



IATSE OFFICIAL **Bulletin**

THIRD QUARTER, 2011

NUMBER 633

**BOSTON,
MASSACHUSETTS**

**HOME OF THE MID-SUMMER
GENERAL EXECUTIVE BOARD MEETING**

SITE OF THE 67TH QUADRENNIAL CONVENTION IN 2013



IATSE OFFICIAL Bulletin

THIRD QUARTER, 2011

NUMBER 633

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James B. Wood
Editor

MaryAnn Kelly
Assistant to the Editor

David Geffner
Special Asst. to the Editor

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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.

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Timothy F. Magee
1st Vice President
900 Pallister Ave.
Detroit, MI 48202

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1430 Broadway, 20th Floor
New York, NY 10018

Michael Barnes
2nd Vice President
2401 South Swanson Street
Philadelphia, PA 19148

Michael F. Miller, Jr.
8th Vice President
10045 Riverside Drive
Toluca Lake, CA 91602

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3rd Vice President
5010 Rugby Avenue
Bethesda, MD 20814

John T. Beckman, Jr.
9th Vice President
1611 S. Broadway, #110
St Louis, MO 63104

Thom Davis
4th Vice President
2520 West Olive Avenue
Burbank, CA 91505

Daniel DiTolla
10th Vice President
1430 Broadway, 20th Floor
New York, NY 10018

Anthony M. DePaulo
5th Vice President
1430 Broadway, 20th Floor
New York, NY 10018

John Ford
11th Vice President
326 West 48th Street
New York, NY 10036

Damian Petti
6th Vice President
201-208 57th Ave., S.W.
Calgary, Alberta
Canada T2H 2K8

John M. Lewis
12th Vice President
22 St. Joseph Street
Toronto, Ontario
Canada M4Y 1J9

Craig Carlson
13th Vice President
216 S. Jefferson St., #400
Chicago, IL 60661

TRUSTEES

Thomas J. Cleary
216 S. Jefferson St., #400
Chicago, IL 60661

C. Faye Harper
2695 Dayview Lane
Atlanta, GA 30331

George Palazzo
1811 W. Burbank Blvd., Burbank, CA 91506

CLC DELEGATE

Kelly Moon
1640 Boundary Road, Burnaby, BC V5K 4V4

GENERAL COUNSEL

Dale W. Short

GENERAL OFFICE

1430 Broadway, 20th Floor, New York, NY 10018
Tele: (212) 730-1770
FAX: Office of the President (212) 730-7809
FAX: General Secretary-Treasurer (212) 921-7699

WEST COAST OFFICE

10045 Riverside Drive
Toluca Lake, CA 91602
Tele: (818) 980-3499 FAX: (818) 980-3496

CANADIAN OFFICE

22 St. Joseph St.
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Tele: (416) 362-3569 FAX: (416) 362-3483

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Stand Up, Fight Back

As I stated in my newsletter in the last issue of the Bulletin, organized labor has been under siege for too long. At this juncture, we must increase our involvement in the political process or lose the ability to protect our members nationwide. In order to overcome some of the challenges we face, we must maintain and increase our involvement in the political process.

We cannot afford to allow Wisconsin's Governor Scott Walker, or Ohio's Governor John Kasich, or Florida's Governor Rick Scott and too many others to continue blaming workers for state financial problems that are the product of fiscal irresponsibility on the part of others.

Our voice must be heard on the local level as well as the national level. Make no mistake, we are in the fight of our lives. As we head into the 2012 election cycle, we have the opportunity to act and not just stand by as our rights are stripped away.

That is why, with the approval of the General Executive Board, the International has engaged the services of Solidarity Strategies, a Washington-based firm that is providing assistance to the IATSE's Political Action Committee and political fundraising efforts that will help us attain a greater voice in politics. Like it or not, providing financial support to legislators that stand with us undoubtedly enhances our voice. In short, we must become a bigger player in the game.

