit the production to ensure the budget cap hasn't been exceeded. This keeps most productions honest because there are significant penalties when the budget cap is exceeded. The IA audits many productions randomly. The auditing firm collects the books and records from the production and checks to ensure that the final production budget was in line with what was reported to the Union. If they go

over budget, the IA collects penalties on behalf of the members. Occasionally, a production will realize they will exceed the budget and self-report the overage prior to any audit commencing. In these situations, the production will retroactively pay the crew under the proper tier of the agreement.

Generally, we all know what a low budget project "feels" like. Several times a year, we are notified by crew members that they believe the production budget is higher than the reported amount. If you believe this to be true, providing your Local with specific information as to why you believe the budget has been exceeded is helpful. Is there an enormous, expensive equipment package that is usually reserved for productions on a much larger scale? Have several days been added to the production schedule? Is the crew on distant location for the entire production? If you believe that a project has exceeded the budget, contact the business representative of your local union. He or she will get in touch with the International and they will look into the matter and consider adding the project to the list of those that are audited.

20th Century Fox celebrated Mel Brooks and *Young Frankenstein's* 40th Anniversary on the Fox Lot with the unveiling of a new mural on Stage 5, where the classic 1974 film was originally filmed. They also honored Mel by renaming the street that runs in front of the soundstage MEL BROOKS BOULEVARD. Pictured here are Local 800 members Michael Denering (left) and Jim Katranis working on the mural.



The Not-So-Fine Print

We've all been there - arriving day one of a new job and being handed a thick stack of start paperwork, trying to juggle a breakfast burrito as you sign your name over and over, hurrying to get done before starting the day. It would be a good idea though to set the food aside and take a bit more time reviewing your paperwork, especially the deal memo.

In the past few years, we've seen an increasing number of instances of employers trying to make IATSE crew members sign deal memos that are contrary to our contracts and even undercut our terms and conditions. Be on the lookout for language that waives double time on a union holiday; demands a complete background and credit report; requires you to be an independent contractor

and be paid through a 1099 invoice; and/or incurs financial damages regarding breaches of Confidentiality. Except for a few unique circumstances, these are just a few of the many elements your employer should not change.

If you find anything unusual, contact your local union so they can answer any questions you may have or review the document. If you are pressed for time and are

required to sign before beginning work, make sure to get a copy of the deal memo and scan (or photograph it) and send it to your Local. The IATSE acts as the Bargaining Agent for the entire IATSE crew and it is illegal for the employer to re-negotiate conditions directly with you that are less favorable than the IATSE contract calls for. Your union is here to protect you and will protect your anonymity if they need to contact the production company. As an IATSE member, you help us maintain the strength of our contracts by reporting issues such as these. Through careful monitoring and response, we can stem the tide of over-reaching deal memos on sets around the country.

WHEN CASH IS NOT KING

In the world of low budget production, due to the economic challenges associated with these projects, there have been instances where a producer has failed to meet their financial obligations to our members. This is why the IATSE requires payroll deposits that are held exclusively for the union members in a separate account until everyone has been paid and all benefits accounted for. Unfortunately, there are ways in which crew members can unintentionally undermine the ability of the union to protect them when a company does not make payroll.

On occasion, an employer will offer compensation in the form of cash, personal checks, or even barter for other goods. These forms of payment should not be accepted. It makes it very difficult for the IATSE to attempt to recover the wages and benefits that are actually due when members make such an ar-

rangement with the company, despite the IATSE having a payroll deposit on hold. The same holds true for being classified improperly as an Independent Contractor; there is no IATSE crew member working under an IA Agreement who should be paid through a 1099. Whether a daily or weekly hire, do not agree to these non-traditional methods of payment.

If you are offered cash or other means of non-standard compensation, contact your Business Representative and inform him/her of the offer being made. To make sure you are being paid per the contract, also inform your Local of your employer's "kit-rental" policies, make sure to go over your deal memo, and ask your BA if you have any questions. There are many good reasons to be careful; in situations such as these, cash is NOT king.

EDUCATION AND TRAINING

I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2015

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course. Participants are required to attend all classes to graduate and to receive certification.

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE	
STREET ADDRESS		HOME PHONE	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE:
CELL PHONE	EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> New York, NY Mar 30 – Apr 3, 2015	<input type="checkbox"/> Atlanta, GA May 11 – 14, 2015	<input type="checkbox"/> Las Vegas, NV Sept 14 – 18, 2015	<input type="checkbox"/> Toronto, ON Oct 26 – 30, 2015
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:

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

From Education into Action

The 2014 IATSE Officer Institute continued this fall, with “sold out” classes in Chicago and Los Angeles in October and another for Canadian Locals in November, in Calgary. Added to the inaugural session that was held last May in Philadelphia, a total of ninety-six Locals have participated in the 2014 sessions, which were the first of their kind to be offered by the IATSE International.

All crafts, sizes of Locals, and Districts have been represented. Additionally, four District Secretaries and members who hold every imaginable office, from Presidents to Business Agents to Sergeants-at-Arms, Secretary-Treasurers and Trustees, with experience in office ranging from five weeks to thirty years took part in the training.

Beyond learning the valuable core content and concrete skills that support the IATSE’s Four Pillars of Success, graduates have built a support network with each other that spans the full Alliance. This has been one of the most profound benefits

of participating in the training for IATSE Local leaders, as their Locals face challenges and opportunities into the future. The resounding comments of “I thought that it was only our Local that faced that challenge” and “I have more confidence and am bolstered by experiencing our collective strength” have become refrains of the graduates.

Students have put their education to work in a wide variety of ways. Agendas for meetings have been revamped and are getting good feedback from the members; some graduates have signed up for in-

depth Collective Bargaining classes using available LEAP (Labor Education Advancement Program) funds; and others recruited new activists to join the AFL-CIO automated phone bank program called Friends and Neighbors (FAN) for the mid-term elections.

None of these practical accomplishments would have been possible without the support of all of the local unions who supported the project by sending attendees to the classes. The Host Locals in each city provided everything their sisters and brothers needed to learn and feel at home, and

“...You understand our issues and are able to address them...”

**Cassie Ross Eccles,
Secretary-Treasurer, Local 489,
Officer Institute Group 2, Chicago**

“FYI--the info from the course is coming into full play today for Local 251 and a difficult situation we are facing. I cannot tell you how VALUABLE the information we gleaned in the last week [has been].”

**Chris Gauthier,
Business Agent, Local 251, Madison,
WI, District 9 District Secretary,
Officer Institute, Group 2, Chicago**

“I have already been keeping in touch with some of my classmates from the Institute. This is definitely the start of something great for the IA that I believe will change how we do things for years to come. I have taken many classes over the years but all have been tailored to different industries and I would have to cherry pick the information I could use for my position. Having the entire week of training tailored to us and what we do specifically was absolutely incredible. You all are doing great work!”

**Carlos Cota,
Business Agent, Local 122, San Diego, Officer Institute Group 3, Los Angeles**

“...We appreciate your support, advice and interest... We have headed into this new season with some new ideas and strategies for dealing with our issues. For that we have so much to thank you for!”

**Martha Schermerhorn,
Local 858, Officer Institute Group 1,
Philadelphia**

“...Thank you for a wonderful week of learning and creating relationships. We are looking forward to implementing the tools and processes that we gathered at the Institute. Mahalo”

**Henry Fordham,
Business Agent, Local 665, Officer
Institute Group 3, Los Angeles**

"While a bit cliché to say, I realized I am not alone...I found there were others that wanted their Locals to succeed and we shared many similar problems. While there was no magic bullet to defuse these problems, the help from other people in similar situations allowed us to brain storm possible solutions... I realized that while I may not be the most experienced stagehand or trade unionist, this does not exclude me from leading my local."

**Sal Ponce, Vice President,
Local 15, Officer Institute Group 1, Philadelphia**

"I did my calls (15) for Florida...as a recent graduate of the Officers Institute I felt duty bound to participate, especially since I live in a battleground state, (FL). I wish I had time to do more. "

**Greg Kasper,
Local 798 Field Representative, Officer Institute Group 3, Philadelphia**

"I cannot emphasize enough how the training I received has revolutionized my ability to perform my duties...I have immediately seized on three [specific things]...I no longer feel bogged down when I arrive at work..."

**Lawrence Paone,
President, Local 751, New York, Officer Institute Group 2, Chicago**

to say it could not have happened without them is an understatement. Special thanks go to Locals 8 (Philadelphia), 2 (Chicago), 80 (Los Angeles), and 212 (Calgary), along with all of the other Locals in those towns, their staff members and IATSE International reps and staff who provided hospitality in a myriad of ways, adding the signature and spirit of their towns to the weeks. These Locals shared their union halls, their finances, their staff and their time to make the sessions work. In Los Angeles, Vice President Mike Miller and the staff at the

West Coast Office got into the act, adding to the hospitality provided by Local 80. And Vice President John Lewis and the team in the Toronto IATSE Office worked hard with the instructional team to make sure that material presented for Canadian Officers in Calgary was tailored for that country, and President Loeb has attended each of the graduation ceremonies, stressing the importance of this program to representing our members.

