

The background of the cover is a photograph of a city skyline, likely Atlanta, Georgia, with several tall skyscrapers. In the foreground, there is a body of water reflecting the skyline. A large, faint, stylized letter 'A' is superimposed over the entire image. The title 'LATSE Official Bulletin' is at the top, with 'LATSE' and 'OFFICIAL' in a smaller font and 'Bulletin' in a large, white, serif font. The 'B' in 'Bulletin' contains a graphic of the American flag and a red maple leaf.

LATSE OFFICIAL Bulletin

FIRST QUARTER, 2012

NUMBER 635

Atlanta, Georgia

Home of the Mid-Winter General Executive Board Meeting

IATSE OFFICIAL Bulletin

FIRST QUARTER, 2012

NUMBER 635

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January 30 - February 3, 2012, Atlanta, Georgia

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for the "Stand up, Fight Back" Campaign



A green street sign with the word "Atlanta" in white, set against a backdrop of the Atlanta skyline. The sign is tilted slightly to the right. The skyline features several prominent skyscrapers, including the Georgia State Capitol building, under a clear blue sky. The foreground shows some trees and a street lamp.

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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.

**INTERNATIONAL ALLIANCE OF THEATRICAL
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TECHNICIANS, ARTISTS AND ALLIED CRAFTS
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AND CANADA, AFL-CIO, CLC**

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Time to be ALL IN!

In a situation we could never have foreseen, labor seems locked in life and death struggles these days. When legislators vote against the best interests of their constituents, when labor unions are characterized as negative influences on our country, and when voters themselves are sucker-punched by big tech companies, we've been backed into a corner we are fighting like hell to get out of.

Ironically, this "corner" doesn't really exist. It's a fabrication by those big business interests intent on depriving working families of proper working conditions, pension and health benefits, and the pride we have always felt in our organizing efforts. With Indiana's recent passage of state right to work legislation, the fight has come into the heartland of America, where we have always held a strong position. State after state, anti-worker legislation is high on the agenda of those who would like to turn the clock back to a time when workers had no voice. So, now more than ever, we need to fight back and fight hard.

The only way we can turn around what seems to be a growing anti-labor tide is to show how labor unions really work – how we protect our members from unsafe working conditions, how we watch out to see that benefits are provided, how we give working families a choice to better their lives and the lives of their children.

We in the United States are facing national elections in eight months. It's not too early to get involved, especially in our own neighborhoods, to see that those candidates who do have labor's best interests at heart are elected or re-elected this November. In some places that fight will be a difficult one. We have to redouble our efforts there to support those running for office who have a pro-labor agenda and who are not afraid of big companies and their public relations machinery intent on capturing the media debate.

One area of particular interest and concern to the IATSE, in the United States and Canada is the effort to stop content theft. That debate in Washington was hijacked by misleading PR campaigns forged by companies like Google and Wikipedia, who deliberately made the Stop Online Piracy Act and the Protect Intellectual Property Act seem like censorship, as if we were intent on "shutting down the Internet." In Canada, Bill C-11 has received similar treatment in the media, with scare tactics and half-truths being spread widely in an attempt to have the bill quashed.

Nothing could be farther from the truth. And the one thing that no anti-SOPA/PIPA faction wanted people to do was read the legislation itself. What the IATSE, in concert with other guilds and unions are campaigning for couldn't be farther from those accusations. What we are trying to do, what we feel it is necessary to do, is to protect the creators and crews of motion

Continued on page 8

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Bayshore, 1601 Bayshore Drive, Vancouver, B.C. V6G 2V4 at 10:00 a.m. on Monday, July 23, 2012, and will remain in session through and including Friday, July 27, 2012. 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 Westin Bayshore by calling (604) 682-3377. Guest room rate for the IATSE is \$205.00 (CAD), plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: June 21, 2012

The Stage Caucus will be held at The Westin Bayshore on Sunday, July 22, 2012, 9:00 a.m. in the Stanley Park Ballroom Salon 1. Representatives of Stage, Wardrobe and Mixed locals are welcome.

There will be an Education Seminar on Wednesday, July 25, 2012, in the Stanley Park Ballroom Salon 1 at The Westin Bayshore. More details to follow.

In Recognition of Longevity

Our union will celebrate its 119th birthday this coming July and be an even 120 years old when we come together for the 67th Quadrennial Convention next summer. Of our 380 local unions, 118 are now at least one hundred years old, and by next July another 17 will join their prestigious ranks.

Over long periods of time, unions such as ours build up a rich history and develop many traditions. Within the IA one of our strongest traditions is the respect and recognition for those that have paved the way for us, our senior members. Whether these individuals have served their union by holding elected office, represented the membership as Stewards or simply were good and active members, these Brothers and Sisters are held in the highest regard by their fellow union members.

In the pages of each Official Bulletin we usually publish photos of individual members being recognized for their length of membership in their local union, but many of you may not be entirely familiar with what those "awards" actually are.

The 45th Convention (1960) of the I.A.T.S.E. approved a recommendation of the General Executive Board that would allow any member of the Alliance who was 65 years of age or more, and who had at least 25 years of membership with the I.A.T.S.E. to apply to their local union for Retired Membership status (the 65th Convention (2005) approved the elimination of the 25 year requirement). The 49th Convention (1968) approved a further recommendation of the General Executive Board that a member already classified as Retired by the International who had been a member for 25 years or more and who reached the age of 75 would be eligible to receive a permanent membership card known as a Gold Card.

Another item available from the International that recognizes longevity of membership is the 50-Year Scroll signed by President Loeb and myself. The presentation of this scroll has no impact on per capita payments and the recipient may still be an Active member. Holders of this award are members of a very exclusive group.

Your local union may already count within their membership one or more Gold Card and 50-Year Scroll holders. If you were fortunate enough to witness their presentation I am sure it is a moment that you will always remember. These long-time members deserve our recognition and our thanks and this is one small way to do it.



RETIRED STATUS

In accordance with Article Fourteen, Sections 1A & B of the International Constitution and Bylaws, the per capita tax for a retired member shall be in the reduced amount of \$4.50 per quarter. Retired members shall have voice but no vote at union meetings and are not eligible to hold any office. They may serve as delegates.

Holders of Gold Cards shall be considered lifetime members and be exempt from any per capita payments to the International.

PERSONAL CHECKS

In order that the processing of membership applications is not delayed, local unions are reminded that all processing fees and back per capita payments for reinstated members forwarded to the International must be drawn on a local union bank account and be made payable to "I.A.T.S.E.".

The International does not accept personal checks submitted by applicants and if these checks are received, they are returned to the local union for replacement which delays the processing time for new applicants.



Jewish Labor Committee Honors President Loeb

International President Matthew D. Loeb was honored on January 12, 2012 by the Jewish Labor Committee at their 41st Human Rights Awards Dinner held at the Hilton New York Hotel. Also honored at the event were George Gresham, President of the United Healthcare Workers East, and Steven M. Safyer, M.D., President and Chief Executive Officer of Montefiore Medical Center. A special presentation was made to Denis M. Hughes, who formally announced his retirement in December 2011 as President of the New York State AFL-CIO.

AFL-CIO National President Richard Trumka, an honorary co-chair of the dinner committee, presented the award. When introducing President Loeb, President Trumka stated: "Your union builds power for working people everywhere, and through solidarity the hard-working union workers in the entertainment industry help each other live out fulfilling careers with decent pay, good health insurance and the hope of a secure retirement." As he presented the Award he said "Mat-

thew Loeb, it's my pleasure to present you with the Jewish Labor Committee's human rights award for your important work reaffirming the relationship between the Jewish community and the American labor movement and for your efforts to expand advocacy and education for workers' rights here in America and around the world."

The Jewish Labor Committee (JLC) was founded in 1934 to mobilize unions, American Jewish organizations and fraternal societies to help fight Nazism in Germany. Today it is an in-

dependent, secular organization that enables the Jewish community and the trade union movement to work together on important issues of shared interest and concern, in pursuit of their shared commitment to economic and social justice. Currently, the JLC is joining other labor organizations to push for living wage legislation.

Said President Loeb, "I am honored to be recognized by the Jewish Labor Committee, and know how tirelessly they fight for the labor movement and the dignity of all working families."



International President Loeb (left) with AFL-CIO National President Richard Trumka.

THE IATSE CONNECTION

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Canadian Labour Congress

Congrès du travail du Canada

The Canadian Labour Congress: What does it do? How are we involved?

The Canadian Labour Congress (CLC) is the umbrella organization for dozens of affiliated Canadian and international unions, as well as provincial federations of labour and regional labour councils. It represents the interests of more than three million affiliated workers in every imaginable occupation from coast to coast to coast.

The CLC advocates on behalf of all working people in many different ways – from organizing campaigns and rallies, to lobbying federal politicians in Parliament, to speaking out in the media about key issues, to representing Canada's labour movement internationally, to developing partnerships with the community and other supportive groups.

Their goal, like the labour movement's as a whole, is simple – what we wish for ourselves, we desire for all. As an affiliate of the CLC, the IATSE works alongside it to fight for decent wages, healthy and safe workplaces,

fair labour laws, equality rights, dignity in retirement, a sustainable environment and respect for basic human rights. The CLC also recently established the Canadian Council, on which the IATSE sits. The Council, which had its first meeting on November 14, 2011 allows for more direct communication between all affiliated unions.

The IATSE worked with the CLC to lobby for an increase in the Canada Pension Plan, so that seniors do not have to retire in poverty. The CLC is also working to fight the recently announced cutbacks to the OAS (Old Age Supplement) and the GIS (Guaranteed Income Supplement). Thanks to the CLC's lobbying efforts, more funding in the last federal budget was secured for the Wage Earner Protection Fund, which puts workers before banks when companies go bankrupt. Millions of dollars in wages now go to workers instead of to banks and other creditors.

At this time, the IATSE is working with the CLC to combat Bill C-377, which appears to be an attempt to union-bust through setting onerous tax reporting requirements for unions, but not holding charities (the other major not-for-profit organizations) to the same reporting standard.

Belonging to the CLC and to provincial and regional labour bodies is crucial, particularly in these challenging times, when labour is in the fight of its life. Work with these labour bodies. Get involved with them, and with your local union.

If labour works together, at all levels, we can accomplish great things. Remember why you joined a union? Because the voice of many is louder than the voice of one. The same principle still applies. You're part of the labour movement. There is important work to be done and the voice of the worker needs to be heard, now more than ever.



Belonging to the CLC and to provincial and regional labour bodies is crucial, particularly in these challenging times, when labour is in the fight of its life.



Canada's Corporations & CEO's: All Paid up by February 1st

The 100 highest paid CEO's of corporations listed on the Toronto Stock Exchange celebrated the New Year early this year. By noon on January 3rd, the first working day of the year, they had already pocketed \$44,366 – what it takes the average wage earner an entire year to make.

The Canadian Centre for Policy Alternatives' (CCPA) annual look at CEO compensation reveals Canada's Elite 100 CEO's pocketed an average \$8.38 million in 2010 – a 27% increase over the average \$6.6 million they took home in 2009. By comparison, after taking inflation into account, the average worker's weekly earnings are lower now than they were during the worst of the 2008-09 recession.

The report relates the anecdote of George Romney (2012 U.S. presidential candidate Mitt Romney's father), who, in the 1960's, famously refused a bonus from American Motors because it would have elevated his pay to more than 10 times that of a production worker. This stands in stark contrast to Canada's CEO Elite 100, who now make 189 times more than Canadians earning the average wage. The report's author, economist Hugh Mackenzie says, "If you think that's normal, it's not. In 1998, the highest paid 100 Canadian CEOs earned 105 times more than the average wage, itself likely more than double the figure for a decade earlier."

Further, a new research study from the Canadian Labour Congress shows that companies in Canada celebrated Corporate Tax Freedom Day on February 1st. Due to large corporate tax giveaways, by that day, corporations had paid their taxes to all levels of government for the entire year.

According to the Department of Finance, \$1 billion invested in infrastructure investment creates more than five times as many jobs as the same amount spent on corporate tax cuts. Don't let the government kid you that corporate tax cuts mean job creation. Over and over again, we are shown that corporations don't care about job creation; their interests stop at the bottom line.

President's Newsletter

Continued from page 4

pictures and television shows, as well as the creators of music and other original creative work, from the unlawful theft of that work. In other words, protect the livelihoods and futures of our members.

There is a misunderstanding by many that creative work benefits only those who distribute it, not those who create it. We create it every day and can see how content theft deprives not only IATSE members, but the entire motion picture and television industry of billions of dollars every year.

This debate hasn't gone away. It will come back. The legislation may need some fine tuning in both the House and Senate, but the intent will be the same – to give our members the protection they deserve and not cave in to scare tactics and the shrill bleatings of those who make billions off of the backs of working families.

In Canada, labor is being hit hard by anti-worker legislation as well. With a Conservative majority government, it looks as though there is nothing to stop the implementation of Bill C-377, which is a thinly-veiled attempt to union-bust while promoting itself as being pro-worker. The bill would make financial reporting requirements so onerous that smaller Locals, with limited staff and resources, could have difficulty complying.

As we head forward, we need to muster all the efforts we can in order to continue to support those who have supported us, and avoid the pitfalls that will continue to be laid down in front of our every step. One way we can do that and make our voice heard is to become active and support the IATSE-PAC. Join the IATSE-PAC today and make a contribution to your future (U.S. members only). We need to be ALL IN now, like never before!

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REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN PEACHTREE PLAZA



CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, January 30, 2012 in the Peachtree Ballroom at the Westin Peachtree Plaza in Atlanta, Georgia.

ROLL CALL

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

MATTHEW D. LOEB,
International President
JAMES B. WOOD,
General Secretary-Treasurer
TIMOTHY F. MAGEE,
First Vice President
MICHAEL BARNES,
Second Vice President
J. WALTER CAHILL,
Third Vice President
THOM DAVIS,
Fourth Vice President
ANTHONY DEPAULO,
Fifth Vice President and
Co-Director of Stagecraft
DAMIAN PETTI,
Sixth Vice President
BRIAN J. LAWLOR,
Seventh Vice President and
Co-Director of Stagecraft
MICHAEL F. MILLER, JR.,
Eighth Vice President and Director
of Motion Picture and Television
Production
JOHN T. BECKMAN, JR.,
Ninth Vice President
DANIEL E. DITOLLA, Tenth Vice
President and Director of Organizing

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

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; Retired International Vice President Michael J. Sullivan; Retired International Representative Thomas J. Kiouisis, Jr.; International Trustees C. Faye Harper, George Palazzo and Thomas Cleary; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of the Trade Show and Display Work William E. Gearns, Jr.; Director of Communications Emily Tao; Assistant Director of Motion Picture and Television Production Daniel Mahoney; International Representatives Ben Adams, Steve Aredas, Sandra England, Jamie Fry, Don Gandolini, David Garretson, Barny Haines, Scott Harbinson, Joseph Hartnett, Vanessa Holtgrewe, Mark Kiracofe, Peter Marley, Lyle Trachtenberg, Jennifer Triplett, Patricia A. White, and Joel Youngerman; Special Representatives Ronald G. Kutak and Joseph Short; ICAP Chairman Kent Jorgensen; Assistant to the Editor MaryAnn Kelly, and Staff members Colleen Paul, Alejandra Arzate, Marcia Lewis, Terri Simmons, Krista Hurdon, Eileen Lehane and Megan Doughty.

In addition, guests of the International at various sessions of the meeting included AFL-CIO Secretary-Treasurer Elizabeth Shuler; Ambassador Miriam E. Sapiro, Deputy U.S. Trade Representative; Kira Alvarez,

Chief Negotiator & Deputy Assistant U.S. Trade Representative for Intellectual Property Enforcement; Michael Noonan, AFL-CIO Strategic Planning and Technology Director; IATSE-PAC consultants Chuck Rocha and Anna Durrett; Alec French of Thorsen French Advocacy LLC; Robyn Cavanagh and Trish Westwater of the National Labor College; and Alison Reardon of Union Plus.

Also in attendance at various open sessions of the Board meeting were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 4, Brooklyn-Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 30, New Orleans, LA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 56, Montreal, QC; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 118, Vancouver, BC; 122, San Diego, CA; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 212,

Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 340, Nassau/Suffolk Counties of Long Island, NY; 347, Columbia, SC; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 667, Eastern Canada; 669, Western Canada; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 752, Philadelphia, PA; 754, Cincinnati, OH; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA;

798, New York, NY; 799, Philadelphia, PA-Camden, NJ; 800, Los Angeles, CA; 822, Toronto, ON; EE829, New York, NY; USA829, United States; 834, Atlanta, GA; 835, Orlando, FL; 849, Atlantic Canada; 859, Atlanta, GA; 862, Pittsburgh, PA; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory, Canada; 892, Hollywood, CA; 927, Atlanta, GA; 18032, (ATPAM) New York, NY; B-20, Portland, OR; B-27, Cleveland, OH; B-29, Philadelphia, PA and B-754, Cincinnati, OH.

HOST LOCALS

At the Opening Session of the Board meeting, representatives of Host Locals: 479, 600, 700, 800, 834, 859, 927 and USA 829 appeared to officially welcome the Board and members of the Official Family to the City of Atlanta. On behalf of the Host Locals, Local 479 President Bob Vasquez welcomed the Official Family and local union attendees to Atlanta and thanked President Loeb and the General Executive Board for the opportunity to host this meeting. Brother Vasquez noted that the economic impact of motion picture and television production on the State of Georgia from July 2010 through July 2011 was \$2.6 billion, and he expressed

his deep appreciation to Vice President John Ford and Local 52, as well as to Vice President Michael F. Miller, Jr., International Representative Scott Harbinson and Local 798 Film Business Representative Rosemarie Levy, for their efforts to work with the Locals in Atlanta to ensure the employment opportunities for IATSE members. International Trustee C. Faye Harper, in her capacity as Business Agent of Atlanta Local 834, echoed Brother Vasquez' remarks and stated she was extremely proud that the Board had selected Atlanta for the site of this meeting

President Loeb thanked the Locals and referred to the Host Locals' breakfast at which Georgia's Speaker of the House, David Ralston was a guest speaker. President Loeb remarked that Republican Speaker Ralston has been very helpful to the IATSE in the State of Georgia and Local 479 in particular. President Loeb reminded all attendees that this was an opportunity for us to become familiar with someone from across the aisle who attempts to work with labor and is supportive of workers in our industry.

President Loeb also reminded the attendees that the City of Atlanta, and State of Georgia, was of paramount importance to the Civil Rights movement and that this Board meeting



Officers of the Host Locals welcomed the Official Family, Representatives, Locals and Staff to the city of Atlanta, Georgia.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN PEACHTREE PLAZA



was being held near the birth of the Reverend Martin Luther King, Jr., a leading champion of civil rights. He also noted that this location was replete with examples of labor history including the struggles of the Machinists and the Laundresses in the late 1800's.

On behalf of the General Executive Board, President Loeb once again thanked the host locals for their hospitality and looked forward to a successful meeting and enjoyable visit in Atlanta.

INTRODUCTION

President Loeb introduced Vanessa Holtgrewe who was recently appointed as a full-time International Representative to be based in Los Angeles at the West Coast Office effective January 2, 2012. Representative Holtgrewe is a member of National Camera Local 600, and serves on the Local's Western Region Executive Board. She is a Director of Photography and has been working in television for over 10 years and was most recently employed on *The X Factor* under the IA's term agreement with Freemantle. Prior to her employment on *The X Factor* she was the DP for *The Biggest Loser* and was instrumental in organizing that show. She also served as the Shop Steward on that production and assisted in negotiating the agreement which ended that strike.

REPORT OF THE GENERAL SECRETARY-TREASURER

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

Financial Update

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2012 year-end review and in keeping with past practice, the results will be published in the Third Quarter issue of the Official Bulletin.

The International continues to be in sound financial condition and it is expected that once again the International will be in the black when the books are closed on this year-end. The total membership continues to increase, and this growth, combined with conservative investments and closely monitored expenses has provided the International with the financial stability necessary to prosper in these financially challenging times.

Real Estate Update

As has been previously reported, the lease for the General Office will expire in January 2014. The renewal of the present lease is not an option because more space is required.

The International presently owns buildings that house both the West Coast and Canadian Offices and after reviewing the financial options of purchasing vs. leasing, the General Executive Board authorized President Loeb and General Secretary-Treasurer Wood to explore the possibility of purchasing the next home of the General Office.

A realtor was engaged and given a set of search parameters, which included price, location, size and the capability of future growth. Over the past eight months, a number of properties have been investigated, but for a variety of reasons, they did not meet the long-term needs of the International.

One prospective condominium property has recently been located which does have a great deal of potential and is meeting almost all requirements. At this time, the process of due diligence review of the property is being conducted by a variety of professionals and should those evaluations prove positive, the potential transaction will be brought to the General Executive Board for review and approval.

Local Union 2012 Supplies

The process of sending the 2012 supplies to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2011 and purchased the necessary amount of per capita stamps for 2011.

As of the commencement of this General Executive Board meeting, all but 30 of our 380 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2012 supplies and membership cards.

Local unions that have not received their 2012 supplies should contact the General Office to determine which issues need to be resolved.

Electronic Communication Update

As has been previously reported to the General Executive Board, the amount of email communication with our membership continues to grow. We now maintain almost 39,000 email addresses in our database and regularly send press releases and other news related to the IATSE.

The number of members receiving their copy the Official Bulletin in electronic format also continues to grow with the most recent issue sent to almost 2,900 members.

Contracts Administration Database System

Subsequent to the approval of the General Executive Board to replace the outdated system presently in use, a vendor was engaged to design a new program that is Internet-based. Unlike the present system, the new program will allow access to information by any authorized user from any computer and will eliminate the duplication of information tracked by various offices and representatives.

Over the past few months, weekly meetings have been taking place with staff and representatives in both the General and West Coast Offices. The process of designing screens and establishing input requirements for the tracking of over 3,000 various contracts to which the International is a bargaining agent is nearing completion. The process will soon move to the development of reports that will be required by various Division Directors and International Representatives. Once that review has been completed, the project will move to its final stages. It is expected that the project will be completed in early March.

IT Upgrades

In the fast changing world of technology, our systems are constantly being challenged to meet the needs of our staff and representatives as they strive to service our local unions. During the past six months, in addition to providing daily support to all of our offices and the people working in them, Jimmy Rainey, the IT Administrator for the International has commenced work on a number of important action items.

The backup system and disaster recovery system for the International

has been migrated from a tape-based system, which required daily manual interaction, to an online service, which automatically encrypts the data and stores it in two geographically separate off-site locations. The file servers in both the General and West Coast Office are currently in the process of being upgraded which will allow for faster performance and greater security. The West Coast Office is almost finished having a 10mb internet line installed (as exists in the General Office) to allow for faster downloads and easier use of email. Finally, testing is being conducted on new imaging and deployment software, which will allow for the installation and software updates for office computers to be done remotely from the General Office.

Online Store

During the mid-Summer General Executive Board meeting in Boston it was reported that the International was launching an online store to make available for purchase by our members a wide variety of IATSE merchandise.

Ten different items are now available on the store site and since the launch, over 300 items have been shipped to IATSE members. The most popular item has been the gray t-shirt with the complete name of the Alliance written on the back.

A lot of positive feedback from members has been received as well as suggestions as to other items they would like to see on the site. This spring, a review of sales will be conducted with the store vendor and the introduction of additional items will be discussed.

In other Finance Department News,

The International continues to re-

ceive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2011, royalty payments totaling \$168,302 were received.

In recognition of those present and future members that communicate primarily or exclusively in Spanish, the International is in the process of having the International Constitution and Bylaws translated into Spanish. When that process is completed over the next few months, the Spanish version will join the English version and the previously translated French version.

The International continues to charge fees for consultation responses for INS Visas. During 2011, just over \$550,000 in fees were collected and deposited in the International's Building Fund, which now stands at \$6 million.

REPORT OF THE BOARD OF TRUSTEES

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

The Board accepted the Report of the Board of Trustees.

APPEAL OF BRIEN L. CASEY V. LOCAL NO. 631, ORLANDO, FL

Brother Brien L. Casey appealed to the General Executive Board from a decision of the International Presi-

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dent relative to officer nominations at the February and March 2011 General Membership Meetings of Local No. 631.

A member was determined eligible to vote if s/he was in good standing by May 1 with all outstanding financial responsibilities to be paid by May 31. The Local's election was held on June 1, 2011.

Brother Casey challenged the right of those members who were on dues' checkoff, specifically the eligibility of members who are employed at Walt Disney World ("WDW") under the Service Trades Council Union Contract, to vote in the election.

The Judge of Elections denied Brother Casey's challenge, relying upon the Labor-Management Reporting and Disclosure Act which provides: "No member whose dues have been withheld by his employer for payment to such organization pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote or be a candidate for office in such organization."

On June 16, 2011, Brother Casey challenged the Judge of Elections' ruling regarding the good-standing determination for those who are on dues checkoff. In his appeal to the Local 631 membership, Brother Casey argued that the Judge of Elections permitted members to run for office who were not in good standing and allowed members who were not in good standing to vote in the election. He took exception to the Judge's finding that those members who are employed on a full-time basis and are on checkoff are always in good standing. He argued that the assumption falsely grants

approximately 700 members an exclusion from meeting their financial obligations to the Local.

At its meeting on July 6, 2011, the membership ruled against Brother Casey.

On July 15, 2011, Brother Casey appealed the Local's denial to the International President. Citing Section 401(e) of the LMRDA, the International President summarily dismissed Brother Casey's appeal, finding that the Local followed the law with regard to dues checkoff, good standing and eligibility to run for office. The International President explained that the LMRDA expressly prohibits a local from declaring one who is on dues checkoff from being declared ineligible to vote.

On October 26, 2011, Brother Casey appealed to the General Executive Board the International President's denial of his appeal concerning the eligibility of members who are on dues checkoff to vote in the Local's elections.

Brother Casey asserts that the checkoff amounts paid by the members at WDW are less than the Local's quarterly dues. Thus, he argues that members of WDW are continually in arrears.

Brother Casey's argument is misdirected. The WDW members pay the dues rate that has been charged to them by the Local. If the Local wishes to increase the dues to be paid by these members, it may do so, so long as it follows its Constitution and By-laws. Until that time, these members are in good standing.

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

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

APEAL OF ROSE MARIE THOMAS VS. LOCAL NO. 822, TORONTO, CANADA

International President Loeb denied this appeal by letter dated November 28, 2011. Sister Rose Marie Thomas initiated her appeal to the General Executive Board dated January 17, 2012. The General Executive Board determined that this appeal was untimely, being filed beyond thirty days from International President Loeb's decision of November 28, 2011, and consequently, denied cognizance of the appeal.

Upon vote of the Executive Board, the appeal was denied. President Loeb did not vote or participate in the Board's deliberations.

AFL-CIO SECRETARY-TREASURER ELIZABETH SHULER

AFL-CIO Secretary-Treasurer Elizabeth Shuler was invited by President Loeb to attend the Board meeting as one of the keynote speakers. When introducing the Secretary-Treasurer, President Loeb stated that this was the first time in about nineteen years that an officer of the AFL-CIO has addressed an IATSE meeting.

President Loeb noted that Secretary-Treasurer Shuler, elected in 2009, is the first woman ever elected to the position and she also holds the distinction of being the youngest officer ever to sit on the Federation's Executive Council. Prior to her election as Secretary-Treasurer of the AFL-CIO, Shuler worked her way up through the ranks of the International Brotherhood of Electrical Workers (IBEW), from Local Union 125 in Portland, Oregon, to the executive



International President Matthew Loeb and AFL-CIO Secretary-Treasurer Elizabeth Shuler.

leadership at the International headquarters in Washington, D.C. Today, as chief financial officer of the Federation, Liz oversees six administrative departments and is leading the Federation's young worker outreach initiative and repositioning efforts. Secretary-Treasurer Shuler also represents the AFL-CIO on various boards and committees, such as the AFL-CIO Housing Investment Trust and the Women's Committee of the International Trade Union Confederation.

Secretary-Treasurer Shuler thanked President Loeb for his invitation to attend the meeting and on behalf of herself and President Trumka, and brought greetings from the National AFL-CIO. At the onset of her remarks she stated that politics is center stage in today's social climate. She noted that we have a number of challenges facing labor and we must work together to overcome those challenges.

Shuler advised that the AFL-CIO has initiated a campaign to reposi-

tion the labor movement so that the general public and all working people can make a connection with each other. She noted that a Repositioning Committee, on which President Loeb is a member, has been established to a) create an emotional connection, b) make existing claims stronger and take control of how unions are perceived, and c) bring about a new perspective of unions. Shuler described some of the general public's adversarial attitudes towards unions and the need to change them to understand that unions are innovative, they train workers, they give people a ladder to the middle class, they are about quality and accountability, and they are about collaboration and working together. Secretary-Treasurer Shuler explained that the Committee has established eight principles to steer the transformation of the way people see unions.

The AFL-CIO has created a television ad campaign to communicate

the message that "Work Connects Us All". The pilot campaign has targeted three cities - Portland, Oregon, Austin, Texas and Pittsburgh, Pennsylvania.

Shuler also spoke about the AFL-CIO's Young Workers' Summit. She noted that the youth is the future of the labor movement and young workers need to be educated about labor. The AFL-CIO has established the Young Workers' Institute and works to bring young workers into the fold by holding conferences and workshops to better communicate with younger union members through various means including social media outlets.

President Loeb thanked Secretary-Treasurer Shuler for her attendance at the Board meeting, and stated that the IATSE is well aware of the challenges facing labor and is taking a more active role in the labor movement through its work with the AFL-CIO and the Canadian Labour Congress. He noted that we are in the fight of our lives now, and that if we are going to meet our challenges head on, we have to be "all in".

Secretary-Treasurer Shuler received a standing ovation as a demonstration of the IATSE's appreciation for her remarks.

LOCAL NOS. 8, 752, 799 AND B-29, PHILADELPHIA, PA

Re: Kimmel Center

International Vice President and Philadelphia Local 8 Business Agent Michael Barnes appeared before the Board and presented a report on negotiations between Locals 8, 752, 799, and B-29 and the Kimmel Center, Inc., a non-profit organization that manages the Regional Performing Arts Center (RPAC in Philadelphia). The RPAC venues include the Academy

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of Music, home to the Pennsylvania Ballet and Philadelphia Ballet, the Verizon Hall, home of the Philadelphia Orchestra; the Pearlman Center and the Merriam Theater. It is one of the largest employers of these four Locals.

The process began with Local B-29 Ushers as their agreement expired earlier than the other three Locals, all of whose agreements terminated at the same time as a result of negotiations in 2009. Management proposed major cutbacks, elimination of benefits and wage freezes. The Local B-29 negotiations stretched out and the assistance of the International was requested. Vice President Barnes was assigned to assist this effort.

Locals 8, 752, and 799 joined Local B-29 with negotiations and management refused to meet with all four Locals collectively. Negotiations were not productive. Each of these Locals held to their September 30 termination date, refusing to agree to contract extensions. As a public relations ploy, the RPAC attempted to paint a picture that the unions were the cause of the financial woes of the non-profits, citing the recent bankruptcy filing by the Philadelphia Orchestra. The Locals were prepared and responded with their own campaign that this non-profit was over-staffed with middle management, a situation consistent throughout the non-profit sector. The RPAC employed 110 full-time, salaried employees, demonstrating its own duplicity of work and other wasteful business practices. Local 8 hired a public relations firm to convey this message.

One hour before the contract expiration, the Employer abruptly withdrew all its proposals and offered a 7% raise over three years. The Locals

responded by keeping over 50 of their own proposals and after obtaining permission from the International, went on strike at midnight. A picket line was maintained for 48 hours causing four shows to be cancelled or rescheduled. The entire operation was successfully shut down.

The union then offered a 10-day "cooling off" period, allowing scheduled performances to proceed. Negotiations resumed and the Employer agreed to all the demands put forth by the four Locals. Vice President Barnes stressed throughout the presentation that the support the Locals showed for each other was instrumental in their ultimate, resounding success. He thanked President Loeb, the General Executive Board and the IA for their assistance. He noted that the time and commitment displayed by the leadership of the respective Locals was instrumental to this success.

Wardrobe Local 799 Business Agent Elisa Murphy and President Beverly Nolan cited the constant contact between the Locals and their unified front as the basis for obtaining better financials, more employment opportunities and an overall stronger collective bargaining agreement.

Local B-29 President Richard Montgomery stated that his Local is relatively small and he appreciated the unity and support of the other Locals. The new Agreement added to their jurisdiction and resulted in 18 new language changes. He stated that, for the first time, the Local felt like they were truly a part of the IATSE.

Treasurers and Ticket Sellers Local 752 Business Agent Jerry Kelly said that the advance preparation was paramount and, for the first time, they also really felt like they were part of a

team. He was grateful that Vice President Barnes and the other Locals "had their backs."

Stage Local 8 Vice President Anthony Tortorice thanked President Loeb and Vice President Barnes for their support and leadership. He also expressed his gratitude to members of other local unions who supported the work stoppage.

President Loeb noted that hundreds of union workers are covered by these agreements. He noted that the theme of the last convention was to mutually assist each other in unity and solidarity. He committed the IA to use all its resources to help all its Locals and workers. He praised the handling of the public relations issue as brilliant. He commended Vice President Barnes and the team for hitting the ball out of the park. He closed by stating we are not a loose confederation of separate groups, we are united.

LOCAL NO. 58, TORONTO, ON

Re: St. Lawrence Centre

IATSE Local 58 Toronto reported to the General Executive Board on the circumstances relating to the lock-out of the Local 58 members at the St. Lawrence Centre for the Arts.

The background context important to the developing events included the October 2010 municipal election in Toronto won by anti-union mayor Rob Ford; his stated policy to sell of the three City-owned theatre venues, the St. Lawrence Centre, the Sony Centre – a 3,000-seat theatre, the Toronto Centre for the Performing Arts – a 1,500-seat main stage theatre, the 1,200-seat George Weston Recital Hall and a 200-seat Studio Theatre.