To this end, Solidarity Strategies formulated the Stand Up, Fight Back campaign for the IATSE-PAC, and I am urging every member of this great Alliance who resides in the United States, to get involved in this campaign by making a contribution to the PAC. As an expression of appreciation for a monthly contribution of ten dollars or more, members are eligible to participate in our contest to win a trip to Hawaii (read more about the contest on page 82 in this Bulletin). While the trip to Hawaii is a way for the IATSE-PAC to express its thanks for contributions, the goal here is not just to go to Hawaii. The real prize is promoting political involvement and growing our PAC to protect what we at IATSE have fought so hard for over one hundred years.

We cannot sit back and let others fight our battles. We must join with our brothers and sisters in organized labor and beyond to fight for our jobs, our community, our future, and the future of our families.

We cannot just play defense. We can't just talk the talk. We must realize that the extreme anti-worker agenda hurts us all. History will judge us on the way we act at this crucial juncture.

I urge you in the strongest terms to join the PAC and contribute today. A contribution form is printed on page 84 of this Bulletin, and you can get more information about the IATSE-PAC by visiting our web site at: <http://www.iatse-intl.org/pac/pac.html>. You may also send in any questions or comments you have to: iatsepac@iatse-intl.org

Join today and make our team stronger and more vital to the outcome of our futures!

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at The Westin Peachtree Plaza, 210 Peachtree St., Atlanta, GA 30303 at 10:00 a.m. on Monday, January 30, 2012, and will remain in session through and including Friday, February 3, 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 Peachtree Plaza by calling (404) 659-1400 or 1-800-937-8461. Guest room rate for the IATSE is \$179.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: December 29, 2011

The Power of the T-Shirt

Another Labor Day has come and gone. For many in the population it was marked by an extra day of rest and maybe a backyard barbeque. The annual newspaper articles made an appearance and each contained the obligatory discussion about why the long weekend at the beginning of September is not merely a marker for the end of summer, but rather recognition of the labor movement.

For those of us that are a part of the labor movement, this Labor Day felt different than ones of years past. The events of the past few months have reminded us that there are some that see labor as an obstacle to their agenda. There are some that feel the influence of labor in society should be diminished and there are some that are putting a tremendous amount of effort into accomplishing that goal.

Many of you have found yourself participating in rallies and other events that are intended to demonstrate the solidarity of labor and to let those who would oppose us know that we will not sit idly by. At these events you have found yourself joined by other IATSE members as well as members of other unions and organizations that share your views.

At each of these rallies the emblems of different unions are everywhere. You have no doubt worn a hat or shirt at such a rally that bore the IATSE emblem. You have become familiar with many of the other unions insignias while at the same time others have become more familiar with ours. Without having to ask, those in attendance immediately recognize what union each participant belongs to and recognize the sense of pride that they have for their union. Many of you have no doubt worn similar items during your leisure time and had someone recognize you as a proud union member.

While many of our local unions have made various apparel items available to their membership for many years, the International has never made this type of merchandise readily available. That has now changed.

During the mid-summer General Executive Board meeting in Boston, MA, we launched the IATSE Online Store and put a link to the store on the International's Web site (www.iatse-intl.org). You can now order a variety of union-made products and apparel items, all of which bear the IATSE emblem. The wide variety of items will allow for use in both your personal and professional lives. Over time, we expect that additional items will be added and colors and styles will be changed. Also if you have a suggestion we welcome your input.

An assortment of the items for purchase at the IATSE Online Store can be found on page 30 in this issue of the *Official Bulletin* and the complete selection can be accessed through the International's Web site. We encourage you to take a look.

2012 SUPPLIES

The 2012 local union supplies and membership cards will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2011 and purchased the necessary number of per capita stamps.

The number of per capita stamps that must be purchased is based on the number of members reported on the 1st and 2nd Quarterly Reports plus two times the number of members reported on the 3rd Quarterly Report (to allow for an estimate of the numbers that will be reported on the 4th Quarterly Report). When the 4th Quarterly Report is submitted in January 2012, an adjustment to balance the local's account is made if necessary.

PER CAPITA TAX INCREASES

Delegates to the 66th Quadrennial Convention voted to increase the per capita tax for local unions by one dollar (\$1.00) effective 1/1/2012, all of which is to be allocated to the General Fund. Per capita tax for Special Department local unions will remain unchanged.