Together, we are learning and getting stronger. The 2015 sessions of the IATSE

Officer Institute are scheduled for New York (March 30-April 3), Atlanta (May 11-15), Las Vegas (September 14-18), and Toronto (October 26-30), and the application may be found in this issue of the Bulletin, and on the IATSE website.

"This course gives local officers the tools to be better at listening, leading, and understanding our members..."

**Morgan Myler,
Member at Large, Local 129,
Officer Institute Group 4, Calgary**



Wes Allen, 58	Michael Gibney, 212
Justin Antheunis, 58	Rick Gillis, 849
Andrew Best, 709	Wayne Goodchild, 873
Tom Boon, 891	Glen Green, 300
Mark Card, 357	Braden Haggerty, 669
Armando DaSilva, 129	Ava Karvonen, 210
Laurie Edmundson, 168	Christina Kasperczyk, 669
Peter Gerrie, 210	Dusty Kelly, 891

Gail Kennedy, 212
George King, B173
Morgan Myler, 129
Gary Nolan, 129
Mark O'Neill, 667
Nicolas Phillips, 856
Robert Rowan, 856
Dean Schatz, 295

Ana Sebal, 891
Adam Shadbolt, 118
Jason Vergnano, 56
Gary Vermeir, 849
Kim Warden, 300
Ian Wilson, 212

EDUCATION AND TRAINING



OFFICER INSTITUTE GROUP 3, LOS ANGELES, CA

Laurence Abrams, 695

Maritta Acker, 768

Mary Allen, 803

Doreen Austria, 800

Irish Barber, 665

Adam Barnum, 720

Tobey Bays, 44

Jim Beaumonte, 16

Scott Bernard, 695

Victoria Boswell, 7

Susan Cabral-Ebert, 706

Tommy Cole, 706

Carlos Cota, 122

Nathan Cox, 675

Joe Crocco, 363

Daniel Dashman, 798

Robert Denne, 729

dooner, 800

Kurt Dreyer, 107

Alan Feffer, 488

Michelle Ferrier, 205

William Ford, 33

Henry Fordham, 665

Alan Gitlin, 600

Timothy Graham, 44

Rocky Haffner, 675

Anita Hartsock, 22

Jon Hendry, 480

Franklin Horvath, 127

Robert Iannaccone, 705

Kent Jorgensen, 80

Greg Kasper, 798

Ann Kelleher, 768

Wanda Leavey, 705

Jane Leslie, 33

Monique L'Heureux, USA829

Robert Lunt, 363

Steve Lutge, 16

Betty Madden, 892

Gregory McMickle, 488

Edward Medeiros, 665

Sergio Medina, 857

Craig Michie, 720

Richard Miller, 504

Randy Mitchell, 7

Lawrence Murdock, 50

Heidi Nakamura, 871

David Newman, 127

W. Rick Nichol, 800

Russell Nordstedt, 80

Chris O'Donnell, 481

Alan Perry, 22

Michael Perry, 50

Rosemary Phillips, 33

Pebbles Rapp, 158

Russell Rita, 306

Juanita Ruiz, B66

Sean Russell, 134

Tina Saxton, 112

Randy Sayer, 706

Michael Scanlon, 107

John Seid, 306

Leslie Simon, 871

Martha Smith, 764

Scott Stravitz, 415

JD Streett, 44

Michael Sweeney, 600

Phillip Timmons, 28

Stephen Vanciel, 631

Rose Etta Venetucci, 28

Louis Vrael, 504

Mark Weingartner, 600

Greg Wiser, 112

Owen Witzeman, 415



OFFICER INSTITUTE GROUP 2 CHICAGO

Carlos Aguilar, 26	Patrick Keogh, 11	Mark Rhoads, 51
Steve Altman, 110	Michael Kinder, 2	Lauren Rogers, 22
Dan Brink, 769	Lynn Lindquist, 504	Stasia Savage, 26
Jennifer Bullen, 12	Jerry Lipski, 780	Martin Scarbrough, 491
Larry Charbonneau, 504	Jim MacDonald, 481	Gary Schmidt, 7
Barbara Churchill, 868	Michael Maier, 762	Kevin Sciotto, 481
Cassandra Eccles, 489	Michael Matesic, 489	Jeff Smith, 191
Sunday Englis, 798	Bradley Matthys, 476	Janelle Smith, 191
Carl Fullerton, 798	Jason McGuigan, 8	Frank Taylor, 2
Frank Gallagher, 764	William Muniz, 67	Jonathon Tortorice, 8
Daniel Garnett, 750	David O'Ferrall, 487	Kathleen Van Vleet, 187
Christopher Gauthier, 251	John Page, 22	Justina Vickerman, 251
Roger Gayton, II, 28	Lawrence Paone, 751	Matt Walters, USA829
Colleen Glynn, 11	Winifred Peterson, B4	Charles Whitmore, 217
Lisa Hammond, 488	William Pile, 67	Anita Wilkinson, 868
Mark Hogan, 476	Ellen Popiel, 487	
Noel Keese, 24	Chris Ranung, 477	

UPCOMING IATSE OFFICER INSTITUTES 2015 SCHEDULE

New York, New York - March 30 - April 3, 2015

Atlanta, Georgia - May 11 - 14, 2015

Las Vegas, Nevada - September 14 - 18, 2015

Toronto, Ontario - October 26 - 30, 2015

For more information regarding the Officer Institutes, please check out the Education section on the IATSE's website: www.iatse.net.

First “Hidden Career Path Day” For Makeup And Hair

On Friday, November 14, 2015 the IATSE, in partnership with the Education Department at Roundabout Theatres presented the largest Hidden Career Path Day for high school students to date. The event featured Hair & Makeup departments for the first-time ever and was produced with wonderful support by Local 798 Secretary-Treasurer Cynthia O’Rourke and talented Local 798 members.

Forty-seven students (15 from Brooklyn School for Music and Theatre, 12 from Repertory Company High School, 15 Bronx Theatre High School, and 5 from James Madison High School) had the opportunity to learn about a variety of backstage careers as makeup artists and hair stylists.

In small groups, students experienced a rotation of 6 interactive demonstrations with Hair & Makeup Professionals (all Local 798 members):

- Wig-making by Samantha Wiener of *Motown*
- Hair prep and pinning a wig by Emilia

Martin of *Motown*

- 1940s hair styling by Jonathan Sharpless of *On the Town*
- Cuts, bruises, and blood effects by Cynthia O’Rourke (Secretary-Treasurer of Local 798) in the style of Roundabout’s *Cyrano de Bergerac* (Cynthia did Doug Hodge’s makeup during our recent run)
- Elphaba Makeup by Alison Wadsworth of *Wicked*
- Old-age makeup by Sarah Levine of *Les Miserables*

Between each rotation, guest artists responded to student-generated questions

about training, networking, and sustaining a career in the entertainment industry. After a pizza and salad lunch, students experienced really exceptional all-access tours of three Broadway theatres:

- Repertory Company High School and James Madison High School toured the American Airlines Theatre with Nellie LaPorte (Local 798).
- Bronx Theatre High School toured The Imperial with Sarah Levine (Local 798) and the house electrician, Manny Diaz (Local One).
- Brooklyn School for Music and Theatre toured The Lunt-Fontanne with



Wig-making by Samantha Wiener of *Motown*



Old-age makeup by Sarah Levine of *Les Miserables*

Samantha Wiener (Local 798) and Emilia Martin (Local 798).

Not only did the students learn about the work involved in putting on a show, but they also heard about the importance of union membership to leading a good middle-class life while working in show business. Following the event, Cynthia O'Rourke remarked, "Local 798 was honored to be a part of this event. I personally had a ton of fun showing off my craft to very interested and appreciative students. Feedback from the other Local 798 members who participated was also very positive. The Roundabout staff did a wonderful job communicating and highlighting our niche in the entertainment industry to these students. Thanks for including

us. We would love to do it again in the future!"

The tours gave students a hands-on experience and real life context for how hair and makeup artists greatly contrib-

ute to the magic of live theatre. Upcoming Hidden Career Path Days will take place later in the school year for students interested in Lighting, Wardrobe, Sound, and Carpentry.



LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

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

4	46	115	306	647
5	53	127	320	665
6	55	151	321	675
8	58	168	347	690
10	60	190	357	720
12	62	195	363	751
15	63	200	399	764
16	66	205	412	798
17	67	210	415	822
25	69	212	423	834
27	76	229	461	835
28	85	232	470	838
30	87	251	488	887
39	99	285	500	924
42	105	300	631	USA829

Florida stage and tradeshow Locals 60, 115, 321, 412, 500, 647 and 835 have Training Trust Fund language in 38 joint agreements since the last Bulletin.