Each of these venues have independent boards of directors and negotiate separate collective agreements with Local 58. The City is not at the bargaining table.

The St. Lawrence Centre itself consists of the 850-seat Bluma Appel Theatre with four guaranteed house positions and the 450-seat Jane Mallet Theatre with one guaranteed house position. The main tenant is the Canadian Stage Company, one of Canada's largest regional theatre companies.

Negotiations commenced after serving notice to bargain for the renewal agreement on November 19, 2010. The Union sought to meet the 10% budget cut guideline set by the City. The negotiations held on February 1st, 25th and March 30, 2011 did not go well. Management demanded ruthless concessions and would not consider the Union's short list of proposals. Management sought to gut the collective agreement, including provisions which Local 58 had fought hard for and won over the past forty years.

Management sought to drive negotiations to impasse and applied for conciliation from the Ontario Ministry of Labour on July 14th. Despite efforts by the Local to compromise on July 20th at the conciliation meeting, Management sought the release of a No Board Report required prior to a lawful lockout 16 days thereafter. At the final pre-lockout negotiation meeting of August 11th, the Union held firm though management thought Local 58 would cave in to the pressure.

On Saturday, August 13th, the Management precipitated lockout, was in force. However, there were no shows at the facility until Labour Day, September 5th. Despite the Manage-

ment media barrage to misinform the public and distort the facts, the Union sought to plan a coordinated response in both actions and words, remaining silent until the September 5th date. At that time, Local 58 made it clear that the Union was not the problem and that poor planning and even worse product on stage was responsible for abysmal ticket sales.

On Labour Day, the 113th Anniversary of the granting of Local 58's charter, the huge coordination efforts paid off with the assistance of sister IA Locals 129, 357, 411, 461, 667, 822, 828, 873 and B-173, and the support of the International's Canadian office. Local 58 also solicited participation from Local One President James Claffey with the next attraction's audio engineer, a Local One member, and Local 632 President and freelance technical director Kevin O'Brien, who expressed dismay over the lockout by email. Local 357 members arrived by tour bus. Local 58 posted YouTube videos of the events on the picket lines and the true story of the lockout. Over 300 people manned the pickets on September 5th.

Immediately after the picketing activity on September 5th, Management sought to resume negotiations and a meeting was set for Sunday, September 11th. With the assistance of counsel Ernie Schirru from Koskie and Minsky LLP, an agreement was soon reached. The contract renewal secured: 10% wage increase over 4 years; increase in the minimum call from 4 to 5 hours; and maintained both the departments and the overtime structure; however reduced the position guarantees from average of 44 weeks to 35 weeks in a 42 week period excluding July and August

when the Theatre is typically dark. The key Management demand was to take down the YouTube videos. Upon unanimous ratification by the membership on Thursday, September 15th, the house crew returned to work on September 16th.

The real heroes are the House Staff, the members of Local 58, all IATSE Locals assisting and supporting and the International Office, whether on the picket line, sending expressions of support or encouragement, or finally making their position known to venue producers. Such solidarity has had concrete results. Local 58 has settled the renewal collective agreement that was better than originally sought and the City of Toronto passed a budget on January 17, 2012 that restored arts funding, at least in part.

ADRIENNE ARSHT CENTER, MIAMI, FL

International Vice President Anthony DePaulo, Local 500 President and Business Manager James Thompson and Alan Glassman, reported on the recently concluded negotiations for a successor agreement at the Adrienne Arsht Center in Miami, Florida.

The Arsht Complex is the third largest performing arts center in the United States. The center consists of the Ziff Ballet Opera House which has 2,400 seats, the James L. Knight concert hall which has 2,200 seats, and the Carnival Studio Theatre with 300 seats. It is also the home of the Florida Grand Opera and the Miami City Ballet. The first contract for the Adrienne Arsht Complex was a five-year term agreement between The Center, IATSE and Local 500 and it expired on December 31, 2011.

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In November, Local 500 representatives and Vice President DePaulo met with the Center to negotiate a new agreement. It was presumed that over the course of five years many issues would have arisen but due to the good relationship between Local 500 and the Center, the company only had two proposals. One proposal was for Local 500 to institute a training program to ensure that the workers they provide possess the basic skills in stagecraft and safety. The second was to allow the Center to invite students from South Florida to shows and be able to do it in partnership with the Local at a reasonable cost.

Local 500 agreed it was important for all of its members working at the Center to be fully trained in all aspects of stagecraft and safety and confirmed their commitment to pursue that goal. The Local also accepted altering their working conditions for up to nine weeks per year so the center could invite students to performances free of cost.

In exchange, the Local's concerns were met with improvements in wages and terms and conditions.

The wardrobe department rates started out to be much lower than the stagehands' in the first agreement but that was the area standard for wardrobe at that time. Now, in year two, the dresser's rate will be significantly higher.

Vice President DePaulo thanked all of the representatives of Local 500 who did a great job on the negotiations. Brother Glassman added that this agreement would provide steady employment for workers he represents, including nine full-time stagehands and two full-time box office employees.

President Loeb observed that the Local has done well in securing itself at the Arsht Center.

AFL-CIO YOUNG WORKERS SUMMIT

Director of Communications Emily Tao and International Representative Jennifer Triplett presented a report on their attendance at the AFL-CIO "Next Up" Young Worker's Summit on September 29 to October 2, 2011 in Minneapolis, Minnesota.

The conference focused on the importance of engaging youth for the labor movement to thrive, especially under harsh political pressures and economic hardships. The conference also emphasized the importance of education for young members, and hosted a variety of sessions covering many topics.

They attended break-out sessions on social media for unions, using arts as a tool for connecting the masses through music, community service, how to frame a message, and how to engage non-union workers in seeking union status.

Notable speakers at the conference included U.S. Secretary of Labor Hilda Solis, AFL-CIO President Richard Trumka, and AFL-CIO Secretary-Treasurer Liz Schuler. Each had inspiring messages to the young people in the labor movement.

U.S. Secretary of Labor Hilda Solis urged young workers to become more politically active, including supporting the American Jobs Act.

AFL-CIO President Richard Trumka spoke about how young workers need to provide leadership, strategic plans and accountability for the union movement's success.

AFL-CIO Secretary-Treasurer Liz Schuler expanded on how learning is imperative to expanding and re-growing the union movement, which is crucial to the future of the middle-class.

On Friday, September 30th, Director Tao and Representative Triplett, along with more than 800 other attendees, participated in the March for Jobs through downtown Minneapolis, rallying at the City Government Plaza Light Rail Station. They also held a caucus to meet and engage the other IATSE members from Locals 13, 15, 28, 122, 578, 768, and ATPAM.

It was reported that the Young Workers Summit provided a perspective on the future of the labor movement, as well as instilling a sense of excitement and new ideas. President Loeb appointed Director Tao to Chair a Young Workers Committee for the International and to assist Locals in joining in these efforts in every city where we have a presence. He requested that Locals refer their young members to Director Tao.

ATLANTA FILM STUDIOS

President Robert Vasquez and Business Agent Michael Akins of Georgia Studio Mechanics Local 479 reported that Paulding County is building a studio for motion picture production and has reached out to the IATSE about selecting a person to manage the facility. The County also offered office space to the Local at the facility. Additionally, the Local is in early stage discussions with Fayette County to be involved in a similar project which would be associated with Clayton State College. This second endeavor would have a training / educational component.

President Loeb recalled a time when Atlanta was all non-union. He commended the Local for doing a tremendous job transforming that situation with the IATSE firmly embedded in the motion picture industry to such an extent that governmental agencies are contacting the Local to operate their studios. He described this situation as a complete culture change, putting the IATSE “dead center on ‘front street’, where it belongs.”

President Loeb also thanked Local 479 and all the Atlanta Locals for their hospitality during the course of the Board meeting.

AVENUE Q

International Vice President Anthony DePaulo, Local One Business Manager Mickey Fox, Local 764 Business Representative Bart Daudelin and Local 306 Business Representative Carol Bokun reported on negotiations for a successor collective bargaining agreement for “Avenue Q.”

In June 2009, after a five-year run on Broadway, the musical “Avenue Q,” which won the 2004 Tony Award for Best Musical, announced that the show would be moving to New World Stages, an off-Broadway theatre.

New World Stages is a theatre complex housing five theatres with seating capacity in each of the theatres of between 200 to 499 seats. It is located just a few blocks from the center of the Broadway theatre district.

This was the first time a Broadway producer was moving a hit show from Broadway to off-Broadway. However, President Loeb was determined to keep this a union show.

When negotiations began, all the Locals worked together in order to

get fair wages, benefits contributions and basic union contract language in an off-Broadway environment. They concluded with a two-year agreement which expired this past October.

When negotiations for a successor agreement began late 2011, the bargaining committee consisted of stagehands and wardrobe crew members, as well as Brothers Daudelin and Fox, and Sister Bokun.

The parties met two times after which they achieved an agreement with wage and benefit increases, one paid sick day for every 90 shows worked, and an increase in the sales commission earned by the Local 306 host. The unit was satisfied with the new terms of the agreement. Brothers Fox and Daudelin, and Sister Bokun thanked President Loeb and their respective Local presidents for their assignments to this bargaining committee. They all attribute their accomplishment to working and standing together in solidarity until all units were satisfied with the final agreement.

President Loeb remarked that the cohesiveness of the Locals was further evidence that “we’re stronger together.”

BILL C-377

International Vice President John M. Lewis reported on Bill C-377: An Act to Amend the Income Tax Act, relating to requirements for labour organizations and labour trusts to file financial disclosure information.

The legislation requires trade unions; the IATSE and its Locals and Trusts, to each file public information returns, including a financial statement, balance sheet, statement of income and expenditures, statements of accounts receivable, loans, statements of accounts payable and disburse-

ments of any kind. The scope of the Bill also includes payments to officers, employees and contractors, and for all expenditures for labour relations, organizing activities and political activities. The legislation provides specifically for public dissemination of this information in a “word-searchable” format for cross-referencing. Failure to file the required information returns renders the labour organization and labour trusts liable for a summary conviction offense and a fine of \$1,000 for each day of compliance failure. Once passed, there will be only a six-month period to institute compliance.

This legislation is similar to that implemented by the Bush government in the United States. As the U.S. experience teaches, these provisions are extremely onerous on smaller Locals and Trusts, which don’t have the staff or resources to devote to this “union busting” obligation.

This legislation has received First Reading and is scheduled for further debate in Parliament upon Second and Third Readings, and in Committee. With a majority Conservative government supporting this anti-union bill, it is likely to be passed into law.

The Canadian Labour Congress is spearheading opposition to the bill, coordinating the response from all sectors of the labour movement. The fear is that failure to comply will impact upon income tax exempt status for labour organizations and therefore, the deductibility of union dues from individuals’ personal income tax.

As President Loeb observed, this Conservative anti-union legislation advances the agenda to weaken the Canadian labour movement and specifically “take the progressive money

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out of the mix” to further weaken the forces of social democracy.”

CANADA

International Vice Presidents John M. Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representative Barny Haines, Operations Manager of the Canadian Office Krista Hurdon and Canadian Counsel Steve Wahl reported on activities in Canada since the 2011 mid-Summer General Executive Board Meeting.

Local 58 Toronto - Stage

In May of 2011, Local 58 filed an application to certify the stagehands working at the Richmond Hill Centre for the Performing Arts. Richmond Hill is a bedroom community located just north of Toronto whose city employees are represented by the Canadian Union of Public Employees (CUPE). The stagehands had never been made members of CUPE nor had they been covered by the collective agreement between CUPE and the City of Richmond Hill. In fact, the City had earlier classified these employees as independent contractors which had not been initially challenged by CUPE.

The City challenged the certification and alleged that the stagehands were independent contractors and alternatively, if they were employees, they would be covered by its agreement with CUPE. Soon thereafter CUPE intervened in the application.

On December 11, 2011 the Ontario Labour Relations Board ruled against Local 58 and held that the stagehands were covered by the existing collective agreement with CUPE. The Labour Board rejected the argument that CUPE had abandoned its bargaining rights with respect to the stagehands and that stagehands were excluded from the collective agreement.

This is a troubling decision on a number of grounds. The complete failure to offer representation to the stagehands should have consequences. More importantly, most new theatrical venues in Canada have some degree of ownership of either a provincial or municipal government. In most of those instances, the provincial or municipal employees are covered by a collective agreement. This decision may make it difficult for the IATSE to establish bargaining rights in those venues. We have had a num-

ber of issues in the past few years with various public sector unions. In Saskatchewan, we were able to overcome a challenge by the Public Service Alliance of Canada when we certified Casino Regina. In Montreal, we have had to deal with challenges on various certifications by CUPE. In Alberta, Locals 210 and 212 had to fight off a challenge by the Alberta Union of Public Employees to represent the full-time positions at the Southern and Northern Jubilee Auditoriums.

These fights are only going to get bigger as public sector unions are facing large lay-offs and shrinking membership levels. What had largely escaped their attention in the past may not be the case in the future. These issues are not universal. In many cities we have a decent relationship with the public sector unions. But we need to be prepared to address these issues.

Local 63 Winnipeg - Mixed

On November 1, 2011, with the assistance of the International, Local 63 filed an application for certification with the Manitoba Labour Relations Board for all stagehands employed by Live Nation Canada Inc. A similar cer-



From left to right: CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Vice Presidents John M. Lewis and Damian Petti, International Representative Barny Haines and Operations Manager of the Canadian Office Krista Hurdon reported on activities in Canada.

tification application was filed on July 26, 2010, for A.E.G. Live Canada Ltd. that resulted in a total of eight days of hearings in front of the Labour Board concluding in May of 2011. A written decision has yet to be issued.

As well, on May 27, 2011 an application for certification was filed by the Local for all production employees in the employ of U2 Principle Management. Hearings for the U2 application have been re-scheduled for later in 2012.

The real target of these applications is the 18,000-seat MTS Centre and the new football stadium presently under construction in Winnipeg. The MTS Centre has been using NASCO, a non-union labour supplier, since it opened in 2007 and the Local has had only limited success in crewing productions at the existing football stadium since NASCO became established in Winnipeg.

As a consequence of these applications (and in particular, the attempt to certify U2), the Local was once again approached by the MTS Centre to discuss a potential solution which would enable the Local to crew a percentage of the shows at the MTS Centre and the football stadium. Representative Haines has been assisting the Local in all aspects of these activities and the International's Defence Fund has been assisting the Local to help pay the legal fees. We are hopeful to report on a resolution at the next Board Meeting.

Local 129 Hamilton/Brantford - Stage

By being progressive and flexible with the producer, Local 129 was awarded the labour contract for the load-in, show and load-out of the

Hamilton Outdoor Hockey Classic, "The Steeltown Showdown", produced by Andlauer Sports and Entertainment and BaAM Productions. The bulk of the work consisted of transforming Ivor Wynne Stadium, which is a football stadium, into a large outdoor rink.

Although the rink was operational for various games and public skates from January 16 through January 28, the main events were Toronto Maple Leafs Alumni vs. the Montreal Canadiens Alumni on January 20th and an AHL game between the Hamilton Bulldogs and the Toronto Marlies on January 21st. It is important to note the help received from Local 680/849 member Paul Bates, who acted as the Project Director of the event and was instrumental in making sure Local 129 members got the work. Brother Bates has always, without hesitation, done everything he can possibly do to make sure the I.A.T.S.E. is awarded jobs. The Local should realize payroll of approximately \$60,000 from the event.

Local 828 Province Of Ontario - Scenic Artists And Propmakers

The International assisted the Local in its negotiations with the Stratford Shakespearean Festival of Canada. The International was called in to assist after the members of the Local working in the paint department failed to ratify the negotiated Memorandum of Agreement.

Bargaining was reopened with a very reluctant employer and some improvements to the previously negotiated agreement were obtained. The issue of wage parity with a separate department was a major concern and the parties eventually agreed to

a formal job evaluation study with union involvement. The process is to review and compare job functions between the scenic paint and props departments to ensure wage parity is achieved. Regardless of the findings there are to be no reductions to wages.

Most importantly, members of the bargaining unit were brought into the negotiations. This allowed them to own the deal and made the ratification relatively painless. The membership accepted the revised Memorandum of Agreement unanimously. International Representative Peter DaPrato is continuing to work with the Local through the job review process.

Local 849 Atlantic Canada - Motion Picture Technicians

As reported previously, Assistant to the President McGuire has been working with Local 849 for almost three years to secure an agreement with Egg Productions, the largest commercial producer in Atlantic Canada. Egg Productions had generally employed members of the Local and was approached about signing a collective agreement.

The owner of Egg Productions had refused to sign an agreement so the Local filed an application for certification. A representation vote was held but the ballot box was sealed pending the resolution of the legal challenges raised by Egg Productions. The employer argued that the crew members were independent contractors and not employees as defined under the Act. Three days of hearings were held in July 2011 and Assistant Director Dan Mahoney was called as an expert witness to describe the commercial industry.

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The Labour Board issued an interim decision and found the crew to be employees and the bargaining unit to be appropriate for bargaining. The Board asked the parties to determine which employees are in the bargaining unit. If the parties are unable to reach an agreement, the matter will be determined by the Board.

The Local should be commended for its patience and commitment to organizing Egg Productions. Part of the delay in seeking to certify this employer was the opposition by some members of the local who did not want to alter the status quo. The Local educated those members and then proceeded to certification. It should also be noted that the International's Defence Fund is supporting the efforts of the Local.

Local 873 Toronto - Motion Picture Technicians

The International assisted Local 873 in its negotiations with the affiliates of the AMPTP with respect to the Local 873 Long-Term Agreement, which expires on March 31, 2012. Negotiations took place the week of January 23 in Toronto and concluded Friday, January 27th.

Key points of the proposed agreement include wage increases of 2% per year over a three-year term, an additional 25-cent increase per year for transportation (1.5%), additional 1% fringe in a third season for cable productions, fringe increases of .5% in the second and third year on feature films and network television, \$2.00/hour premium for work requiring a worker with an entertainment industry power technician certification, and a 50% increase in fringe rate for new media productions with

a budget over \$25,000/minute. The Local anticipates the Memorandum of Agreement will be presented to the membership and voted on in the near future.

Local B-173 Toronto/Hamilton - Front-Of-House

In July, the International was made aware of front-of-house employee dissatisfaction at the TIFF (Toronto International Film Festival) Bell Lightbox Theatre by a Local 58 projectionist working at the venue. We were informed that a number of these employees were looking for union representation. The original target group was ushers, assistant managers, gallery attendants, concessions staff, retail staff and box office staff. An organizer from the International worked with two employees as internal organizers and steady progress was made over the next few months.

On November 22nd, the Local filed for certification with the Labour Board after obtaining membership cards for 39 of the 56 employees in the bargaining unit – 70%. It was at that point that the Employer aggressively fought the certification and committed unfair labour practices. In Ontario a representation vote takes place seven days from the filing of a certification. In those seven days the employer was able to reduce our support from 70% to 26%. Given the vote results we declined to pursue the unfair labour practice complaints. This is a reminder of how difficult it is to organize. A meeting will be held with some key supporters to do a post-mortem to see what could have been done differently for future campaigns.

British Columbia Council of Film Unions - Term Agreement Negotiations

The BC Council of Film Unions, comprised of IATSE Locals 669 and 891 and Teamsters Local 155, concluded bargaining for a successor agreement to their Master Agreement, which expires on March 31, 2012. Negotiations took place over three weeks in October and January and were held in Los Angeles and Vancouver.

Key points of the proposed agreement include wage increases of 2% per year over a three-year term as well as fringe increases of .5% in the second and third year on high budget feature films, one-hour dramatic network television series and cable series in their third and subsequent seasons, and a 50% increase in fringe rates for new media productions with a budget over \$25,000/minute. The Memorandum of Agreement has been sent to members for ratification, with a ballot deadline of February 28, 2012.

National Health Plan Update

After nearly four years of work, there will be a National Health Plan in Canada. This process began in July of 2008 when the International and Districts 11 and 12 formed a working committee to review and report on the delivery of health benefits to IATSE members in Canada.

In October of 2009 and March 2010, two extensive reports were issued which summarized the findings of a survey that had been completed by the Locals with respect to their health plans. A huge range in the types, delivery and cost of benefits was identified, and cost-saving strate-

gies for claims and non-claims costs were presented.

In June of 2010 at the Canadian Off-Year Convention, the Delegates approved, in principal, the establishment of an IATSE Canadian Health Plan. In September, nearly every Local responded in writing confirming their intent to join the National Plan.

In December 2010, twelve Canadian insurance companies were invited to submit proposals for a proposed National Health Plan, including insurance companies that operate on a national scale or are currently working with an IATSE Local. Eight companies indicated interest and the working committee narrowed the field to four. In April, 2011 formal presentations were made by the four companies in Toronto in front of 55 local union representatives and health plan trustees. In May 2011 the decision was made to choose Great West Life as the underwriter for the IATSE Canadian National Health Plan and one month later, the working committee selected J & D Benefits as the third party administrator.

The concept of the plan is to pool collective resources (16,000 members and approximately \$22 million in annual premiums) while allowing Local autonomy to determine eligibility rules and the selection of benefits. The legal framework has been created to allow this to happen.

Working with the law firm of Koskie Minsky, a not-for-profit corporation has been formed and will act as the umbrella organization for all Locals. This entity will enter into the underwriting agreement with Great West Life and will be responsible for negotiating renewals. A multi-Local trust is also nearing completion and most

of the smaller Locals will join. We are hopeful this will improve plan governance for all locals. The larger, established local union health trust funds will continue to exist independently, but will also form part of the umbrella organization for the purposes of establishing premium rates.

Commencing in September 2011, meetings began with local unions and health plan trustees. International Representative Julia Neville, along with representatives from Great West Life and J&D Benefits, reviewed the existing local health plans and offered proposals based on the Local's current health plans. In cases where the local union did not have an existing plan, membership information was reviewed, including average earnings and a plan created to suit their needs.

In every instance, less expensive premiums have been offered. The first nine groups to join the Plan have averaged premium savings of close to 6% and in some cases as high as 23%. In October 2011 the Canadian staff of the International joined the Plan and saw a reduction in premiums of close to 50% for a savings to the International of approximately \$40,000 per year.

Proposals have been submitted to 18 Locals in the Prairies, Ontario and Quebec and meetings with the remaining Ontario Locals, Atlantic Canadian Locals and the Locals in British Columbia will be held in the coming months. Once the solicitation phase is complete, selection of trustees and the process of formulating plan governance will begin. International Representative Julia Neville and the working group should be thanked for their efforts. This has truly been a collab-

orative effort, which can sometimes be slow, but it does ensure the trust and commitment of our local unions.

Eventstar Certification

In 2011, the International assisted Locals 118 and 891 to form a poly-party council to assist in organizing employers who work in both tradeshow and stage. On April 12, 2011, the poly-party council created by the two Locals filed an application for certification of employees of Eventstar Services Inc., a company providing labour services for the tradeshow and stage industries.

A mail vote was conducted with a deadline of May 31, 2011, with 48 ballot envelopes received. These ballots were sealed pending direction from the BC Labour Relations Board. The Employer challenged the list of eligible voters, stating that only 10 of the 80 individuals on the voters list were Core and Regular On-Call Employees, and that this group should comprise those considered eligible to vote. The Union maintained that a 90-day window painted an accurate picture of the Employer's operations and the part-time casual nature of employment within those operations.

The BC Labour Relations Board issued its decision on January 6, 2012 and found in favour of the union. Key to their determination of voter eligibility was the time period used by the Board to demonstrate sufficient continuing interest in the certification. While there are many industries in BC where the workforce is characterized as seasonal, casual or part-time, there has been no consistent measure of this time period. The measure used in the earlier NASCO certification was five months prior to the applica-

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tion for certification. In Eventstar, the Board held that employees who had worked for this employer within the 90-day period prior to the Union's application for certification was logical and reasonable.

The 90-day measurement resulted in 48 employees in the proposed bargaining unit being considered eligible to vote. The ballots were counted on January 9, 2012, with 28 eligible voters voting in favour of union representation, and 7 voting against. Eventstar sought leave of the BC Labour Board to reconsider its decision but that was denied on January 26, 2012. Locals 118 and 891 will be jointly filing a notice to bargain.

Commercial Agreement

The IATSE has over 450 companies signatory to the AICP agreement which covers commercial production in the United States. Further to research undertaken by the International, it became apparent that a number of these U.S.-based companies shoot

commercials in Canada on a non-union basis.

Representatives Julia Neville and Peter DaPrato carried out the research and worked with the Locals to draft a Canadian Appendix to the AICP Agreement.

After consulting with the affected local unions, a Canadian Supplement to the AICP Agreement has been drafted. Structured in the same manner as the International's Low Budget Agreement and the Global Spectrum Agreement, the Canadian Supplement will set out wage and fringe rates for each Local along with introducing specific revisions to the AICP Agreement to address Canadian law. Once approved by the Locals, the Canadian Supplement will be introduced to new signatories to the AICP Agreement until such time as the AICP Agreement is renegotiated where we will seek to have it formally included in the Agreement.

Organizing Manual

In 2010, the International created

an Organizing Manual to be used by local unions as a guide to assist in organizing drives. The first edition of the manual was written for use in the United States, where labour laws are federal in scope, and could therefore be used by any American Local. In Canada, labour laws fall primarily under the jurisdiction of each province, so it was necessary to take the Organizing Manual and revise it for use by Canadian Locals. To do so, the International worked with legal counsel all across the country and created 10 different versions of the Organizing Manual; specific to each province.

The IATSE Canadian Office printed and bound each province-specific version of the Organizing Manual, and in mid-January, distributed two print copies to each Local. Locals whose jurisdiction includes multiple provinces received two copies for each province they represent. Electronic versions were forwarded to all Locals so that any local union desiring to print additional copies could do so. Feedback from the Locals has been extremely positive.

National Agreement

On February 7, 2012, a meeting will take place in Toronto between the International and all motion picture production locals in Canada to discuss a possible area standards term agreement. For a number of years, the International and various local unions have been approached by the Canadian Media Production Association to sit down and bargain a national term agreement. The position of the IATSE has been that any such agreement had to be exclusive and binding. The International has demanded that the CMPA provide a list of companies in



Manning the sign-in table at the Board meeting are (from left to right): Brother Eric Charles, Local 927, Sister Paradise Franklin, Local 479 and Sister Carey Selby, Local 479.

Canada on whose behalf the CMPA is authorized to bargain an exclusive term agreement with the IATSE. A similar demand has been made of the AMPTP.

The CMPA has now provided a list of companies which it claims are prepared to bargain exclusively with the IATSE. The wording of the commitment, however, is not as strong as would have been desired and until such time as it is rectified to our satisfaction, it will not be sufficient to allow a commitment to bargain.

It is sufficient, however, to schedule a meeting with all our Locals to discuss the possibility of a national term agreement and to identify the potential legal framework for such an agreement in Canada. As the jurisdiction for labour relations in Canada is provincial, the validity and enforceability of a national or multi-provincial agreement can be problematic. Other labour organizations in Canada working in the motion picture and television industry work under national agreements, so a viable legal structure should be possible as long as we receive the bargaining commitments we require to move forward.

Teamsters Update

In Alberta, the Teamsters have been actively seeking to displace the Directors Guild of Canada for representing workers in the locations department. The DGC represents the locations department throughout Canada.

In 2011, the Teamsters attempted to certify the locations department on two productions. On the long-running production entitled "Heartland", the Teamsters filed three separate applications: one was

for its traditional bargaining unit of animal wranglers, transportation and catering, while the other two were for the locations department and the production office employees (also represented by the DGC). The Board dismissed the applications for the locations department and the production office department and the Teamsters were successful in the application for their traditional bargaining unit of transportation, animal wranglers and catering.

On the second production, the Teamsters once again filed to represent the locations department but, again, were unsuccessful. The Alberta Labour Relations Board dismissed the Teamsters' attempt to name the principal company as the employer. Rather, the Board held that the single purpose corporate entity created for the production was the employer. This decision could potentially have a serious negative impact on our ability to organize future productions and to establish that the principal company is the employer for the purposes of certifications. President Loeb noted that this issue must be dealt with under the IATSE/Teamsters Mutual Assistance Pact.

Ed Mirvish Theatre

Ed Mirvish was one of the biggest characters in modern-day theatre history and was made a Member of the Order of Canada in 1978 and then promoted to Officer of the Order of Canada in 1987. In Toronto, Mirvish Productions changed the theatrical landscape as it bought and restored the Royal Alexandra theatre in 1962, built the Princess of Wales Theatre in 1993, took over management of the Pantages Theatre in 2001, sell-

ing its naming rights to Canon, and in 2008, purchased the Canon Theatre as well as the Panasonic Theatre from Clear Channel. Mirvish Productions branched out to the UK with the 1978 purchase of London's failing Old Vic Theatre, which earned Mr. Mirvish the honour of Commander of the Order of the British Empire for saving it. Once it was up and running, he sold it back to the Old Vic Theatre Trust in 1998.

On July 13, 2007, the lights on Broadway were dimmed in honour of Mirvish's death, two days earlier. On December 6, 2011, the Canon Theatre was officially renamed the Ed Mirvish Theatre. There were taped tributes from Prime Minister Stephen Harper and Ontario Premier Dalton McGuinty. Mayor Rob Ford proclaimed the day "Ed Mirvish Theatre Day" in Toronto. A great tribute for a man who, through his love for theatre, ensured a good living for hundreds of IATSE members.

CEP-CAW Merger

Two of Canada's biggest private-sector labour unions are formally exploring the possibility of creating a new, merged organization by the middle of next year. The Canadian Auto Workers (CAW) and the Communications, Energy and Paperworkers (CEP), which have a combined total of more than 320,000 members, have been holding preliminary discussions since late December. Both unions have lost thousands of members in the current economic downturn which has been particularly devastating on manufacturing and pulp and paper.

The progress of this merger will be monitored by the International.

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The CEP is the parent organization of ACFC in British Columbia and NABET in Toronto – both of which represent film technicians and which have been declared to be rival organizations pursuant to the IATSE Constitution.

PDK

Assistant to the President McGuire recently completed negotiations with PDK, an employer which works in a number of jurisdictions throughout Ontario, for the renewal of its agreement with the International. Along with some changes in language, increases to pension and wages over the agreement as well as a contribution to the International Training Trust were achieved.

The intent of the agreement is to allow PDK and its key personnel to travel throughout various IATSE local union jurisdictions, much like the Pink Contract allows, while at the same time complementing their labour requirements with Local members. As PDK is in effect a labour provider in areas where our Locals do not have any agreements or working relationships, they bring additional work opportunities. PDK is a small company, but as it grows, so will work opportunities for our members. The PDK collective agreement was ratified by the General Executive Board.

In concluding the Canadian Report, President Loeb complimented Vice President Lewis on the tireless and strident activity of the Canadian Locals, with the guidance and support of the International.

CARPENTERS, UNITED BROTHERHOOD OF

Tradeshow Director William E. Gearns, Jr. reported on Local 835's successful defense of an attempted

raid on a GES freight unit in Orlando. The raid commenced when an IATSE member indicated that efforts would begin to decertify the union. President Loeb interceded and received assurances at the International levels from both the Teamsters and Painters that they would not be involved in any efforts to raid the IATSE which has a Mutual Aid and Assistance pact with both unions.

Unable to complete negotiations on a new contract by the expiration date, two IATSE members began circulating cards, one on behalf of the Carpenters and one on behalf of the Teamsters. Upon receiving a call from President Loeb, the Teamsters ordered that efforts on their behalf cease.

Negotiations with GES were suspended pending the outcome of an election. IATSE Local 835 hired three members of its unit as full-time organizers. The IATSE won the election 43-5 with another 12 votes for IATSE that were challenged and not counted.

Charges were brought against the two IA members for engaging in conduct that was detrimental to the Alliance and they were expelled from membership.

President Loeb expressed his disgust that the IA was attacked by its own members. He noted that both the Teamsters and the Painters did the right thing. He praised and thanked Director Gearns and Local 835 for their good work.

CHILD ACTOR GUARDIANS

International Vice Presidents Daniel E. DiTolla and Anthony DePaulo, and International Representative Patricia White reported on negotiations with the Broadway League for a col-

lective bargaining agreement covering the Child Actor Guardians.

In the spring of 2010 the International filed representation petitions for child actor Guardians at "Billy Elliot" and "A Little Night Music". After learning that "A Little Night Music" was scheduled to close, the International withdrew that petition. The date for election for the "Billy Elliot" production was set for August 2010. The International won the representation election for "Billy Elliot" by a unanimous vote. Subsequently, the parties began what would turn out to be protracted and contentious negotiations. In the fall of 2011, the company announced that the show would close on January 8, 2012. Thus, the focus of the negotiations centered on attaining health coverage for the full-time Guardians employed on "Billy Elliot". In addition to the other terms and conditions, the International succeeded in getting eight (8) months of retroactive health contributions, which was sufficient coverage for full-time Guardians for all of 2012.

Vice President DiTolla noted that numerous shows employ Guardians and the International intends to make it clear to employers that this is a craft that we will represent. He commended Local 764 and Representative White for taking the Guardians into membership. Representative White stated that it is not always easy to get members to take in new people, but the membership of Local 764 had extended a warm welcome to the Guardians. Representative White reported that after he was sworn into membership, Guardian Bobby Wilson stated that he had been waiting 22 years for Union representation and

he was thrilled the day had finally arrived. She thanked her members for their support of the Guardians.

President Loeb commented that Vice President DiTolla had exercised a degree of patience throughout the bargaining process that is commendable. He remarked that the International's dedication and determination exhibited by Vice Presidents DiTolla and DePaulo, and Representative White throughout the arduous bargaining process were necessary and ended up being a positive development for the bargaining unit.

President Loeb added that the representation of Guardians throughout the industry is not over. This is a craft we should represent as they share a community of interest with us.

President Loeb congratulated Local 764 and commended them for doing the right thing by taking the Guardians into membership. Finally, he remarked that this agreement is a great first step and will serve as a contract template for representation of this craft going forward.