On this 10th Anniversary of 9/11, we again express our gratitude to those individuals who gave their time and service towards the rescue and recovery in the days and weeks following that tragic day.

“We are proud of...and deeply grateful for... the immediate response from the countless vendors and crew people in the New York area that have contributed their time, support and assistance in response to this terrible tragedy. Equipment suppliers have responded with trucks, lights and generators at the site of the rescue and recovery efforts and other significant staging areas. Brave members of our production locals went in repeatedly to set up, man and move lights and equipment in the midst of the rubble and devastation so that the rescue efforts could proceed day and night.”

GEORGE PATAKI, FORMER GOVERNOR OF THE STATE OF NEW YORK

REFLECT. REMEMBER.

IATSE Members who donated their time in the rescue and recovery relief at Ground Zero at the World Trade Center in New York City.

Greg Addison
Richard Audino
Paul Bailey
Rodney Bauer
Kelly Beaton
John Begley
Sam Bender
Timothy Berg
Michael Berg
Tim Berg
Laurent Blanchette
Hugo Bonilla
Gary Brink
Sam Burrell
Bill Cassidy

Samuel Chase
Fred Chesterman
Archangelo Ciotti
Jack Coffen
Peter Colavito
Charles Colon
Steve Comesky
Patrick Cousins
Ralph Crowley
Paul Daley
Jeremiah Dalton
Andy Day
Chris De Titta
Gerald De Titta
Guido De Curtis
Moirra Demos
Keith Devlin
James Dillinger
James A. Dolan
James P. Dolan
Thomas Dolan
Jesse Dublanica

John Duvall
Scott Eberle
Thomas Farmer
John Farraday
Greg Farrell
Gregory Farrell
George Feldbauer
Edwin Figueroa
Kenneth Finlay
John Finnerty
Dan Fisher
Martha Fishkin
Joseph Fittipaldi
Ray Fortune
Jay Fortune
Michael Fradianni
Steven Fratianni
John Fundus
Richard Galante
Jamie Gallagher
James Galvin
William Geiger

Carolyn Gershenson
Don Glenn
Damian Gonzales
Charles Goodman
Timothy Guinness
James Harris
Tim Healy
Thomas Hill
Thomas Hocking
Anthony Iulo
Jenny Kane
Kathleen King
William Klatt
Eric Kutner
Ross La Terra
Sal Lanza
Maddy Ledermann
Charles Libin
Martin Lowry
Todd Mac Nicholl
Dan Mahoney
Carmen Maldonado

Dennis Malone
James V. Malone
Sean Malone
James Manzione
Charles Marroquin
Rick L. Marroquin
Michael Maurer
David McAllister
Francis McBride
John McCabe
Sean McCague
Sean McCardell
James McCullagh
James McMillan
John Merriman
James Miller
Jeff Naparstek
Mark Newell
Andrew Niceberg
Jon Nussbaum
George Ellas Ortiz
Rocco Palmieri

Rudolph Pelikan
Balint Pinczehelyi
Richard Porta
Noah Prince
Jonathan Ramirez
Michael Rattinger
Michael Reed
Jim Reid
Malcolm Reid
James Richards
Kevin Roach
Mathew Rohn
Nat Russell
Philip Saad
Klaus Schreiber
Jeremy Schroeder
Lowell Schulman
Tristan Sheridan
James Silverstein
David Skutch
Alan Stetson
Derrick Still

“At a time when our country is so divided, we look back at the tragedy of 9/11 with a great sense of the devastation, both physical and emotional, of that day and think for that moment we were one country, sharing our humanity, our grief and our outrage. We should remember the power of our resolve then, put aside our differences now and move this country forward, not only for ourselves, but to honor those we lost, and the families that still have to shoulder the unbearable burdens of that loss.”

MATTHEW D. LOEB, INTERNATIONAL PRESIDENT

MEMBER. UNITE.