ATTENTION ALL IATSE LOCALS!

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

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

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

Contact us at:

IATSE Training Trust Fund

10045 Riverside Drive

Toluca Lake, CA 91602

818-980-3499 phone

818-980-3496 fax

info@iatsetrainingtrust.org

Tradeshow Department Focuses on Training

Last Quarter's Bulletin showcased a new endeavor through our partnership with Freeman AV – customer service training entitled “You Make the Difference, Too!” Now, Locals are stepping up and requesting that the training be delivered in their jurisdictions.

The program is off to a great start as a part of the AV Essentials Training. In August, it was delivered by International Representative Joanne Sanders to members and trainers of Local 631 in Orlando. Following that, International Representative Mark Kiracofe facilitated delivery at the training provided to Phoenix Local 336. In October, Sanders presented it to members and trainers from Baltimore Local 19 and Washington, DC Local 22. In each case, the representatives worked closely with the following Business Agents to set up the training: Joe Shelton, Orlando; Bill Hennessey, Phoenix; Bruce Holtman,

Baltimore; and John Brasseux, Washington DC. In all, more than 100 participants and trainers were impacted in those cities. The customer service session enhances the AV training program by enmeshing the customer/client relationship with the hands on technical training – a vital connection that must be made in order for us to be successful in the AV industry.

Beyond the limited audience at AV Essentials, other Locals requested the customer service training as they recognize the need to train all of their members to better serve clients. Terry McKenzie, Business Agent for Local 500

in Fort Lauderdale, requested the training for members working at the Miami Convention Center. More than 40 members participated in two sessions facilitated by International Representative Ben Adams from the Education Department in late October.

Portland, Oregon Local 28 also took advantage of the stand-alone nature of the training. International Representative Mark Kiracofe facilitated two sessions of the training at Local 28's office on October 16th. At least 52 participants attended.

In each case, the program material was well received and the participants



Phoenix Local 336 Members with International Representative Ben Adams.

were very engaged in the discussion. Each of the above Locals intends to expand the reach to all their members by scheduling several more sessions in 2015.

According to Local 28 Business Agent Roger Gayton, the training pro-

vides Locals with an effective tool at the bargaining table. "It's really an easy sell to illustrate the kinds of partnerships we are establishing with employers," said Gayton. More and more of his Local's work is done for corporate clients, where customer service sometimes

outweighs technical skills. Local 28 President Rose Etta Venetucci is committed to preparing the Local's membership for the different set of expectations that working in the AV industry imposes.



Members and Trainers from Baltimore Local 19 and Washington, DC Local 22 with International Representative Joanne Sanders.

GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

This not only allows for us to save paper and reduce emissions, but enhances the experience with linkable content, optimization for mobile devices and more! Go online now and sign up!

admin.iatse-intl.org/BulletinRegister.aspx

Get the Job Done...Safely

Many employers and Locals have been providing safety training to IATSE members. One of the basic concepts of the training is that employers are expected to provide a workplace without hazards that will cause injury or illness. The training is intended to teach workers about an employer's plan for dealing with safety problems and the worker's part in the plan.

Part of an OSHA 10 Hour Outreach class is a module that explains the rights workers have under OSHA law and how to handle a safety problem. What to do to protect yourself. Employers are supposed to have guidelines and procedures for reporting hazards so they can be mitigated to create a safe workplace. Because employees are often those who will be asked to fix problems, they may need additional training to do to that. While this is what our employers are supposed to do, their guidelines are not always made clear.

As safety training educates members to the kinds of hazards that are possible, there will be more situations where potential hazards will be reported to employers. Because we want to help get the job done in an efficient way it is best to try and identify hazards early. Holding up a show or a production is not beneficial to anyone. Scouting and early inspections should become normal so show times or other deadlines do not add pressure that could force work-

ers to be exposed to a hazard. By getting ahead of shows and productions, employee safety can be maximized while minimizing production interruptions.

What should an employee do if they are being asked to perform a task they believe is a hazardous? There are a number of answers to this question, and they differ according to the situation. The first and the most effective is also the easiest. When a hazard is identified, an employee who is qualified and has the authority to act, corrects the hazard. What the hazard was and how it was dealt with is then reported to the employer.

The above is the easiest solution, but often the correction of the hazard requires the expenditure of money, changing schedules, or other fixes that many employees are not authorized to perform. In these instances, the hazard needs to be identified to others in the area so they are not injured. Then the employer is told about the hazard. The employer then takes the appropriate

action to eliminate the problem.

There will be times when production will not be open to being told about safety problems. If management refuses to take steps to correct a problem or there is a feeling that they will take some action against those who have raised a safety issue, contact your Shop Stewards, Safety Representatives, or Business Agents. They can take action and fix problems. Calling OSHA is always an option for the Local and individual workers, but employers do not like to deal with OSHA and are usually willing to work something out to avoid involving them.

The entertainment and exhibition industry is becoming much more responsive to safety concerns. The best way to be protected from injury or illness on the job is by working with employers' safety plans, following industry best practices, and adhering to OSHA rules. The changes that have occurred and those that are in the future will make the industry much safer for IATSE workers.

THE IATSE TRAINING TRUST FUND IS LAUNCHING NEW AND IMPROVED PROGRAMS IN 2015!

TRAIN THE TRAINER

(support for new and existing Local Craft and Safety teachers and members who teach other members)

CURRICULUM FOR USE BY LOCALS

(Lesson plans and teaching aids for Local union trainers)

More and improved resources available through our web site
(see the resources page of our website)

and more...



WE WILL CONTINUE TO OFFER THE FOLLOWING PROGRAMS:

OSHA 10/General Entertainment Safety Calendared courses

Supported Courses

(reimbursements to local unions for trainings they offer to members—changes are being made to this program)

Exam Reimbursement

(reimbursing individuals for ETCP and CTS fees)

FOR MORE INFORMATION ON THE TRAINING TRUST FUND, VISIT OUR WEBSITE AT [HTTP://IATSETRAININGTRUST.ORG](http://IATSETRAININGTRUST.ORG)

MAKE A COMMITMENT TO SAFETY

By Alan Rowe,
Chairman, ICAP Committee

No theatrical production, concert, trade show, movie, television show, commercial, or music video is worth risking an injury to yourself or exposure to something that could negatively affect your ability to have a good life and provide for your family. Twenty-some years ago I was working as a Lighting Designer and was hired to design the lighting for a regional Ballet Festival. The theater where our show was being performed had an agreement with the local community theater where the IATSE stagehands were laid off and the entire show was staffed by volunteers with a "Show Must Go On" attitude.

As I was doing a walk-through of the backstage area, I noticed a man ripping some lumber on a table saw and his hand was all bandaged up. I asked the volunteer Technical Director what that was all about and he puffed out his chest and said: "That's Bob, he is the best! Worked 24 hours and cut his thumb off last night. Came right back after getting out of the Emergency Room. After all, the Show Must Go On!" I felt bad for Bob, who had received no training and had no one looking out for him, but I also experienced a feeling of pure relief that I had a union crew for my show. Twenty years later and I wonder if Bob ever looks at his mangled hand and says: "That was the best production of Pip-pin! ever!"

We are some of the luckiest people in the world. We get to go to work doing something that we love. There are always challenges and our situations are constantly changing. It is a fast paced exciting career and we get to do things and go places that other people only dream about. But this comes with a price. Our passion

gives us drive and focus to achieve the impossible but sometimes that focus can cause us to overlook the obvious. Always be aware of your surroundings, attend training and follow it, and always keep an eye out for the safety of everyone around you. None of us go to work to become a victim of a tragedy and we must never let that happen to ourselves or anyone else. We must learn from accidents and we must never forget the harsh lessons.

The first line of defense is a good offense so it is important to consistently develop your skills and safety awareness throughout your entire career. Training is not something you do once. To be successful, you have to make a commitment to learning. Our industry is not stagnant and technology is constantly changing. With these changes come new skills to be learned and new hazards to be avoided. However, these changes also provide new ways to make money and provide for your family.

As part of the IATSE, you have several resources available to you, many of them through the IATSE Training

Trust. Our agreement with InfoComm which provides online and classroom training has been in place for several years. This year the IATSE Training Trust rolled out the OSHA 10/General Entertainment Safety course. This is the only OSHA course that has been developed specifically for the Entertainment Industry by working professionals in the industry. It has been presented several times this year and has been well received. This class is composed of several modules from PPE through Ergonomics and help you to identify and avoid both short term and long term hazards. For more information on the IATSE Entertainment and Exhibition Industries Training Trust Fund please visit www.iatsetraining-trust.org.