COUNTRY MUSIC AWARDS

International Representative Mark Kiracofe reported on the negotiations between Local 46 and the Country Music Awards (CMA) in Nashville, Tennessee. Staging Supervisor John Bradley informed Local 46 that the proposed increase in benefits contained in their proposal would require his going back to the CMA Board and to CEO Steve Moore, who was responsible for bringing Crew One to Nashville and who does not want union stagehands working his show. A deal was reached that modified the parties' agreement.

In-House Counsel Samantha Dunlany advised the parties to secure authorization cards from the people working the production, which resulted in 140 out of 150 people signing cards.

DEMOCRATIC NATIONAL CONVENTION

International Vice Presidents Brian Lawlor and J. Walter Cahill were assigned to assist Local 322 in its discussions relative to the crewing of the 2012 Democratic National Convention to be held September 4-6, 2012 in Charlotte, North Carolina.

Vice President Lawlor arranged a meeting between Local 322 and John Bradley of Theatrical Resources. Theatrical Resources will serve as the employer of record for the stagehands in Charlotte. Bradley will serve as the Technical Supervisor of this event and will control the labor at both the Bank of America Stadium, where the DNCC announced that President Obama's acceptance speech would be held, and at Time Warner Arena.

The festivities will begin on Labor Day with a family event at the Charlotte Motor Speedway. The decision as to who will produce the show at the NASCAR venue has not yet been made. Historically, the IA Locals have not encountered problems staffing the main venues, with the help of sister locals, but the staffing of ancillary events are always difficult.

The DNCC informed Vice President Cahill that funds were available for training for an outreach to local Charlotte residents so that some may become qualified to do various jobs related to the Convention. Vice President Cahill was asked if the International and Local 322 would be agree-

able. Vice President Cahill spoke with President Loeb who indicated he had no objection provided there was buy-in from Local 322. Looking at the size of the crews needed for these events, the Local was willing to go along with the training. As one might expect, this will be rudimentary training and those trained will perform less skilled jobs during the Convention.

In July 2011, Vice President Cahill chaired the 7th District Convention and asked that all Locals who thought they may be able to get members to drive to Charlotte to work the Convention, to provide Local 322's Business Agent their contact information. The plan is to exhaust the workforce of Local 322, bring in other I.A. members from various Locals in North Carolina and adjacent states, and then utilize the newly trained Charlotte residents. Hopefully, this will provide the numbers needed to fulfill the calls for the three locations.

Vice Presidents Lawlor and Cahill are assisting in contractual discussions between Local 322 and Theatrical Resource. More information will be provided at the 2012 Mid-Summer meeting of the General Executive Board.

REPUBLICAN NATIONAL CONVENTION AND 2012 PRESIDENTIAL DEBATES

International Vice Presidents Brian Lawlor and J. Walter Cahill reported on the Republican National Convention.

Vice President Lawlor reported that there is reason to be optimistic that the IATSE will be fully involved as key personnel responsible for coordinating the event as we have positive connections and a history with the event. Vice President Cahill added that the Painters have recommended

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a Republican lobbyist who may be of assistance.

Vice President Lawlor also reviewed the scheduled political debates which are a great opportunity to develop IA work. The 2012 Presidential debate schedule is: (1) October 3rd at the University of Denver in Denver, Colorado; (2) October 16th at Hofstra University in Hempstead, New York and (3) October 22nd at Lynn University in Boca Raton, Florida. The Vice Presidential Debate is set for October 11th at Centre College, Danville, Kentucky.

President Loeb noted that all these events create a large amount of work for our members.

DIGITAL THEFT

International Vice Presidents J. Walter Cahill, Michael F. Miller, Jr. and Craig Carlson, Assistant to the President Deborah A. Reid, International Representative Scott D. Harbinson, Brothers Scott Roth of Local 800, and David Behm of Local 600, and Alec French of Thorsen-French Advocacy, appeared before the Board to present an update on the International's efforts to combat digital theft.

Representative Harbinson advised the Board that this report would provide an update regarding the International's efforts to combat digital theft.

A presentation was made by Alec French summarizing the Senate and House legislation process regarding the PROTECT IP Act and Stop Online Piracy Act, respectively.

Rogue sites legislation - Top Priority

The major IA policy priority since late 2010 was the enactment of legislation to provide effective tools for disrupting the business models of foreign, commercial Internet sites

that offer unlicensed movies and TV shows. Such "rogue" sites earn substantial revenue through advertising placed by U.S. ad networks, or through membership subscription payments processed by U.S. services, like Visa and PayPal. While accessible to U.S. consumers, many of these sites operate from outside the United States, and current U.S. law provides few, if any remedies, to disrupt their businesses.

No Silver Bullet

To be clear, legislation to address the rogue sites problem would not be a "silver bullet" to stop digital theft of movies and TV shows. Many other sources of such theft exist - online and off. Legislation alone will not change the culture in which such theft is commonplace and accepted. And, some people are always going to steal, however, with regard to foreign, commercial sites engaged in digital theft, it does seem legislation could at least create new tools to address the problem.

Description of the Legislative Goals

To address the rogue sites problem, the IATSE joined with a broad coalition, including the MPAA, the DGA and other guilds and unions, the AFL-CIO, RIAA, and even the Chamber of Commerce, to support legislation to fill the gaps in available remedies against foreign, commercial sites engaged in digital theft. Broadly explained, the coalition agreed to support legislation that requires U.S. payment processors and ad networks to break off business relationships with such infringing sites. There was also agreement that U.S. Internet Service Providers (ISPs) and search engines should prevent their U.S. subscribers

and users from being able to access such infringing sites.

Legislative Background

Substantial progress was made in moving legislation to achieve our objectives.

In the fall of 2010, at the end of the 111th Congress, Senator Patrick Leahy, Chairman of the Senate Judiciary Committee, introduced the first bill to tackle the rogue sites problem. That legislation was moved out of the Senate Judiciary Committee, but no further action was taken before the 111th Congress adjourned.

In May 2011, a few months after the 112th Congress got underway, Chairman Leahy introduced with bipartisan support the PROTECT IP Act. The Judiciary Committee held hearings on the bill and, after adding a number of amendments, unanimously voted to send the PROTECT IP Act to a vote by the full Senate. The bill garnered over 40 Senate co-sponsors, and was scheduled but then pulled from a floor vote on January 24th. It is still awaiting action by the entire Senate.

The PROTECT IP Act would largely achieve our objectives. It enables prosecutors to seek court orders requiring ISPs and search engines to block their subscribers and users from accessing court-designated "rogue" sites. The PROTECT IP Act also enables both prosecutors and U.S. copyright and trademark rights holders to seek court orders requiring payment processors and ad networks to cut off business relationships with court-designated rogue sites.

In the House of Representatives, Judiciary Chairman Lamar Smith and several bipartisan co-sponsors intro-

duced the Stop Online Piracy Act (or SOPA) in October of last year. With regard to rogue sites, SOPA followed the same general framework as the PROTECT IP Act, but in a number of regards, adopted a more aggressive and comprehensive approach.

The House Judiciary Committee held a hearing on SOPA in November and in December, spent two full days marking up the bill but had to suspend when the House went into recess. Resumption of the markup is not currently scheduled.

Initially, the PROTECT IP Act and SOPA moved through the legislative process in a conventional fashion. At each stage of the process the bill sponsors solicited and received input from concerned parties, and made a number of significant amendments to address concerns.

While the legislative process moved forward with the regular give-and-take, opposition began swelling online starting in November of last year and reached a crescendo in late January. Opponents kept up a steady drumbeat of misinformation and disinformation designed to scare Internet users and businesses.

Primary Criticisms of the Bills

1) Claims were made that the bills would undermine Internet innovation by enabling rightsholders to harass and undermine innovative U.S. Internet services, like YouTube and Facebook, and strangle development of the next generation of U.S. companies. The language of the bills does not support this claim. The bills do not cover sites that have only incidental links to theft, and no reasonable judge would interpret them that way. Regardless, both House and Sen-

ate bills were extensively amended to address such concerns. For example, both bills were amended to make clear they only applied to foreign websites, so that no U.S. site like Twitter could even argue the bills applied to them.

- 2) The bills were widely demonized as “Internet censorship.” These “censorship” claims were pure fiction. Along with the entertainment guilds, IATSE hired preeminent American First Amendment scholar Floyd Abrams to provide three opinions about the constitutionality of the bills. Mr. Abrams gave the bills a First Amendment seal of approval each time.
- 3) Opponents also argued that repressive regimes around the world would use the legislation as an excuse to stifle Internet freedom. At the urging of the IATSE, U.S. Representative Howard Berman of Los Angeles wrote to Secretary of State Hillary Clinton to get her opinion. In a written response, Secretary Clinton directly countered this argument and made abundantly clear that the U.S. can both press foreign governments to protect intellectual property on the Internet and insist they meet their international obligations to protect Internet freedom.
- 4) Another common charge was that the “domain name blocking” provisions of the bills would “break the Internet.” Fifteen countries around the world already require such domain name blocking, and the Internet has not broken. Nevertheless, in an abundance of caution, bill sponsors agreed to remove the offending provision from the bill.

Bills subject to unprecedented Internet opposition campaign

Unfortunately, while these fear tactics were based on bogus information, they worked. The bill sponsors at each stage in the process amended the bills to address legitimate and even illegitimate concerns, but these efforts did nothing to quell opposition. In fact, rather than dissipate, opposition to the bills grew and spread throughout the fall and winter of 2011.

Internet companies like Google, Facebook, Twitter; consumer electronics and computer manufacturers; online advocacy groups like demandProgress.org and Fight4theFuture; and blogs like TechDirt and ArsTechnica coordinated the opposition campaign. They ran ads on their websites, in newspapers, and on TV. They blanketed mainstream press with Op-Eds and letters to the editor. They effectively used their tremendous echo chamber online. As a result, the press largely turned against the bills, including opposition from the New York Times and Los Angeles Times editorial pages. Things started to go sour on Capitol Hill, exemplified by Minority Leader Nancy Pelosi (D-CA) tweeting her opposition.

The opposition reached a crescendo in the weeks leading up to a scheduled January 24th vote on the Senate floor. Inundated by emails and calls in opposition to the bills, a steady trickle of members of Congress felt compelled to publicly come out in opposition to the bills. A number of Senate sponsors (mostly Republican) withdrew their names and support. In addition, the President’s Administration issued a blog expressing concern about the bills.

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This opposition culminated in an “Internet blackout” on January 18th, in which an estimated 7,000 Internet sites, including Wikipedia, Reddit, Tumblr, and Google, made themselves fully or partly inoperative, told their users that the legislation would shut them down, and provided them single-click mechanisms to express concern to their Members of Congress. By some estimates, several million Internet users responded.

After the blackout, it became clear that there were not sufficient Senate votes to move the PROTECT IP Act, and the vote on the bill was pulled. Likewise, the House Judiciary Committee announced it would suspend further consideration.

Concluding his presentation, Mr. French noted that for the rest of 2012, legislative action on both the PROTECT IP and Stop Online Piracy Acts has been suspended. It is not unusual for action on major legislation, including copyright bills, to take two or even three full Congresses to move from introduction to enactment. Of note is the Digital Millennium Copyright Act that took three full Congresses. While there is almost a full year before the 112th Congress adjourns, it is a Presidential election year, so in reality, any substantive, non-political legislation needs to be passed by May. Neither bill can clear the hurdles before then in this time frame. We now have a year to learn from this set back, build a winning strategy, and pave the way for success in the 113th Congress. Though we may have lost the most recent battle, we will win this war.

Representative Harbinson advised the Board that the International’s engagement in this area has spawned a great deal of diverse activity. He also

stated that virtually every local union that was represented at this Board meeting, and every International Officer and Local representative presenting this report, has been engaged and has contributed to the fight. Representative Harbinson’s remarks were followed by a series of summaries on the following IATSE activities.

Through various meetings at the AFL-CIO headquarters in Washington, D.C., the IATSE was able to obtain assistance from a number of its affiliates that demonstrated support for the campaign against digital theft, including a statement of support from President Richard Trumka. It was noted that although the affiliates represent various industries and sectors of labor, many of them depend on manufacturers in one way or another, and the theft of intellectual property affects jobs in more sectors of labor than just the entertainment industry. It was reported that the American Federation of Teachers made generous offers to get this issue into their national publications as well as to invite IATSE staff to address their national and/or regional meetings. The idea of educating a generation of school age children as to the harm done by digital theft is an area where success can be realized. In addition, the Government Accountability Office issued alarming reports of military supply chains being infiltrated with faulty products such as counterfeit electronics and microprocessors used in the F-15 jet fighter aircraft, imposter components for GPS equipment, and more. Support was also obtained from VoteVets who, when informed of the legislative setbacks on the PROTECT IP Act and SOPA, and how this is an issue affecting the military supply chain with its

potential harm to our soldiers, expressed great interest in getting VoteVets involved.

It was also reported that in order to garner support in the House and Senate for their respective legislation, the International has continually communicated in a number of ways with local unions and the membership across the United States to seek assistance in reaching out to members of both legislative Chambers. Such communications have included letters, on-line advocacy campaigns, email blasts and postcard campaigns. In addition, all U.S. production Locals were asked for their assistance in the October 2011 re-launch of the Creative America campaign by getting their members to join Creative America. It was noted that President Loeb also invited a number of Senators and Representatives to attend meetings at the General Office in New York when representatives of our local unions, IA officers, and others were provided an opportunity to express concerns regarding digital theft. It was noted that when asked, every local union stepped up to the plate and answered the call of President Loeb because of his leadership and commitment to protect the rights of the IATSE membership.

Additionally, over the course of the campaign against digital theft and since the Senate and House bills were introduced, various events and meetings were attended with legislators in their respective Chambers of Congress to bring them a greater awareness of the digital theft problem and its impact on the jobs of their constituents.

Finally, the local unions’ joined in efforts to assist the International in the protection of the membership’s livelihoods, by providing crews to



Ambassador Miriam E. Sapiro, Deputy U.S. Trade Representative and International President Matthew Loeb.

shoot videos to be viewed by legislators, and continually reaching out to members and educating them on the importance of joining this campaign.

President Loeb expressed his thanks to every local union and every member who has worked so hard with the International in this fight. He noted that the IATSE will continue as a leader in this campaign by engaging in efforts to work with unions, guilds and legislators to assist in putting forth effective legislation that will result in the enacting of laws to protect the membership of this Alliance and all workers.

AMBASSADOR MIRIAM SAPIRO, DEPUTY UNITED STATES TRADE REPRESENTATIVE

President Loeb was pleased to introduce Ambassador Miriam Sapiro, Deputy Trade Representative for the United States, to the General Executive Board. Ambassador Sapiro addressed the Board on the protection of U.S. intellectual property rights (IPR) abroad, an issue that is at the

forefront of both the United States' trade agenda and the IA's agenda.

Ambassador Sapiro stated that film and television exports account for a \$12 billion trade surplus that the U.S. runs in movies, television and other audiovisual services. Ninety-five percent of the world's consumers live outside U.S. borders and they come to know and understand Americans through movies and television shows. Movies, television and theater help to drive all of America's exports – its goods, services and that creative ingenuity and spark that makes America great. In order to capitalize on this comparative advantage, it is necessary to continue to build an economy that creates and sustains the well-paying jobs of the future.

The Ambassador indicated that the Obama Administration is pursuing a trade agenda that creates jobs by opening foreign markets to U.S. products and services while vigorously protecting the intellectual property that is created. Ambassador Sapiro

stated that protecting IPR protects American jobs. By stealing intellectual property and creativity, creators and workers deprived of their livelihood, including good wages and health and retirement benefits that come from the sale of legitimate creative works. IATSE statistics indicate that year-after-year, IA members experience millions of dollars in lost residuals to their health and pension funds as a result of IPR theft.

Ambassador Sapiro stated that President Obama is committed to protecting IPR by making certain that IPR is a vital component of all of our trade agreements; that trade enforcement actions are pursued; that IPR is a priority with our top trading partners; and that multilateral efforts with the World Trade Organization (WTO) reflect the importance of IPR. In fact, all three of the most recently signed trade agreements include IPR protections. And, for the first time ever, a trade agreement – with South Korea – includes criminal penalties.

A ground-breaking Anti-Counterfeiting Trade Agreement (ACTA) has been signed by 29 countries, including 22 of the European Union's 27 member countries. ACTA marks an important step forward in the international fight against trademark counterfeiting and copyright policy,

As Ambassador Sapiro noted, none of the signed Agreements are worth very much unless they are backed up by enforcement. Enforcement is the main focus this year as the U.S. moves forward with its engagement with China. China's film markets have grown, with estimated revenue of \$2.1 billion in 2011, but the barriers to U.S. film and television shows remain great.

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Another top Administration IPR enforcement course of action is combating online piracy. The Justice Department and FBI seized the Megaupload website and indicted seven individuals for criminal copyright infringement and conspiracy. Megaupload is alleged to have caused over \$500 million in lost revenues for rights holders.

The U.S. is providing crucial leadership at the WTO by consistently stressing three key points: (1) the rules must be adhered to; (2) protectionism must be avoided; and (3) emerging economic powers have commensurate responsibilities in the global trading system.

Ambassador Sapiro concluded her remarks by thanking President Loeb and IA members for their support and efforts in the fight to protect intellectual property rights in the global marketplace and stated that continued support is critical for success.

Ambassador Sapiro received a standing ovation from the Board and attendees at the completion of her remarks.

EDUCATION

International Representative Patricia White and In-House Counsel Samantha Dulaney updated the Board on the education program since the last meeting in Boston.

Over the past three years, the IATSE has been building educational support for Local Union officers and International staff to help them more effectively represent our members. Our goal is to make labor education training accessible to everyone, and to make sure that we provide our IATSE members with the smartest and best representation possible.



Robyn Cavanagh (left) and Trish Westwater (right) of the National Labor College

By now, everyone who regularly attends these meetings is familiar with the Labor Education Assistance Fund (LEAP) through which officers, trustees, and executive board members of all local unions are able to be reimbursed for tuition and room and board for one labor studies course each year. Detailed information regarding this program is on the IATSE website. Response to this program continues to grow, and since the last meeting of the Board in Boston last July, over \$30,000.00 in grants has been approved. It was noted that, over time, once an individual takes a class, we then see that same person taking another course the following year, and often someone else in that same local then takes a course, too. So—the learning may be contagious, which is a good thing. Anyone who has questions about LEAP, or needs information on available courses to take may contact Representative White by phone or e-mail in the General Office.

The second educational initiative - Ongoing Education for Local Union

Representatives at General Executive Board meetings. Educational Sessions were presented by representatives of the MPIPHP, the IATSE National Benefit Funds, and the Canadian Funds.

Representatives from every local are welcome and encouraged to attend one of these sessions.

Following the training for Locals, there was staff training, for IATSE Officers and Representatives only.

Additionally, IATSE Staff will once again attend training this year at the National Labor College, from April 16 to 19. International staff is also encouraged to enroll in appropriate courses at the National Labor College and elsewhere, in order to hone their skills. Making sure that our own staff is continually updating their skills is another component of the overall education plan.

The International has also brought education sessions to the District meetings. During the 2011 District Conventions, Delegates participated in a Union-wide survey, in which they shared their priorities and assessment for education pro-

grams. The results of the survey will be reported back to the locals at the 2012 conventions, and the education sessions will be planned to focus on the concerns highlighted as most important in the survey. Details regarding the training sessions will be available to the District Secretaries sometime in March. District Secretaries who have specific questions are encouraged to contact Representative White.

Focusing again on using all of the tools at our disposal to build our collective knowledge and strength, this spring we plan to launch a series of Labor Skills webinars. Participants will be invited via e-mail to register for 45 minute online training sessions that focus on union skills. Those who do so will be able to listen, participate, post questions, and share ideas. Expert Labor educators will deliver the content, which will be tailored to fit the 45 minute format. An archive of the webinars will be posted on the IATSE website, so that even those who were unable to take the class live will be able to watch it and benefit from the information.

We have recently contracted with WebEx Event Center to handle the technical delivery of the program, and Emily Tao in the IATSE Communications Department will be working closely on the technical end. Robyn Cavanagh from the NLC has been doing the groundwork on this, and we owe her a huge debt of gratitude. Locals should look forward to an announcement of the beginning of the program in the next few months, and meanwhile may sign up to be on our webinar participant e-mail list by e-mailing to leap@iatse-intl.org.

The Division Directors of the five

IATSE divisions are increasingly involved in assessing the needs of their respective areas and assisting in the design of the various educational programs. Their input, combined with information gleaned from the survey and the knowledge of the professionals we have engaged to assist us is helping to broaden our ability to deliver good training opportunities to anybody in the IATSE who wants them.

President Loeb reminded the Board that the first education seminar under his leadership was launched at the 2009 Convention. He stated that this education program all threads together with a comprehensive approach for supporting our Locals. We can organize new members but if we do not effectively represent them because we lack the skills, we will lose them. Getting officers educated in order to represent their members is paramount and the aim of the Education Program.

“FACE OFF” REALITY SHOW

International Vice President Michael F. Miller, Jr., International Representatives Lyle Trachtenberg and Vanessa Holtgrewe, along with representatives of the West Coast Studio Locals reported on the recently concluded organizing drive that resulted in a first time contract covering the crew on the show “Face Off.” This is a reality contest show on the Sci-Fi Channel where contestants are judged by their performance of hair and make-up skills. The crew contacted the IA at the beginning of the show’s third season. One hundred percent of the crew supported the plea for IATSE representation.

A clear message has been sent

to producers that the IATSE is fully committed to organizing the workers in reality television. The victories for “Face Off” and “Biggest Loser,” the first term contract in reality signed with Freemantle Media; and the hiring of an International Representative, Vanessa Holtgrewe, dedicated to reality organizing demonstrate the long-term efforts of IATSE to organize and represent the crews on reality television shows.

FREEMAN AUDIO VISUAL SOLUTIONS

Tradeshow Director William E. Gearn, Jr., Dan'l Cook, President of Las Vegas Local 720, and Chris “Radar” Bateman, Business Agent for Portland Local 28, appeared before the Board and reported on the achievement of the first national term agreement for AV work with Freeman Audio Visual Solutions.

Director Gearn informally broached the possibility of a national agreement with Freeman’s attorney in early 2011 and discovered that the employer was open to further discussion. The matter was placed on the agenda at Freeman’s annual corporate meeting in August, and it was approved by top corporate management. The company provided a list of 14 cities where they do “one-off” agreements and, after completing the necessary research, negotiations began on December 6, 2011. Director Gearn was pleased to report that an agreement was reached by the parties on January 25, 2012.

The agreement covers a comprehensive list of job classifications that are divided into four wage groups. The ETCP riggers and electricians receive a \$1.00 per hour pay boost and

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the signatory Locals are obligated to provide one ETCP rigger per venue the first year, which increases proportionally to three ETCP riggers per venue by the third year of the contract.

The agreement establishes an exclusive hiring hall, but provides the employer the ability to use freelance leads and full-time employees in markets where that is the current practice until such time as that local union strengthens the depth and quality of its workforce. This is where training plays a key role. As each city is incorporated into the agreement, the capabilities of the local union will be assessed by the employer, the International and the local union. Freeman has agreed to contribute to the International Training Trust.

The contract also gives the employer the right to name hire employees for some job classifications. It also grants employment preference to ETCP riggers and electricians as well as to InfoComm Certified Technology Specialists and InfoComm AV Technologists.

The union has committed to the employer that it will train its members to be the best AV technicians in the industry and that IATSE will be synonymous with the word quality. The employer has committed to employ these members across the country. If the IA members embrace the training, Director Gearn's stated that he believed it will open the door to similar agreements with other employers in the tradeshow and convention industry.

Three Locals, Reno Local 363, Portland Local 28 and Hawaii Local 665 have already been added to the new Agreement. Brother Bateman noted that this Agreement benefits Local 28 every time Freeman comes to the Lo-

cal's jurisdiction as they are assured of getting the work. Brother Dan'l Cook complimented Director Gearn's on his professionalism and the level of trust that he brought to the negotiations.

Director Gearn's acknowledged the invaluable input provided by the Local officers who were able to attend and participate in the negotiations including: Dan'l Cook, President, Las Vegas Local 720; Sacha Piscerno, Business Agent, Reno Local 363; Henry Fordham, Business Agent, Hawaii Local 665 and Chris "Radar" Bateman, Business Agent, Portland Local 28. Their contributions were invaluable and very much appreciated.

President Loeb noted that this agreement was as important as any term agreement the IA has as it provides an enormous opportunity for the IA to expand and grow. The key is to become the primary source of quality workers through training and certification. President Loeb indicated that the agreement stabilizes and standardizes the industry and suggested that each Local should be considering this agreement. The contract imbeds the IA in the AV and tradeshow industry. President Loeb commended Director Gearn's and all who participated in obtaining this historic achievement.

GES ORLANDO

Tradeshow Division Director William E. Gearn's, Jr. presented a report of negotiations with GES. As negotiations dragged out, a raid on the jurisdiction was attempted by the Carpenters. This raid was defeated, as referenced in another report. After the jurisdictional issue was resolved, negotiations resumed with an offer of an increase of 25 cents per hour for five years. This would have widened

the gap with the area standard. Orlando Local 835 engaged in a banner campaign, which resulted in a favorable resolution.

Wages were increased over a three-year term by 3.8%, 3.8% and 3.9%. Overtime was improved, the unit expanded, and they were able to capture work that had been subcontracted.

President Loeb limited his comment to the succinct statement, "We won." Director Gearn's agreed with this assessment.

The General Executive Board unanimously ratified the Agreement.

GLOBAL SPECTRUM CORPORATE MEETING

International Vice Presidents Michael Barnes, Brian Lawlor and John M. Lewis, and Tradeshow Director William E. Gearn's, Jr. appeared before the Board to report on their attendance at the Global Spectrum Corporate Meeting in West Palm Beach, Florida in November 2011.

The International was asked to both make a presentation and to attend all of the scheduled meetings with the Global Spectrum attendees, which included the CEO, the COO, facility managers, assistant general managers and directors of operations. The IA's presentation included a brief history of the IA, who we represent and the relationship with Global Spectrum.

The IATSE attendees also took the opportunity to discuss and, in most cases, resolve outstanding disputes throughout the Global Spectrum world. Also discussed was a system to identify new facility opportunities and oversight of contract issues.

With the sale of the Philadelphia 76ers, Global Spectrum is flush with

cash and is looking for new opportunities to expand, which includes exhibition work. Director Gearns reported that it was evident that Global Spectrum has great respect for the IA and the opportunities for tradeshow work is greatly enhanced because of the relationship that exists between the IA and Global Spectrum.

President Loeb commented that the relationship between the IA and Global Spectrum continues to grow and with the extension of the company's work, we are seeing expansion into our tradeshow division.

STAGECRAFT DEPARTMENT

International Vice Presidents Anthony DePaulo, Brian Lawlor, Michael Barnes, and John M. Lewis, Assistant to the President Sean McGuire, and International Representatives Patricia White and Peter Marley reported on the Stagecraft Department.

Vice President DePaulo reported that the Stagecraft Department remains fully active. Broadway producers are waiting in line to book a theatre. With seven Broadway shows closing, there are at least that many new shows ready to move in to a vacant theatre.

During the week prior to the Board meeting, contracts were signed with the following TV/Award Shows: *69th Golden Globes*, *Grammy Celebration*, *Image Awards*, *NFL Honors*, *NFL Tailgate/NFL Experience*, *SAG Awards*, *Super Bowl Project*, *Super Bowl XLVI* and *Wheel of Fortune*.

The Department's outreach program that began two years ago when President Loeb appointed Special Representatives Brian Monroe and Don Martin, along with Representatives Peter Marley, Barney Haines, Pat

White, Special Representative Joe Short and International Vice Presidents Lawlor and DePaulo has really taken off. Collectively, they have visited over 100 crews, with Don Martin visiting 65 crews himself. The effort is to ensure that members on the road are having their concerns addressed and are being heard by the International.

The Stagecraft Department continues to educate our newer members on the inner workings of the IATSE and the road in general. The Department also continues to strengthen its relationships with the Locals. In addition to increased communication, the Department continues to give support to local unions and provide assistance when requested.

It was reported that Vice President Jack Beckman and Representative Don Gandolini assisted Salt Lake City Stage Local 99 and Tradeshow Local 838 in settling a jurisdictional clarification.

Vice President Barnes assisted Stage Local 284 in Wilmington, Delaware in negotiations with the DuPont Theatre.

Representative Ben Adams assisted Mixed Local 115 and Arena Employees Local AE-938 in Jacksonville, Florida in contract negotiations with the SMG building, which includes six different venues. Representative Adams also assisted Stage Local 647 in Naples, Florida with a new three-year contract with the Naples Philharmonic.

Representative Marley assisted mixed Local 720 in Las Vegas, Nevada on renewing a one-year contract with the company Showpay, which included improvements in health.

In addition, Vice President Timothy Magee aided Grand Rapids, MI Lo-

cal 26 with a new three-year contract at the Delta Plex movie theaters; assisted Local 101, Youngstown, Ohio, to obtain a new three-year contract at the Covelli Theatre; and facilitated the completion of the merger between Studio Mechanics Local 812 and Stage Local 38 in Detroit, Michigan. Additionally, Vice President Magee assisted Local 85 Davenport, Iowa in organizing the I-Wireless Center; the election is scheduled for February 24, 2012.

Vice President Cahill aided Washington, D.C. Local 868, Treasures and Ticket Sellers, with a new three-year agreement with the Cultural Trust Alliance. Due to a significant downturn in business, the Local had to take a wage freeze but were able to improve health benefits. He also assisted South Carolina Mixed Local 333 with the Spoleto Festival, which includes the Spoleto Scene Shop and the Memminger Auditorium.

Wardrobe

Representative Patricia White reported that Local 803 in Dallas-Ft. Worth, Texas, recently concluded negotiations for new agreements with the Texas Ballet Theater Association and the Fort Worth Opera. The Local has been working to strengthen all of their agreements by inserting and updating boilerplate language on items like recognition and jurisdiction, grievance and arbitration, and dues check off, and its new agreements are a big step forward.

Local 905 in San Diego, California negotiated a new four-year agreement with the Nederlanders for the "Broadway in San Diego" contract. It was noted that the Local did a great job in preparing for bargaining and by do-

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ing their research, were able to meet their goal of raising the performance rate in this contract, which was their top priority.

Almost every day the General Office is being used by the Wardrobe Locals, as well as Local 798, Hair and Makeup, as a resource to represent their members.

Representative White thanked In-House Counsel Samantha Dulaney, Vice Presidents DePaulo, DiTolla, and Lawlor, General Secretary-Treasurer Wood and his staff, especially Marcia Lewis, for all their assistance and for sharing their knowledge with her so that she can best serve the Locals.

Revel Atlantic City

Vice President Barnes has been monitoring the development known as Revel Atlantic City, an entertainment resort and casino located on the beach in Atlantic City, New Jersey. With the downturn in the economy, the principal financing for the project fell through and the project came to a halt. The State of New Jersey stepped up to jumpstart the project and it is now on schedule to open in May 2012.

ACT Department

Vice President Lawlor reported that membership in ACT numbered exactly 500 in January 2012. The project to transfer forty ACT members to Stage Local 33 – Los Angeles, CA is still a work in progress.

PLASA

Vice President Lawlor represents the Organizational Members on the PLASA North American Board, which is chaired by Eddie Raymond, Vice President of Local 16. Membership in the organization is down slightly as some companies belonged to both

PLASA and ESTA, which merged together last year, and some have been affected by the long-term economic downturn. PLASA's arrangement with Penton Media, the owner of the LDI show, is breathing new life into LDI and creating a potential financial windfall for PLASA. This will allow them to start their PLASA Focus Roadshows. The first PLASA Roadshow is being held in Austin, Texas in late February and Vice President Lawlor has been assigned by President Loeb to attend and to determine whether the IATSE and applicable local unions should exhibit prospectively.

The ETCP program remains intact and separate from the PLASA merger and continues to gain steam. There are currently 1,394 certifications that have been granted to 1,190 individuals. The majority of the certifications are for rigging with the balance being certified as Entertainment Electricians.

The Stagecraft Department applauds the local unions currently working with the ETCP staff and recognized trainers to get the training necessary for their members to take and pass the test.

LDI

The most recent Live Design International (LDI) show was held in Orlando, Florida, October 28-30, 2011.

Although the show is currently being rebranded in a five-year arrangement with PLASA, the benefit of this new arrangement did not increase exhibitor attendance at the show although it seemed that the foot traffic increased. This still remains a very important show for the Stagecraft Department. Penton Media, the primary owner of the show, has decided

against moving the show around the country and has settled on presenting the show in Las Vegas for the next three years. The 2012 LDI show dates are October 19-21, 2012 in Las Vegas at the Las Vegas Convention Center.

USITT

The United States Institute of Theatre Technology (USITT) tradeshow will be held in Long Beach, California on March 29-31, 2012. This tradeshow continues to grow in size. One of the benefits of this show is the exposure to prospective members.

INFOCOMM

This year will be the Stagecraft Department's third year exhibiting at InfoComm in June 2012 in Las Vegas.

As in 2011, the International will once again co-sponsor the rigging and staging demo because of the expanded relationship with InfoComm. Particular thanks go to Brother Kent Jorgensen for helping to coordinate the practical demonstrations on behalf of the IATSE.

Broadway

Things change very quickly on the Great White Way. With a finite amount of venues to begin with and a certain amount of theatres locked in with long running shows, open theatres become booked theatres very quickly. The economy is still affecting the ability to capitalize shows but there are plenty of shows waiting in the wings.

The hit of the season continues to be *The Book of Mormon*, breaking house records at the O'Neill every week. The Tony winner for best play, *War Horse*, continues to have sold out performances business at Lincoln Center.

As recently as last week, the top five grossing shows continue to be a mix of old and new with *Wicked* leading the charge. During the 2011 Christmas holiday season, virtually every show did blockbuster business by adding a ninth show for the week. Hugh Jackman's one man show took in over \$15 million for its 10-week run. In addition, Jackman raised almost \$2 million dollars for Broadway Cares/Equity Fights Aids by conducting an auction at the conclusion of every performance.