Bob Stocklin
John Suriano
Alexander Toles
Irma Vando
Peter Vietro-Hannum
Thomas Von Rauchhaupt
James Walsh, Jr.
James Walsh, Sr.
Paul Wardwell
Thomas Yostpille

The 1A individuals who donated their services at Yankee Stadium for the Prayer for America service on September 24, 2001.
Glenn Acosta
Frank Alter
Carl A. Baldasso
Steve Beers

Scott Bender
Robert Borch
Jonathan Bracken
Anne E. Bradford
Josh Braun
James E. Brien
Kenny Brock
Stephen Burns
Bryan F. Chebetak
Andrew S. Claffey
James J. Claffey, Jr.
Gary Cohen
Charles Copper
Paul Davila
Marcial E. Davis
Tracy DeMarzo
Kevin Dessisso
Francis P. DeVerna, Jr.
Manny Diaz
Michael Donnelly
Edward J. Donohue
George A. Donohue

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George Dummitt
Ephraim Dunsky
Frank Dwyer, Jr.
James Edmiston
Ryan Ensser
Thomas Fedigan
Michael R. Fedigan
Edmund B. Fisher
Raymond Frederick
Lonnie Gaddy
Alejandro C. Galvez
Philip Giller
Antonio Goncalves
Ronald Gort
Angelo Grasso
Arthur Grillman
Michele Gutierrez
Holly P. Hanson
Hugh Hardyman
James Harris
Joseph Harris

Freeman Hawes, II
Chris Higgins
Chad Holly
Ray Howell
Steven J. Jones
Jaki Johnsen
Brad Kaplan
Christopher P. Kelley
Michael W. Kelly
David Kidd
Deirdra Kragnes
Frank Linn, Jr.
John Magliula
Robert Matzler
Timothy McCulloch
Robert McDonough
Kevin McElligatt
David J. McKennan
Paul Merkle
Stuart Mildener
Kevin Nesbitt
German Pavon, III

Ron Rebentisch
Michael Ross
John Santagata
Christopher Schubert
Robert Score
John B. Senter, III
Jennifer Sharpe
Jay Silverstein
Donna M. Smith
Bob Somerville
Helen Toth
Albert Toth
Glenn Treubig
Emilio P. Uriarte
Jerry Valenzuela
Gilbert Velez
John F. Warburton
Stewart Wagner
James J. Whelan
Richard J. Wirth
Erik Vans

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National Labor College Honors President Loeb

On August 2, 2011, the National Labor College honored International President Matthew D. Loeb at a gala at the college's Silver Spring campus, attended by 325 labor leaders, including AFL-CIO President Richard Trumka. Also honored at the festivities, titled "A Time To Build," were Mark H. Ayers, president of the Building and Construction Trades Department of the AFL-CIO; AFTRA president Roberta Reardon; Ray Hair, president of the American Federation of Musicians; SAG president Ken Howard, and Nick Wyman, president of Actor's Equity.

President Trumka lauded Ayers for his ongoing commitment to education as a key to building the labor movement, and entertainment union leaders for their strong support of building labor through public advocacy and action.

The event raised \$400,000 for the NLC, the only college in the

U.S. dedicated exclusively to the education needs of union members, leaders and their families. It offers Bachelor of Arts degrees in Labor Studies in six majors, and also has a School of Professional Studies, which offers both Bachelor of Arts and Bachelor of Science degrees.

"I'm honored and humbled to be here with these other labor leaders," said President Loeb, who reflected on the fact that he had taken cours-

sible representation that we can give them.

What we've done in our organization from the top to the bottom is to make sure that we provide tools for people to be leaders. I feel obligated to give them those tools." To that end, President Loeb brings all IA reps and officers to the Labor College for three days each year. In addition he stated, "I run seminars at each of the district meetings so that every local union officer in our

Alliance is granted the opportunity to get some education on an annual basis. We work closely with the Labor College in respect to this."

The IA has also implemented a program that subsidizes local union leaders who are interested in taking courses at the Labor College or another bona fide institution so they will have the tools to be as informed and valuable to their members as possible.