It is important that we all seek out and attend both safety and craft training. Our lives, jobs, industry, and families depend on us being the best at our jobs and ever vigilant when it comes to the safety of those around us.

ACTIVISTS CORNER

When “Lunch Angel” Kenny Thompson, a Local 51 member out of Houston, Texas, paid off overdue lunch accounts at a Houston elementary school out of his own pocket in February, he inspired others with his act of kindness – and the story went viral.

“I never expected it to happen. I was just concerned about my kids,” Thompson said over the phone. “It was 66 kids, \$465 dollars, and one thing led to another. I didn’t work for two weeks because I couldn’t handle everything that was going on with that story!”

A member of Local 51 (Stagehands, Houston, TX) since October 2000, Thompson is the Assistant Electrician at Houston’s Theatre Under the Stars. Through the school district, he also mentors six students weekly.

With all the publicity around Thompson’s act of kindness -- he even got a call from the Ellen DeGeneres Show -- he started getting contacted by his community and all over the country to help. About 8 weeks after he paid for the first 66 lunch accounts, Thompson says that donations have already impacted 145,000 students locally.

“I’m very proud to be a union member because that’s where some of the very first monies came from, out of the pockets of my brothers,” said Thompson.

When Thompson first started appearing on television, many of his local union brothers and sisters started calling and texting him. One computer-savvy brother tracked every article and tweet for the first week, while others went to Thompson’s house to donate money.

“You really know what kind of people you work with if someone’s in trouble or someone passes away” said Thompson. “But when this took place, they jumped on the bandwagon and



did all they could to help and support me. It’s been a real honor to work with these guys.”

Local 51 Business Agent Mark Rhoads says that he didn’t know anyone in the Local “who didn’t think Kenny was awesome.” Rhoads also was not surprised when he first heard that Thompson was paying overdue lunch accounts for students.

“We voted through the Executive Board to run donations to elementary schools through Kenny’s charity,” said Rhoads. “It was a unanimous vote. We had to help out.”

Now when he’s on call, Thompson’s union brothers will ask for updates and occasionally slip him \$20 to feed needy children. Old contacts from touring companies are reaching out to donate. IATSE members and representatives from around the country have sent money and shown support.

Despite being in the spotlight, Thompson says he’s still a Broadway lighting guy. He loves his theater and the people that he works with. He’s continuing to work towards his goal of having additional funding programs for more major Houston-area school districts.

“For the next two weeks, I’ll only be doing shows at night and on weekends, so all day long I’m not in the theatre,” said Thompson. “There’s plenty of time to volunteer. Find something you’re passionate about. It’ll impact the lives of others, but it’ll impact your life too.”

CREW SHOTS

Local 39 Crew from the New Orleans Opera production of "Carmen," at Mahalia Jackson Theatre for the Performing Arts.



Pictured here are the house carpenters, electricians, and props of Seattle Opera's 2013 "Ring" stage crew toasting marshmallows on the set of "Götterdämmerung".



Detroit Local Honors Gold Card Member

Local 38 recently honored Brother Edward R. Allen with his Gold Card. A member since 1955, Brother Allen's career involved both television and theatre. His family is proud to have had twelve IA members over four generations.

Brother Allen spent much of his career at Detroit's NBC affiliate, WDIV. He served as Lighting Director, as well as in the Properties Department. He worked on many productions including "Meet The Press" and "The Today Show," as well as Tiger Baseball broadcasts. He also toured with several stage productions including "The Merry Widow."

Brother Allen was presented his Gold Card at the October Meeting of Local 38.



Brother Allen, holding Card, is flanked by (from left to right): 3rd Vice President Paul Strachan, President Michael Tobin, Secretary-Treasurer Joseph Miller, 2nd Vice President Dennis Rottell, and 1st Vice President John Ferry.

Long-time Detroit Member Honored

ATSE Local 38 proudly presented Brother Robert McKenzie with his Gold Card at the 17th Annual Picnic on August 10, 2014. Brother McKenzie was initiated into the Local in 1956. During his career, he worked in Detroit and Chicago as a stagehand, key grip, gaffer, and assistant director.



First Vice President John Ferry, Bob McKenzie, Business Agent Cal Hazelbaker, and Secretary-Treasurer Joe Miller.

NEW JERSEY FACILITY RECEIVES SUPPORT GRANT

Highlighting the important role of the arts in New Jersey, Lieutenant Governor Kim Guadagno visited the Bergen Performing Arts Center (bergenPAC) on September 5, 2014, which received a general operating support grant worth more than \$132,000 from the New Jersey State Council on the Arts.

Celebrating its 10th anniversary this year, bergenPAC features more than 180 performances and events annually in a variety of genres and reaches audiences of more than 200,000 each year.

"BergenPAC is yet another example of the arts making a positive impact on our State – both culturally and economically," said Lieutenant Governor Guadagno. "Its wide variety of events and strong youth education program ensures that New Jersey's unique cultural heritage will be cherished for generations to come."

"Across New Jersey the arts are causing downtowns to come alive with activity—which in turn makes them more attractive to businesses, tourists and, most

of all, residents," said Kevin O'Brien, 2nd Vice Chair of the New Jersey State Council on the Arts and President of IATSE Local 632. "The State Arts Council is proud to support bergenPAC and is grateful to Acting Governor Guadagno for her commitment to keeping the arts at the center of New Jersey's business agenda."

Today, bergenPAC facilities include a 1367-seat theater, a 90-seat cabaret hall, an 80-seat black box theater, an eight-studio performing arts school and an art gallery. bergenPAC serves the residents of Bergen County as well as residents from Passaic, Hudson, Essex, Union and Rockland (NY) counties.



From left-to-right, Bergen County Executive Kathy Donovan; Assemblywoman Valerie Huttie; New Jersey State Council on the Arts 2nd Vice Chair Kevin O'Brien; Lieutenant Governor Kim Guadagno; and Englewood Mayor Frank Huttlea.

Local 478 Honors Gold Card Member



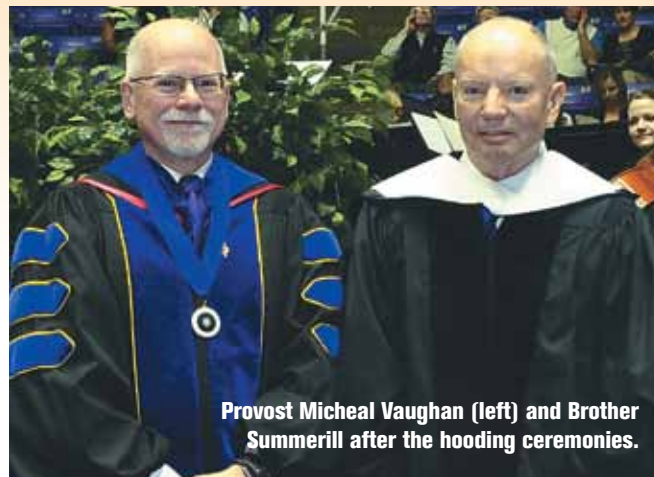
On September 17, 2014, International Vice President and Local 478 President Phil LoCicero had the honor of presenting Joseph J. Catalanotto with his Gold Card.

Brother Catalanotto (affectionately known as "Lil' Joe") started in the entertainment industry in music, working for the recent inductee to the Rock and Roll Hall of fame, legendary New Orleans engineer and studio owner Cosimo Matassa. He assisted on recordings of artists such as Little Richard, Irma Thomas, Frankie Ford, Fats Domino and many others.

Lil' Joe later broke into the motion picture business and eventually opened his own studio in the New Orleans' well-known 9th Ward. Lil' Joe is responsible for mentoring countless Local members to this day. His contributions to the entertainment industry in Louisiana are well noted and will never be forgotten.

Utah Member Honored for Saving Landmark Theatre

Van Summerill of Local 99, a member of the IA since 1975, was awarded an honorary Doctorate by Weber State University in April for his tireless work in organizing the community to save the Egyptian Theater in Downtown Ogden, Utah. Peery's Egyptian Theater is celebrating its 90th birthday and 17 years in its restored state. The preservation of the Egyptian Theater eventually contributed to the resurrection of the downtown.



Provost Micheal Vaughan (left) and Brother Summerill after the hooding ceremonies.

OKLAHOMA LOCAL CELEBRATES MILESTONE

Local 354 celebrated its 100th anniversary at the Cox Business Center in Tulsa, Oklahoma, on August 23, 2014. Among the officers and members in attendance were General Secretary-Treasurer James B. Wood, International Trustee and Department Director of Education and Training Patricia White and International Representative Peter Marley.

During the celebration, General Secretary-Treasurer Wood presented service pins and plaques to fifteen of the Local's members who represented over 525 years of combined membership in the Alliance.