The Road

Another tour of *Jersey Boys* was mounted this past fall, and did production in Philadelphia. In addition, *The Book of Mormon* will mount a tour starting in Denver in the fall of 2012. Some tours will shut down and others will be licensed to new producers.

Most of the tours expected to launch this past fall - *American Idiot*, *Addams Family*, *Million Dollar Quartet*, *Memphis* and *La Cage Aux Folles* - have been mounted; those that have yet to travel include *War Horse* and the NETworks' version of *Mary Poppins*.

The good news is that arguably everything going out on tour is under an IATSE contract and the Stagecraft Department will now seek to improve those contracts on behalf of our touring members.

Modified Non-League Networks

The International's contract with NETworks, Troika, Big League, Phoenix and Worklight expired on June 30, 2011. NETworks is producing upwards of 10 shows in 2011-2012 season.

As was previously reported, General Counsel Short was working with

NETworks' outside Counsel to agree with the language of the League/Disney Theatrical agreement. The goal is to get this Agreement to comport to the language agreed to with the League.

Live Nation

Vice President Lawlor was assigned to assist Local 3, Pittsburgh/New Castle, Pennsylvania, with the renegotiation of its contracts with Live Nation. A meeting was held in Pittsburgh in October 2011 with representatives of Local 3 and the management from Live Nation. The Local has indicated a willingness to come into the National Agreement and a review of the proposal submitted by the employer is currently underway.

Canada

Vice President John Lewis reported that the Canadian Pink Contract was rolled out and the reaction by both the Locals and the Producers has been favorable. The first French version of the Pink Contract has been signed in the Province of Quebec.

Vice President Lewis thanked Assistant to the President Sean McGuire for helping make the process seamless and stated that Sean and Vice President Damian Petti are coordinating efforts to make the issuance of Pink Traveling Cards more efficient.

In keeping with President Loeb's outreach directive, every touring production under the Canadian Pink Agreement has been visited by an International Representative.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr., John M. Lewis, Thom Davis and John Ford, Assistant

Division Director Daniel M. Mahoney, International Representatives Ben Adams, Steve Aredas, Jamie Fry, Vanessa Holtgrewe, Lyle Trachtenberg, and Jennifer Triplett reported on Motion Picture and Television Production. Foremost in the report was an announcement concerning upcoming negotiations for a successor Producer-IATSE Basic Agreement, and Area Standards Agreement.

In the past six months, over 300 collective bargaining agreements have been negotiated by the Division. This includes new term signatories, as well as many single production agreements.

Reality television continues to be an organizing priority. This has greatly progressed with the recent addition of Representative Vanessa Holtgrewe to the West Coast Office. She has worked as a Director of Photography in reality production, and has been instrumental in taking the union message to crews working in reality television productions.

New media production has been on the increase. Significantly, the budgets for this medium have grown, and in some instances are intended to challenge traditional television. Netflix, YouTube, Hulu and Yahoo are all engaged in original new media production.

Commercial production rose to a record level during 2011. There were 7,079 production days, an increase of 4.4% over the previous year. The result is that over 3.5 million hours were reported to the MIPHP on this work, and over 40,000 days were the basis for contributions into the IA National Benefit Funds.

In Canada, there are now 197 signatories to the Canadian Binder

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Agreement. In addition, there are 140 Canadian Local agreements. In the works is a Canadian Appendix to the AICP (Commercial) Agreement.

Low Budget Compliance Audits were also reported on. There are sixteen pending audits, some initiated through random selection as part of monitoring all low budget productions, others targeted when evidence indicated a concern of whether the budget cap had been exceeded.

It is worth noting how the audit process works. First, prior to the commencement of pre-production every producer is required to submit a copy of the budget to the IATSE. Secondly, a payroll deposit is secured before the first day of principal photography. Third, the union has the right at any time (pre-production, post production or after exhibition) to inspect the employer's offices of all records, documents and information relating to the budget. The IATSE retains the professional services of Nigro, Karlin, Segal and Feldstein to perform such inspections. Finally, the employer must provide a Final Expenditure Report and other relevant materials which show the actual cost of the production. If a production company self-reports then an adjustment is made to the scales and benefits, this is always less costly than is the process for those few companies who choose to not comply with the audit process. Those latter companies face grievance proceedings and the costs and fees that go with seeking compliance in addition to possible penalties.

Emphasis continues on the need for deposits on all independent projects. Crews MUST be educated to call in their jobs and call in their payroll

issues. The producer's excuse that "our funding will be in place by the end of the week" is no different than "the check is in the mail". It's not acceptable and cannot be tolerated.

A failure to provide a deposit, or to pay a crew, is a material breach of the collective bargaining agreement. Language in one-off and low-budget agreements provides that "no-strike" provisions do not apply when there is a material breach.

Several significant developments since the last General Executive Board meeting report include recognizing that Cinemax is included in the HBO Entertainment Agreement. Negotiations are underway with Albuquerque Studios, located in New Mexico, for a term agreement covering all productions at that facility.

The report included reference to the Mutual Aid and Assistance Pact between the IATSE and the International Brotherhood of Teamsters. The impact has been felt immediately, with brothers and sisters from the IA and IBT walking side-by-side on picket lines when organizing at location sets. Vice President Miller recently was an invited speaker at the annual Teamster Motion Picture Craft Conference.

Within the Division work continues on building a master contract database. The practice of weekly Division conference calls continues thereby creating a network of information covering the entire North American continent.

TRADESHOW DIVISION

Tradeshow Division Director William E. Gearn, Jr., International Trustee C. Faye Harper and International Representatives Mark Kiracofe, Don

Gandolini, and Barney Haines presented the Tradeshow Division report.

Atlanta - Local 834

International Trustee and Local 834 Business Agent C. Faye Harper reported that in October 2011, Expo Services contacted the Local to provide labor for the Metal Con Show. The Local sent Expo Services the Atlanta collective bargaining agreement but Expo responded that they had subcontracted the work to Employco and it would not sign the Agreement. Subsequently, Employco submitted the labor calls to Local 834 for the Metal Con Show.

Business Agent Harper instructed the Local to banner the event, to review the exhibitors list, target the exhibitors with the largest booths and send letters to the Exhibitors and Show Association. Three of the exhibitors on the list had offices in the Atlanta area and each location was bannered. A permit was filed with the World Congress Center to banner the event and banners were also set up in locations where a permit was not required.

On the first day of the move-in for the show, Business Agent Harper received a phone call from the job steward stating that Employco had 17 outsource employees doing bargaining unit work. When she visited the show site, Business Agent Harper was informed that the drape, tables, booth carpet and MIS/GEM sets had been subcontracted out. The first step of the grievance procedure was filed with the supervisor on site.

Employco contacted the Local and stated that they were unaware that Expo Services had subcontracted out bargaining unit work and they wanted to settle the grievance. Upon being in-

formed of the damages in wages and benefits, Employco notified the Local that it was unable to resolve the grievance. The Local has since demanded arbitration.

Freight Contract

Representative Don Gandolini and Business Agent Harper met with Freeman and Shepard management in October 2011 to negotiate a new freight contract. Negotiations resulted in a new five-year collective bargaining agreement that provides for a 12.25% increase over the term of the contract, averaging nearly 2.5% annually.

Local 7 - Denver/Boulder, and, Local 62 - Colorado Springs - GES

Representative Kiracofe reported on his assignment with Locals 7 and 62. Brother Mark DeBell, Business Agent for Local 7, requested assistance from the International in their contract negotiations with GES. Representative Kiracofe, Local 62 Business Agent Gina Salamon and officers of Local 7 began negotiations in November 2011. GES has the smallest percentage of work among the general service contactors (GSC's) in their jurisdiction but still had favored nations language in their collective bargaining agreement. GES indicated their desire to enter into a two-year term so they could bargain jointly with Freeman and effectively make up the 3% disparity. The Locals asserted that Freeman and Brede claimed a larger share of the Denver market and the differential was appropriate. The Locals proposed maintaining the current economic disparity with the same economic increases that are in the Freeman agreement if GES would agree to modify the favored nation language that would only apply to

GSC's with local warehouse operations staffed by union referrals.

The parties ultimately agreed to a three-year term with a 5.5% economic increase, consistent with Freeman and Brede, with the differential still in place, and modified the favored nations language. The third year of the deal also includes a .25% contribution to Local 7's training trust that is consistent with the proposal currently on the table in the Brede negotiations. Also included in the agreement are improvements in working conditions.

The contract has since been ratified by both Locals and went into effect on January 1, 2012.

Nashville - Local 46 - General Service Contactors

Representative Kiracofe reported on the successful conclusion of the GSC negotiations in Nashville, Tennessee where a five-year term agreement was reached. Although not successful in converting the fixed rate benefit plans to a percentage-based format, a significant increase in benefit contributions in the first year was achieved. The overall economics are 12.85% over the five-year term, just over 2.5% per year. All 11 signatories to the previous agreement have re-signed.

Memphis - Local 69 - Freeman Contract

Representative Kiracofe was assigned to assist Local 69, Memphis, Tennessee, in negotiations with Freeman and Shepard in Memphis.

Freeman offered assurance that it will continue to produce their business in Memphis and not subcontract or divert work to Fern, their newly acquired company, for purposes of avoiding their agreement. The Local's

proposal was strictly economic and it secured a new three-year term that includes a .3% contribution into the IATSE Training Trust Fund. Local 69 Business Agent Allen Byassee confirmed ratification and the agreement is now in effect. Shepard has also expressed their agreement to these contract terms and execution of the agreement should take place in the near future.

Atlanta - Local 834 - EAC Organizing Campaign

Representatives Gandolini and Kiracofe previously reported on an organizing campaign targeting the unrepresented Exhibitor Appointed Contractors (EAC's) employees in Atlanta. That effort was impeded by an extremely slow fourth quarter in 2011. Work opportunities have picked up in the last few weeks prior to this Board meeting. Local 834's job stewards are assisting by documenting the non-union EAC's, their clients and the display houses that build the exhibits, and are providing that information to the Local 834 office in order to identify future bannerling targets.

Bannerling

Representative Kiracofe presented to the Board a report provided by International Representative Joanne Sanders relative to the Tradeshow Divisions bannerling efforts.

Columbus Local 12 and Knoxville Local 197 began bannerling in 2009 in an effort to settle a long-standing dispute with Fern Decorators. Having experienced success in that situation, the effort was expanded to associations under contract with Excel Decorators and, more recently, to other exhibitors and design shops with identified relationships with EAC's.

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Since the 2011 Mid-Summer Board meeting, Orlando Local 835 has continued to expand strategies when targeting EAC's. This includes enlarging the number of Locals trained in banner- ing.

Nuvista continues to be a major focus as they refuse to pay the area standard wage/benefit package in Central and Northern Florida. Banner- ing in New York, New England, Port- land, Atlanta and Seattle was directed at Nuvista.

In late September 2011, GES be- came recalcitrant in freight negotia- tions with Local 835. Attention was focused on two major clients that would impact GES: 1) The Ameri- can Urologist Association, and 2) the National Middle School Association. Banner- ing targets were identified in Washington, D.C., Columbus, OH and Orlando, FL.

Reno - Local 363

Director Gearn's presented Rep- resentative Brian Faulkner's report that negotiations with the Grand Si- erra Resort and their new ownership group have progressed through the majority of contract language issues. Discussions are scheduled to resume in February to finalize the econom- ics. Expectations are low given the ongoing stress on the Reno econ- omy and concessions made by both the Culinary and Operators unions in their new agreements. The Local has a well-established relationship with management and works in prof- itable components of their business model, especially the Audio/Visual and Tradeshow components. The Lo- cal has already implemented a new cooperative, online call notification system agreed to with the employer.

Additionally, participation in the new IATSE Training Trust is part of the proposal going forward.

Tucson - Local 415

Representative Faulkner's report also informed the Board that an an- nual successor Agreement for Free- man Decorating has been executed for 2012. The Agreement maintains the Local's current benefit contributions and places wages and conditions equal to Phoenix Local 336. A Phoenix signa- tory employer, CSI, Inc. has won sev- eral small shows and also signed the same concurrent agreement. GES has entered into a three-year agreement with Local 415 and the contract con- tains first ever contributions to training through the IATSE Training Trust.

Calgary - Local 212

International Representative Bar- ny Haines reported to the Board that under the leadership of International Vice President Damian Petti, Local 212 continues to make inroads in the area of Tradeshow, Special Events and Audio Visual work.

In October of 2011, Local 212 signed EOS Lightmedia to its three- year area standard agreement. EOS Lightmedia is an award winning light- ing and media firm operating since 1984. EOS Lightmedia, along with Evolution Presentation and Mediaco, are providing significantly increased employment opportunities for the membership of Local 212.

International Vice President John Lewis, Tradeshow Division Direc- tor William E. Gearn's, Jr., Canadian Office Operations Manager Krista Hurdon and Representative Haines continue the process of consulting with the local unions in an attempt to identify potential organizing tar-

gets in the Canadian tradeshow markets. Discussions are currently taking place with Locals that deal with Freeman AVW Telav. Repre- sentative Haines noted that under the direction of President Loeb, ex- citing progress has taken place in this area.

New Orleans - Local 39 - Freight Operations

Representative Donald Gandolini, Jr. reported that he is assisting Local 39 in organizing freight employees in New Orleans. Three years ago, Shepard Convention Services was suc- cessfully organized. In the summer of 2010 an election to represent freight employees for Champion was won but subsequent negotiations stalled. Eventually Champion was acquired by Freeman Decorating, who is under contract with the SEIU.

In September 2011, the NLRB conducted an election for the freight work of the Expo Group, a Dallas- based general services contractor. Pri- or to the election, the company held a "captive audience" meeting and was able to persuade the employees to vote against union representation. Upon hearing of the election defeat, President Loeb immediately respond- ed with the offer of further resources from the International to this organiz- ing effort.

Nexxt Show is another new trade- show contract composed of former Champion sales personnel. They did a show in New Orleans recently and representation cards were obtained for the freight employees. Recently, Nexxt Show stipulated to an election agreement to be held on February 7, 2012. The Tradeshow Division is highly confident that it has the sup-

port of these employees and expect a favorable outcome.

Director Gearn's instructed Representative Gandolini to contact Show Services, the exhibitor appointed contractor based in Dallas, TX, who was awarded the General Motors account and will be responsible for installing and dismantling its exhibits at numerous auto shows across the country. Representative Gandolini has secured several new collective bargaining agreements for Local 10 – Buffalo, NY, Local 25 – Rochester, NY, Local 66 – Dayton, OH, Local 87 – Richmond, VA and Local 285 – Norfolk, VA. The new Show Services agreements contain language and contributions of 1% of gross wages to the recently established IATSE Training Trust Fund.

Representative Gandolini also assisted South Florida Local 500 in negotiating a new three-year agreement with Fort Lauderdale Convention Services. Local 500's primary goal was to convert benefits to a percentage of gross wages. This was accomplished as well as some modest wage increases.

Salt Lake City, Utah Jurisdiction Issue

Vice President Jack Beckman and Representative Gandolini were as-

signed to investigate a jurisdictional issue raised by Local 99 – State of Utah/Boise/Nampa/Caldwell/Twin Fall/Sun Valley, Idaho, over some audio-visual work performed by Local 838 – Salt Lake City, UT/Southern Idaho. It was determined that when Local 838 was chartered, it inherited tradeshow work, including audio visual work performed by tradeshow contractors.

Local 835 – Orlando

Director Gearn's assisted Local 835 in negotiations with the EAC employers in Orlando. The Local negotiates with the 12 largest employers and that becomes the area standard agreement for approximately ninety EAC employers. A new three-year agreement was reached providing an average increase in the wage/benefit package of 1.7% per year.

Local 720 – Las Vegas

Local 720 negotiated a three-year agreement with GES. The wage/benefit package increase averages 1.8% per year and the contract provides for GES to contribute to the new International Training Trust. Local 720 also negotiated its Teamster Supplemental

Agreements, which also provides for contributions to the new International Training Trust.

Local 42 – Omaha

Director Gearn's assisted Local 42 in negotiations with Freeman Decorating Services. The contract took effect January 1, 2012, with average increases of 2.6% per year in wages/benefits. Again, this agreement provides for contributions to the new IATSE Training Trust.

Industry Affiliations

The ESCA (Exhibition Services and Contractors Association) annual meeting and EDPA (Exhibition Designers and Producers Association) annual conference were attended by Director Gearn's, Representatives Kiracofe and Gandolini in December 2011. The Center for Exhibition Industries Research (CEIR) provided the keynote address and noted that the recession was deeper than initially figured but they are predicting 3% growth annually for the next three years.

At the conclusion of the Tradeshow Division report, President Loeb pointed out that the small group of



From left to right: International Representative Joel Youngerman, International Vice President Dan DiTolla, International Representatives Sandra England, Joe Hartnett and Special Representative David Garretson.

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presenters has their hands full covering two countries and it is a task that they are performing admirably. He noted that bannerizing has become an integral and effective tool across the broad scope of IA activities. President Loeb indicated that he is pleased with the progress made by the Division in Canada. He extended special thanks to Vice President Damian Petti for all of his assistance. The tradeshow/AV market includes almost every hotel in the United States and Canada and represents a huge and critically important opportunity for members of the IA. President Loeb concluded his remarks by noting that the IATSE Training Trust should become well-funded as the contracts continue to accrue.

ORGANIZING

International Vice President/Division Director of Organizing Daniel E. DiTolla and International Representatives Joel Youngerman, Sandra England, D. Joseph Hartnett and David Garretson provided an update on the activities of the Department since the Board last met in Boston.

Local 69 - Memphis

As mentioned in the summer GEB, due to the International's presence in Memphis, several workers in various non-union venues have reached out to discuss organizing their employers. Moreover, Local 69 provided the labor for the Yellow Card production of Disney's *Three Classic Fairy Tales* with the assistance of the touring production crew. Local 69 has this month provided the labor for the Memphis Opera, which is performing at the Germantown Performing Arts Center and we are endeavoring to continue the relationship.

Local 22/Local 772 - Washington DC

Vice President DiTolla and Representative Hartnett have begun meeting with the organizing committee of Local 22 regarding organizing non-union employers in the greater Washington, D.C. area. The Division has also talked with Wardrobe Local 772 to coordinate "wall to wall" coverage of the employees where appropriate.

Online Research

In November, Representative Hartnett attended a seminar at the National Labor College regarding online research. This seminar was coordinated and taught by members of the AFL-CIO corporate research department. During this seminar he learned how to use LexisNexis and other online tools to research companies and employers. The seminar has already been quite helpful in gaining information for ongoing organizing campaigns.

Southwest

Representative Youngerman has met with non-union crews across the Southwest, where the International is continuing to build relationships with unaffiliated workers. He assisted Local 205 in negotiations for the renewal of contracts with Ballet Austin and the Paramount Theatre. The Ballet Austin contract is signed, with the Local securing a new 3-year Agreement providing increases in wages and benefits plus an improvement in overtime conditions. The Paramount contract has also been ratified.

Sports Broadcast

Representative England reported that the broadcast rights of many teams have been renegotiated recently bringing new groups into es-

tablished markets within the last year. Comcast/NBC Sports obtained the rights to the Houston Rockets and the Houston Astros formerly held by Fox Sports Southwest. Time Warner will open a new Regional sports network (RSN) in Los Angeles and has secured the rights to the Lakers and Los Angeles Galaxy MLS Franchise. The fate of the Dodgers rights is still unresolved at this point. Fox will gain a new RSN in the San Diego Area with the acquisition of the Padres rights from Cox. This, combined with the lockout of players by both the NFL and NBA, has made for a challenging time filled with much anxiety for our members in the sports broadcast industry. We are aware of the changes and are diligently working to protect our Agreements in the broadcast industry.

We will soon enter into negotiations with Fox for the new San Diego RSN.

We have entered into renegotiation of the agreement held between the IATSE Local 796 and Fox Sports Net Southwest. They will continue to hold the rights to the Dallas basketball and baseball teams along with various college teams in the state of Texas. We have been able to work through most of the issues and are looking to meet during February to conclude negotiations.

This year will see the renewal negotiation of our agreements with Fox RSNs and various crewing companies in Texas, Los Angeles and San Diego, Arizona. The Agreement with Root Sports Northwest (a Direct TV RSN) and various crewing companies in the northwest will also be renegotiated this year.

In an effort to capture work that is being produced for direct-to-the-

internet distribution we have entered into discussions with two companies that have either acquired rights to product or are actively producing this work for other rights holders. We will update the Board on our progress going forward.

In December, an election was held by the NLRB for sports broadcast technicians working for Pacific Coast Cameras and Crewing (PCCC). The IATSE prevailed in the election 51 to 9. PCCC crews various sporting events in the Oregon market including the Portland Trail Blazers. PCCC also does some crewing in Washington and agreed to voluntary recognition of the unit in Washington. Discussions regarding an agreement have begun.

Alaska

On Monday, January 9, 2012, Representative England flew to Alaska to meet with the freelance film technicians and Local 918 representatives to continue the process of building a Local that will service both groups. Traveling with her was Special Representative Chris "Radar" Bateman, Greg Smith, President of Local 488, and Dick Delay, Training Coordinator for the Western Washington Training Trust.

Present for the local community were the key film technicians in Anchorage including the owner operator of the sole grip electric equipment supplier and Local 918 Business Agent Eric Lizer.

Two permanent committees were formed.

1. **Training.** The Alaska State Government has \$485,000 of training grant money available to do workforce development. As Local 918 is a member of District 1, they are

a member of the Western Washington Training Trust. The Locals voted unanimously to affiliate with this group at the last District Convention. Brothers Delay and Smith worked with this committee to develop the courses needed, coordinate the classes and application for grant money to pay for the programs.

2. **Local Union Structure.** Representative England and Special Representative Bateman worked with this committee to develop a new structure that will accommodate the film people and revise the Local's Constitution and Bylaws.

Both committees met for an additional two hours after the general session was over. They have ongoing assignments that will continue to be monitored.

Local 60 / Pensacola, Florida

Representative Garretson was assigned by President Loeb to assist Vice President DiTolla in negotiating a contract between Local 60 and SMG covering work at the Saenger Theatre and the Pensacola Civic Center. While both facilities are managed by SMG there are separate collective bargaining agreements for each building since they are operated by separate government entities. The Saenger contract comes as the result of an election over a year ago. Additionally, Representative Garretson has been assigned to work with Local 60 in stagecraft and union officer training.

After numerous discussions with the Local's officers and membership along with negotiation sessions, the parties arrived at three-year contracts at each facility. After presentation and discussion, the membership of Local

60 unanimously ratified both contracts, which include improvements in conditions, first-time contributions to the IATSE National Annuity Fund, and regular union/management meetings.

Representative Garretson has been working with the Local's leadership on union building, conducting a review of basic stagehands skills and work procedures.

The first Yellow Card attraction to play in Pensacola since the ratification of the new contracts was *My Fair Lady*. The road crew, along with the Local, demonstrated professionalism that is a credit to the Alliance.

Vice President DiTolla reported that the Division had concluded negotiations along with Local 100 for MSG Plus, HJZ, Program Productions and LDM Worldwide. Thus, all of the Local's major agreements are settled.

The International successfully won a representation election at Iron Horse Entertainment and is in negotiations for a first collective bargaining agreement. Vice President DiTolla will update the Board on his progress.

He is working with Locals in New England to identify organizing targets. He summarized the activities of the Department by stating that local unions are seeking the assistance of the International to provide a sustained structure for their organizing efforts.

The Division's organizing efforts have raised the profile and presence of the International and have resulted in unionized work for IA members. President Loeb remarked that organizing is the life-blood of any union. To that end, he is looking at how the Division is structured given the breadth of its activities in broadcast, stagecraft, for example and in light of the intra-

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division organizing which is done by Tradeshow, Motion Picture and Canada. He is going to evaluate the structure and operation of the Division to make sure the Division is best suited to succeed. He commended the Division for doing incredible work. President Loeb encouraged Locals to continue to ask for support and assistance.

COMMUNICATIONS DEPARTMENT

Director of Communications Emily Tao reported on current short and long-term projects in the Communications Department.

She advised that there are many communications and messaging resources regarding labor unions, and her goal is to connect these available resources with the IA's power and potential to better represent our members. To that end, Director Tao has attended several workshops and conferences to learn more about the resources available to the International. In September 2011, she participated in the AFL-CIO Next Up Young Worker's Summit in Minneapolis with Representative Jennifer Triplett. In December 2011, she attended the New Organizing Institute's "New Media Organizing Labor Boot Camp" in Washington, D.C., meeting with communications staff and organizers from about 10 different unions. Along with sharing communications techniques, she learned more about better email, website and social media practices, as well as new organizing ideas that are applicable to the IA.

Director Tao recently attended the AFL-CIO Repositioning Committee meeting in Washington, D.C. with Vice President Walter Cahill. This initiative

involves the AFL-CIO's "Work Connects Us All" campaign. As we know, political attacks have warped the perception of what the labor movement does and who we represent. Director Tao is excited to be part of the team that shifts public conversation about the labor movement, including the IA.

She also reported that an important component of her work involves providing general assistance to the Division Directors and their staffs. To that end, she along with Vice President and Director of Organizing Daniel DiTolla have been designing a flexible Organizing website that will help with future organizing efforts. This website is projected to be running by early March, and will be especially useful for organizing drives that are short on time and craft-specific. In addition, other Division Directors have also advised on this process so that the new site will have all of the utility and flexibility that any type of organizing drive might need.

She has advised the Stagecraft Department on how to update and better maintain communications with traveling road crew members, after attending a road crew forum in September and hearing some of the concerns of those members. This work is ongoing.

Working with Vice President Michael Miller, she was able to post videos of the Motion Picture Industry Pension and Health Plans Town Hall meetings on the IA website and our social media networks to reach a larger audience. This was done with the help of Editors Guild Local 700 and Assistant to the Editor MaryAnn Kelly, who deserves many thanks for this effort.

Director Tao has been acting as a digital communications resource for

locals, including advising on the best tactics to use social media for unions, logistics, time commitment, and messaging methods. Several Locals have contacted her with interest in getting involved on Facebook, and she has spoken on that topic at Local general meetings, most recently at ATPAM. Plans are in the works to complete an electronic toolkit for social media to educate Locals interested in getting involved in online communications. Because of how integral the Internet has become to communicating, it was important that the IA become active in online discussions through social media.

As of August 2011, the "IATSE" name on Twitter was reclaimed by the International and has several hundred followers. Twitter has made it easier to post IA-related news, interact with press and union affiliates, and communicate with IA members. In December 2011 the official IATSE Facebook page was established. Because there were so many groups that had claimed the "IATSE" username, it took longer for us to register, but everything is up and running now. She thanked the many people who helped with this process. She encourages members and others to check out the IA on Twitter at @iatse, or "Like" us on Facebook at facebook.com/iatse.

The International is encouraging member conversation as well as sharing IA news, labor movement articles and pictures of members and locals via Facebook that are not featured in the Bulletin or website. The Department's goal with social media is to establish these networks as a strong communications foundation that ties in with the International's website and

email for a more convenient way to spread news and reach members.

In August 2011, Representative Scott Harbinson, Lobbyist Alec French and Assistant to the President Debbie Reid explained the IA's involvement in Creative America and the fight against digital piracy. For Creative America's grassroots voice for the entertainment community to be effective, they needed cooperation with all of participating studios and unions. Director Tao has been involved in every step of this ongoing fight to protect our members, including pushing Creative America's message via the IA's online communications networks, as well as joining conversations online.

The Communications Department has ambitious plans for the future, including launching the new website, a new organizing website template, redesigned social media, and working further to educate and engage IA members.

Director Tao extended thanks to President Loeb, for his support and guidance, and also General Secretary-Treasurer Wood, all of the Vice Presidents, Division Directors, International Representatives, Locals, Officers, members, staff, everyone who Tweeted and Facebooked us. She expressed extreme gratitude to be involved in such a supportive and exciting organization.

IATSE NATIONAL BENEFIT FUNDS

In their capacity as Trustees of the IATSE National Benefit Funds, General Secretary-Treasurer James B. Wood, International Vice Presidents Brian Lawlor, Daniel E. DiTolla and Michael F. Miller, Jr., Tradeshow Director William E. Gears, Jr., and International

Representative Patricia White appeared before the Board to present a report on the Funds.

It was reported that even during these uncertain economic times, the IATSE National Benefit Funds continue to see growth in employer contributions. For the year ending December 31, 2011, the Funds saw a 16.8% increase in receipts from \$155,768,018 in 2010 to \$182,052,525 in 2011. A review of the past five years shows an increase in annual contributions of 69% from \$108 million in 2006 to \$182 million in 2011.

Total assets of the Funds have reached \$780 million as of the end of 2011 which is a 52% increase from the 2006 year-end total assets of \$512 million.

Employer contributions received in 2011 were derived from over 1,900 distinct collective bargaining agreements spanning numerous industries across the entire United States. The Funds accept contributions in any form; percentage of wages, days, hours, shifts, performances and more which makes administration of the Funds fairly complicated, but allows our local unions a tremendous amount of flexibility in contract negotiations.

Over 2,400 unique employers reported into, and contributed to, one or more of the National Benefit Funds in 2011. And the number of local unions participating in one or more of the National Benefit Funds has now reached 222.

The IATSE National Health & Welfare Fund continues to provide coverage to an increasing population. The Fund now provides benefits to almost 17,000 working men and women. When dependants are included, the

Plan is providing coverage to over 27,000 lives nationally. The continued stabilization of the Plan C2 and C3 CAAP costs has proved invaluable in allowing participants to maintain benefits and the relaxed re-entry rules of the Plan has afforded those who temporarily lose coverage the ability to re-enter coverage with greater ease.

The IATSE National Pension Fund continues to be fully funded and has remained consistently in the Green Zone, as defined by the Pension Protection Act of 2006, even during the worst economic times. The most recent actuarial valuation shows that the Fund can continue to provide retirement benefits to the over 2,500 retirees or their beneficiaries, as well as every active working participant as promised by the Plan.

At the beginning of 2011, the Benefits Division of the Funds Office began a restructuring of its dedicated participant call center in an attempt to provide a greater level of service to participants. Additional employees were hired to assist with the call and correspondence volume of this department. At the request of the Board of Trustees, the department is now producing reports that quantify the turnaround time required to deal with participant inquiries. These reports are being reviewed and solutions are being explored to reduce the amount of time required to resolve participant issues. As a first step, the Funds Office has opened a direct e-mail link to the service center to accommodate those participants who cannot call, or be available for return calls, during the Funds Office normal business hours. That e-mail address is: participantservicescenter@iatsenbf.org.

The Board of Trustees has worked

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with various Funds Office personnel to review the deficiencies of the current website. After carefully studying various potential remedies, it has been determined that the most effective course of action is to redesign the site. Over the next year, the new architecture of the site will be designed and some of the key features will be:

A participant dashboard will be designed which houses a single screen giving a participant a full view of each Fund they are enrolled in and their status in that Fund. Data will be sent from the Funds main operating system to the website in "real time". As contributions are entered, as benefit balances change etc. the data on the website will update immediately.

An ad hoc reporting function for local unions will be created. This will allow each authorized Local representative to request reports in an order they choose and with the data they need. All routine reports that are regularly sent by the Funds will be viewable or downloadable from the new site eliminating the huge amount of paper that is currently generated. Small employers will be able to report information via the site and wire

transfer benefit contributions, thus eliminating mail lag and getting dollars into participant accounts much more quickly.

President Loeb, who is the union-side Chairman of the Funds noted that with total assets of \$780 million, the National Benefit Funds are now very substantial in size and he thanked the Trustees for the amount of work each one of them puts in to ensure the continued success of the Funds.

IATSE-PAC REPORT

Appearing before the Board to present an update on the activities of the IATSE-PAC were members of the IATSE Political Action Committee, including Vice Presidents J. Walter Cahill, Anthony DePaulo, Thom Davis, John Ford and Timothy F. Magee, Retired Vice President Michael J. Sullivan, Assistant to the President Deborah A. Reid, West Coast Counsel James G. Varga, and PAC consultants Chuck Rocha and Anna Durrett from Solidarity Strategies.

It was reported that since the launch of the PAC's *Stand Up, Fight Back* campaign back in May 2011, three PAC training seminars were

conducted for local unions, a tele-town hall/webinar PAC training session was held, PAC starter kits were distributed to every U.S. local union, and a PAC-related direct mail campaign for IATSE retirees was launched. In addition, Solidarity Strategies and the International followed up, via phone, with a number of local unions to monitor the implementation of the *Stand Up, Fight Back* campaign and requisite PAC fundraising guidelines, offering assistance and information as needed. It was noted that while many Locals face challenges, other Locals reported that they have taken action, or plan to do so by conducting a) membership mailings, b) payroll authorization PAC check off signups for local union officers and staff, c) raffles, d) robocalls/Press 1 phone campaigns, e) social media, email and newsletter communications, and others. Since the *Stand Up, Fight Back* campaign got underway it was reported that the IATSE-PAC has received contributions from 700 members, representing 134 local unions. Of particular note was that 200 of the 700 contributors have committed to monthly contributions.



From left to right: Assistant to the President Deborah A. Reid and PAC consultants Chuck Rocha and Anna Durrett from Solidarity Strategies.

Of particular importance to the Stand Up, Fight Back campaign was the chance to become eligible to win the Grand Prize trip to Hawaii. Any member who pledged a monthly PAC contribution of at least \$10.00 was automatically entered in the contest. This contest was a component in the first stage of efforts to increase the funds of the IATSE-PAC and it was reported that based on projections, contributions will have nearly doubled. As announced during the course of the contest, a drawing for the winner was held at this Board meeting and the first ticket pulled was for IATSE In-House Counsel Samantha Dulaney. True to form, Counsel Dulaney advised President Loeb that rather than accept the prize, she wanted to donate it back to the IATSE-PAC. President Loeb expressed his appreciation and Counsel Dulaney received resounding applause for taking this action. The second ticket pulled was for Brother Alan Rowe of West Coast Studio Local 728 who was notified that he was the winner of the 2011 PAC contest and should pack his bags for his trip to Hawaii.