NLC NATIONAL LABOR COLLEGE

es at the Labor College in the early 1990s. The experience proved so valuable that as International President, he now emphasizes education for the entire IA leadership. "All the members of the labor movement deserve no less than the best pos-



From left to right: Ira Mont (AEA Vice President, accepting for President Nick Wyman), Paul Almeida (DPE President, accepting for AFM President Ray Hair); AFTRA President Roberta Reardon; IATSE International President Matthew D. Loeb; SAG President Ken Howard, and President of the AFL-CIO Richard Trumka.

DISTRICTS 11 & 12 ADOPT TWO INTERESTING RESOLUTIONS

Delegates attending the recent Districts 11 & 12 Conventions passed motions that may be of interest to other IATSE Districts. In keeping with the IATSE's Green Initiative, as of the Canadian Off-Year Convention next spring, delegate packages will be distributed electronically to each attendee. This will be a great savings in both paper and in printing costs.

The second motion provides a local from each District with a maximum of \$2,000 in financial support to send a representative to the General Executive Board Meetings. This financial assistance will rotate among the locals and

will provide smaller locals an opportunity to send a representative, as many do not have the financial resources to do so. The intention of the program is to promote a broader understanding of how the IATSE functions and to foster a closer working relationship between the locals.

A local from each District took advantage of this new program and sent an attendee to the General Executive Board Meetings held recently in Boston. Both attendees subsequently wrote letters to their respective Districts thanking them for the opportunity and expressing how much they had learned about the IATSE and its workings.

CLC CONVENTION

Some of the crew working the Canadian Labour Congress Convention took time out to pose for a photo with IATSE International and Local Officers.



Front Row: (L to R) Elisha Burrows, Steve Darke, Joe Sawan, Susan Butler-Gray, CLC Delegate Kelly Moon and Natasha Heughn-Tony. Back Row: (L to R) International Vice President/Director of Canadian Affairs John M. Lewis, Mike Phelan, Dusty Kelly, Don Thorness, International Vice President Damian Petti and Bill Davies.



NDP Leader Jack Layton Passes Away

One of the most surprising outcomes of May's Canadian federal election was the unprecedented 103 seats won by the New Democratic Party, along with 30% of the popular vote. For the first time in the party's history, the NDP now forms the Official Opposition. This was a major step forward for the labour movement, and was due in no small part to Jack Layton, Leader of the NDP. The gregarious and charming Mr. Layton, known as "Smilin' Jack", had won the hearts of millions of Canadians.

On July 25, Mr. Layton stunned the country by announcing that he had once again been diagnosed with cancer and would be temporarily stepping down to deal with his health issues. The IATSE sent a letter of support, with wishes for a full and speedy recovery.

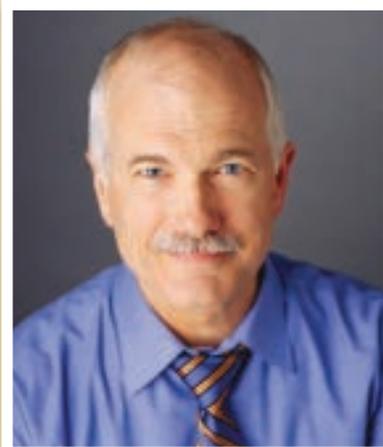
Sadly, on August 22, less than a month after stepping down, Mr. Layton passed away from this second bout of cancer. No matter their political stripe, all Canadians were deeply

saddened by the news. Jack Layton had always been a champion of working families. Canada in general, and the labour movement in particular, has lost a true hero. Included are excerpts from an open letter from Mr. Layton to all Canadians, which was released on the day of his passing. A glimpse of the man is provided by a Tommy Douglas quote that Mr. Layton included in every email he sent: "Courage my friends, 'tis never too late to build a better world."

Jack Layton's letter to Canadians

Aug 22, 2011
12:30:27 PM

Dated: August 20, 2011,
Toronto, Ontario



Dear Friends,

Tens of thousands of Canadians have written to me in recent weeks to wish me well. I want to thank each and every one of you for your thoughtful, inspiring and often beautiful notes, cards and gifts. Your spirit and love have lit up my home, my spirit, and my determination.