Pictured here are John Raney, Read Furgerson, Harry Chichester Jr, Joel Genung, Jim Campbell, Janice Zimmerman, General Secretary-Treasurer Wood, Local 354 Business Representative Steve Brown, Tom Poss, Mike Guilfoyle, Tim Moore, Al Weaver, Chris Townsend, Pat Sharp, John Jack and Mike Sanmiguel.

RETIRED OFFICERS HONORED BY HOME LOCAL

At a recent meeting for Local 750 Treasurers and Ticket Sellers in Chicago, both Mike Keenan (retiring Secretary/Treasurer for over 30 years for Local 750) and John Reilly (retiring Vice President of Local 750) were honored for their years of dedicated service.

Also in attendance were International Trustee and Secretary-Treasurer of Local 2 Thomas Cleary and Retired International Vice President Daniel J. Kerins.



From left to right: International Trustee and Secretary-Treasurer of Local 2 Thomas Cleary, Honoree John Reilly, President of Local 750 Mike Goldrick, Honoree Mike Keenan, Retired International Vice President Daniel J. Kerins, former Business Agent Bob Hoffman, and Business Agent of Local 750 Dan Garnett.

NEW JERSEY PRESIDENT HONORED BY COMMUNITY

The Meadowlands Regional Chamber held its 41st Annual Gala at the Westmount Country Club on October 16, 2014. The Chamber celebrated the contributions of four distinguished and deserving members of the community and they were: Tom Bruinooge of Bruinooge & Associates; Wayne Hasenbalg of New Jersey Sports & Exposition Authority; Joe Roth of NJ Sharing Network and Kevin O'Brien, President of IATSE Local 632.



From left-to-right, front row: Local 632 Projection Business Agent Patrick Riley; Local 632 Business Manager Joseph Villani; Local 21 President Mike Stas; General Secretary-Treasurer Emeritus Michael Proscia; Local 632 Vice-President James Villani; Local 632 Steward Gerry DeLongis; Local 632 Executive Board Erica Payne; Local 632 Member Sven Ringwald; Local 632 Steward John O'Krinsky; Local 632 Member Angelica Lenge.

From left-to-right, back row: Local 8 Member Chuck Ogle; International Representative Joseph Hartnett; General Secretary-Treasurer James Wood; Honoree Local 632 President Kevin O'Brien; Local 21 Business Manager Stan Gutowski; Local 59 Business Manager Richard Hancox; Local 59 President Greg Hancox.

LOCAL UNION NEWS

ATLANTIC FILM FESTIVAL FILM CREW EXCELLENCE AWARD WINNER

Long-time IATSE Local 849 member Maggie Thomas was the recipient of the second annual Atlantic Film Festival's Film Crew Excellence Award, presented in September at the Atlantic Film Festival Awards event. The other finalists, selected from the many nominations received from members of the Atlantic film community, were Local 849 Costume Designer Martha Curry and Local 667 Cinematographer Christopher Ball.

Maggie has been a driving force in the industry since its earliest days. As the award citation stated, although she works in a department of one, she has exemplified teamwork and cooperation on every set lucky enough to have her. The dean of Atlantic Canadian script supervisors, she has worked on films in all four Atlantic Provinces. She has mentored others in her profession and is known for her wisdom, her generosity of spirit and her dedication to her union. Her insight and utter professionalism has guided and educated many new directors who have grown and learned under her watchful eye.



Crew Excellence Award finalists IATSE members Christopher Ball and Martha Curry pose with award winner Maggie Thomas (and last year's winner) DGC member judge Gary Swim.

LOCAL 118 SIGNS FIRST AGREEMENT WITH THE YORK THEATRE

The Vancouver East Cultural Centre (the "Cultch", or the VECC) opened in 1973 in an old church in a residential Vancouver neighbourhood. Since 1996, IATSE Local 118 has represented stage and front-of-house employees at the Cultch. On December 6, 2013, the Cultch family grew, with the opening of the York Theatre in a 100-year-old building a few blocks away. Local 118 recently concluded negotiating its latest agreement

with the Cultch, which now includes the York Theatre and provides additional work for Local 118 members. Local 118 President Adam Shadbolt stated, "The inclusion of the York Theatre in the unanimously ratified VECC agreements with IATSE 118 is a great example of what can be achieved through mutually beneficial bargaining."

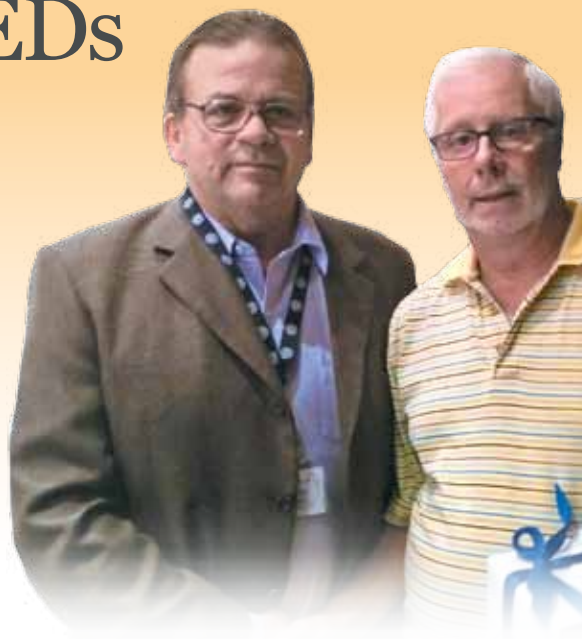
Local 118's
newest venue;
the York
Theatre, in
Vancouver.



Local 873 President Saves the Life of Local 849 President: The Importance of AEDs

A poignant moment was captured at the Districts 11 & 12 Convention of the IATSE, held in Halifax this past September. Local 849 President, Gary Mitchell presented a gift of thanks to Local 873 President, Wayne Goodchild, for saving his life. Both local union Presidents had been on a flight back from the Seattle General Executive Board meeting to Toronto when, shortly after landing, Mitchell suffered a near fatal heart attack on the way to his connecting flight.

Fortunately, Goodchild, who had received Automated External Defibrillator (AED) training, was nearby and was able to utilize a conveniently located AED and provide preliminary life support until paramedics could take over. This and several other recent examples have strengthened the Canadian Department's resolve to continue to advocate for training and access to AEDs. At this Convention, all Locals in attendance strongly supported a national initiative to improve training and to try to provide AEDs in all IATSE workplaces.



Local 849 President Gary Mitchell and Local 873 President Wayne Goodchild.

LOCAL 129 WORKS FIRST CONCERT AT TIM HORTONS FIELD



Local 129 members setting up for the Keith Urban concert at Tim Hortons Field

Local 129 was sad to see the end of Ivor Wynne Stadium, where they had worked various Hamilton events over decades. The upside was that the stadium was refurbished and re-opened as Tim Hortons Field. The inaugural concert at the new venue was held on September 27, when four-time Emmy Award winner Keith Urban rocked Hamilton country fans, along with opener Darius Rucker.



Local 764's 13th Annual Quilt Raffle Raises a Record \$15,050!

TWU Local 764 in New York just completed its 13th annual quilt raffle. Proceeds go to the IATSE PAC. The 2014 raffle came to a close on Sunday, October 19th with the drawing, held at the end of the regular membership meeting. The winner was Jimmy Cortes, a member of Local 798 (makeup artists and hair stylists). He works in the Makeup Department at the Metropolitan Opera.

This year's raffle raised \$15,050, the highest amount raised by Local 764 in their annual fundraising efforts. Member Bryant Hoven coordinated the construction of the quilt and also sold the most tickets, bringing in almost \$1,500. He received a fully-stocked wardrobe kit bag provided by Manhattan Wardrobe Supply, whose owners, Tommy Boyer and Cheryl Kilbourne-Kimpton, are also 764 members.

The quilt, called "Save the Met", was inspired by the recent contract campaign involving all of the IA Locals and depicted scenes from operas in the Met's repertoire as well as the Chagall paintings and the signature "Sputnik" chandeliers that adorn the Met's lobby and auditorium. The corner squares were emblazoned with the IA emblem and "Save the Met". The quilt was constructed by members of the Met costume shop. This

year's ticket sales coordinator was Karen Winer.

Here is the list of workers and the Opera patch they worked on:

ROW 1

Rheingold - Wendi Westbrook
Carmen (Rise Stevens) - Bryant Hoven
Madama Butterfly - Alisha Engle
Pagliacci - Alison Taylor
Walkure - Wendi Westbrook

President Loeb with Patricia White, Department Director of Education and Training and Local 764 President, and Bryant Hoven, display the quilt in the General Office.