Entering a very challenging 2012 election year, a brief overview of the political landscape of the U.S. was provided. It was reported that there are many competitive House seats in play, as well as many Senate and gubernatorial marginal seats. In the coming legislative session, state lawmakers will attempt to pass bills that cut good jobs, lower wages, threaten job safety, attack collective bargaining rights, weaken unions and harm workers and organized labor, in general.

These challenges make it even more important to raise funds for the

IATSE-PAC so that the IATSE can play a bigger role during these difficult times. In the months ahead the International, along with Solidarity Strategies will work to assist local unions by providing them with resources to identify and cultivate activists within their Locals to join PAC and increase their involvement in political work. To that end, President Loeb has asked that Mr. Rocha attend the 2012 District Conventions (United States only), where he will be able to make a presentation on issues directly pertaining to location and industry, and work with local union leaders to build effective, self-sustaining PAC programs for their specific membership. Creating a community among IATSE members and employees who will work on the Locals' program promises to build a strong and responsive political program within the IATSE.

It was also noted that information about the IATSE-PAC is also available on the International's website at: www.iatse-intl.org/pac/pac.html, and, questions and orders for contribution forms may be made by email to: iatsepac@iatse-intl.org

President Loeb thanked all those reporting on this important issue and stated that he is committed to continuing the work of the International in the political arena so that the voice of the IATSE is heard loud and clear on issues of importance to our members.

POLITICAL REPORT

Appearing before the Board to present a report on the IATSE's activities since the 2011 Mid-Summer meeting were International Vice Presidents J. Walter Cahill and John M. Lewis, Assistant to the President Deborah Reid, Tradeshow Director William E.

Gearns, Jr., Retired International Representative Thomas J. Kiouisis, Jr., District 14 Secretary-Treasurer Kimberly Bowles, District 3 Political Director John Gates, Local 251 Business Agent Chris Gauthier, Local 491 Business Agent Jason Rosin, and the AFL-CIO's Strategic Planning and Technology Director Michael Noonan.

At the onset of the report, it was reported that the state battles against anti-worker attacks continue throughout the United States, from the Governor recall in Wisconsin, to legislative issues affecting areas such as New Hampshire, Ohio, and the most recent disappointing news out of Indiana with passage of right to work legislation. A number of other states where anti-worker bills are looming include Florida, Louisiana, Missouri, Minnesota, Michigan, and Idaho.

It was noted that we are also facing redistricting issues in various states that will add more challenges going into the 2012 elections. Florida Studio Mechanics Local 477 had recently advised President Loeb that back in November 2011 it became clear that the Democratic Party was in particular need of funds to maintain opposition pressure during the ongoing redistricting battle in the state, and its members and others throughout the workforce contributed funds to the Committee of Professional Film Makers to the extent that they were able to send a \$5,000 contribution to the Florida Democratic Party.

Wisconsin

Brother Gauthier reported that since June 2011, the state of Wisconsin has lost 27,600 jobs, more than any other state in the country. A so-called "budget repair" bill, Act 10, was

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proposed by Governor Walker that included ending collective bargaining, cutting employees' retirement contributions by the employer, and requiring caps on health care contributions made by employers. Act 10 would effectively also reduce take-home pay for hundreds of thousands of people by an average of nearly \$3,000 each. The state budget for 2011-2013 cuts about one billion dollars a year from education, city and county operations, medical care, elder care, child care and protection, park and environmental maintenance and more. This budget cut aid for low-income families occurred while taxes were reduced for corporations.

Governor Walker has raised about \$5.7 million to defend himself against the recall with more than half of that amount coming from sources out of state. This is a clear warning that this can happen elsewhere.

Ohio

Retired Representative Tom Kiousis reported on his assignment to work with the Ohio State AFL-CIO and Locals on the campaign to repeal Senate Bill 5. He stated that the IATSE was a part of a coalition of Labor, WE ARE OHIO, Working America, and many community groups assembled to fight the arrogance of Governor John Kasich and the loyalists, in attempts to crush organized labor, starting with the members of the Public Sector Employees. The message was clear that Public Employees were to be first, and then the private sector unions. WE ARE OHIO was initially the lead agency for the coalition, at least until late October 21 when the AFL-CIO assumed control of the campaign.

In December 2010 the national AFL-CIO held a conference in Cleveland with various State Federations and International Unions. Special Representative Joseph Short and Retired Representative Kiousis attended the conference where it was reported that the AFL-CIO anticipated that anti-worker legislation would be at the top of the agenda in the states of Pennsylvania, Ohio, Michigan, Wisconsin, Minnesota, and Missouri where Democratic control of the Governor's office, the House of Representatives or the Senate was lost. The main thrust of the conference was that the newly empowered Republicans would initiate Right to Work legislation.

Shortly after Ohio's new administration was sworn in, Senate Bill 5 was introduced and, within two days it became law. The protests by labor started almost immediately at the State House. While most of the Locals supported the rallies, it was noted that Columbus Stage Local 12 was out in force for the IATSE.

The Ohio AFL-CIO held a kickoff rally to repeal SB 5 on July 21, 2011 in Columbus after which Representatives Kiousis and Joe Short, along with Local 12 Business Agent Richard Shack, were assigned to work with the IATSE Locals in the state on this campaign. Representative Kiousis worked closely with representatives of the IBEW and CWA and efforts grew throughout Ohio with volunteers gathering signatures on petitions to have SB 5 placed on the ballot in November 2011. Over 900,000 signatures were declared valid and SB 5 was on the ballot as Issue 2. Campaign efforts continued with worksite flyers, tele-town hall meetings, phone banking and other grassroots efforts to repeal SB 5.

It was also reported that the International made a significant financial contribution to the Ohio AFL-CIO for the campaign, and President Loeb held a conference call with officers of all IA local unions in the state during which he emphasized the dire need for the Locals to be involved in this campaign. At a meeting in Cleveland, General Counsel Dale Short explained that the consequences of a failure to repeal SB 5 would be devastating.

Throughout the campaign all the Ohio Locals were extremely mobilized and the election results were successful for the repeal of SB 5, by a vote of nearly 2 to 1.

Indiana

Tradeshaw Director William E. Gears, Jr. presented an update on the state of Indiana on behalf of International Representative Joanne Sanders who was unable to attend the Board meeting. He reported that since the first of the year, Indiana was ground zero for the Republican efforts to infuse ALEC (American Legislative Exchange Council) legislation across the country, in particular, "Right to Work for less". On Friday, December 30, 2011 the Governor issued an Executive Order that no more than 3,000 people could enter the statehouse at any one time during the forthcoming session, which number included employees and registered lobbyists. Thus members of the general public allowed to enter their statehouse was relegated to less than 1,300. Under claims of "public safety", only one entrance was designated as public.

On the opening day of the General Assembly, working people en masse arrived at the Statehouse early

in the morning to protest the ruling. Democrat Representatives and Senators came out to greet the crowd and commiserate about the lock-out. Very quickly the Governor realized he was in a negative political position and rescinded the order. Gradually, more than 7,000 people entered the Statehouse. The decision to close the Statehouse to the public was clearly exposed as the political ploy it was. The real goal was to ensure passage of "Right to Work for less" with little if any public scrutiny.

On opening day, the Speaker called the chamber to order, and the Democrats stayed in caucus and did not enter the chamber, thus denying a quorum. This action continued for more than two weeks. From the outset, the Indiana AFL-CIO, in collaboration with the release staff provided by the National AFL, staged lobbying days bringing hundreds and thousands of working people to the Statehouse, with coordinated efforts to schedule meetings with legislators and pass messages into the Chamber.

A compromise was arranged to allow Democrats to submit amendments to the bill in the House. In return, they would be present in the Chamber to constitute a quorum. On that day, the Senate amended its bill and it passed to the House. Nine Republican Senators joined with Democrats to vote against it. The House, however, defeated the amendments proposed by Democrats and on February 1, 2012, the Indiana Governor signed the Right to Work bill into law.

New England Area

As Chairperson of District 3's Political Action Committee, Brother John Gates reported on various activities in the New England states, stating that 2011 was a tough election year for organized labor and that the mood of discontent permeates our country and our members.

Brother Gates noted that every Republican candidate for President has clearly stated their support for Right to Work and they were shouting their anti-labor rhetoric for several months in New Hampshire where labor faced

tough races for Governor and Congress with a largely hostile state legislature.

In New Hampshire and Maine, anti-worker legislation is already on the agenda for the 2012 legislative session. It was pointed out that Right to Work legislation would be the law right now were it not for just 12 votes sustaining New Hampshire Governor Lynch's veto of the bill. Governor Lynch is not seeking re-election in 2012, making it a critical race particularly with no strong candidate emerging thus far to fight the three Tea Party-affiliated gubernatorial candidates.

Brother Gates noted that Maine is in even more danger of Right to Work legislation and there is currently no single pro-labor legislative leader in Maine.

Other critical races in New England include the U.S. Senate seat held by the labor unfriendly incumbent Scott Brown seeking re-election to full term; U.S. Senate seat in Rhode Island where labor-friendly incumbent Sheldon Whitehouse is seeking re-election; and the U.S. Senate seat



Appearing before the Board to present a political report on the IATSE's activities are (from left to right): Local 251 Business Agent Chris Gauthier, Retired International Representative Thomas J. Kiouis, Jr., International Vice President John M. Lewis, District 3 Political Director John Gates, AFL-CIO's Strategic Planning and Technology Director Michael Noonan, Assistant to the President Deborah Reid, District 14 Secretary-Treasurer Kimberly Bowles, Local 491 Business Agent Jason Rosin and International Vice President Walter Cahill.

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in Connecticut held by a moderate Independent Incumbent who is not running for re-election.

Brother Gates noted that it is important to be extremely proactive in this election year across our entire Alliance. Voting is important, but it is only a start. Every IATSE member can be an effective lobbyist with their state legislators and can make a difference by working for pro-labor candidates.

North Carolina

Local 491 Business Agent Jason Rosin reported on a meeting that was held in November 2011 with other IA Locals in North Carolina. Brother Rosin also holds the position of 15th Vice President on the Executive Council of the North Carolina State AFL-CIO. He noted that with 2012 being a presidential election year, he had conversations with the State Federation about future opportunities for the IATSE to become more involved in the political program.

The November meeting was held with the Business Agents and Presidents of IATSE local unions in the State and discussions were held concerning greater participation by the Locals. Brother Rosin advised the Locals that if North Carolina is a battleground state and the Democratic National Convention is to be held there, the IATSE should have a discussion about being more active. Brother Rosin advised the Board that the November meeting was well attended with and resulted in a great deal of enthusiasm and a positive attitude by the Local officers who agreed to continue discussions about the AFL-CIO's 2012 program, the Democratic National

Convention and increased participation at the North Carolina State Convention. Another meeting is due to be held in February to discuss how the Locals may take further steps to advance the interests of our members in labor's battles, particularly in this important election year.

Florida

Sister Kimberly Bowles who serves as Secretary-Treasurer of IATSE District 14 and Secretary-Treasurer of Orlando Local 631, reported on the political challenges facing labor in the State of Florida. The State of Florida continues to struggle with Governor Rick Scott and the GOP majority legislators in Florida House and Senate. Attacks on working families continue via education battles and lawsuits attempting to thwart the healthcare issue.

Florida Locals participating in the Labor Lobby Corps of the Florida AFL-CIO continue their efforts by attending committee meetings and visiting their legislators. Local actions are scheduled often.

Sister Bowles advised that the Presidential Primary elections were scheduled for Tuesday, January 31st, throughout Florida. She further noted that in Orange County specifically, there was a single item placed on the ballot titled posing as a "job creation" referendum. This was crafted by the Republicans who saw this as an opportunity to offer more tax relief for new and old businesses. Not widely talked about within the community, Sister Bowles stated that this item would likely pass. The labor community seemed to be the only folks talking about this issue and seemed unable to get traction on the

issue with the rest of the community. It was expected that many Democrats were expected to stay home on Election Day, not realizing the importance of a "No" vote for this questionable referendum.

As a side note, Sister Bowles was invited to attend a White House briefing with approximately four others from the Central Florida community. The small group was joined by individuals from a not-for-profit group "Common Purpose Project". The Common Purpose Project is led by a team of experienced political professionals and supported by a board of directors with expertise in developing winning progressive public policy campaigns. Guests were asked to weigh in on issues within their communities and asked to share their insights on what works and what doesn't.

Canada - Political Action

Vice President Lewis reported that the International has taken on a greater public role in fighting back against the agenda of the political right in Canada. Not only stepping up in fights that directly affect our members, but also participating in rallies, protests and other campaigns of our allies in the labour movement. In addition, the International is working alongside our Locals and has taken part in pickets of Local 63 - U2; and Local 58 - City of Toronto lock-out at the St. Lawrence Centre.

The IATSE will continue these efforts to be engaged in fights which not only affect our members but also of our allies in the labour movement.

AFL-CIO Labor Action Network

Mr. Mike Noonan of the AFL-CIO made a presentation to the Board on

the AFL-CIO's Labor Action Network (LAN) stating that the LAN operates at the highest level of security available and is a powerful tool to further expand the ability of labor to effectively organize at the grassroots level. The LAN allows approved users to access an array of tools both to perform analytical functions for strategic planning and also produce information to run an effective field program in near real time. Thus far the LAN has primarily been used in election campaigns, but may also be used to a lesser degree in organizing activities, and can be of great assistance our efforts going forward.

Mr. Noonan advised that upon approval of the International's authorization, local unions may gain access to the LAN for their particular local union membership. President Loeb thanked Mr. Noonan for his presentation on this impressive and useful tool.

Conclusion

Assistant to the President Reid noted that under President Loeb's leadership, the IATSE continues to increase its participation and grassroots involvement everywhere possible, from the phone banks for Ohio and Indiana, to boots on the ground in Wisconsin, New Hampshire and other areas where help is needed. IATSE Locals and members are getting out in great numbers because the impact that these battles can and will have is resonating with the IATSE's membership, and because the Local leadership is heeding President Loeb's call to action. And, the IATSE is standing in solidarity with other unions to fight these fights.

At the conclusion of the report,

it was noted that while the state battles continue, and we wait to see who will emerge as the Republican presidential candidate on the ballot against President Obama in November, we need to gear up for these elections when there will be a number of open seats and targeted seats in the Senate and the House. We can't wait until August, September and October to get started with our outreach efforts and mobilization of our members. We need to put forth our best efforts to do what we can, and start now, to keep our members educated on the issues and make sure they are aware of the danger we will encounter if we don't do our job in November 2012.

This report is just a sample of the many activities that IA Locals are engaged in throughout the United States and Canada and President Loeb expressed his appreciation for all efforts by the Locals and members for their support and participation in these politically challenging times.

President Loeb also thanked all those presenting the Political Report and noted that the efforts of the IATSE will continue.

INFOCOMM/ICAP/TRAINING TRUST FUND

Brother Kent Jorgensen, Chair of the IATSE Craft Advancement Program (ICAP), and James G. Varga, IATSE West Coast Counsel, gave a report on the IATSE Entertainment and Exhibition Industries Training Trust Fund. The Training Trust, established June 22, 2011, is a "Taft-Hartley" Labor-Management jointly administered trust fund. The mission of the "IA Training Trust" is to provide skills and safety development to

IATSE members throughout the Alliance, in all the crafts within the jurisdiction of the Alliance throughout the United States and Canada. The IA Training Trust is designed to facilitate bringing training services to the Local membership level through sessions sponsored by the Training Trust, or Local Unions, or Third Party Vendors – such as manufacturers' representatives, or industry experts. The program centers on local unions bringing their training needs to the IA Training Trust, and then the training services being defined toward meeting those needs.

The IA Training Trust is administered by a six-person Board of Trustees, representing three Participant Trustees and three Employer Trustees. Canada and the United States are represented in the make-up of the Board; motion picture, stagecraft, and exhibition industries are reflected amongst the Trustees. ICAP serves as an advisory committee to the Training Trust. During the first six months of the IA Trust Fund's operation, sixty-one employers became signatory to the Trust Agreement.

The report included a description of the structure of the trust fund both on the administrative side and the programmatic side. Of important note was the explanation of model contract language that is available for negotiating into collective bargaining agreements. Emphasis was placed on the need to report all new signatories to contracts containing language requiring employer contributions to the IATSE Entertainment and Exhibition Industries Training Trust Fund. The headquarters for the Fund is at the IATSE West Coast Office in Toluca Lake, California.

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At their first meeting in September, 2011, the Board of Trustees appointed Brother Jorgensen to the position of Program Director of the IA Training Trust. He can be reached at kjorgensen@iatsetrainingtrust.org. In his report he gave an overview of the recent safety classes facilitated through the IA Training Trust, and a preview of events being scheduled. Anyone having questions concerning the program and available classes should contact Kent Jorgensen.

The report included a presentation of the new partnership between the IATSE and InfoComm International, the world's largest audio visual trade organization. InfoComm is made up of thousands of individuals and companies including persons working in the A/V industry, manufacturers and vendors of A/V equipment and design, exhibitors, and managers. Through an agreement reached between the IATSE and InfoComm, IA members are eligible to pursue training classes toward certifications recognized in the A/V industry. Online classes and member discounts are also available to IATSE members. The Alliance will continue to participate by having a booth and presenting rigging demonstrations at the annual InfoComm tradeshow. An article on the IATSE-InfoComm partnership appeared in the 2011 Fourth Quarter IATSE Bulletin.

IATSE TEMPLATE FOR PRESENTATIONS TO STUDENTS

Canadian Office Operations Manager Krista Hurdon reported to the Board on a presentation designed to educate students. Further to the IATSE initiatives to change the pub-

lic perception of unions in general, and to provide information about the IATSE to students and young workers, a Power Point presentation was developed to be made available to all Locals and Representatives.

The topics and issues raised in this presentation include the basics of the need for trade unions, a brief history and structure of the IATSE, the benefits of IATSE membership, the empowering collective voice for workplace and social action and how to join as an individual and organize a workplace.

This initiative is key to providing information and education to young adults with regard to the basic elements of trade unionism, and is a tool to help dispel the pervasive misinformation against the movement. President Loeb noted that the presentation is now available through the General Office and can be easily tailored to accommodate any audience.

LA. COUNTY FEDERATION OF LABOR

Re: IATSE Support of Grocery Workers

International Vice Presidents Thom Davis and Michael F. Miller, Jr., and representatives of the West Coast Studio Locals reported on the support provided by the IATSE to the fight of the Southern California Grocery Workers represented by UFCW. Many will recall the difficult four month strike these workers fought during the previous contract cycle. This year the attack against them ramped up again. Their union began an aggressive campaign to impress upon the grocery chains that another strike was inevitable unless contract negotiations

could be successfully concluded. The UFCW represented workers had the full support of the County of Federation of Labor, and this included the efforts on their behalf by the IATSE. IATSE International Representative Ron Garcia coordinated the actions participated in by members of the Los Angeles area IATSE Locals and the representatives from the IA West Coast Office.

A letter writing campaign to the stores was very successful. One of the most exceptional events occurred when seventy-five members of IATSE locals showed up for a rally at a Ralph's Market. During the event all seventy-five IA members entered the store and delivered over 300 letters from IA rank-and-file members to store management in support of the Grocery Workers' struggle. Soon thereafter UFCW obtained a new collective bargaining agreement.

This is another example of the IATSE working in concert with other unions to fight the fight when necessary. This is a reciprocal relationship where the IA has enjoyed the support of unions in its fight whether on the picket line such as during the "Biggest Loser" strike, or in our campaign to fight digital theft.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS/ BENEFITS BARGAINING COMMITTEE

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, International Trustee George Palazzo, Special Representative Ronald G. Kutak, General Counsel Dale Short, Mid-West Counsel John Shepherd, the MPIPHP Trustees and members of the Basic Agreement Bargaining Committee appeared before

the Board to report on the Motion Picture Industry Pension & Health Plans. With the negotiations for the Basic Agreement scheduled to commence in March 2012, Vice President Miller advised the Board that the focus of this report would be those issues that relate to the upcoming negotiations.

The International retained the services of the David Binder Research Group to create and distribute surveys to union members who participate in the MPI Plans. A series of focus group meetings were held to work on the survey and help shape it. The entire bargaining committee was involved in the process.

The initial survey was distributed and followed up by reminder emails. The end result was a 37% response rate (11,500 completed surveys) which, according to the consultants, is a very high participation rate and greatly enhances the reliability of the data. Vice President Miller described the information received as critical to negotiations.

The next step was to hold a series of town hall meetings. The first two were for union officials in a position of leadership in both Los Angeles and New York where the results of the survey were reviewed. Members of all affected Locals were invited to the remaining four town hall meetings.

In total, President Loeb presided over and moderated two town hall meetings in New York and four in Los Angeles. Also attending the meetings was John Garner, a national health care consultant engaged by the IA who is an expert on Taft-Hartley Plans; David Wescoe, the Executive Director of the MPIPHP, and several members of the MPIPHP staff. Hundreds of questions were presented

and comment cards were solicited. The events were extremely well received and served two important functions. First, they provided critical information to the IA leadership as to the opinions and priorities of the membership and, second, educated the membership of the current challenges facing the Plans.

Vice President Miller recognized and thanked Representative Vanessa Holtgrewe for recording the events, and Cathy Repola and Ron Kutak of Local 700 for facilitating the editing, and noted that the finished product is now available for viewing on the IA website.

Moving on to general business of the Plans, Vice President Miller reported that the “non-affiliate” participation issue reported on at the Mid-Summer GEB in Boston, MA is still ongoing and remains unresolved.

Vice President Miller advised the Board that a contract dispute arose between Blue Shield and the UCLA Medical Center resulting in this provider now being “out-of-network” as of January 1, 2012. This change in status affects several thousand MPIPHP participants. George Palazzo, Co-Chairman of the MPI Board of Directors, has been instrumental in establishing continuity of care programs to assist participants in the middle of ongoing care at the UCLA Medical Center. This program assists participants in situations where changing providers would be problematic, such as transplants, maternity and premature child birth. The Plans are currently exploring other options by a RFP process and intend to have a new medical network and utilization management provider lined up by August 1, 2012. The

UCLA Medical Center is in network with all of the providers under consideration.

As to the upcoming negotiations, Vice President Miller reported that the bargaining committee has been preparing for three years and is thoroughly ready. The Segal Company has been retained as an outside consultant on both Pension and Health issues. Negotiations will commence in March 2012.

Trustee Palazzo indicated that, with the Plan funding issues, they are facing the fight of their lives and are ready for the challenge. He thanked all Plan Committee members who donate their time and perform their duties with diligence and focus.

President Loeb interjected and declared that nobody does more work than George Palazzo. He thanked Trustee Palazzo for his great leadership and tireless effort. He noted that the deficit, once projected to be over \$1 billion, has been reduced but remains a moving target. He commended the Benefits Bargaining Committee on implementing many new ideas under Vice President Miller’s leadership. President Loeb declared that the bargaining team now possesses a deep understanding of the issues and is well prepared for this difficult challenge. President Loeb lauded the impressive way the Committee has handled this task, including lining up all the necessary consultants and experts. He stated that he feels confident that due to these unprecedented efforts, we are now equipped with the appropriate bargaining strategies to address the real needs of the people we represent.

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MPTF EVERY MEMBER CAMPAIGN

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, International Trustee George Palazzo, International Representative Peter Marley, and Representatives of West Coast Studio Locals: Ed Brown (44), Cathy Repola (700), Buffy Snyder (705), Tommy Cole (706), and Patric Abaravich (728) reported on the “Every Member Campaign” initiated to raise awareness and funding among IATSE members to support the Motion Picture and Television Fund. In conjunction with celebrating the 90th Anniversary of MPTF, the “Every Member Campaign” seeks to engage IATSE members in supporting the work of the Fund. MPTF was created by members of the film community back in the 1920’s under the mantra “we take care of our own.” Through the years, the MPTF has grown to include a campus located in Woodland Hills, California that is home to the long-term nursing facility, residential care facility, hospital and a network of clinics; all services which are available to members of the IATSE and their families. In addition, many social services are provided through the MPTF.

In 2011, in an attempt to replace the waning payroll deduction contribution system that was once popular in the studio system, the IATSE, in conjunction with the MPTF staff, formed the “Every Member Campaign.” The thrust of the campaign is to encourage IATSE members to commit to making ongoing monthly contributions to MPTF. The IATSE committee organizing the campaign is also charged with coming up with additional ways for IA members to be involved in contrib-

uting through activities sponsored by their local unions.

Thus far, over 1,000 IA members have participated in the Every Member Campaign. The IATSE fully appreciates the need for our member participation because nearly fifty-percent of the benefits provided through the MPTF go to the aid of IA members and their families.

It was noted that President Matthew D. Loeb sits on the Board of Trustees of the MPTF, and Vice President Miller sits on the MPTF Advisory Board.

NATIONAL LABOR RELATIONS BOARD

Re: Protection of new collective bargaining relationships

International Vice President Daniel E. DiTolla, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney and West Coast Counsel James G. Varga reported on recent developments at the National Labor Relations Board (NLRB). At the conclusion of 2011, the NLRB’s compliment had again fallen to just two members following the retirement of former Chairperson Wilma Liebman and the expiration of the recess term of member Craig Becker. In January 2012 President Barack Obama made three recess appointments giving the Board a full compliment of five members. Appointed were two Democrats: Sharon Block and Richard Griffin, along with one Republican, Terrence Flynn. They joined Chair Mark Pierce and Member Brian Hayes. Controversy remains, however, with litigation pending to overturn the new recess appointments on the grounds that there was not actually a Senate re-

cess, despite a ruling to the contrary by the Justice Department. There is also a House Education and Labor Committee investigation underway to query whether Member Hayes improperly discussed future employment with a law firm that does business before the Board, in conjunction with his threats to resign from the Board in an attempt to block a quorum. Meanwhile, the NLRB is conducting business and it remains to be seen what will come of these extraneous legal issues faced by the Board.

In December 2011, the NLRB promulgated final rules on amendments to the Board’s rules and procedures. The Final Rule is quite watered down from the initially proposed changes which had been geared toward creating a more favorable organizing environment including improved access to employees, for example, requiring employers to provide “Excelsior Lists” sooner in the process, along with employee email addresses and telephone numbers. Unfortunately, organizing tools were eliminated from the proposed rules. The Final Rule contains only modest procedural changes which give greater control of the process to the Regional Directors in efforts to shorten the time-frame between filing a petition to having an election. In a similar vein, the NLRB has introduced a “Notice of Employees’ Rights” protected by the Act, advising employees of their right to organize. The new notice must be posted by all employers by April 30, 2012.

Several key decisions were issued by the Board during 2011 that will have an impact on organizing. Perhaps most important to unions is the overturning of the first Dana

case, issued at the close of the Bush Administration dominated Board. In a case known as Lamons Gasket, the NLRB returned to pre-Dana rules of the recognition bar doctrine. There are no more “Dana Posting” requirements which had allowed a window to contest a voluntary recognition, instead of protecting the parties for a reasonable period of time in a negotiating environment void of threatened decertification petitions.

In a companion case called UGL–UNICO Service Company the Board reinstated the protections of a bar to petitions following the immediate period subsequent to determining successorship status when the union is negotiating a new contract with a successor employer.

Ironically, another “Dana” case was issued, regarding a different division of the corporation that was the subject of “Dana I”. This is a good Dana case where the Board reaffirmed the validity of neutrality agreements, including pre-recognition agreements laying out the framework for negotiations in the advent of establishing majority representation rights. In “Dana II” the Board upheld use of a pre-recognition letter with a framework for future “partnership”.

In a case called New York, New York, the Board found that the Las Vegas casino violated the Act by denying access to employees in an organizing drive. This case establishes that off duty employees do have the right to hand bill on company property during the employee’s off hours. The employees in this case were not employed by the Casino, but rather the tenant restaurants inside the property.

Finally, a boost to organizing

efforts is the recently promulgated guidelines from the Office of the Board’s General Counsel on use of social media in the workplace. The Board has affirmed that the use of Facebook or Twitter, for example, fall within protected activity under Section 7 of the Act. The “social media” rules reinforce the balance between an employer’s right to control use of company property such as computers, with employees’ rights to engage in collective social media discussion of their wages and other terms and conditions of employment.

NAVY PIER, CHICAGO, IL

International Vice President and Local 2 Business Manager Craig Carlson reported on the work jurisdiction at Navy Pier, a 3,300-foot long pier that includes 170,000 square feet of exhibition space, 50,000 square feet of reception space and 48,000 square feet of meeting room space.

Chicago Stage Local 2 has always performed work on theatrical productions at the facility but in 1989 the Authority that manages the McCormick Place took over the management of the Pier and implemented its work rules for the Pier in 1995. This resulted in the craft unions that dominate the work for McCormick (IBEW, the Carpenters, Teamsters and Decorators), controlling the work at the Pier.

In July of 2011, a new management team took over control of the Pier and signed Local 2’s house agreement. Despite efforts to undermine Local 2 at the Pier, through the political process the Local’s efforts were successful due to support in the State Legislature.

The work on Navy Pier has generated approximately \$1 million in wages and benefits over the last six months for Local 2 members.

Vice President Carlson thanked President Loeb for his guidance and advice on this matter.

NEW WEBSITE

Director of Communications Emily Tao apprised the General Executive Board and attendees on the status of the project updating the IA website. The process commenced in October 2011. The old website caters primarily to current IA members. The new website targets a broader audience including prospective members, persons who want to organize, people curious about the IA and Employers. The new look seeks to capture the IA’s brand and culture, to be easier to navigate, and more practical. Also, there will be a new flexible and reusable organizing website that will be useful for craft specific organizing drives. Additionally, the website will be compatible with all devices, including tablets, smart phones and other mobile operating systems.

A mock up was shown which displayed the “I am IA” theme. The Board was taken through some of the new features and navigation links. The look is more modern, engaging and far more user-friendly than its old design.

Four website developers had submitted proposals with Qorvis being selected because of their ability to quickly deliver a high-quality product and their experience of working with union affiliates.

In November 2011, Vice President DiTolla and Director Tao visited Qorvis in Washington, D.C. to orga-

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nize and structure the new website. In January 2012, President Loeb, Vice President DiTolla and Director Tao met with and approved the website design and functionality. Both the new main website and the organizing website are projected to launch in early March 2012.

At the conclusion of the report, President Loeb noted we are in the modern age with Facebook and Twitter and that this is just a better way to get our message out. He stated that the new site will be great, modern and that he could not be happier about the work performed by Qorvis and Director of Communications Tao.

SIGGRAPH 2011 AND 2012

International Vice President Michael F. Miller, Jr. reported on the SIGGRAPH (Special Interest Group on Graphics and Interactive Techniques) conferences. The 2011 conference was held in August in Vancouver, BC, where almost 16,000 attendees visited more than 155 exhibits. Most of the companies are in the engineering, graphics, motion picture or video game industries.

The International had a booth in Vancouver and plans to have a booth at the 2012 show, which will be held in Los Angeles from August 5-9, 2012. It is estimated that more than 20,000 persons will attend the 2012 convention.

UNI-MEI

**Re: General Assembly,
Mexico City, MX**

International Vice President John M. Lewis and Special Representative Ron Kutak reported on the Union Network International – Media Enter-

tainment Industries (UNI-MEI) General Assembly, which took place in Mexico City from November 29th to December 1st, 2011, and was attended by Delegates from 32 countries. President Loeb also attended. This organization brings together trade unions from around the world to address media and live performance industry issues.

The areas of focus for UNI-MEI are: collective bargaining for all workers in the sector; public funding for public service broadcasting, film, live performance and fine arts; defending intellectual property rights, and; co-operation to set working conditions, health and safety standards, training and work standards.

Gerry Morrissey of BECTU was elected President of the Management Committee and President Loeb was elected Vice President. The remainder of the committee is made up of representatives from Australia, France, Germany and Mexico.

Huge progress has been made on the Intellectual Property front. Whereas six years ago the IATSE and BECTU were voices in the wilderness concerning digital piracy, the attitude of world trade unions has completely turned around to meet this global challenge. Martin Spence of BECTU gave an inspiring and empowering speech urging the trade union movement to take back the rhetoric that has been hijacked to link freedom of speech to the actions of digital thieves.

President Loeb commented that the IATSE will continue to participate in this international trade union organization and the common ground of worker issues must be met on a coordinated global scale.

UNION PLUS

A special appearance was made before the Board by Ms. Alison Reardon, a union services representative for Union Plus, the only non-profit consumer benefits organization created and endorsed by the AFL-CIO for members and retirees of participating labor unions. Using the collective purchasing power of millions of union members, Union Plus is able to provide more quality, value and service than comparable programs available to the general public. The IATSE is a participant in Union Plus.

Ms. Reardon offered a power point presentation that described the benefits available to IATSE members, including discounts on AT&T cell phones, plans and accessories; car rental discounts; mortgage financing, including Union SAFE protection from foreclosure in the event of strike, disability or lockout; education and scholarship programs; Dell computer discounts; pet insurance and much more. Members are urged to visit the Union Plus website – www.unionplus.org – to learn more about products and services available and to take advantage of the substantial savings that are offered.

President Loeb thanked Ms. Reardon for her informative presentation and urged IA members to take advantage of the significant discounts to be had through Union Plus.

UNION SAVINGS ANNUAL EXECUTIVE BOARD AND AFFILIATES MEETING

International Vice President John M. Lewis and Canadian Office Operations Manager Krista Hurdon reported on the Union Savings Annual Executive Board and Affiliates Meetings.

The focus of the annual meetings was to modernize and expand the Union Savings program and identify reasons why the program is not more successful. Key factors isolated were the fact that Union Savings is not endorsed by the Canadian Labour Congress; failure to utilize social media to communicate and network the services of Union Savings; and the need to reassess the range of products and services offered and the best possible discounts available.