Unfortunately my treatment has not worked out as I hoped. So I am giving this letter to my partner Olivia to share with you in the circumstance in which I cannot continue.

I recommend that Hull-Aylmer MP Nycole Turmel continue her work as our interim leader until a permanent successor is elected.

I recommend the party hold a leadership vote as early as possible in the New Year, on approximately the same timelines as in 2003, so that our new leader has ample time to reconsolidate our team, renew our party and our program, and move forward towards the next election.

A few additional thoughts:

To other Canadians who are on journeys to defeat cancer and to live their lives, I say this: please don't be discouraged that my own journey hasn't gone as well as I had hoped. You must not lose your own hope. Treatments and therapies have never been better in the face of this disease. You have every reason to be optimistic, determined, and focused on the future. My only other advice is to cherish every moment with those you love at every stage of your journey, as I have done this summer.

... to all Canadians: Canada is a great country, one of the hopes of the world. We can be a better one – a country of greater equality, justice, and opportunity. We can build a prosperous economy and a society that shares its benefits more fairly. We can look after our seniors. We can offer better futures for our children. We can do our part to save the world's environment. We can restore our good name in the world. We can do all of these things because we finally have a party system at the national level where there are real choices; where your vote matters; where working for change can actually bring about change. In the months and years to come, New Democrats will put a compelling new alternative to you. My colleagues in our party are an impressive, committed team. Give them a careful hearing; consider the alternatives; and consider that we can be a better, fairer, more equal country by working together. Don't let them tell you it can't be done.

My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world.

All my very best,
Jack Layton



Pictured here are International Vice Presidents Thom Davis and Michael F. Miller, Jr. with David Sickler, Southern Regional Director of the California Building and Construction Trades Council at the 2011 Joe Hill Organizer Awards Luncheon, held in Los Angeles, where International Vice President Michael Miller, Jr. was awarded the Private Sector Award for Organizing. Brother Miller accepted it on behalf of the IATSE and believes that it is in direct relation to the IA's efforts in organizing "The Biggest Loser."



International and Local officers took time out from the 2011 District 8 Convention, held at the Weber's Inn, Ann Arbor, Michigan, on July 19-20, 2011, for a photo opportunity. From left to right: Mark Gordon, Local 395 Treasurer; Joseph Short, Special Representative; Ellen Katz, Local 395 Vice President; Joann Hazelbaker, member of Local 395 and 2011 District 8 Convention committee member; Michael F. Miller, Jr., International Vice President/Division Director of Motion Picture and Television Production; Timothy F. Magee, International Vice President; (in back) Mike Patterson, Local 395 Delegate; Cal Hazelbaker, Local 38 Business Representative; Matthew D. Loeb, International President; (in back) Rick Madison, District 8 Secretary-Treasurer and Local 17 Business Representative; Mark A. Berg, Local 395 Secretary; (in back) Dean Neeb, Local 395 Business Representative; and Larry Olsen, Local 395 President.



IATSE Hosts UNI-MEI World Management Committee Meeting

On August 23, 2011, the International hosted members of the UNI-MEI World Management Committee at its meeting in New York City. The one-day meeting was Co-Chaired by UNI-MEI Director Johannes Studinger and President Heinrich Bleicher-Nagelsmann, and was held at the IATSE General Office. Attendees of the meeting also included President Loeb who serves on the Committee, General Secretary-Treasurer Wood, Assistant to the President Debbie

Reid, and other members of the Committee from Argentina, Austria, Belgium, Brazil, Germany, Mexico, Spain, the United Kingdom and the United States.

Among the many issues of common concern discussed included the Global Campaign Against Digital Theft. It was reported that the working group on this issue has held several meetings during the first half of 2011 to coordinate national efforts and actions by UNI

MEI, and it was noted that major breakthroughs have been achieved in several countries with the introduction of new measures and/or legislative proposals.

Just prior to the adjournment of the meeting, Heinrich Bleicher-Nagelsmann announced that he was stepping down from his post as President. To fill the vacated position, the Committee elected BECTU General Secretary Gerry Morrissey to serve as President of UNI-MEI.