ROW 2

Turandot - Vicki Jo DeRocker
Enchanted Island - Bruce Manilla
La Boheme - Sarah Beckel
The Nose - Janel Mittelstedt
Der Rosenkavalier - Regina Schuster

ROW 3

Die Zauberflote - Janet Linville
The Triumph of Music by
Marc Chagall - Yvonne Lee
The Main Chandelier - Amanda Rodd
The Sources of Music by
Marc Chagall - Yvonne Lee
Rusalka - Anita Stotler

ROW 4

Maria Stuarda - Raynesse Primrose
Stiffelio - Bruce Manilla
Maria Callas - Bryant Hoven
The Tempest - Judy Newland
Parsifal - Robert Bulla and
Bruce Manilla

ROW 5

Siegfried - Wendi Westbrook
Hansel and Gretel - Minika Bellucci
Aida - Alisha Engle
Der Fledermaus - Tian Thoon
Gotterdammerung - Wendi Westbrook

THE METROPOLITAN OPERA

FACADE BORDER

Elise Aragon Yin
Carol Craddock
Bryant Hoven
Helen Livingston
Krassimira Tarneva

THE CURTAIN BORDER

Georgette Gogniat
Bryant Hoven
Eva Moshos
Krassimira Tarneva

THE SAVE THE MET CORNERS

Bryant Hoven
Krassimira Tarneva

HAND QUILTERS

Anna Agroskin
Tuvia Badalova
Ginger Blake
Bryant Hoven
John Kern
Helen Livingston
Eva Moshos
Aleksandra Mierzynski
Mieczyslaw Staniszewski
Krassimira Tarneva
Wendi Westbrook



Local 764 member Sonya Wysocki created the beautiful poster to publicize the raffle.





LABOR DAY 2014



Members and officers of Ohio Locals No. 48 and B-148 after finishing their Float for the Annual Akron-Summit County Labor Day Parade.





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



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



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



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



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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

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 ~ 207 West 25th Street, 4th Floor, New York, NY 10001



Central Florida Phone Bank Volunteers (from left to right) Local 835 member Fred Bevis, Local 477 Secretary-Treasurer Nancy Flesher, International Representative Ben Adams, District 14 Secretary Kimberly Bowles and Local 11 member Jeff Flanders.



Local 251 Young Worker's Chair Dominic Stryker (left, front) and Brother Will Henly (top) challenged co-workers to go vote after work.



Members participating in phone banking at Local 80's Union Hall.

Election 2014

IATSE members volunteer their time for phone banking, canvassing and getting the vote out!



From left to right, Local 340 members John Shaffer and Jerry Lynch, Congresswoman Rice and Local 340 President Bill Cassidy.



Local 8 members getting out the vote for midterm elections.



IATSE Representatives, Officers and Members with California State Senator Connie Leyva (center).



Local 892 member Betty Madden helping out.

Candidates Across the U.S. Supported by



Senator Mary Landrieu (D-LA) and International Vice President and Local 478 President Phil LoCicero. The photo was taken in Slidell Louisiana on October 5, 2014 by Shira E. Landman.



Retired International Vice President Michael Sullivan with Congresswoman-Elect Elizabeth Esty (D) 5th District in Connecticut.



International Representative Joel Youngerman (left) and Business Agent of Local 336 Bill Hennessy with Congresswoman Kyrsten Sinema (D-AZ 9th).



Congresswoman Cheri Bustos (D-IL 17th) with International Vice President Craig Carlson.

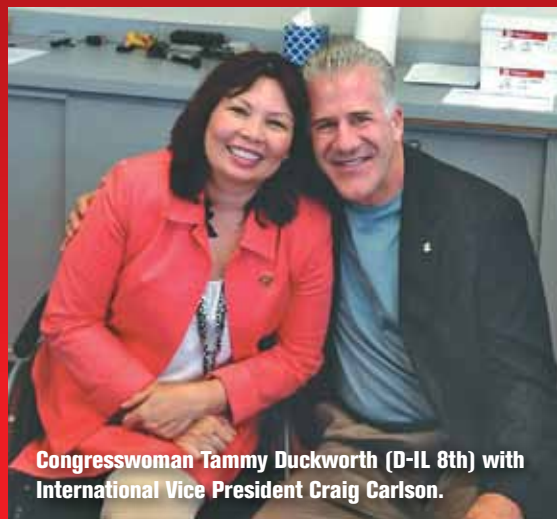


Congressman Bill Foster (D-IL 11th) with International Vice President Craig Carlson.



Business Agent of Local 195 Joyce Cardoza, Senator Jeanne Shaheen (D-N.H.) and Secretary-Treasurer of 195 Elizabeth Cleveland.

IATSE-PAC in 2014 Mid-term Elections



Congresswoman Tammy Duckworth (D-IL 8th) with International Vice President Craig Carlson.



Local 15 President Bess Sullivan (center) presented an IATSE-PAC contribution for the "Labor's Voice" campaign to Jeff Johnson (President) and Lynn Dodson (Secretary-Treasurer) of the Washington State Labor Council.

The IATSE-PAC committee approved additional contributions that were also hand delivered to various other candidates.



From left to right, Ashley Howard (Local 322), Secretary-Treasurer of Local 491 Andrew Oy-aas, Senator Kay Hagan (D-N.C.), Herb Harton (Local 600) and Braxton Winston (Local 322).



Pictured here are Local 38 Vice President John Ferry, Congressman Gary Peters (D-MI 14th), and Local 38 President Michael Tobin at a rally with Hillary Clinton on October 16th.



Local 480 Business Agent Jon Hendry with Congressman Ben Ray Lujan (New Mexico CD 03).

CREW SHOTS



Members of Illinois Local 769 Chicago Crew of Mamma Mia at the Cadillac Palace May 2014. From left to right: Back Row; Steven Frendreis, Kelly Davis, Lin Sanders, Supervisor: Roselle, Middle Row; Kimberley Schuler, Carolyn Barczak, Shirley Berling, Front Row; Patricia Schneiter, Diane Dvorak, Supervisor: Danny, Mary Monahan

This past September, San Antonio Local 76 helped successfully launch the new \$250 million Tobin Center for the Performing Arts. The Symphony and Wardrobe department were also on hand.



Stage Crew for the Yellow Card show "Wicked - Munchkinland National Tour." Included in the photo are members of the touring road crew and the members of Local 63 taken while the show played in Winnipeg, Canada from August 20-30, 2014.

LOCAL 478 REMEMBERS SIDNEY "SID" LAMBERT

Local 478 lost a true friend too soon with the passing of Brother Sid Lambert on June 28, 2014. He was 53 years old. In his 14-year career he worked mostly Set Decorating. Sid was respected by those he worked with for his expertise, dedication, kindness and sense of humor. We felt Sid's overflow of life seems to have sparked in all of us. A measure of shine of life we know, Sid was. His courage and immense ability to love unconditionally was contagious. But it was his beautiful smile and kind nature that earned him the friendship and love of those that knew him.

We were given our time with him, but we feel with certainty that Sid would say he was the fortunate soul.

Sid passed away suddenly after battling acute pancreatitis. He will be greatly missed by his parents, sisters, friends, and his brothers and sisters in IATSE.



REMEMBERING GEORGINE ZLATIC

Sister Georgine Zlatic of St. Louis Wardrobe Local 805, passed away on July 18, 2014. She was 90 years old. Sister Zlatic joined the IA in September of 1952 and retired in 2007. She was a proud member for 55 years. She worked as a stitcher, dresser, and scenic seamstress for various venues in the St. Louis area.

Sister Zlatic also served her Local as Secretary-Treasurer for numerous years. She will be greatly missed.

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Richard A. Bender July 31, 2014	1	Terry Mullen August 8, 2014	16	James H. McCloud September 17, 2014	33	Reginald J. Foster September 15, 2014	44
Carl Casella September 29, 2014	1	Dexter Walter Green August 26, 2014	17	Lee Sanders September 2, 2014	33	Paul V. Pastor June 3, 2014	44
Peter D. Johnson September 10, 2014	1	Gerard W. Kennedy October 2, 2014	17	Richard H. Tarczynski September 8, 2014	33	Marc Zipperman July 2, 2014	44
Fred L. Parise, Sr. July 18, 2014	2	Fredrick A. Tepper July 17, 2014	22	John S. Van Stralen July 10, 2014	33	George H. Karner February 15, 2014	50
Michael H. Lynch, Sr. August 31, 2014	6	Donald K. Swan September 21, 2014	28	Patrick J. Cragin October 7, 2013	38	Greta Fertik July 14, 2014	52
Jack A. Pickett August 1, 2014	7	James Rawlinson April 1, 2014	30	Lloyd Dalton May 17, 2014	38	Paul R. Lore July 12, 2014	52
Joseph P. Frowine September 25, 2014	12	Samuel D. Hull September 28, 2014	33	Lester J. Hamilton March 6, 2014	38	Dennis L. Maitland, II July 10, 2014	52
Richard B. Russell May 7, 2014	15	Robert H. Kuykendall September 5, 2014	33	Gary F. Bentley July 7, 2014	44	Alan R. Manger July 17, 2014	52
Michael J. Catalano July 6, 2014	16	B. Patrick Lasitier July 8, 2014	33	Martin R. Bresin July 25, 2014	44	Thomas Saccio September 18, 2014	52