The Union Savings Board will investigate the possibility of securing discounts on products and services such as travel, car rentals, hotels, health and fitness clubs, prescription drugs, tires, groceries and gas. The program hopes to expand discounts at major retailers such as Home Depot and Canadian Tire and to add additional nationwide retailers. Union Savings President Bernard Christophe will also investigate the Union Plus program offered in the United States to learn from its success.

The IATSE was recognized as one of the “forward-thinking” unions familiar with the utilization of electronic communications and social media. IATSE proposed a reserved seat on the Union Savings Board for an under-30 member to advise on more effective means to reach young workers and communicate their interests.

All in attendance at these meetings are hopeful that next year’s Union Savings meetings will have positive direction and results to report.

LOCAL NO. 28, PORTLAND, OR

Re: AEG

International Representative Sandra England and Business Agent of

Local 28 Chris “Radar” Bateman, reported on the recent negotiations for a successful contract covering the bargaining unit at the Rose Garden Arena in Portland, Oregon. This arena is home to the NBA Portland Trailblazers.

The negotiations were somewhat clouded by the company’s anxiety over the NBA lockout and the uncertainty of revenue and bookings in the arena. After multiple sessions a settlement was reached. The new Agreement includes exclusive hiring hall language, clarification of the application of the Agreement for stagehands engaged to perform services on sporting events, restructuring of department heads to include both an Assistant Chief Steward and, for the first time, a Head Rigger. The Agreement includes increased contributions to the Health Fund and annual wage increases. A new contribution to the Local’s training fund was also secured for the first time along with an invitation for a representative of the company to participate as a trustee. The parties were able to work through some existing communication problems, and forge a stronger understanding and more durable process moving forward.

The agreement was overwhelmingly ratified by the Local 28 membership.

LOCAL NO. 251, MADISON, WI

Re: Overture Center Foundation

International Vice President Timothy F. Magee and Local 251 Business Agent Chris Gauthier reported on negotiations with the Overture Center Foundation (OCF), a non-profit entity.

The Local started negotiations in 2002 with the City of Madison, which owned the Overture, and those negotiations continued until April of 2010, a total of eight years. The contract was ratified in April of 2010 and the City informed the Local in June that it was going to transfer ownership of the facility to the non-profit entity on January 1, 2012.

The OCF hired an anti-union law firm from Milwaukee to take charge of negotiations for the Foundation. At the first meeting, the OCF submitted a proposal that would have frozen wages and made changes to almost all conditions. The next 10 months were spent battling with management to come to an agreement that would protect the Local’s members, while understanding that a theatre owned and operated by a government entity has different needs.

Vice President Magee believes that the Local has achieved this goal. The resultant contract maintains a solid wage structure including both pension and health and welfare, and conditions that are standard in the industry. Vice President Magee said that Brother Gauthier and Vice President Jeff Porter did an outstanding job and deserve to be congratulated for putting up the good fight for their Local. Brother Gauthier expressed his extreme gratitude to the International and to Vice President Magee.

President Loeb added that it was a good deal, a nice job of negotiating by the Local and its leaders. He also noted that if the facility had not been transferred to the non-profit, it would be subject to the new Wisconsin collective bargaining/public employees law. Local 251 members would have been public employees

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without the right to negotiate wages and conditions.

LOCAL NO. 262, MONTREAL, QC

Re: Bell Centre/Montreal Canadiens Boutique Employees

International Vice President John M. Lewis appeared before the Board and reported on Local 262's efforts to organize workers at the Bell Centre.

Backed by the IATSE for over two years, the tireless efforts of Local 262 to organize the Montreal Canadiens Game Zone Boutique employees at the Bell Centre, a 21,273-seat arena and the largest arena in any NHL city, have finally met with success.

After three applications for certification and unfair labour practice complaints challenging unlawful subcontracting of the bargaining unit and intervention by a rival trade union asserting the right to represent the employees, all legal challenges were settled in favour of Local 262. A tentative collective agreement was reached on November 18, 2011 and ratified by 81% vote in favour on November 30, 2011. To secure the bargaining rights, an agreement was also signed with the Arena des Canadiens, Inc. to apply to the successor employer and protect against any modification or transfer of the business between the Montreal Canadiens and the subcontractor.

The success of Local 262 is in no small measure due to the mobilization of public opinion and labour movement pressure by the Quebec Federation of Labour, its trade union affiliates and publicity through the newspapers publishing sympathetic articles publicizing the fight to the people of Quebec, a heavily unionized province.

LOCAL NO. 295, SASKATCHEWAN, SK

Re: Regina Globe Theater

International Representative Barny Haines, Local 295 President Lisa Falk and Local 295 Business Agent Debra Sawarin reported that the Saskatchewan Labour Relations Board awarded a certification order on October 12, 2011 for a bargaining unit of "all production employees employed by the Globe Theatre," after a landslide ballot victory.

The Labour Board upheld the position of Local 295 to include all Department Heads as non-managerial. The Board excluded casual carpenters employed as Prop Builders for a number of months prior to the application vote.

Local 295 filed a grievance/Unfair Labour Practice to redress the unjust termination of the Head of Sound. After serving Notice to Bargain, it was necessary for the Local to again file an Unfair Labour Practice complaint; this time for failure to bargain in good faith. As of December 9, 2011, the parties met, exchanged proposals and began the process of collective bargaining for a first collective agreement. The positive bargaining conducted on January 23 and 24, 2012 has the parties close to concluding a first collective agreement such that the Unfair Labour Practice complaint was withdrawn with respect to bargaining.

The Unjust Termination grievance/Unfair Labour Practice for the Head of Sound proceeds to arbitration in February 2012.

LOCAL NO. 500, FORT LAUDERDALE, FL

Re: Kravis Center

International Vice President Brian Lawlor, General Counsel Dale Short,

In-House Counsel Samantha Dulaney, Local 500 Business Agent Alan Glassman and President Jim Thomson reported on the negotiations with the Kravis Center in West Palm Beach, Florida.

Brother Glassman provided a brief history of the acrimonious relationship between the Kravis Center and Local 500. In September 2000 through January 2009, the Kravis Center committed massive unfair labor practices in violation of federal labor law. These included the unlawful declaration of an impasse, the unlawful implementation of changes to a contract including the refusal to use the hiring hall, and the unlawful discharge of department heads. After charges were filed, the Kravis Center lost every single charge considered during the initial investigation 2001 - first, before a federal administrative law judge in 2002, then before the Bush-appointed NLRB in 2007 and finally the federal appellate court in 2008. In January 2009, the Kravis Center announced it would comply with the court order, bargain in good faith and utilize the hiring hall on an exclusive basis. Then, at the very first bargaining session, the Kravis Center stated that it would never agree to an exclusive hiring hall and then refused to use the hiring hall to employ department heads.

From January 2009 through January 2011, the Kravis Center once again unlawfully declared an impasse and unlawfully implemented changes to wages, hours and terms and conditions of employment, including the refusal to use the hiring hall on an exclusive basis, unlawfully insisted to impasse that the agreement would have two sets of wages, hours and

terms and conditions of employment – one set applicable to workers referred from the hiring hall and the other set applicable to workers not referred from the hiring hall, and unlawfully discharged department heads referred from the hiring hall while retaining department heads not referred from the hiring hall. Local 500 was once again forced to file unfair labor practice charges against the Kravis Center and, after an eight-month investigation, attorneys for Region 12 of the NLRB concluded that the Kravis Center was not in compliance with the court order from 2008 and committed new unfair labor practices.

The parties continued to negotiate without success and the Kravis Center imposed its last, best and final offer, which included the removal of the exclusive hiring hall and having their House Crew of 14 stagehands covering all of the work except for the Broadway Series and several signatory employers. The Broadway Series work was done through a third party subcontractor. In effect, Local 500's presence in the main hall was being significantly diminished.

Local 500 requested assistance from the International and President Loeb. Local 500 granted President Loeb complete authority to negotiate a contract for Local 500 and to also resolve all outstanding ULPs.

Joining President Loeb in West Palm Beach for negotiations were Vice President Lawlor, General Counsel Short and In-House Counsel Dulaney. Talks began at 9:00 a.m. and concluded at 1:00 a.m. the following morning, with a deal in place that includes expanded jurisdiction. The house crew and referrals for all Kravis Presents Productions will be

provided by Local 500, Kravis Center will use the Local 500 hiring hall exclusively following certain parameters, Kravis Center will not subcontract work, there shall be three and a half hour performance calls, there are wage increases of 2.5% in each year of the agreement added to all rates, double time paid after 16 hours in a day, double time for invasion of rest when there is less than eight hours between calls, and the International President and the CEO of the Kravis Center have been added to grievance procedure.

The parties are in the process of clarifying some language and drafting issues. Once this has been accomplished, the final agreement will be ready for signatures.

Brother Glassman thanked President Loeb for his efforts that resulted in ending this 12- year struggle and allowing Local 500 to move on with its work.

President Loeb indicated that he informed both Local 500's Executive Board and Kravis Center's CEO and its attorney that neither side would be throwing a party to reach this settlement. He indicated that the process was broken and new faces were needed in the room in order to get the talks back on track. In this spirit, both Brother Glassman and Kravis Center's lead negotiator agreed to absent themselves. President Loeb thanked Brother Glassman for placing the interests of Local 500 over his personal interests.

President Loeb further announced that in addition to the aforementioned accomplishments gained at the table, he was successful in obtaining a significant financial settlement, the proceeds of which will go to the discriminated workers and to Local 500.

LOCAL NO. 784, SAN FRANCISCO, CA

Re: Ballet San Jose

International Representative Peter Marley, Local 784 Business Representative Andrea Pelous and Local 706 Business Representative Tommy Cole reported on negotiations for a successor contract with Ballet San Jose. Simultaneous with the Wardrobe Local's contract expiration, the hair and make-up and stage contracts were also up. It is important to note that the Locals coalesced in bargaining to gain the benefit of collective strength. The result was a successful negotiation despite an attempt by the Ballet Company to gut the collective bargaining agreement. In response to the employer seeking significant take-aways, Local 784 flipped the situation and modified existing work conditions in return for significantly higher wage rates and job security. Improvements were made in the contracts held by each of the three Locals. The importance of the impact that the collective efforts of all three Locals had in negotiations cannot be overstated.

The report included reference to the recently concluded negotiations with the San Francisco Ballet and Wardrobe Local 784. For the first time the employer will pay monthly employee parking, when touring, the Wardrobe employees will receive parity in per diem with the Stage Local, and a new classification of Lead was agreed to, providing two new positions. Perhaps most important, hiring hall language was added that binds the employer to the Local's referral hall. The Local was also able to memorialize the core crew that consists of the minimum number of dressers, a stitcher and a laundry person required

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per season. Additionally, the wage and benefit package was not less than the Stage locals which provided for a fifty percent increase (over term) to the pension contributions.

LOCAL NO. 822, TORONTO, ON

**Re: Investigation, Article Seven,
Section 9**

International Vice President John M. Lewis reported on this issue to the Executive Board.

In August of 2011, the President of Local 822 contacted the Canadian Office about irregularities discovered in the Local's finances. It was disclosed that no audit of the Local's books had in fact occurred since 2008. The Treasurer of the Local had fabricated the audits by taking and using the letterhead of the accounting firm. The ensuing investigation disclosed that the Treasurer had misappropriated in excess of \$37,000 from the Local through cheque signing irregularities. The Treasurer has signed an acknowledgement of the facts of misappropriation of funds and has resigned his membership in the IATSE.

The Local is pursuing recovery of these funds from the Treasurer through legal channels by way of signed legal direction to his solicitors to repay the monies and further claim on the Local Officers' bond.

LOCAL NO. USA 829, NEW YORK, NY

Re: Sound Designers

International Vice President Brian Lawlor, USA Local 829 National Business Agent Cecelia Friederichs and President and Representative-in-Charge of Television and Film Beverly Miller, appeared before the Board to report on the incorporation of the

Sound Designers who were members of Local One into USA 829. Local One represented Sound Designers on Broadway by virtue of a previous merger with Local 922 while USA 829 represents Sound Designers nationwide. It was determined that the approximately 35 Sound Designers in Local One would be better served by being represented by USA 829.

Vice President Lawlor took a moment to congratulate both Locals for their cooperation in this endeavor and for having the best interests of the members at heart. This was no simple task and it shows what can be accomplished when Locals are committed to doing the right thing for the members.

After many, many meetings, the Broadway League made the decision to grant USA 829 jurisdiction on November 16, 2011 and the Local now bargains on behalf of these members and their classifications going forward. All identified Local One Sound Designers were contacted by USA 829 and offered membership in USA 829 with no initiation fees. Most of these individuals joined USA 829 while retaining their Local One membership. Twenty-one new USA 829 members chose to keep their benefits with Local One and were put on a grandfathered list. Eleven other members of this identified group were already USA 829 members and had their benefits going to USA 829. There were several other tasks that the parties were charged with such as mutually finalizing the list, creating new benefit transfer letters outlining the benefit percentages, sending all related correspondences to the appropriate funds, and contacting the designers' agents and such. All of these tasks appear to have been completed.

Vice President Lawlor stated that

it was a pleasure working with the leadership of both Locals in this assignment.

LOCAL NO. 857, LOS ANGELES/ ORANGE COUNTY, CA

**Re: AEG Staples Center/
Nokia Box Office**

International Vice President Michael F. Miller, Jr. reported on the new jurisdiction over box office employees at the Staples Center Arena in Los Angeles. The Staples Center is within the complex known as LA Live.

After the Arena was constructed under a project labor agreement, a facility agreement was negotiated between AEG and the SEIU. Within a short time, it became clear that the box office workers were more appropriately represented by the IATSE. SEIU admirably agreed. IA Local 857 Representative Sergio Medina, with assistance from International Representative Ron Garcia, entered into discussions with SEIU Local 1877 about transferring this jurisdiction. It was decided, between the two unions and AEG, to let the impacted employees decide the choice for representation. The employees overwhelmingly chose IATSE and jurisdiction now rests with IATSE Local 857.

A new IATSE-AEG contract has been negotiated covering the box office employees at Staples Center, the Nokia and venues within LA Live.

LOCAL NO. 864, CINCINNATI, OH

Re: Cincinnati Ballet Company

International Vice President Jack Beckman and International Representative Patricia White appeared before the Board to report on assistance provided to Local 864, which represents

the wardrobe and hair and makeup workers in Cincinnati.

The Local's agreement with the Cincinnati Ballet expired July 31, 2011. This contract covers the employees at the Ballet's own facility, including the costume shop workers and the wardrobe workers at the small on-the-premises theater. Two of the costume shop workers are full-time employees.

The Local has had difficulty in negotiations in the past, and the expiring agreement had been a one-year contract agreed to as the settlement to an unfair labor practice charge the Local filed against the Ballet during 2010.

The Union went into bargaining merely hoping to get a small raise and to hang onto the conditions it already had. The employer proposed a one year agreement that would eliminate many of the Local's conditions.

The Local requested assistance from the International and Vice President Beckman and Representative White were assigned.

A big issue at stake was management's insistence on eliminating the contract's past practice clause, which would have been damaging to the Union. The Union bargained over dozens of practices and specifically enumerated them in the contract. In doing so, it was able to settle the contract, avoid a strike, and hopefully preserve all of the conditions—and then some—that the workers enjoyed.

On September 12, 2011, Local 864 unanimously ratified the four-year agreement, effective August 1, 2011 to July 31, 2015. There are increases in years one, three, and four, for all employees and an increase in the hourly rate for dressers.

At the same time that Ballet negotiations were concluding, the Local began bargaining with its major employer, the Cincinnati Arts Association (CAA), which presents most of the Ballet's performances, along with Broadway shows, Operas and other events in downtown Cincinnati.

With this employer, there were significant issues to settle, and on January 12, 2012 agreement was reached for a new contract, effective through August 31, 2014, with pay increases. Again, the Local held onto its most important conditions, and also added language that strengthens the agreement. They were able to think outside the box and work with the employer on conditions for special events like fashion shows, public service events, awards shows and concerts.

Most importantly, the Local leaders and CAA management have a new, more transparent relationship and have pledged to work together to foster an atmosphere of cooperation and trust.

Through all of this, Cincinnati Stage Local 5 Business Agent Thomas Guidugli has provided major support to the International and to Local 864. The International sends Brother Guidugli and Local 5 many many thanks.

Brother Peter Diamond, Business Agent of Local 864, sent his regards and thanks to President Loeb for his continued support of Local 864. The Local's bargaining committee (on their own) concluded negotiations with the Cincinnati Children's Theater for a three-year contract, with pay increases each year, and no other changes. They are proud that they could do this on their own, and look forward to improving their bargaining skills by taking classes later this year.

President Loeb extended his thanks to Local 5 and Brother Guidugli for his support of Local 864's negotiations with the Ballet and Cincinnati Arts Association. He noted the Local's improvement of their skills and ability to begin to negotiate their own agreements.

LOCAL NO. B-20, PORTLAND, OR

Re: Oregon Convention Center

International Representative Sandra England and Local B-20 Business Agent Bambi Ooley reported on matters concerning the Oregon Convention Center (OCC).

Representative England and Sister Ooley, former B-20 Business Agent Christine Bachman and Counsel for the Local Liz Joffe met with representatives of the Oregon Convention Center, MERC/METRO (the public facilities governing body), and PCPA (the management authority for all of the performing arts and convention facilities) on January 27, 2012 at the Oregon Convention Center.

By way of background, after negotiations for a new collective agreement for Local B-20 were completed in November of 2010, management raised new issues none of which had been brought to the table during the several sessions of bargaining which had taken place in the fall of 2011. It was clear that the employer started the process of looking at subcontracting bargaining unit work a mere 2 months after negotiations concluded. During this same time period Local B-20 had rightfully brought management to task over assigning bargaining unit work to non-bargaining unit workers.

The Union's position was the subcontracting was retaliation for the Local's enforcement of its agreement and

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that the Company showed bad faith in negotiations for not raising any of the issues they were now raising, that the subcontracting would not only cost workers employment, but would result in a loss of retirement benefits for the entire unit, that subcontracting would not achieve cost savings and would only result in workers receiving minimum wage to do the same job.

The Local believed based upon the above that the Company's proposal would result in a higher turnover of employees, less security for the building, and amounted to a betrayal of the public whose money financed and supported the buildings, not only as a place on entertainment and commerce, but as a place where the citizens work, pay taxes, and support their communities.

The Local advised the Company that it would pursue all available legal remedies at its disposal. The Local advised that it had the full support of the International President, who had not only expressed his willingness to come to Portland to lead the charge, but had committed the Defense Fund to assist the Local even if it meant bussing members in from the entire west coast to support the Local.

The parties were able to resolve the subcontracting dispute. They have also had meetings to discuss other concerns of the OCC and have come to a resolution on all issues.

Business Representative Ooley thanked President Loeb for supporting Local B-20 and all Special Department local unions. She stated that her members were very satisfied with the settlement of these issues.

President Loeb remarked that he will continue to support all Locals in this Alliance including Special Depart-

ment Locals. He commended Representative England, Sister Ooley and the Local for holding fast to their position, which inured to their benefit.

LOCAL NO. B-754, CINCINNATI, OH

Re: River Downs

International Vice President Anthony DePaulo, Special Representative Joseph Short and Brother Robert Fields, Business Agent for Cincinnati Local B-754, reported on their efforts in securing a new contract at River Downs Racetrack.

The Racetrack was sold to Pinnacle Entertainment which has demonstrated an anti-union prejudice from the beginning. The contract they offered initially was nothing more than their company handbook. The Local received recognition from the employer at their first meeting when it presented all of the authorization cards needed to prove a majority status. Negotiations stretched throughout 2011, with Vice President DePaulo and Representative Short taking the lead.

The difficult and sometimes acrimonious negotiations eventually resulted in a three-year contract with wage increases in each year. All of the premiums in the old contract were maintained and company medical benefits were offered for the first time, as were short and long-term disability, life insurance, accidental death benefits, jury duty pay, a 401(k). In addition, all employees who work 27.5 hours per week would be considered full-time.

Vice President DePaulo thanked Representative Short, Brother Fields, Local B754 President Sandy Holstein and Secretary-Treasurer Karla Lang, as well as General Counsel Dale Short and In-House Counsel Samantha Du-

laney for all their contributions.

Representative Joe Short commented on the longevity of many of the workers at River Downs and the fear each had that their days of employment were numbered. Throughout the difficult and drawn out negotiations, it was rewarding to see the fear being replaced as they realized that they would indeed get to keep their jobs and continue under a union contract.

Representative Short thanked Vice President DePaulo for all of his work, particularly in getting the voluntary recognition by the employer. He also thanked President Loeb for his steadfast belief that if any of our Locals are going through a hard time, the IA will do whatever it can to assist.

Brother Fields expressed his appreciation for all of Vice President DePaulo and Representative Short's efforts and thanked President Loeb for his support of Local B754. He was especially grateful for the assistance from the IA Defense Fund which helped the Local to survive the difficult process of gaining recognition and negotiating with a company whose anti-union sentiment was widely known.

President Loeb congratulated the presenters for a job well done especially in the face of the hostile attitude exhibited by the company. He commented that the resulting contract will provide security and enhance the lives of Local members and their families.

ADJOURNMENT

Having completed all business properly brought before it, the General Executive Board meeting was adjourned on Friday, February 3, 2012 at approximately 10:45 a.m.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

WESTIN PEACHTREE PLAZA • ATLANTA, GA • JANUARY 31, 2012

In conjunction with the Mid-Winter meeting of the General Executive Board, the Defense Fund Committee met at 12:35 p.m. on January 31, 2012 at the Westin Peachtree Plaza in Atlanta, GA. Present at the meeting were Committee Members: International President Matthew D. Loeb, Vice Presidents Timothy Magee, J. Walter Cahill, John M. Lewis and Anthony De Paulo, as well as General Secretary-Treasurer James B. Wood, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney, West Coast Counsel Jim Varga, Canadian Counsel Steve Wahl and Mid-West Counsel John Shepherd.

Since the last meeting of the Defense Fund Committee in Boston, MA on July 26, 2011, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. B-20 – Portland, OR	
Convention Center – Legal	\$1,973.00
Local No. 30 – Indianapolis, IN –	
Indiana State Fair Comm. – Legal	-----
Local No. 63 – Winnipeg, MN – Live Nation	
– Special Organizing	3,845.71
Local No. 114 – Portland – Special Organizing	-----
Local No. 118 – Vancouver, BC	
– Budrock Prod. – Special Org.	16,462.98
Local No. 168 – Vancouver Island	
– Royal McPherson Theatres Soc. Legal	7,700.00
Local No. 262 – Montreal, QU – Centre Bell – Legal	10,298.60
Local No. 295 – Regina, SK –	
Globe Theatre/Partners in Motion – Legal	40,095.96
Local No. 415 – Tucson, AZ – City of Tucson	
– Training/Special Org.	2,000.00
Local No. 631 – Orlando, FL – Walt Disney World Co.	
–Legal	-----
Local No. 822 – Toronto	
– Billy Elliot/Mirvish Prod. – Legal	7,007.08
Local No. 835 – Orlando, FL	
– GES Exposition Services – Special Org.	5,187.02
Local No. 864 – Cincinnati, OH	
– Cincinnati Ballet Co. – Legal	-----
Canadian Organizing Manuals	8,857.69
TOTAL	<u>\$103,428.04</u>

Additionally, other local unions who had previously received approval to obtain assistance from the Defense Fund and submitted invoices for reimbursement are listed below:

Local No. 11 – Boston/Waltham, MA – Legal	\$139.00
Local No. 39 – New Orleans, LA –	
New Orleans Convention Ctr. – Legal	3,187.92
Local No. 60 – Pensacola/Panama City, FL	
– SMG – Legal	11,992.85
Local No. 63 – Winnipeg – Nasco/AEG – Legal	20,317.12
Local No. 142 – Mobile – Legal	2,075.00
Local No. 232 – Northhampton/Amherst	
– Acad. Of Music – Legal	1,966.00
Local No. 336 – Phoenix/Prescott, AZ	
– Modern Expo. Svcs. – Legal	901.00
Local No. 423 – Albuquerque/Roswell, NH	
– Stage Services – Legal	34,225.82
Local No. 461 – St. Catherines/Welland, ON	
– Shaw Theatre– Legal	3,152.74
Local No. 477 – State of Florida	
– The Glades – Legal	675.00
Local No. 482 – Champaign-Urbana, IL	
- U. of Illinois - Legal	24,323.22
Local No. 645 – Rockland County, NY	
– Black Walnut – Legal	16,087.26
Local No. B-754 – Cincinnati, OH	
– River Downs Race Track – Legal	10,066.80
Local No. 849 – Atlantic Canada	
– Egg Films – Legal	<u>\$18,793.03</u>
TOTAL	<u>\$147,902.76</u>
I.A.T.S.E. Training Trust	7,050.41
Reimbursements to various Local	
Unions for LEAP	13,130.00
Staff Training at the National Labor College,	
Division Directors Meeting as well as	
District Training Seminars	76,633.66
David Binder Research – Benefit Survey	35,000.00
J.L. Levy – Health Benefit Consultants	10,000.00
Levy, Gardner and Isaacs	
– Health Benefit Consultants	13,959.17
Segal – Basic Agreement	21,136.25
Thorsen French	25,000.00
Solidarity Strategies	70,441.60
TOTAL	<u>\$175,537.02</u>
GRAND TOTAL	<u>\$523,681.89</u>

The meeting adjourned at 1:00 p.m.
Respectfully Submitted,
s/Matthew D. Loeb
s/Timothy F. Magee
s/J. Walter Cahill
s/Anthony DePaulo
s/John M. Lewis



Florida Local Honors Gold Card Member

South Florida Local 500 honored long-time member, Sister Vivian Cocheo with a Gold Card. She has been a member with IATSE since 1971. Pictured here with Sister Cocheo (center) is her husband, Brother Thomas Cocheo Sr., and their daughter, Laurie.



NEW JERSEY LOCAL HONORS LONGEST WORKING STAGEHAND



At its November membership meeting, Newark, New Jersey Local 21 honored Brother Ralph Fandetta with a Gold Membership Card. Brother Fandetta has worked at the Paper Mill Playhouse for nearly 60 years. During that time, he was the Head or Co-Head of the Wardrobe Department. He holds the record for the longest working stagehand at the Paper Mill, with over 350 productions to his credit.

Brother Ralph Fandetta (left) and Local 21 President Mike Stas.

OMAHA LOCAL HONORS GOLD CARD MEMBERS



International Vice President Tim Magee presented Brothers Don Moody (left) and Tom Brown (right) their Gold Cards for 50 years of service to Omaha, Nebraska Local 42. Also pictured are Brother Brown's son David (left) and grandson Dan (right), also members of Local 42.



Brother Louis Glover, 84, was presented with his Gold Card by New Orleans Local 39 President, Keith Christopher on November 30, 2011. Brother Glover was initiated into Local 39 in 1979. Throughout his long career, he worked on stage as well as the Tradeshow industry, right up to his retirement.

OHIO LOCAL HONORS LONG-TIME OFFICER

Members of Dayton, Ohio Local 66 recognized Brother Ken Rice (Left), for his 25 years of service as Business Agent, with a signet ring presented by Vice President Steve Williams (right).





North Carolina National Guard Soldiers Among Last to Leave

WINSTON-SALEM JOURNAL HIGHLIGHTS IATSE MEMBER

In the early morning hours of Dec. 18, while most service members stationed here were sleeping, a small group of soldiers from the North Carolina Army National Guard's 1452nd Transportation Company, based out of Winston-Salem, were busy making history.

"It was just surreal," said Sgt. Alan DuBois. "I was actually on the very last mission out of Iraq."

DuBois and 15 other soldiers were part of the final convoy to leave Iraq, closing the gate on a conflict that has lasted almost nine years. As the U.S. forces departed the country, the Winston-Salem-based National Guard unit was given the responsibility of transporting the Army's "heavy metal" out of there, too. They drove pieces of equipment similar to huge tractor-trailers called M1070 Heavy Equipment Transporters.

"All I could think of when I crossed that border was about my wife, who is due in March," said DuBois, a native of Rochester, N.Y. "I kept thinking about my unborn daughter, how when she goes to school, she'll read

about this and know that her daddy was a part of it."

For many soldiers of the 1452nd, the road from Iraq to Kuwait is a familiar one. This is the second time the unit has been mobilized for combat. From 2004 to 2005, the North Carolina-based unit deployed in support of Operation Iraqi Freedom II, earning more than 250 Army Commendation Medals and 30 Bronze Star Medals.

One of the soldiers who knew this exact route, thanks to the previous deployment, is Sgt. 1st Class Antuane L. Simmons.

"I'm so thankful that we made it through two tours," said Simmons, a native of Charlotte. "Being on the last convoy was important to me because it means that we made sure that all of our brothers and sisters in uniform made it safely back home."

The soldiers have been conducting numerous convoys between Iraq and Kuwait to assist and support Operation New Dawn and the drawdown of forces in Iraq since the unit arrived in Kuwait in September.

"Everything we did on this last convoy, down to the smallest things like locking doors or pressing the gas pedal down — it was the last time we'll be doing it in Iraq," said Pfc. Jordan Miller.

"When we left (Contingency Operating Base) Adder, I looked in the side mirrors. Where there would normally be soldiers and lights, there was nothing," Miller said. "When we reached K-Crossing (the Khabari Al Awazem Crossing), it wasn't a transition point; it was now the site for a conclusion."

When Sgt. Schjuana Suggs passed through K-Crossing, she couldn't help but feel as if a major chapter in her military career had just closed.

"I raised my right hand for the first time at the Brooklyn, N.Y., MEPS (Military Entrance Processing Station) on Sept. 11, 2001," said Suggs. "After I enlisted, I went to a holding room where I saw the planes crash into the twin towers on TV."

"My first deployment in Iraq was scary, but I loved serving my country. I'm happy to be one of the ones clos-



A team of North Carolina Army National Guard Soldiers of the 1452nd Transportation Company take a group picture in front of a Heavy Equipment Transporter here Dec. 19. The night before, this crew was part of a small group of NC Guardmembers who participated in the last convoy out of Iraq. Sgt. Daniel SaintSing is second from the left. (U.S. Army photo by Sgt. Miko M. Booth, 113th Sustainment Brigade Public Affairs)

ing Iraq. It's definitely an accomplishment for me," she said.

Sgt. Daniel SaintSing graduated high school in 2003, at the beginning of the war in Iraq. For SaintSing, Iraq has been a war zone for most of his adult life.

"It'll be interesting to see how this changes things back home," he said. "I'm so proud to have been a part of

this historic crossing." Sgt. SaintSing is a member of IATSE Local 574 in Greensboro, NC.

The 16 soldiers agree that they now have a unique bond and will never forget the experience of representing the state of North Carolina in the last convoy. The soldiers have safely returned to their main base here, eagerly awaiting their next mission.

"But right now, I'm just tired and hungry," said SaintSing. "That is one long drive."

The 1452nd will remain in Kuwait until next summer, at which time they are scheduled to return home.

Reprinted with permission from the Winston-Salem Journal, printed on December 24, 2011.

TOM DOHERTY

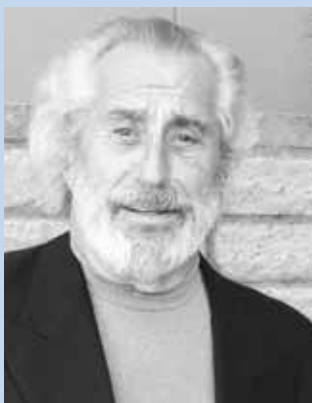
By James Udel, Local 80 Archivist

On Sunday, October 2, 2011, Brother Tom Doherty of Local 80 received his Gold Card for fifty years active service with the Hollywood union. He is the son of Brother Jack Doherty, (who transitioned to grip after joining Local 415 in Tucson). His father worked on pictures like *Broken Arrow* and *Oklahoma*, which would merit the family's move to Tinseltown by the mid-fifties.

Abandoning high school for life in the studios, by late 1957, young Tom Doherty was doing water-tank construction on features like Warner Brothers' *Old Man In The Sea*, as well as 'pulling hangers' under gang-boss Pat Peterson on *House of Usher*, at the old California Stages. Ultimately sworn into Local 80 on October 1, 1961, the strength of Tom's work ethic soon had him employed all over town.

From midnight construction calls at Universal to dolly work on *The Russians Are Coming*, Doherty remembered early challenges such as building three camera platforms for the 1963 comedy, *It's a Mad, Mad, Mad, Mad World*, that were over 130 feet at their peak. The platforms were utilized for the hook and ladder stunt at the film's conclusion (filmed at Downtown Los Angeles Court House Square). Tom said the steel scaffolding swayed five inches in the wind, while under construction. "We were up so high", he joked, "the birds were flying below us!"

Rising rapidly through the grip ranks, at just 24 years old, Doherty was Key in B-movies like the Annette Funicello - Frankie Avalon vehicles *Ski Party*, (filmed in Sun



Valley, Idaho), and *How To Stuff A Wild Bikini*. While most Department heads were twice his age, he manifested his leadership skills.

Tom also served the Union by way of election to Local 80's Executive Board for seven years, beginning in 1964, until becoming President in 1971.

Enjoying a full career with stints on classic programs like *The Three Stooges* (his first dolly job), *Leave It To Beaver*, *Death Valley Days*, and *Gunsmoke*, as well as 15 years with Director Joe Pytko on everything from Pepsi Super Bowl commercials to Mercedes Benz. Doherty 'did it all' - from company grip to Key grip - and rigging with a passion that served his craft well. He went on to major productions such as *Glimmerman*, *Midnight in the Garden of Good and Evil*, *Batman and Robin*, *The Italian Job* and *The X-Files*.

Later in his career, Doherty gravitated to leadership roles including Key Grip and Rigging boss. Other than seeing his own son, Damon, follow in his grip-path, Tom says his proudest moment came when training the Union's first African-American grip, Bobby Bennett, while doing *Mad House*, in 1974. Not resting there, Doherty also brought in Local 80's first female grip, Melinda Sue Gordon, who went on to a distinguished career of her own.