Pictured here are the attending members of the World Management Committee and other attendees.



On Sunday, July 17, 2011, in Valley Village, California, a reception to support the re-election of Congressman Howard Berman was held by the Directors Guild of America, and co-hosted by International President Matthew D. Loeb.



From left to right: International Vice President/Division Director, Motion Picture & Television Production Michael F. Miller, Jr., National Executive Director of Local 600 Bruce Doering, Director Paris Barclay, Alec French of Thorsen French Advocacy, Congressman Berman, International Vice President Thom Davis and David Behm, Local 600 Western Region Director.



“Right to Work”? Right to Organize!

In organizing, when looking around us for opportunities, we often tend to see only the big targets. But sometimes the most important targets may be individuals, people we see every day and work beside, who may be in unorganized parts of the organization, contractors brought in to do a specific, non-covered task, part timers who don't work enough to fall under the jurisdiction of the collective bargaining agreement. These workers can be prime targets for organizing, and are often the ones our individual members can have the most impact with. The mere mention of the advantages of the benefits earned under an IATSE contract can often change workers attitudes towards union membership in a positive way.

The realization that our most important organizing target may be the worker right next to us is especially important in the so-called “right-to-work” states. Frequently in right-to-work states IATSE members work side-by-side with non-members, doing the exact same job, with the non-members earning the same benefits and wages as a loyal member. It sometimes feels as though there is nothing we can do about this problem, but that is not the case. Local union leadership, abetted by an actively participating membership and a supportive International, can do things to help persuade non-members that membership in the local can contribute to the growth and security of what is, in reality, their union, too.

One of the things a local leader can regularly do is to talk with non-members, especially new employees, about the benefits they will come to enjoy working under a union contract. This

is a great idea, and, in keeping with the spirit of trade unionism, it is important to explain to each new hire that the local enforces the contract equally for all employees, whether members or non-members. From filing grievances to making sure they fully understand their benefits and workplace rights, the union is the one entity that is there solely for the support and benefit of the worker. This demonstration of union solidarity and concern can go a long way in building good will with non-member employees.

While under the law, in right-to-work states the collective bargaining agreement must be enforced equally for all employees, there are areas outside the contract where membership provides special benefits. Training is one of those areas. Many locals offer training, especially in crafts that are underserved among their workforce, to members only, or to those who become members. Training offered by the local is a members-only benefit. Keep a good awareness of the conditions in your market. If the employer is having trouble filling certain positions, frequently having to travel technicians in from other markets, it may be possible to set up training to help some of your members move into these underserved areas. You should encourage non-members to see this as an opportunity for them to move up or create more work for themselves. Encourage them to join in order to take advantage of this unique career advancement opportunity. Another program that can be successful is an annual membership drive where workers who have been on the referral list for a certain num-

ber of years but have not yet joined the local would be offered membership with all initiation fees waived. The only thing that is asked of the new member is that they pay for two quarters of per capita dues in advance, although this requirement may also be waived. The waiving of initiation fees would of course have to be approved by each local's executive board. By coordinating with the Office of the International President, it may also be possible to get the International to waive the processing fees associated with membership. When done as a targeted drive for a limited time period every year, locals have seen very good results in getting non-members to join.

Similarly, locals have conducted amnesty drives, wherein the local and the International agree to waive any outstanding past per capita dues to members who have been expelled for non-payment of dues. Again, this would have to be approved by each local's executive board and the Office of the International President.

These are all great ideas, but they are only a starting point. They should be used by local leadership and members to begin attracting non-members to join. Those of us who are members know the benefits of membership, and the rights and privileges, such as electing local officers and helping to influence the direction of our union. We are also keenly aware of the impact local membership has on our working lives. The thoughtful implementations of programs such as these can spread those rights and benefits to those unorganized employees we work with every day.