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Frank Galle September 22, 2014	58	Dean Gudmundson April 1, 2014	477	David Rockwell May 26, 2014	600	Erick Medinilla November 23, 2013	764
Ian McTavish August 21, 2014	63	Sharon Wills September 17, 2014	477	Charles W. White August 21, 2014	600	Cesar J. Porto December 25, 2013	764
Larry A. Whitacre September 28, 2014	76	Francis Hendrick, Jr. September 12, 2014	478	William H. Wilde, III August 29, 2014	600	Jacqueline George August 26, 2014	769
Greg A. Beard September 24, 2014	80	Sidney Lambert June 28, 2014	478	Gordon Willis May 18, 2014	600	Wallace Ferris July 25, 2014	794
David K. Howard July 2, 2014	80	Sarah Miller April 26, 2014	478	Edwin R. James September 17, 2014	665	Georgine Zlatic July 18, 2014	805
Thomas E. Lee July 3, 2014	80	Robert J. Outtrim March 31, 2011	479	Dan Heather July 21, 2014	669	Brian Markwica August 24, 2014	835
Josep Tony Moran August 27, 2014	80	Martin G.M. Kelly September 15, 2014	481	Bruce B. Glimpse June 12, 2014	695	Genevieve Meza August 3, 2014	859
Melvin E. McGarr September 8, 2014	107	Gregory R. Kilmer September 14, 2014	484	Harry C. Howard August 6, 2014	695	Robin Ackland October 20, 2013	891
Bernard Miller September 12, 2014	110	Francis I. Hendrick, Jr. September 12, 2014	492	Walter B. Martin, Jr. July 24, 2014	695	Mitch Devon August 5, 2014	891
Kenneth W. Miller August 1, 2014	110	James Robinson, Sr. August 18, 2014	500	Dale Puckett May 24, 2014	695	Brian Drummond-Hay August 5, 2014	891
Alvin V. Wrobel July 23, 2014	110	Mark W. Stasko August 25, 2014	500	Paul Apted July 4, 2014	700	Christian Elton September 29, 2014	891
Fred R. Wharton September 3, 2014	118	Loren W. Thies July 8, 2014	504	Eleanor Hamerow December 15, 2012	700	Sean LaBrie August 9, 2014	891
Michael D. Barber July 6, 2001	122	Christopher McDonnell August 25, 2014	536	Craig Rosevear August 9, 2014	700	John E. Skillman July 7, 2014	891
Kevin J. Kowalke May 17, 2014	141	Clifford Augustson March 13, 2014	600	David Cohen March 10, 2012	720	Peter L. Wansart August 10, 2014	891
John Vanmeter August 15, 2014	183	Joseph Cosko, Jr. June 28, 2014	600	Brian McCray August 24, 2014	720	George L. Little August 29, 2014	892
Richard E. Smith April 3, 2014	190	Rockworth Danielson June 26, 2014	600	Peter Quigley August 1, 2014	720	Andrew Greenhut August 13, 2014	USA829
George L. Cook July 14, 2014	205	Stuart Fink July 18, 2014	600	Tom Waight August 29, 2014	720	Jeanne Partington July 14, 2014	USA829
Robert Hadfield August 6, 2014	210	Dan Gillham May 14, 2014	600	Mitch Byerly September 14, 2014	728	Melissa Schlachtmeyer September 2, 2014	USA829
Richard Kinnear February 14, 2014	210	Jack Gottlieb April 21, 2014	600	Donald E. Dahlquist July 5, 2014	728	Faith Geer December 15, 2013	18032
Clarence Schmidt September 8, 2014	212	J. Barry Herron April 22, 2014	600	Christophe Stegath August 8, 2014	728	Barry Hoffman July 25, 2014	18032
Robert Dunham, Jr. August 20, 2014	266	George Kohut May 8, 2014	600	Richard Tarcynski September 6, 2014	728	Alan Kosher September 26, 2014	18032
Shirley Riordan January 6, 2014	306	Kenneth Marthey June 13, 2014	600	Patricia Abrams July 16, 2014	751	Richard M. Seader May 24, 2014	18032
Agostinho Rebelo September 5, 2014	321	Harold A. Miller July 8, 2014	600	Norman Baruch August 25, 2014	751	Richard T. Spittel July 7, 2014	18032
Scott Gartin June 15, 2014	363	Richard M. Miller July 31, 2014	600	Salvatore Provenzano September 5, 2014	751	Russell Dado September 21, 2014	B18
James Abbet July 4, 2014	470	John G. Nogle September 19, 2014	600	Alan Kosher September 27, 2014	752		
Roger J. Doherty, Jr. August 3, 2014	476	Charles P. Pharris July 11, 2014	600	Daniel Eaton May 2, 2014	764		

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

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

AE Arena Employees

AFE Arena Facility Employees

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

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftpersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

C Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

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

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

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

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

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

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

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS,CC,&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

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

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

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M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

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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.

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O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephen Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephen Shelley.

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MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)-Diane Adler; Exec. Dir.: Ron Kutak; Asst. Exec. Dir.: Catherine Repola. 7715 Sunset Blvd., #200, Los Angeles, 90046. (323-876-4770) (Fax: 323-876-0861); Asst. Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

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TWU 905 SAN DIEGO-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Michael Regna, mregna4022@yahoo.com.

S&FMT 923 ANAHEIM-Mark Russ, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: Orrin D'Antignac.

T B18 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T B32 SAN JOSE-SANTA CLARA COUNTY-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055. (408-464-3640) Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95816. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen, jallen33@att.net.

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CALIFORNIA SPECIAL BRANCH-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

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S 007 DENVER-Randy Mitchell; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Randy Mitchell, businessrep@iatse7denver.org.

S 047 PUEBLO-Michael Randall, 1330 W. Abriendo Avenue, Pueblo, 81004. (719 320-6220) Bus. Agt.: Christopher G. Sanchez.

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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).

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SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.-William McGavin, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

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S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-Joseph Davis, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: William Philbin.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

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S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Michael Harrington.

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S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

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M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Scott Campbell, scampbell@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

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M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Dawn Scott, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Joseph Shelton.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Thomas T. Triplett, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Justin Schnitker.

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EE 835 ORLANDO/DAYTONA BEACH-Richard Vales, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

AE AE938 JACKSONVILLE-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

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M 320 SAVANNAH-Matthew Haddock, iatse320treasurer@gmail.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, iatse320@gmail.com.

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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-Gail Harvard, gaharvard@aol.com; 1010 Lake Pointe Drive, Watkinsville, 30677. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

S 927 ATLANTA-Neil Gluckman, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

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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, BusRep@iatse665.org.

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S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Charisse A. Swarthout, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

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S 002 CHICAGO-Thomas J. Cleary, stagehandslocal2@iatselocal2.com; 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

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S 124 JOLIET-Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l_lorin@hotmail.com.

S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-483-6462) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/

JACKSONVILLE/ MACOMB/ PEORIA-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Richard Abrams.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

SM 476 CHICAGO-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-898-0056) Bus. Agt.: Doug Gherma, iatselocal482-businessagent@gmail.com.

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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.: Matt Walters.

T B46 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPORT/ PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND-John Baldwin, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: John Baldwin.

S 049 TERRE HAUTE-David G. Del Colletti, dcolletti@ma.rr.com; 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett, davetrgt@yahoo.com.

S 102 EVANSVILLE-Mark Fehr, 13 Dreier Blvd., Evansville, 47712 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (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. (260-747-2643) Bus. Agt.: Michael Barile, iatselocal146@comcast.net (260-402-3257).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

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S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Bruce Croy, brucecroy@imnmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

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M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestie St. Clair (304-733-0880).

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SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N. Haven Street, Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

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S 011 BOSTON/WALTHAM/PLYMOUTH/CAPE COD-Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

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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-Lorry D'Ascanio, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

M 195 LOWELL, MA/NEW HAMPSHIRE-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Brenda Shepard, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Paul Yager.

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.

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M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Stasia Savage.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

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S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-955-69070) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-John McDaniel, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

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M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

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T B26 MINNEAPOLIS-ST. PAUL-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

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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.

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M 616 MERIDIAN-Jerry Tucker, P.O. Box 2903, Meridian, 39302-2903. (601-481-5942). Bus. Agt.: Jerry Tucker.

M 674 BILOXI/GULFPORT-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/STATE OF TENNESSEE - Cynthia O'Rourke, 152 West 24th Street, New York, NY 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

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S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joseph M. Rudd.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfizner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

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M 363 RENO/LAKE TAHOE-Joe Crocco, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-686-2431) (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.: Jeff Foran.