Tom Doherty offered words of advice to incoming Union members. "Enjoy the job of Motion Pictures" he said, "and remember to swagger when you walk. Most importantly, be there for the art, and the Union. That way, you can go home at night feeling fulfilled!"

Super Bowl - Super Crews!

The city of Indianapolis has received rave reviews for its recent hosting of Super Bowl XLVI. Harnessing the energy of thousands of organizers, corporate interests, workers, volunteers and spectators was no small feat. In the midst of all the activities was an army of IATSE members, representing all areas of the entertainment industry. From the NFL Awards Show at the Murat Theatre, the celebrity parties in a host of venues, the Jimmy Fallon Show at the Hilbert Circle Theatre, outdoor events at the Super Bowl Village, the NFL Experience and the Big Game itself, IA members employed under collective bargaining agreements worked feverishly to create an unparalleled experience for visitors, local residents, and an international television audience.

Crews of Stagehands were dispatched weeks in advance to a pair of shops under contract with IA Locals – McGuire Scenic, Inc. in Indianapolis, under contract with Local 30 and Chicago Scenic under contract with Local 2 – where sets were built for the NFL Awards Show and Jimmy Fallon. Other crews were dispatched to create the Super Bowl Village and NFL Ex-

perience that surpassed any in recent years. At least three weeks prior to the game, Stage Local 30 estimated that a daily average of more than 300 workers were dispatched to at least 10 venues, including the Indianapolis Convention Center, Lucas Oil Stadium, The Hilbert Circle Theatre, The Murat Theatre, The Indiana State Fair Pepsi Coliseum, The Super Bowl Village and a myriad of hotels throughout the city.

Likewise, Wardrobe Local 893 dispatched crews to a warehouse setting where they worked tirelessly to ensure that the 500 talent participants in the half-time show were appropriately costumed and that each integral piece of wardrobe was returned at the end of the show. As is generally the case, wardrobe was set up in areas where there was little space to work and tons of people to work through. And, when the talent comes from high schools and church choirs, there's a lot of "corralling" that becomes part of the routine. Wardrobe also provided crews at many of the other venues to assist entertainers from throughout the country. Wardrobe and Hair & Make-Up provided services to the

NFL Awards Show presented live from the Murat Theatre, as well as the NFL FanJam at the fairgrounds and the CMT NFL party. Local wardrobe crew worked hand in hand with the New York Local 764 crew members of the Jimmy Fallon Show to ensure three successful taped shows and a live screening at the Hilbert Circle Theatre.

The excitement and energy that all our crews brought to the events made the entire experience the great success that it was. The resident Locals would like to thank the following sister locals for their assistance: Fort Wayne (146), Bloomington (618), South Bend (187) and Northwest Indiana (125); Champaign, Chicago (2) and Rockford (217), IL; Detroit (38) and Grand Rapids (26), MI; Cleveland (27), Columbus (12), and Dayton (66), OH; and Louisville (17), KY. Other IA members from numerous locals across the country provided assistance in building the stage for the half-time show. Still others traveled with television production crews and major talent, providing a wide range of entertainment throughout the week leading up to the game.

Local 30 Stagehands Super Bowl Crew at Lucas Oil Stadium.



Local 893 Wardrobe Crew for Super Bowl



Checking Cards...An Ongoing Process

The Stagecraft Department often reminds local union Business Agents and Head Carpenters of theatres that present Broadway tours of the importance of checking cards and contracts. The importance of this provision of the International Constitution and Bylaws was recently illuminated by a member of a traveling show who asked whether a certain person who had been brought in for some touch-up work was an IATSE member and

whether the show's management had requested a Pink Contract for him. Unfortunately, by the time the question was posed to the General Office, it was too late to remedy the situation. Not only was the person not a current member, they had been expelled for lack of payment of dues since 2002.

How could this situation have been remedied? This same traveling individual who posed the question indicated that on this limited-run hol-

iday attraction, not one local union had checked cards and contracts, not one. The General Office must rely on our men and women in the field to alert us to violations of the contract so that we can put management on notice of their collective bargaining agreements. The Stagecraft Department urges you to be more vigilant in upholding our long-standing practices. Thank you in advance for assisting us in this ongoing process.

TORONTO THEATRE RE-NAMED IN HONOUR OF ED MIRVISH

Ed Mirvish was one of the biggest characters in modern-day theatre history and was made a Member of the Order of Canada in 1978 and then promoted to Officer of the Order of Canada in 1987. In Toronto, Mirvish Productions changed the theatrical landscape as it bought and restored the Royal Alexandra theatre in 1962, built the Princess of Wales Theatre in 1993 and took over management of the Pantages Theatre in 2001. Mirvish Productions then sold its naming rights for the theatre to Canon, and in 2008, purchased what was now the Canon Theatre, as well as the Panasonic Theatre, from Clear Channel. The Mirvishes branched out to the UK with the 1978 purchase of London's failing Old Vic Theatre, which earned Mr. Mirvish the honour of Commander of the Order of the British Empire for saving it. Once it was up and run-

ning, he sold it back to the Old Vic Theatre Trust in 1998.

On July 13, 2007, the lights on Broadway were dimmed in honour of his death, two days earlier. On December 6th, the Canon Theatre was officially renamed the Ed Mirvish Theatre. There were taped tributes from Prime Minister Stephen Harper and Ontario Premier Dalton McGuinty. Toronto's Mayor proclaimed it "Ed Mirvish Theatre Day" in Toronto. A great tribute for a man who, through his love for theatre, ensured a good living for hundreds, if not thousands, of IATSE members.





Election Process for Union Representation

With the appointments by the Obama administration to the National Labor Relations Board, many positive new rulings have been made and many decisions implemented by the Bush appointed NLRB have been overturned, which have been very helpful in assisting workers to collectively organize.

Because of the tension between the Obama administration and the GOP controlled House of Representatives, many of these decisions have become quite contentious. Recently, the NLRB made major changes to its rules regarding union organizing elections, and the GOP Congress is trying to halt these changes. Because of the new rules, all local officers and local organizing committees should pay attention to the actions of the NLRB and confer with counsel to discuss how these changes will affect your current or future organizing campaigns.

The NLRB issued a Final Rule on Election Procedures, which will become effective April 30, 2012. The Final Rule eliminates some of the barriers workers face when they decide to have a vote on whether to form a union by reducing unnecessary litigation, eliminating piecemeal appeals, and consolidating duplicative procedures. These changes will not only allow such cases to be resolved more expeditiously and more efficiently, but they will also reduce opportunities for manipulation of the representation

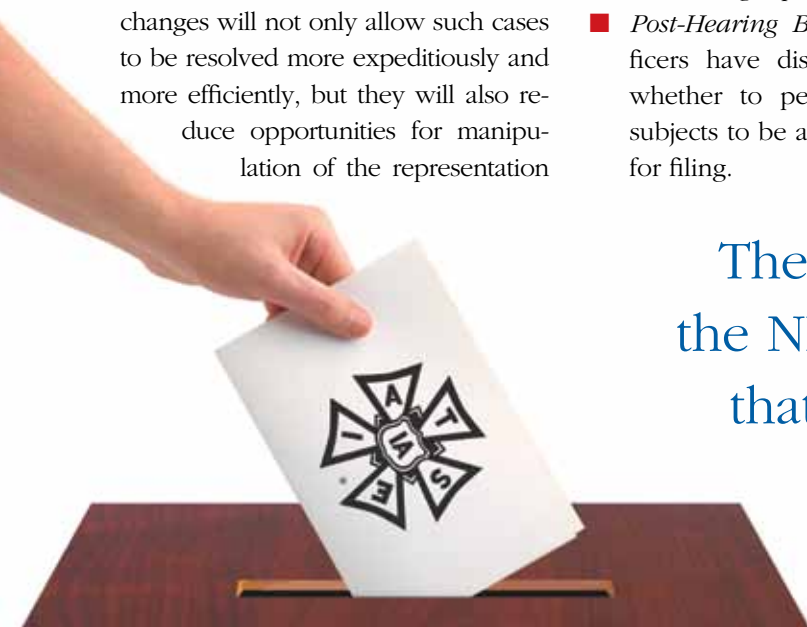
process that currently allow employers to gain unfair advantage and serve to discourage workers' free choice.


The Final Rule makes these changes:

- **Issues To Be Litigated Pre-Election:** Pre-election hearings will be limited to matters relevant to the question of whether an election should be held. The relevant question is whether this group of employees employed by this employer is eligible to be represented by this union.
- **Eligibility and Inclusion Issues:** Disputes concerning individuals' eligibility to vote or inclusion in an appropriate unit "ordinarily need not" be litigated or resolved before an election is conducted. The hearing officer has authority to exclude evidence concerning such disputes because such evidence is not relevant to the existence of a question concerning representation.
- **Post-Hearing Briefs:** Hearing officers have discretion to decide whether to permit briefing, the subjects to be addressed and time for filing.

- **Requests For Review:** Requests for review of a regional director's decision and direction of election following a pre-election hearing are deferred until after the election, so that such requests can be consolidated and considered with a request for review of any post-election rulings.
- **Current 25-Day Waiting Period:** The Final Rule eliminates the current mandatory 25-day waiting period after a decision and direction of election is issued, which has existed solely to give the Board an opportunity to rule on a pre-election request for review.
- **Standard For Special Permission to Appeal:** The standard for granting requests for special permission to appeal to the Board is narrowed and made explicit. Such permission would be granted only in extraordinary circumstances when it appears that the issue addressed in the appeal would otherwise evade review. Board review would remain available following the elec-

The Obama appointments to the NLRB have lead to decisions that have been beneficial to workers and unions.





tion on all issues for which permission to appeal was denied or not sought.

- **Review By the Board:** Board review of a regional director's resolution of post-election outcome-determinative challenges and election objections is discretionary. Currently, review by the Board of regional directors' pre-election determinations is discretionary, while post-election review is not, and Board review can be separately requested both pre- and post-election. This Final Rule consolidates Board review into one process and makes such review discretionary.

What this means?

- Eligibility issues "ordinarily need not" be litigated and resolved pre-election, so that no pre-election hearing will be necessary for, e.g., two leadmen in a unit of 25 workers.
- Since there is no pre-election review by the Board of a regional director's decision and direction of election, ballots will not be impounded after an election is conducted and ballot counting will not be stalled while the Board considers an appeal. Possible exceptions: in narrow, special circumstances involving special permission to appeal or a regional director's decision to transfer the case to the Board for decision, or in cases involving novel or complex issues.
- Since post-election appeals are discretionary with the Board, an appeal of a decision on challenges and/or objections by a regional director can become a final decision in most cases, i.e. unless the Board decides to take review.
- In considering the timing for scheduling an election in connection with an election agreement, there is no longer the threat that a hearing will add: days of litigation of eligibility issues, seven days for filing a brief, and 25 days following the decision and direction of election for the Board to consider whether to grant an appeal.
- Since the 25-day waiting period following a regional director's decision and direction of election is eliminated, the election can be scheduled as soon as the Excelsior List has been provided and made available to the union for 10 days.

A legal challenge to the Final Rule has been filed by the U.S. Chamber of Commerce, together with the Coalition for a Democratic Workplace, claiming that the Rule is contrary to the National Labor Relations Act and violates the First and Fifth Amendments to the U.S. Constitution and Administrative Procedures Act and the Regulatory Flexibility Act.

The Obama appointments to the NLRB have led to decisions that have been beneficial to workers and unions. Many of these changes are not often reported in the press. So, local officers and organizing committees should follow the news releases posted on the front page of www.nlr.gov as to any future rulings by the Board. You should also keep track of any legislation that is anti-worker or which could impede union organizing drives. To do so, a search may be made at the Library of Congress at <http://thomas.loc.gov/>.

Written by Nancy Schiffer, AFL-CIO Associate General Counsel (portions of article "NLRB: Representation—Case Procedures" reprinted with permission) and International Representative D. Joseph Hartnett.

LET'S ALL WORK TOGETHER

At the Mid-Winter General Executive Board meeting in Atlanta, a number of reports were presented that contained examples of multiple locals in the same jurisdiction working together to accomplish one goal.

The importance of developing and maintaining a good cooperative relationship between local unions is beneficial to the health of every Local. Vital union matters affect the members in every way. All of us are greatly strengthened by having good relationships between Locals. The saying that there is strength in num-

bers is especially true when we work together. We can combine our resources for the betterment of all of the members.

All IATSE members can assist in this endeavor. Starting with rank and file members that work side by side with each other on the sets and stages to the officers who represent their members, it is the responsibility of all members and officers to make the effort to improve the relationships between our Locals. We have the proof that it works so let's do more of it for all of us.

NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who makes a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core

Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.

Officers of IATSE Local Unions Participate in the Mid-South Union Leadership Conference

A three-day training session in early December offered participants the opportunity to learn more about the History of Labor and how the struggles of the past inform the issues that unions face today. The Conference was sponsored by the University of Arkansas Labor Education Program. Workshops were offered in operating your local more effectively, planning and decision making, leadership and dealing with conflict in a local union.

All agreed that the information learned would assist them in effectively leading and representing workers in their jurisdictions. Participation for IATSE local leaders was made possible by grants from the IATSE Labor

Education Assistance Program (LEAP) which pays the tuition and room and board for local union officials to attend classes in labor studies topics. More information on LEAP is avail-

able on the IATSE website (www.iatse-intl.org). More information on the Labor Education Program at the University of Arkansas is available by calling 501-569-8483.



Pictured from left to right are: Bon Davis and Rachel Magee from Local 205 (Austin, Texas), Leah Moss from Local 900 (Huntsville, Alabama), Murray Campbell, and Stephen Beasley from Local 484 (Motion Picture Studio Mechanics, Texas).

FINISH YOUR DEGREE THE UNION WAY AT THE NATIONAL LABOR COLLEGE

Whether you need one more class or are half-way to your college degree, now is the time to enroll in an online degree program with the National Labor College (NLC). Apply now at www.NLC.edu.

The NLC is the only regionally accredited higher education institution committed to educating union members and their families, union leaders and staff. Regional accreditation is nationally recognized as the gold standard of accreditation. This allows students to access federal student aid, transfer credits easily and move on to graduate programs at top schools.

COMPLETE A DEGREE OR GAIN UNION SKILLS

The NLC offers college degrees, certificates and union skills courses all taught from a labor point of view. Degrees and certificates are offered in:

- Business Administration,

- Construction Management,
- Emergency Readiness and Response Management, and
- Labor Studies.

Through the Bonnie Ladin Union Skills program, intensive hands-on trainings that include week-long residencies in Silver Spring, Maryland, are available year-round.

EDUCATION IN SOLIDARITY

It's your turn to focus on your educational goals and the NLC is there to help you complete that degree.

Visit www.nlc.edu or call 1-888-427-8500 to speak with an Admissions Counselor.

NLC NATIONAL
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COLLEGE



New Officers for Studio Mechanics Local

At a membership meeting held on January 10, 2012 at AFM Local 802's hall in New York City, President Loeb swore in the new officers of Studio Mechanics Local 52.



From left to right: Recording Secretary Barbara Kastner, Sound Representative Frank Graziadei, Business Representative John Fundus, Shop Craftsman Glen Pangione, Region 5 Representative Phil Kenny, International Vice President/Local 52 Region 2 Representative Michael Barnes, Business Representative Raymond Fortune, International President/Local 52 Member Matthew Loeb, Region 4 Representative James Anziano and International Vice President/President and Business Manager of Local 52 John Ford.

LOCAL 728 HONORS RETIREES

On December 14, 2011, at the quarterly Retiree luncheon held at Local 728's building, President Loeb met and spoke with many of the retirees from the Local.

The Local holds these luncheons to give an opportunity for old friends to reunite, tell stories and share memories of the rich history of not only Local 728, but of other crafts in the Alliance as well.



NEW TRUSTEES SIGN LOCAL'S HEALTH PLAN



Local 873's new Health & Welfare Trustees signed the Trust document setting out the guidelines to run the health and dental plans on behalf of the membership. From left to right, Pauline Chung, Trustee, Joe Fraser, Treasurer, David Charles, Trustee, Wayne Goodchild, President and Bryan Forde, Vice President.

QUEBEC LOCAL HONORS LONG-TIME MEMBERS



PHOTO CREDIT: JAN THUIS

1st AC Nicolas Marion, left, was one of three Local 667 members in Quebec to receive his 25-Year Pin, awarded by Business Representative David Rumley, centre, and Quebec Business Manager Christian Lemay.



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Philadelphia Picket Line Effective for Agreement

On February 13th, Local 8 was notified that the Chamber Music of Philadelphia had scheduled workers for work at Temple University's Baptist Temple. Local 8 investigated the work and discovered the area standards set by IATSE for this type of work was not being paid. Local 8 contacted the Employer who chose not to address the situation.

Local 8 notified its members through emails and social networks that a picket line would be set up at the theater on February 14th. Over twenty-five people showed up to

picket the event. Within an hour of the picket line being set up, a representative of Temple University interceded and a deal was struck.

Staffing for the Chamber Music of Philadelphia was negotiated at the area standard agreement Local 8 has for this type of work. It was also agreed staffing on all future shows would be in accordance with the term agreement Local 8 maintains with its contractors on the Temple University Campus.



OTTAWA LOCAL WELCOMES NEW MEMBERS

On November 21, 2011, Local 471 swore in 19 apprentices as full members. International Vice President John Lewis and Assistant to the President (and Local 471 member) Sean McGuire were in attendance.



FROM THE DESKTOP

AFL-CIO Launches Campaign, TV Ads to Connect Americans through Shared Values around Work

EFFORT INCLUDES INNOVATIVE NEW WEBSITE WWW.WORKCONNECTSUSALL.ORG

“Work Connects Us All” is the message of a new campaign from the AFL-CIO launched on January 17, 2012 in Austin, Texas. The campaign includes television advertising in English and Spanish to reach out to Americans based on shared values around work. The campaign was then launched in Pittsburgh and will expand to other cities soon.

“This effort is not about politics, but about bringing people together for a real conversation about the dignity and impact of work and how securing respect for all work is fundamental to who we are,” said Texas AFL-CIO President Becky Moeller. “Work connects us all—and who better to get people talking, not only about their work but how we rely on each other’s work to make America strong.”

The ads highlight working people in virtually every industry. “Work doesn’t separate; it’s what binds us

together,” the ad’s narrator says. “I teach your kid, you fix my car, he builds my city, she keeps it safe. Work is what connects us. All of us.”

The campaign comes on the heels of an expanding national awareness of the divide between working families and the economic elite as well as the decline of the American middle class. Efforts in some states to take away rights of working people to come together in unions have given rise to a growing recognition of the bonds shared by working people.

“Work is something that binds together every person... and together working people are building a new America,” said AFL-CIO Secretary-Treasurer Liz Shuler. “In this time of historic income inequality, this campaign showcases the values that America’s unions share with all working people: hard work, quality work, and how every one of us is connected.”

The effort, which is the first national campaign by the AFL-CIO in over a dozen years, also includes social media, an online component with a dynamic interactive website (www.WorkConnectsUsAll.org), and outreach in communities nationwide to spark innovative initiatives and new community partnerships.



WORK CONNECTS US ALL.

AMERICA'S UNIONS
WorkConnectsUsAll.org

Stand Up, Fight Back!



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

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

Support Candidates Who Stand With Us!

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

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

IATSE-PAC ANNOUNCES 2011 CONTEST WINNER AND LAUNCHES NEW CONTEST FOR 2012

Congratulations to Brother Alan Rowe of Local 728, and thank you for your monthly commitment to the IATSE-PAC! Enjoy your trip to Hawaii!

JOIN THE IATSE-PAC'S 2012 CAMPAIGN AND AUTOMATICALLY BECOME ELIGIBLE TO WIN ONE OF THREE PRIZES!

The 2012 Contest will offer three prepaid Union Plus VISA cards (to be used wherever VISA is accepted):

GRAND PRIZE: \$1,500 card • SECOND PRIZE: \$1,000 card • THIRD PRIZE: \$500 card

The contest is effective immediately and will run until the drawing is held at the Mid-Winter meeting of the General Executive Board in January 2013 when three winners will be announced.

Only IATSE members, employees of the IATSE and IATSE local unions, and their families who contribute \$10 or more per month to the IATSE-PAC are eligible to win and will automatically be enrolled in this year's contest. Those who have previously committed to making monthly contributions of \$10 or more are automatically enrolled in the 2012 contest.

THREE WAYS TO CONTRIBUTE:

Use the Online Contribution System
Use the Credit/Debit Authorization Card
Use Payroll Authorization voucher

THREE SUGGESTED LEVELS OF GIVING:

President's Club: \$40/month, receive cap
Leader's Club: \$20/month, receive t-shirt
Activist's Club: \$10/month, receive lapel pin

Stand Up, Fight Back!

For more information, visit the PAC section of the IATSE's website: www.iatse-intl.org

or send an email to: iatsepac@iatse-intl.org, or call or write to:

IATSE-PAC, 1430 Broadway, 20th Floor, New York, NY 10018; Tele: 212-730-1770



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 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 office, and addressing political issues of public importance.
- Federal law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of employer of individuals whose contributions exceed \$200 in a calendar year.
- Contributions or gifts to the IATSE-PAC are not deductible as charitable contributions for federal income tax purposes.
- Any contribution guideline is merely a suggestion and I may contribute more, less or nothing at all without favor or disadvantage from IATSE.
- The IATSE-PAC is unable to accept monies from Canadian members of the IATSE.

RETURN TO: IATSE PAC ~ 1430 Broadway, 20th Floor ~ New York, NY 10018

The Reality of Reality Television

MTV first aired *The Real World* in 1992 and helped launch a new phenomenon, perhaps disingenuously labeled "Reality TV." Due to the relatively small budgets, lucrative product placement and international crossover appeal of many reality concepts, these "unscripted dramas" show no sign of slowing down.

Whatever your personal opinion about the genre, Reality TV employs many talented and hardworking crews who struggle daily to balance production quality, budgets and scheduling constraints. Whether on a small cable network's flagship reality offering or a network primetime elim-

ination-style reality show, these men and women are on their feet with very few breaks, with cameras on shoulders and booms held aloft for hours at a time. Like other facets of our industry, it's not a career choice for the faint of heart. Add to the usual litany of work challenges that some of these shows are produced non-union.

Once upon a time, reality production was an entrance into the motion picture and television industry for hungry up-and-comers who were just happy to be employed in a creative field. However, as the pool of reality freelancers has matured along with

the genre, these crews boast many skilled and professional union members. They know the importance of portable health care, pension and enforced working conditions.

How can we improve the lives of the rank and file crew who make a career out of reality production? IATSE members can help educate their non-union co-workers by discussing the long-term benefits of working union. Also, reporting jobs and signing cards to authorize and instigate IATSE representation will help us all in the long run. The reality is that it's time to unionize reality television.

CANADIAN MOTION PICTURE LOCALS MEET TO DISCUSS NATIONAL TERM AGREEMENT

Motion picture locals from across Canada met on February 7th in Toronto to discuss the possible negotiation of a National Term Agreement in motion picture production. The agreement would apply only to those local unions not already working under term agreements. The goal of the meeting was to address the viability of negotiating a National Term Agreement with the member companies of the AMPTP and the CMPA as well as the structural and legal issues inherent in a multi-provincial agreement. Also discussed was the addition of a Canadian supplement to the AICP agreement to cover those producers who are already signatory and who come to Canada to shoot non-union commercials. Participating Locals provided valuable input on both issues. With local input in hand, the International will now be looking at ways to move forward on both agreements.



From left to right: International Representatives Barny Haines & Peter DaPrato, International Vice Presidents John M. Lewis and Michael F. Miller, Jr. and International Representative Julia Neville

SEND IN YOUR ABSENTEE BALLOTS – ELECTION DAY IS NOVEMBER 6, 2012

2012 is an important election year. The Senate and House of Representatives are up for grabs, along with the White House. As well, a host of state and local representatives will be chosen.

Over the past few years, President Loeb has increasingly emphasized the role of the IATSE and its members in the political process. We can no longer sit by and hope that legislators will do the right thing and protect working families. We urge you and your family to register and vote. Talk to your neighbors and friends about issues that affect working families. Utilize the resources of local and state labor councils and the AFL-CIO to learn about the issues and candidates.

Specific state issues may include incentives, right-to-work (for less) legislation, unemployment and job training. On a federal level, healthcare, taxation, social security and the protection of intellectual property are among the priorities for working families. Know the issues and where the candidates stand.

If you think you might not be home on Election Day, make sure to fill out an absentee ballot. IATSE members need to lead by example in taking this country back from the special interests and returning it to the people who built this country - the middle class.

PRODUCT FOR INTERNET – AN EMERGING MARKET

One of the emerging trends in the industry is content made specifically for the Internet. Whether it's webisodes, commercials or even full length features, the promise of widespread distribution coupled with increasingly less expensive production costs has opened up new vistas to established and aspiring filmmakers.

While it is easy to dismiss these productions as “amateur” and having low professional standards in terms of the current, high-level status quo, it would be a mistake to ignore this market segment. Twenty or more years ago, the low budget feature market was largely dismissed and was considered by some to be beneath them. Today, that segment of the market is organized and provides millions of man hours of employment for IA members. History repeated itself with reality television. And while the job is not done, this market is increasingly providing much-needed job opportunities for our members.

Product for direct distribution on the Internet will prove to have perhaps even lower budgets, smaller crews and fewer shooting days. But it is a fledgling market whose emergence cannot be denied. Like any other job, should you take a position in this segment, call it in. Right now, understanding this market is as important as organizing it. We need information on budgets, wage rates, working conditions and crew skill in order to fashion agreements that will both sustain this emerging market and bring professional standards and benefits to the crews working on them.



*By Kent Jorgensen,
Chairman, IATSE Craft
Advancement Program Committee*

IATSE/INFOCOMM PARTNERSHIP

IATSE members are able to start taking advantage of the IATSE InfoComm partnership, which includes InfoComm membership benefits, training, and classes. Click on the InfoComm logo on the IATSE website to register.



Audio/Visual technology is one of the fastest growing segments of the entertainment and exhibition industries. The equipment is becoming both less expensive and more sophisticated. It is an important part of nearly all tradeshow booths, high-end entertainment, and corporate presentations. The technology is used to project images, textures, and scenes on buildings, ceilings, screens, walls, clouds of fog, and any other surface that reflects light. Boardrooms, classrooms, churches, schools, and meeting rooms find these tools necessary for their presentations. And, there are not enough people with the skills to make the technology work, provide service for clients' needs, and do it in a professional and cost effective way.

IATSE members already fill many of these jobs. The jobs are found in every part of the Alliance. We are the obvious choice to fill the need for people in this growth portion of the industry. IA members have the skill to deal with the pressure of putting on a presentation (a show). This skill coupled with training can prepare members for using the technology that will be driving the industry into the future.

Sign-up and take advantage of InfoComm training.

CERTIFIED TECHNOLOGY SPECIALIST, CTS

The CTS certification is becoming the standard that Audio Visual technicians are measured by. Having the certifi-

cation is an example to employers of your commitment to your career. Many IATSE employers require CTS certified people to fill positions.

The IA has made it easier for you to get this certification. First, become an InfoComm member and take the classes to become a Recognized AV Technologist. The courses and test are free for IATSE members.

Second, attend a CTS Prep course offered by the IATSE. There will be four, three-day courses offered this year. The courses are free, but space is limited to 50 people per course. The first course is scheduled for Las Vegas, April 25-27, 2012.

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST CLASSES

The IATSE's Training Trust Fund has classes for members and Locals to take advantage of. There are four ways the Training Trust delivers classes: (1) Scheduled Classes; (2) Arranged Classes; (3) Independent Trainer and Institutional Programs and (4) Manufacturer and Vendor Training.

(1) Scheduled Training: InfoComm 3-day CTS test prep course. Classes are scheduled around a gathering of IATSE members, such as District meetings or a tradeshow, where IA members will be attending.

(2) Arranged Training: Courses are arranged with Locals or signatory employers and the Trust fund to provide specific courses. These can include costume, rigging, electrical, other skills, or safety training.

(3) Independent Trainers: The Trust Fund will identify trainers and programs that provide courses valuable to IATSE members. The Fund will make the contact information available and help facilitate a Local with one of these courses.

(4) Manufacturer and Vendor Training: The Trust Fund will work with manufacturers and vendors who wish to make training on their products available to IATSE members.

If you are interested in learning more or have any questions, please contact Kent Jorgensen: kjorgensen@iatsetrainingtrust.org.

infoComm[®]
INTERNATIONAL



NEW ORLEANS, LA FREIGHT EMPLOYEES WIN ELECTION

On Tuesday, February 6, 2012, the National Labor Relations Board conducted an election for freight employees seeking representation by the IATSE and New Orleans Local 39. The employees voted in favor of the union by a tally of 9-0. The employer is a recently formed trade-show contractor named NexxtShow. NexxtShow is based in Avron, MA and has offices in Las Vegas, NV, Washington, D.C. and San Francisco, CA.

SUCCESSFUL NEGOTIATIONS WITH SHOW SERVICES, LLC

Dallas, Texas-based Exhibitor Appointed Contractor (EAC) Show Services LLC has executed a 3-year term collective bargaining agreement with the following: Local 10, Buffalo, NY; Local 25, Rochester, NY; Local 66, Dayton, OH; Local 87, Richmond, VA; Local 200, Bethlehem, PA and Local 285, Norfolk, VA.

In addition to contributions to various benefit funds, Show Services agreed to make contributions to the newly established Entertainment and Exhibition Industries Training Trust Fund. All Locals should take advantage of this benefit to provide opportunities to enhance the skills of our members on an ongoing basis. This employer has the General Motors account and with our assistance, sets its exhibits in auto shows nationwide.

TRADESHOWS ON THE RISE

The Tradeshow Division continues to participate in several industry associations as a method of monitoring the latest trends in exhibitions and face-to-face marketing. We currently maintain membership with the Exhibition Services & Contractors Association (ESCA), Exhibitor Appointed Contractors Association (EACA), Exhibit Designers and Producers Association (EDPA), International Association of Exhibitions and Events (IAEE) and Trade Show Exhibitors Association (TSEA). In addition to individual conferences, some of these associations hold additional meetings in conjunction with the annual industry trade-shows, EXHIBITOR and Expo! Expo!

Another collaboration of these associations is their support of the Center for Exhibition Industry Research (CEIR), which analyzes data collected from tradeshow, and surveys marketing managers and exhibitors, to evaluate the health of the industry. CEIR's latest study reveals stabilization in the

downsizing of displays most shows experienced during the economic downturn, and indicates the number of exhibitors to be increasing. Perhaps the best sign of long-term health of the industry is this statement from the report:

CEIR Research Director Nancy Drapeau, PRC, reports: "Results point to the resiliency of the business-to-business exhibition industry. The marketing channel spend allocation has held and increased during these challenging economic times. It has not lost allocation to competitor channels. Starting in 2010, the percentage allocation increased to 40.2 percent compared to 33.9 percent in 2009 and has held at this higher level, with a 39.2 percent allocation in 2011. It is a testament to the high value marketers place on participating in these events."

The IATSE's involvement with these associations is a continuing sign of our commitment to the exhibition industry and the workforce that makes these events possible.



Here is a photo of St. Louis Local 6 and road crews from “Billy Elliott” at the Fox Theatre.



Local 129 was awarded the labour contract for the load-in, show and load-out of the Hamilton Outdoor Hockey Classic, “The Steeltown Showdown.” The bulk of the work consisted of transforming the 29,500-seat Ivor Wynne Stadium from a football stadium into a large outdoor rink. Pictured here is the Local 129 crew for the Hamilton Outdoor Hockey Classic.

Pictured here is the Local 471 crew at the National Arts Centre in Ottawa for the production, "The Nutcracker."



Pictured here is the Local 27 State Theatre crew in Cleveland, Ohio for Canada's Royal Winnipeg Ballet production, "The Nutcracker."



Pictured here is the Local 720 crew for "Jersey Boys – Vegas"





PHOTO CREDIT: NICK DAVIES, LOCAL 504, ORANGE COUNTY

Here is a photo from “White Christmas” National Tour, with road and local crew at the Segerstrom Center for the Arts in Costa Mesa, CA.



Pictured here is the crew from the “Late Night with Jimmy Fallon”, including members of Locals One, 17, and 30, NBC Executives and the host, Jimmy Fallon.

IN MEMORIAM



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
James B. Bratton November 15, 2011	1	William M. Bates October 7, 2011	44	Mark A. Ramage December 27, 2011	80	Ashton C. McComb December 21, 2011	477
Lee Cotterell December 24, 2011	1	Martin D. Burns October 10, 2011	44	Robert C. Rondeau December 14, 2011	80	Alfred L. Meyers November 13, 2011	477
Gary R. Hotvedt November 7, 2011	1	Cal D. Divalerio November 29, 2011	44	George J. Welch November 29, 2011	80	Michael P. Dennison November 15, 2010	480
Frank R. Lavaia December 20, 2011	1	Gordon Graff October 18, 2011	44	Frank J. Beard December 18, 2011	87	Tony Bendt December 8, 2011	484
David M. Tarlowe October 19, 2011	1	John J. Kearns November 5, 2011	44	Raymond Hayden December 12, 2010	87	Jeffery L. Howison September 7, 2011	484
William Weiss October 6, 2011	1	David J. Malooly October 23, 2011	44	Jan A. Soltysik December 16, 2011	97	Phillip Steadman October 18, 2011	491
Harold Borch December 3, 2011	4	Michael L. Reedy October 21, 2011	44	Ruth Coleman December 4, 2011	115	William H. Birch November 3, 2011	600
James Gilroy July 30, 2011	8	Kenneth D. Roth October 19, 2011	44	Bruce Glick November 1, 2011	127	Van T. Carlson December 14, 2011	600
Paul E. Golden, Jr. October 14, 2011	11	Dwight M. Shook November 17, 2011	44	Jan A. Soltysik December 16, 2011	200	Caesar S. Carnevale December 30, 2011	600
Rozanne C. Graham August 23, 2011	13	Kenneth E. Swenson, Sr. October 21, 2011	44	Michelle Dias September 6, 2011	210	Torben Johnke December 25, 2011	600
David Lehman July 1, 2011	13	David L. Wooten December 1, 2011	44	Les Myhr September 21, 2011	210	Curtis Kaufman December 17, 2011	600
Norman C. Boulanger December 17, 2011	15	Derek A. Dodd June 21, 2011	48	Tim Campbell May 29, 2011	212	Andrew Laszlo October 7, 2011	600
Wilbur Lee Porter December 9, 2011	15	Joseph U. Perry April 10, 2011	48	Kenneth J. Begley October 30, 2011	274	Robert J. Daniels October 30, 2011	631
Uldis Zarins October 15, 2011	15	Homer W. Cannon, Jr. April 17, 2011	51	Mary Ann Huff November 21, 2011	306	James Robertson November 1, 2011	631
Gordon Kenny October 6, 2011	16	Todd Jacobs November 7, 2011	52	Thomas K. Murtha March 22, 2011	306	Gora Toker December 22, 2011	632
Mitchell J. Romanowski November 10, 2011	16	Alfred L. Meyers November 13, 2011	52	Michael G. Canova November 1, 2011	331	Kiya Lee November 21, 2011	665
Edward Segura October 13, 2011	24	Philip Rifkin November 25, 2011	52	Michael J. Keegan, Jr. November 15, 2011	329	Alan Bernard December 11, 2011	695
Morton C. Vinzant November 11, 2011	31	Edward M. Tonkin November 24, 2011	52	Ron Ruby December 6, 2011	346	Gene S. Cantamessa November 8, 2011	695
Charles E. Dunlap October 8, 2011	33	Kenneth Radburn November 26, 2011	58	Zachary T. Sullivan March 27, 2011	354	Frank Rainey November 9, 2011	695
Margaret A. Haller November 19, 2011	33	Walter Janeczek August 26, 2010	74	Richard Warren Morgan January 22, 2010	415	Clay Cambern November 8, 2011	700
John J. Kearns November 7, 2011	33	Dennis W. Babchuck November 30, 2011	80	Judith Darlene Wauchope May 6, 2011	461	Alfonso R. Bastien, Jr. December 12, 2011	728
Ronald L. Ruby December 6, 2011	33	Anthony Bendt December 8, 2011	80	Kasmier Krzyznowski October 5, 2011	471	Harold J. Cornick November 30, 2011	728
David J. Brock October 13, 2011	38	Paul Curl October 10, 2011	80	James A. Miller December 26, 2011	476	Walter Andersen August 30, 2011	729
Lorenzo J. Arthur October 13, 2011	39						



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Charles E. Clark January 22, 2011	729	Ronald P. Holmlund December 1, 2011	819	Michael C. Lawlor October 6, 2011	891	David Finley October 17, 2011	USA829
Gary G. Debortoli January 20, 2011	729	Rocky J. Eberhardt December 18, 2011	838	Rick Patton January 10, 2012	891	Rolf Gerard November 30, 2011	USA829
James Diggs January 7, 2011	729	Carol J. Buckler November 20, 2011	864	Dale Rathgeber December 24, 2011	891	Peter Mania October 14, 2011	USA829
Ben Massi, Jr. November 10, 2010	729	Julia Bogdan-Rollo April 3, 2011	871	Rodolfo Scali December 19, 2011	891	David Mitchell October 4, 2011	USA829
Frank Stein November 12, 2011	751	Robert Bonney July 1, 2011	873	Alexis G. Turkington December 30, 2011	891	Hazel Roy October 21, 2011	USA829
Jaki Harris September 26, 2011	764	Martin Freedman December 18, 2011	873	Michael Webb November 7, 2011	891	Eoin Sprott December 3, 2011	USA829
Phillip Taxman October 18, 2011	780	Valerie Plunkett April 28, 2011	873	Richard Wilcox November 16, 2011	891	Clyde Wachsberger December 12, 2011	USA829
Curtis E. Wiysel August 15, 2011	780	Joseph Pryde April 18, 2011	873	Raymond Aghayan October 10, 2011	892	Thomas Horan December 9, 2011	B2
Elaine Casillo-Baez October 1, 2011	798	Hilton Rosemarin May 8, 2011	873	James Preston August 10, 2011	ATPAM	Malcolm Conner Squyres September 1, 2011	B18
Michelle O'Callaghan December 11, 2011	798	Stephen Spurrell May 15, 2011	873	Scott Adam December 28, 2011	USA829		
Eric Obregon October 12, 2011	800	Elva M. Shodo June 15, 2011	887	Joseph De Marco December 14, 2011	USA829		
Bruno Rubeo November 2, 2011	800	Larry A. Johnston November 28, 2011	891	Ayun Fedorchia October 3, 2011	USA829		

THANK YOU

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

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

CONTRIBUTOR

Local No. 631

Local No. 82

IN MEMORY OF

Irene Zuckerman

James Antolick

Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

ADG Art Directors Guild

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

AMPE Airline Motion Picture Employees

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

C Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

E,S&CST Electronic, Sound & Computer Service Technicians

EE Exhibition Employees

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

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild
(inclusive of Editors and Story Analysts)

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

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

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

MPP,O,VT&CT Motion Picture Projectionists,
Operators, Video Technicians & Computer Technicians

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

O Operators

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

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

S Stage Employees

SA&P Scenic Artists and Propmakers

S&FMT Sound & Figure Maintenance Technicians

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

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

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

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

T&T Treasurers & Ticket Sellers

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists

ALABAMA

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M 204 LITTLE ROCK-Nikki M. Kelly, 11324 Arcade Drive, Suite 17, Little Rock, 72212 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

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S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Francis X. Crowley, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Francis X. Crowley.

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, jel042@iatse33.com; 1720

West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Steve Coffey, scoffey@iatse33.com; (Legit) Mark Madrigal, mmadrigal@iatse33.com.

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S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-2263) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Larry Hunter, lhunt107@aol.com; 8130 Baldwin Street, #134, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Judson Owens, jud.owens@iatse107.org.

TBSE 119 SAN FRANCISCO BAY AREA-Daniel Nicholson, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Daniel Nicholson.

S 122 SAN DIEGO-Donnie Clifton, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.

M 134 SAN JOSE/SANTA CLARA-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

S 158 FRESNO/MODESTO/STOCKTON-Scott Ellis, P.O. Box 5274, Fresno, 93755. (559-224-3151) Bus. Agt.: Eddie Williams (559-432-3277).

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephen Shelley, P.O. Box 29284, Oakland, 94604-9284. (415-515-3387) Bus. Agt.: Jason Mottley.

M 215 BAKERSFIELD/VISALIA-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bernon.

O 297 SAN DIEGO COUNTY-Gary Livengood, 4579 Lisann Street, San Diego, 92117. (619-302-2556) Bus. Agt.: Dale Hyder.

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) (Fax: 805-937-3342) Bus. Agt.: Pat Barsocchini, barsos@earthlink.net.

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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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MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/ELSINORE/29 PALMS-Shay Funk, P.O. Box 2240, Palm Desert, 92261 (760-340-6323) (Fax: 760-340-6323) Bus. Agt.: Shay Funk, businessagent@iatse707.com.

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ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)-Lisa Franza, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Executive Director: Scott Roth; Assoc. Executive Director: John Moffitt.

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AMPE 916 LOS ANGELES-Conrad Villafior, 17410 Fontlee Lane, Fontana, 92335-5925. Bus. Agt.: Myrel Hodge.

S&FMT 923 ANAHEIM-Lyle Worsley, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: George Voss.

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S 056 MONTREAL, QC-Denis Forest, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Jason Vergnano.

S 058 TORONTO, ON-Christopher Wilson, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

M 063 WINNIPEG, MB-Stuart Aikman, 2nd Floor - 175 McDermott Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: John Gallagher.

M 105 LONDON/ST. THOMAS/SARNIA, ON-Al Fowler, P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker.

S 118 VANCOUVER, BC-John Beatty, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) (Fax: 604-685-9554) Bus. Agt.: Joe Sawan.

S 129 HAMILTON/BRANTFORD, ON-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.

S 168 VANCOUVER ISLAND, BC-Brendan Keith, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Kelly Harris.

S 210 EDMONTON, AB-Tara Gale, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Randy Tomiuk, iaba210@iatse210.com.

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O 262 MONTREAL, QC-Isabelle Wouters, yzowout10@hotmail.com; 3414 Avenue du Parc, Montreal, QC, H4C 1G7. (514-937-6855) (Fax: 514-844-5846) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

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M 300 SASKATOON, SK-Jennifer Rathie-Wright, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-343-8900) Bus. Agt.: Greg Roberts.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/ GUELPH/WATERLOO, ON-Mike Walsh, secretary@iatse357.com; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.com.

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M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Andrea Cole, P.O. Box 1594, Niagara On Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: George Galanis.

S 467 THUNDER BAY, ON-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

MPSPST 514 PROVINCE OF QUEBEC-Ian Lavoie, 4530 rue Molson, Bureau 201, Montreal, HIY 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron.

M 523 QUEBEC, QC-Robert Masson, 2700, Jean Perrin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

M 580 WINDSOR/CHATHAM, ON-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

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ICG 667 EASTERN CANADA-David Orton, 9 Gloucester St., Toronto, ON, M4Y 1L8. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: David Rumley.

C 669 WESTERN CANADA-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Marcus Handman, marcus@ia669.com.

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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M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

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MPSPST 856 PROVINCE OF MANITOBA-Rob Rowan, rarowan@mymts.net; 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.



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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.

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

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Christopher Grenier, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna.

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GEORGIA

M 320 SAVANNAH-Michael Little, P.O. Box 5731, Savannah, 31414. (912-232-2203) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

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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.

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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, ba@iatse665.org.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

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

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

ILLINOIS

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

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall.



MPP/AVE&CT 110 CHICAGO-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Steve Altman.

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

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

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

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

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

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

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, P.O. Box 3272, Urbana, 61803-3272. (217-840-9969) (Fax: 217-688-3042) Bus. Agt.: Nancy Manganeli-Bues.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60668. (312-243-3841) (Fax: 312-243-4275). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

T&T 750 CHICAGO-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-778-0809) (Fax: 888-799-9973).

TBSE 762 CHICAGO-Tom Hoover, thomashoover@comcast.net; P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

TWU 769 CHICAGO-Cheryl Weber, cheryl6884@sbcglobal.net; 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-608-6884) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twu769@sbcglobal.net.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Debbie Bedard, debbie@iatse780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mng.: Jerry Lipski, jerry@iatse780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)-111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /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.

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. Bus. Agt.: John H. Hinen, Jr., (260-403-1033).

O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).

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

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

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

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Cassie Moore, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Linda Tweedy, gigitl@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, raba67@mchsi.com, (515-707-8567).

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall.

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/ DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, nehomesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202) Bus. Agt.: Scott Schmer, scott.schmer.prgu@statefarm.com.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfizner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, st190@iatse.kscocmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, ba190@iatse.kscocmail.com.

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67202. (785-342-6786). Bus. Agt.: Bill Tuzicka, wrtuzicka@stiefeltheatre.org.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Mark Ferree, electrix17@aol.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-David Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

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

TWU 897 LOUISVILLE-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, 47130. (502-491-1071) (Fax: 812-282-4057) Bus. Agt.: Rita Gagliardi, rgaglia123@aol.com.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, miloeiko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/ FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Eric Bradford, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, dsaterfield@yahoo.com; 401 Lea Joyner Expressway, Monroe, 71201. (318-329-2343). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

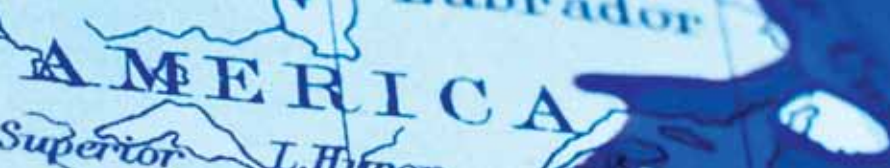
MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Thomas Bull, P.O. Box 993, Portland, 04104 (207-657-7100) (Fax: 207-657-7109). Bus. Agt.: Dave Herrman.

TBSE 926 AUBURN-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman.



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

MPP,0&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211 (410-685-4141) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

TBSE 833 BALTIMORE-James Coxson, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Brenda Strauss, raybrenda@verizon.net, 4870 Melody Drive, Manchester, 21102 (443-507-5851). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7427 Watersville Rd., Mt. Airy, 27771. (410-795-1590).

MASSACHUSETTS

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

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, vla-rese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net

M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

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

M 195 LOWELL, MA/NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

MICHIGAN

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

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

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

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequinder Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-239-8547) (Fax: 810-239-8547) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-John McDaniel, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Matthew Woolman.

M 395 ANN ARBOR/MONROE-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, deanneeb@iatselocal395.org.

MPP,0& VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Tina Bell, 2565 Armada Drive, Auburn Hills, 48326. Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Margaret Thorp, 1645 Pinecrest, Ferndale, 48220. (248-399-1379) (Fax: 248-399-0034) Bus. Agt.: Beverly Lombart-Ignich, bevmarie@wideopenwest.com.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-685-4141) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Jamie Ostertag, Jamie_ostertag@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt_rice@iatse13.org.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Al Eastman (218-525-2245).

MPP,0&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, eds.1@juno.com, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund, ba416iatse@embargmail.com, (507-753-3262).

SM 490 STATE OF MINNESOTA-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Joe Gallup.

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

TBSE 745 MINNEAPOLIS-Cindy Durland, iatse745@gmail.com; P.O. Box 21157, Columbia Heights, 55421 (612-308-9484) Bus. Agt.: John C. Warner, cajune60@hotmail.com.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Mike McHugh.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

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

M 674 BILOXI/GULFPORT-Darrel Volesky, 6030 S. Vista Drive, Gulfport, 39507. (228-313-6865) Bus. Agt.: Bobby Saucier.

MISSOURI

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

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfritzer, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: William Watkins.

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

SM 493 STATE OF MISSOURI-Cat Cacciatore, cat@iatse493.org; P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen, iatse493@aol.com.

T&T 774 ST. LOUIS-Mary Althage, 4056 Avenue F, St. Louis, 63123 (314-631-5065). Bus. Agt.: Angie Walsh, (314-647-9424).

TWU 805 ST. LOUIS-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (314-712-7013).

TWU 810 KANSAS CITY-Judith McElroy, 5113 West 70 Street, Prairie Village, KS 66208. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

MONTANA

M 240 BILLINGS-Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-962-3655). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/ GREAT FALLS/HELENA-Katherine Matz, local339@gmail.com, P.O. Box 6275, Great Falls, 59406-6275. (406-403-8786) Bus. Agt.: Darrell Ogg.

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Cassie Moore, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

M 151 LINCOLN-Eugene Trausch, P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: Tony Polanka (402-465-5045) (Fax: 402-464-8100).

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, nehomesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202). Bus. Agt.: Scott Schmer, scott.schmer.prgu@statefarm.com.

NEVADA

M 363 RENO/LAKE TAHOE-Claudia Johnson, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-786-2286) Bus. Agt.: Charlotte Picerno.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: John Hanson.

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

NEW HAMPSHIRE

M 195 LOWELL, MA./NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH-John Seubert, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY-Richard Drum, P.O. Box 3122, Secaucus, 07096. (973-769-6187) (Fax: 201-863-8551) Bus. Agt.: Richard Drum.

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-437-6343) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-James Buckner, Jamie.buckner@yahoo.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleend161@aol.com.

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

M 632 NORTHEAST NEW JERSEY-Judy Feltus, jfeltus.iatse632@verizon.net; 205 Robin Road, Suite 202, Paramus, 07663. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Susan Calaciura, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

CHE 917 ATLANTIC CITY-Gilda Passarella, ia917sec@comcast.net; 927 N. Main Street, Suite A-5, Pleasantville, 08232. (609-241-8794) (Fax: 609-241-8964) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

NEW MEXICO

M 153 LAS CRUCES, NM/EL PASO, TX-Ignacio Flores, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-866-4900) Bus. Agt.: Scott White.

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

SM 480 STATE OF NEW MEXICO-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Darlene Jones, cdarlene-jonz@hotmail.com; 369 Playful Meadows, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Mickey Fox and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Lewis Resnick, jresnick@iatselocal4.org

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Dean Arpa-jian, P.O. Box 617, Syracuse, 13201-0617 (315-625-4131). Bus. Agt.: Keith Russell, karuss01@aol.com.

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

M 029 TROY-Richard M. Regnier, Sr., Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) (Fax: 518-372-3176) Bus. Agt.: Richard M. Regnier, Sr.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 054 BINGHAMTON-Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

TBSE 100 NEW YORK-Rich Rahner, 545 West 45th Street, 2nd Floor, New York, 10036 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Greg Calvin.

M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-James Buckner, Jamie.buckner@yahoo.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleend161@aol.com.

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

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

M 311 MIDDLETOWN/NEUBURGH/KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-692-4358) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

O 324 ALBANY-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Michael Brogden, recordingsecretary@iatselocal340.org; P.O. Box 160, Jericho, 11753. (631-339-3009) (Fax: 631-730-8796) Bus. Agt.: James Mistler, jmistler1@aol.com.

M 353 PORT JERVIS/SULLIVAN COUNTY-Franklin DenDanto, fdendanto@hvc.rr.com; P.O. Box 1432, Monticello, 12701. (845-283-7387) Bus. Agt.: Judy Feltus, judyfeltus@ymail.com.

M 499 POUGHKEEPSIE-Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, turbomoon1@gmail.com.

M 524 GLENS FALLS/SARATOGA-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

M 592 SARATOGA SPRINGS-James Farnan, jfarnan592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Rick Daus, iatse592@hotmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois) Alan Gittlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Timothy King, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.: Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).



M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

T&T 751 NEW YORK-Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

TWU 764 NEW YORK AND VICINITY-Rochelle Friedman, 545 West 45th Street, 2nd fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Bart Daudelin; (Film) Frank Gallagher.

TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 7578 Derby Road, Derby, NY 14047.

T&T 788 ROCHESTER-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen, local788@rochester.rr.com.

TBSE 794 NEW YORK-Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Timothy Daughtry.

MAHS 798 NEW YORK-Cindy Gardner, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)-Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

EE/BPBD 829 NEW YORK-John V. McNamee Jr, 386 Park Avenue South, 5th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON-William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce, pierceb@wpent.com.

TWU 856 ROCHESTER-Clarice Lazary, clarice@rochester.rr.com; 53 Meadow Glen, Fairport, 14450. (585-425-9848). Bus. Agt.: Anne Bowes, bbowes@rochester.rr.com.

ATPAM 18032 NEW YORK-Nick Kaledin, nkaledin@atpam.com, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

USA 829 NEW YORK REGIONAL OFFICE (See also Illinois) Carl Baldasso, 29 West 38th Street, 15th floor, New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friederichs.

NORTH CAROLINA

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

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

M 417 DURHAM/CHAPEL HILL/RALEIGH-Amy O'Donnell, iatse417@ureach.com; P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 877-834-5096) Bus. Agt.: Rob McIntire.

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.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

M 635 WINSTON-SALEM/LEXINGTON/THOMAS-VILLE-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 721, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Michael Lehane.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Helen Louie, secretary@ialocal48.com; 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie, businessagent@ialocal48.com.

M 064 STEUBENVILLE, OH/WHEELING, WV-Tony As-saro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

S 101 NILES/WARREN/YOUNGSTOWN-David Rees, P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

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, secretarytreasurer@iatse209.com; 1422 Euclid Avenue, Suite 721, 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-Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 747 COLUMBUS-Julia Johnson, 4791 Summit Road, SW, Pataskala, 43062. (740-927-1696) Bus. Agt.: C. Wayne Cos-sin, 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

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

TWU 864 CINCINNATI-Jean Mueller, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, raffertyhouse@ya-hoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser, cc886@att.net.

OKLAHOMA

S 112 OKLAHOMA CITY-Tina Saxton, iatse112tina@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Stephen Rysted, iatselocal112@att.net.

S 354 TULSA/PONCA CITY-Paul Clear, picmelito@cox.net, P.O. Box 354, Tulsa, 74101. (918-496-7722) Bus. Agt.: Steve Brown, s354brown@aol.com.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, homerhkw@aol.com; 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday, bleday@swbell.net, 25 NW 28th, Lawton, OK 73505. (580-248-0830).

TWU 904 TULSA-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Ronald Wilson, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

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

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

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA, 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

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PENNSYLVANIA

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

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CON-NECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

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



S 097 READING-David Sterner, iatse97@gmail.com; P.O. Box 7511, Reading, 19603-7511. Bus. Agt.: Russell Hoffman, rustyhoffman@msn.com, (484-955-3009).

S 098 HARRISBURG/HERSHEY/CARLISLE-F. Joseph Spackman, P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross.

S 113 ERIE-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-323-2744) Bus. Agt.: Kenneth Marchant.

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

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

M 218 POTTSVILLE/MAHANOHY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, rivanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 17 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 WARREN COUNTY, PA/JAMESTOWN/CHAU-
TAUQUA, NY**-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/
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M 329 SCRANTON/PITTSBURGH- 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.

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FREDERICK, MD/WINCHESTER, VA/MARTINS-
BURG, WV**-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com/.

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West Alexander)**-Pat Gianella, patse627@aol.com; 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Pat A. Gianella.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTING-
TON/ALTOONA/WILLIAMSPORT/ JOHNSTOWN//
INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/
SELINGROVE/INDIANA**-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16804. (814-883-0769) Bus. Agt.: Fred Park, Jr., businessagent636@yahoo.com.

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TBSE 820 PITTSBURGH-David Ferry, P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marji Murphy.

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-Bob Hess, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Joe McGinty.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Lydia Carina Grilli, carina_grilli@hotmail.com; P.O. Box 191963, Hato Rey, PR 00919 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Luis Estrella, luisrestrella@gmail.com.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-Bob Morrissey, 90 Printery Street, Providence, 02904. (401-952-0031) Bus. Agt.: Mike Araujo, 11 Gibbon Court, Providence, RI 02909.

SM 481 NEW ENGLAND AREA- James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

TW, MA&S 830 STATE OF RHODE ISLAND-Jacqueline Keegan, jckkgn@yahoo.com; 10 South Bend Street, Pawtucket, 02860. (401-489-0886) (Fax: 401-728-8251) Bus. Agt.: Frances Howe, fhowe830@yahoo.com; 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

SOUTH CAROLINA

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

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

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

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON-Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-261-2639) Bus. Agt.: Dave Schreck.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Dan Brechtel.

TENNESSEE

S 046 NASHVILLE-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: George Fleming.

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

S 140 CHATTANOOGA-Robert Hobgood, rhobgood@mac.com; P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-756-7875) Bus. Agt.: Chris Keene, chriskeene818@aol.com.

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BURG**-Charles J. Flenniken, stage197@yahoo.com; P.O. Box 946, Knoxville, 37901. (865-256-6001) Bus. Agt.: Ronald Carrell.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSIS-
SIPPI**- Theresa Morrow, tmsquared@charter.net; 4610 Char-
lotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-
7492). Bus. Agt.: Peter Kurland.

**M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL,
VA**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-
0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

TWU 825 MEMPHIS-Dorothy L. Clark, 1472 Kinilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Agt.: Dorothy Clark.

TWU 894 KNOXVILLE-Tammy King, bbtax2@aol.com; 7724 Temple Acres Drive, Knoxville, 37938. (865-414-3047) (Fax: 865-
922-8608) Bus. Agt.: Roland Harkness.

TWU 915 NASHVILLE- Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076 (615-883-3533) Bus. Agt.: Judy Resha (615-
590-7544).

TEXAS

S 051 HOUSTON/GALVESTON-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

S 076 SAN ANTONIO-James S. Bircher, jamesbircher@iatse76.org; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, raymondgsewellba@iatse76.org.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINES-
VILLE/GRAPEVINE**-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Dale Domm.

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

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores, 3349 Dunganvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-
886-4900) Bus. Agt.: Scott White.

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

M 205 AUSTIN-Bon V. Davis, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Lupe Perez, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE- Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-598-1517) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, captsrf@aol.com; P.O. Box 424, Killeen, 76541. (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 Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

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BROWNSVILLE**-John Jones, 4901 Branscomb, Corpus Christi, 78411. (361-548-0472) Bus. Agt.: Simon Zambrano.

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(214-352-8418) (Fax: 214-352-8418); (Fort Worth) Kathy Neel Gentry, fg83425@earthlink.net, (817-889-0273) (Fax: 817-834-4256).

M 865 ODESSA/MIDLAND/LUBBOCK-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (432-381-2500) (Fax: 432-530-2223) Bus. Agt.: Lamont Furlow.

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

AMPE 920 DALLAS/FORT WORTH-Paul Thompson, 4841 W. Royal Lane, Irving, 75063 (972-929-1913). Bus. Agt.: Marvin Davis.

UTAH

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

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

VERMONT

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

VIRGINIA

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

M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Dawn Nicely-Hicks, P.O. Box 7467, Hampton, 23666. (757-838-9045) (Fax: 757-838-1066). Bus. Agt.: Dorian Nicely.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211 (410-685-4141) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, local591iatse@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

WASHINGTON

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M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

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

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

TWU 887 SEATTLE-Rita M. Brown, ritabrown@twu887.org; 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, deliam@twu887.org.

WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

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

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge, wrdelbridge@gmail.com, (703-868-3154).

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

M 141 LaCROSSE-Trygve Zielke, trygvez@aol.com; N 2528 Baker Road, La Crosse, 54601. (608-787-7667) (Fax: 608-787-0640) Bus. Agt.: William Timm.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Justina Vickerman, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-616-0251) (Fax: 608-251-6023) Bus. Agt.: Chris Gauthier, ba@iatse251.com.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU-Richard Comfort, dablindguy@gmail.com; P.O. Box 2421, Appleton, 54912. (866-426-4707) Bus. Agt.: Stephen Dedow, iatse470@hotmail.com.

TWU 777 MILWAUKEE-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, NT1163 County Road, Tomahawk, 54487 (414-462-6214).

WYOMING

S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

BPTS Ball Park Ticket Sellers

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

TSA Ticket Sales Agent

CALIFORNIA

T B18 SAN FRANCISCO-Johnny Moreno, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

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

T B66 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95819. (916-927-5141) Bus. Agt.: Richard Allen, jallen33@att.net.

AAE B192 HOLLYWOOD-Adam Fanshier, adamfanshier@b192iatse.org; 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Matthew Nelson, matthewnelson@b192iatse.org.

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

CANADA

T B173 TORONTO/HAMILTON-Marika Csotar, 2368-A Munns Ave., Oakville, Ontario L6H 6G9 (647-309-2024). Bus. Agt.: Chastity Broker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.



T B906 CHARLOTTETOWN, PE-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, CIA 1J1. (902-628-1864) (Fax: 902-566-4648).

COLORADO

T B7 DENVER-Jan Miller, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216). Bus. Agt.: William A. Harris, Jr., willmjunior@aol.com.

DISTRICT OF COLUMBIA

TSA B868 WASHINGTON-Nevica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Agt.: Antonio Bullock.

FLORIDA

AE AE938 JACKSONVILLE-Charles Bennett, 1000 Water Street, Jacksonville, 32204 (904-879-7539) Bus. Agt.: David Moore.

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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.

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T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

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Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

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T B2 ST. LOUIS-Robert Horan, rh5250@aol.com; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

NEW YORK

T B90 ROCHESTER-Rick Welch, 100 Lakecrest Avenue, Rochester, 14612. (585-415-8585) (Fax: 585-865-2793) Bus. Agt.: Mike Povio.

MT B751 NEW YORK-Katherine Lowell, P.O. Box 20561, 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.

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T B27 CLEVELAND-Patrick Duffy, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns.

T B38 CINCINNATI-Jay Brewer, 252 Stokesay St., Ludlow, KY 41016. (859-291-3393) 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.

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T B20 PORTLAND-Twila Willson, iatseb20recordingsecretary@clear.net; 3645 SE 32nd Avenue, Portland, 97202. (971-285-1814) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley, B0oley. iatseb20@gmail.com, (503-230-1138).

PENNSYLVANIA

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.

TEXAS

T B184 HOUSTON-Helen Gonzalez, 3030 North Freeway, Houston, 77009 (713-697-3999) (Fax: 713-697-0222). Bus. Agt.: Denise Fabry.

WISCONSIN

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.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)-Delia Mulholland, 2800 First Avenue, Suite 229, Seattle, WA 98121 (206-478-8877) Web site: www.districtone.com; Email: district.one@twu887.org.

District No. 2 (California, Nevada, Arizona & Hawaii)-Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Web site: www.iadistrict2.org; Email: ebrown@iadistrict2.org.

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)-James E. Flanders, 152 Old Colony Avenue, Box 25, South Boston, MA 02127. (617-268-5595) (Fax: 617-269-6252). Email: jflanders@iatse11.org.

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)-John Page, 1810 Hamlin Street, NE, Washington, D.C. 20018-2459. (301-943-2908) (Fax: 202-635-0192) Email: iatse-d4@comcast.net.

District No. 5 (Wyoming, Colorado, Utah & New Mexico)-Susan N. Jones, 8159 Ventana Azul Ave., NW, Albuquerque, NM 87114. (505-280-1517). Email: esjonz35@gmail.com.

District No. 6 (Texas, Oklahoma & Arkansas)-Stuart Hale, 4821 Elsbey, Dallas, TX 75209. (214-352-2046) (Fax: 214-747-4792).

District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)-Andrew Oyaas, P.O. Box 472, Tuckaseegee, NC 28783 (828-421-8123) (Fax: 828-293-1140). Email: iadistrict7@gmail.com.

District No. 8 (Michigan, Indiana, Ohio & Kentucky)-Rick Madison, 119 West Breckinridge Street, Louisville, KY 40203 (502-587-7936) (Fax: 502-587-3422). Email: iatse17@bellsouth.net.

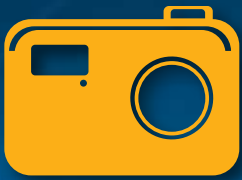
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District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)-Kimberly Bowles, 5385 Conroy Road, Suite 200, Orlando, FL 32811 (407-422-2747) (Fax: 407-843-9170) Email: KABowles@IATSEDistrict14.org; Web site: www.IATSEDistrict14.org.



Send Us Your Photos!

The new IATSE website will feature photos of our members at work...every kind of work. Work on stages, sets, locations, offices, trucks, box offices, theaters, arenas, stadiums, shops, and everywhere else the IATSE goes, as well as workers running shows, setting up, tearing down, loading in and out, planning, editing, taking breaks, constructing, shooting—you name it.

Send us pictures of your union meetings and your locals in the community—involved in political action, marching in parades, charity work, and community service.

Our need for images is immediate and ongoing, so please put out the word to the workers and locals in your area. YOU are the face of the IATSE. Let's show the world who we are!

HOW TO SEND YOUR PHOTOS:

We are using Flickr to collect your photos! Find us on Flickr at <http://www.flickr.com/photos/iatse/>.

You can upload your photos to us through the Flickr group called "IATSE." (<http://www.flickr.com/groups/iatse/>). Flickr is free and allows you to connect with other IATSE and union members through media online.

DON'T HAVE A FLICKR ACCOUNT?

1. Go to www.flickr.com and click "Sign Up." Follow the instructions to create your account.
2. Go to the group called "IATSE" via our website, or at <http://www.flickr.com/groups/iatse/>
3. Click "Join" to join the IATSE Group!
4. Upload the photo you want to send to us to your own Flickr account by clicking "Upload" at the top of the page. Follow the instructions to upload your photos.
5. To send us your photos, go to the photo's page and click the "Add to a Group" link in the actions menu. Then choose the "IATSE" group, and you're done!
6. If you have any questions, visit <http://www.flickr.com/help/faq/> for answers to frequently asked questions on Flickr.

HAVE A FLICKR ACCOUNT?

1. Go to the Group "IATSE" on Flickr. You can find this link on our website, or at <http://www.flickr.com/groups/iatse/>
2. Click "Join" to join the IATSE Flickr Group!
3. Go to your photo's page and click the "Add to a Group" link in the actions menu. Then choose the "IATSE" group, and you're done!

ADDITIONAL PHOTO TIPS:

PHOTO SPECS:

- Please send in the highest-resolution photo possible – if the photo is too low-quality, we cannot use it on the website. But if you have any doubts, just send your photo along.
- Make sure your photo is not edited and is the largest size possible – it's better for us to work with.
- If you have professional photographs, we are also looking for high-res images to feature on the website front page. Please submit these as raw images or high-res .jpgs, preferably with a width of 2500px (minimum of 1500px).

CREDITS AND ORGANIZING PHOTOS:

- Tag your photo with your craft and Local so we can identify which belongs to what!
- Add a Flickr photo description: If you want to be credited as the photographer, please indicate your name in the photo description – otherwise we won't know who you are and can't give you credit.
- If possible, include the following information in the Flickr photo description:
 - Date
 - Names of people pictured
 - What Local members belong to
 - What the event was
 - Where the event took place

LEGAL

In submitting photos, those doing so grant their permission to the IATSE International to use and publish them in print, on the internet, or through any other media, along with your name, Local, and any other information which you have furnished. Permission is further granted for the Union to copyright this material, and the Union is released from all liability and claims that might arise out of the use, publication, or disclosure of this material.

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IATSE Proudly Supports Creative America



STAY FOCUSED. JOIN CREATIVE AMERICA.

You make it. They take it. Let's stop them. Thieves are making millions of dollars trafficking in stolen film and television. America has already lost 140,000 film and television jobs to content theft. Wages, benefits and residuals are all being hit hard. Now there's a way to fight back. *Creative America* is a new grassroots voice for the entertainment community and anyone else who believes America must do more to protect our jobs and creativity. **Join us. Sign up at CreativeAmerica.org and make your voice heard.**

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