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S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH-John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE./GREATER PA.-William McGavin, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY-Richard Hancox, P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus. Agt.: Richard Hancox

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-576-0617) (Fax: 609-350-6335).

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

M 632 NORTHEAST NEW JERSEY-Gerald Bakal, gerybakal.iatse632@gmail.com; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

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M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, vivflowers@sbcglobal.net.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Arthur Arndt, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Daniel Gonzales, business-agent@iatse423.com.

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MPP,O,VT&AC 306 NEW YORK-John Seid, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

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MT B751 NEW YORK-Katherine Lowell, P.O. Box 20561, P.A.C.C., New York, 10129. (212-239-6226) (Fax: 212-239-5801) Bus. Agt.: Curtis Bunche.

BPTS F72 NEW YORK-Michael A. Byrnes, 15 Mill Road, South Farmingdale, 11735 (516-658-1384) (Fax: 516-454-0188). Bus. Agt.: Michael A. Byrnes.

AFF AE936 ALBANY-John Robinson, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

NORTH CAROLINA

M 278 ASHEVILLE-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Michael D. Rhodes, iatseba278@gmail.com.

M 322 CHARLOTTE/GREENVILLE-Victoria Perras, vperras@ia322.com; 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com.

M 417 DURHAM/CHAPEL HILL/RALEIGH-Joshua Aldridge, P.O. Box 3308, Durham, 27702. (919-422-0866) Bus. Agt.: Rob McIntire, iatse417@ureach.com.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, secres@iatse491.com; 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Susanne Daves-Brown, P.O. Box 8575, Greensboro, 27419. (336-852-0660) (Fax: 336-727-0360) Bus. Agt.: Bill Daves, iatselocal574@aol.com; 4400 Old Well Place, Greensboro, NC 27406.

M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Henry Grillo, P.O. Box 24864, Winston-Salem, 27114-4864. (336-399-7382) Bus. Agt.: Patrick O'Kelly.

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)-John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Joe McCutcheon, 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-Keith Loeffler, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (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-Jeffrey Hall; ia101secretary@aol.com; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne, jto33705@yahoo.com.

MPP,O&VT 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, iatse160@usa.com; 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

SM 209 STATE OF OHIO-Jonathan Andrews, secretary-treasurer@iatse209.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan, businessagent@iatse209.com.

M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 747 COLUMBUS-Ann Lodder, lodder.ann6@gmail.com; 1238 S. Watkins Road, Alexandria, 43001. (740-924-2086) Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianapolis Ave., Columbus, 43201 (614-313-8119).

T&T 756 CLEVELAND-Glenn Barry, glennbarry01@yahoo.com; 17157 Rabbit Run Drive, Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Thomas Patton.

TWU 864 CINCINNATI-Jeanne Mueller, jmuellertwu864@hotmail.com; P.O. Box 14743, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

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.

T 827 CLEVELAND-Patrick Duffy, sduffy0222@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

T B38 CINCINNATI-Mike Murray, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Agt.: Thom Brannock.

T B148 AKRON-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

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, secretarylocal354@att.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown, s354brown@aol.com.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday, 35 NW 28th Street, Lawton, OK 73505. (580-248-0830).

TWU 904 TULSA-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-810-5231) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Ian Anderson-Priddy, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Roger Gayton.

SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie488ba@gmail.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-344-6306) Bus. Agt.: Rocky Haffner.

TBR&SE 793 PACIFIC NORTHWEST-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

T B20 PORTLAND-Shannon McFeron; 3645 SE 32nd Avenue, Portland, 97202. (503-970-1944) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley, Booley.iatse20@gmail.com, (503-230-1138).

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PENNSYLVANIA

S 003 PITTSBURGH/NEW CASTLE-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Robert J. Brown.

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Jonathan Tortorice, 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, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

S 097 READING-David Sterner, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Chris Moyer, ctm8@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. (814-474-1116) Bus. Agt.: Kenneth Marchant.

M 152 HAZELTON-Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM-Nicholas Broyer, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANOV CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, rlvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, iatse_218@yahoo.com, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh, grp944@hotmail.com, (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/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com/.

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)-Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN// INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/ SELINGROVE/INDIANA-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Mark Smith, 49mark@wildravens.net.

T&T 752 PHILADELPHIA-Tara Suppa, tsuppa@comcast.net; P.O. Box 70, Rummene, NJ 08078. Bus. Agt.: Jerry Kelly, jkelly1229@msn.com.

TWU 787 PITTSBURGH-John McCormick, wardrobocal787@yahoo.com; P.O. Box 101847, Pittsburgh, 15237. (412-944-5060) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002 (215-527-2862).

TBSE 804 PHILADELPHIA-Thomas Baginski, 511 Michell Street, Ridley Park, 19078 (610-532-1038) . Bus. Agt.: Debbie Harris.

TBSE 820 PITTSBURGH-David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marjorie Murphy, marj.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.

T B29 PHILADELPHIA-Antoinette Enoch, iatse_b29@yahoo.com; P.O. Box 54508, Philadelphia, PA 19148. (215-510-5949). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Miguel Sanchez Soto; P.O. Box 191963, Hato Rey, PR 00919 (787-764-4672) (Fax: 787-756-6323).Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-Louis DeSousa, st@iatse23.org; P.O. Box 23044, Providence, 02903. (401-419-9500) (Fax: 401-295-3009) Bus. Agt.: Mike Araujo, ba@iatse23.org; 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-James Ferreria, 28 Mabel Drive, Seekonk, MA 02771. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Nathan Grimes, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes, iatseba@att.net.

M 347 COLUMBIA-Scott Smith, P.O. Box 8876, Columbia, 29202 (803-240-0111) (Fax: 866-925-3475) Bus. Agt.: James Harwell.

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-Walter Luedtke, P.O. Box 2040, Sioux Falls, 57101. (605-951-2531) Bus. Agt.: Bruce Crawford.

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.: Mike Sandlin.

S 069 MEMPHIS-Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994) (Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-Robert Hobgood, rhobgood@me.com; P.O. Box 132, Chattanooga, 37401. (423-933-4658) (Fax: 423-629-4826) Bus. Agt.: Bob Hasselle, brasselle53@yahoo.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Geoffrey Greene, stage197@yahoo.com; P.O. Box 946, Knoxville, 37721. (865-255-4036) (Fax: 865-609-0750) Bus. Agt.: John Kryah.

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 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Walter Hughes.

MAHS 798 STATE OF TENNESSEE/NORTHERN MISSISSIPPI/NEW YORK-Cynthia O'Rourke, 152 West 24th Street, New York, NY 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

TWU 825 MEMPHIS-Linda Haley, 6418 Yale Road, Bartlett, 38134. (901-218-3449) (Fax: 901-383-9405) Bus. Agt.: Linda Haley.

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, bea2010@comcast.net; P.O. Box 383, Hermitage, 37076 (615-883-8023) Bus. Agt.: Judy Resha, jfresha3@comcast.net; (615-590-7544).

TEXAS

S 051 HOUSTON/GALVESTON-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Rhoads.

S 076 SAN ANTONIO-Daniel Vivier, spurs44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, ba@iatse76.org.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Diane Freeman.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: David Newman.

M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, 3349 Dunganvar Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jarniestrawther@gmail.com.

M 205 AUSTIN-Michelle Ferrier, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, itsself@aol.com; P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul, billrat2@centurylink.com.

M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

SM 484 STATE OF TEXAS-Jason Keene, 1514 Ed Blues-tein 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 Drive, Corpus Christi, 78411. (361 834-0821) Bus. Agt.: Howard Doug Hopkins

TBSE 796 STATE OF TEXAS-Kevin Allen, secretarytreasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

TWU 803 DALLAS/FORT WORTH-Karen Lockwood, karenlockwood@gmail.com; P.O. Box 170546, Arlington, 76003. Bus. Agt.: (Fort Worth) Kathy Neel Gentry, knlgf@yahoo.com; (Dallas) Mary Allen-Henry, mary9henry@aol.com.

M 865 ODESSA/MIDLAND/LUBBOCK-Michelle Gibson, michellekgibson@gmail.com; P.O. Box 691, Odessa, 79760. (432-940-3618) Bus. Agt.: Michelle Gibson.

TWU 896 HOUSTON-Kathleen Pecha, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Glinda Anderson.

T 8184 HOUSTON-Donna Tatman, donna_tatman@kindermorgan.com; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, deniseafabry@yahoo.com.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Chariesse A. Swarthout, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-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-Madalaine A. Baer, sec.local919@gmail.com; P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

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 Brasseux.

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. Hartsook, Jr., P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-746-1601) (Fax: 804-746-1601).

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SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N. Haven Street, Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

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