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

FINANCIAL STATEMENTS

and accompanying information for years ended April 30, 2011 and 2010

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

We have audited the accompanying consolidated statement of financial position of the General Fund and Subsidiaries, the statements of financial position of the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (International) at April 30, 2011 and 2010, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of management of the International. Our responsibility is to express an opinion on these financial statements based on our audits.

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

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

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of the General Fund and Subsidiaries, the financial position of the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada at April 30, 2011 and 2010, and the changes in their net assets and their cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

/s/ PKF

July 11, 2011

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

GENERAL FUND AND SUBSIDIARIES
Consolidated Statement of Financial Position

	Year Ended April 30	
	2011	2010
ASSETS		
Cash	\$ 357,035	\$ 295,372
Board designated investment (notes 2 and 3)	4,277,102	3,152,137
Investments, at market (notes 2 and 3)	36,164,544	34,549,692
Interest receivable	232,981	256,696
Other receivables	175,736	51,112
Protested checks	44,649	48,722
Loans and credits to locals	38,725	37,700
Prepaid insurance	45,948	45,948
Prepaid real estate taxes	6,497	6,260
Prepaid rent (note 4)	87,733	87,733
Real and personal property (notes 2 and 8)	4,053,790	4,057,281
Total assets	<u>\$45,484,740</u>	<u>\$42,588,653</u>
LIABILITIES		
Accounts payable and accrued expenses	\$ 295,970	\$ 73,143
Tenant deposit payable	5,000	5,000
Accrued rent (note 4)	109,265	120,922
Accrued I.A.T.S.E. retirement fund (note 5)	13,072,309	12,311,635
Due to Convention Fund	147,299	114,212
Due to Defense Fund	386,282	359,533
Deferred income (note 6)	5,102,994	4,531,481
Total liabilities	<u>19,119,119</u>	<u>17,515,926</u>
UNRESTRICTED NET ASSETS		
Unrestricted net assets (note 12)	26,365,621	25,072,727
Total liabilities and unrestricted net assets	<u>\$45,484,740</u>	<u>\$42,588,653</u>

GENERAL FUND AND SUBSIDIARIES
Consolidated Statement of Activities

	Year Ended April 30	
	2011	2010
INCOME		
Per capita tax (note 6)	\$17,138,160	\$15,790,305
Processing fees		
General	574,100	523,100
Immigration	491,343	430,070
Radio and television and A.C.T.	33,076	21,350
Special department	5,920	5,760
	<u>1,104,439</u>	<u>980,280</u>
Supplies and other	24,257	20,793
Interest earned		
Merrill Lynch Investment Fund - Accounts	976,406	1,176,050
Term deposits	172,170	166,884
Oppenheimer mutual funds	130,649	137,237
Checking accounts	300	387
J.P. Morgan Chase money market	169	448
	<u>1,279,694</u>	<u>1,481,006</u>
Radio and television and A.C.T. departments		
Dues	206,945	190,431
Initiation fees	243	435
	<u>207,188</u>	<u>190,866</u>
Rental income (note 10)	144,784	141,590
Royalty income (note 7)	154,532	162,482
Constitution and bylaws	7,498	8,873
Miscellaneous income	151,634	143,592
Total income	<u>\$20,212,186</u>	<u>\$18,919,787</u>
EXPENSES		
International President		
Matthew D. Loeb		
Salary	\$ 307,419	\$ 299,626
Expenses	10,400	10,400
Transportation and incidentals	119,034	104,421
	<u>436,853</u>	<u>414,447</u>

GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Activities (continued)

	Year Ended April 30	
	2011	2010
General Secretary - Treasurer James B. Wood		
Salary	255,050	246,165
Expenses	10,400	10,400
Transportation and incidentals	26,735	25,325
	<u>292,185</u>	<u>281,890</u>
Vice-Presidents		
Salaries	1,366,416	1,240,787
Expenses	41,600	41,600
Transportation and incidentals	299,865	212,236
	<u>1,707,881</u>	<u>1,494,623</u>
Assistants to the President		
Salaries	325,191	306,719
Expenses	10,400	10,400
Transportation and incidentals	83,806	85,732
	<u>419,397</u>	<u>402,851</u>
International Trustees		
Salaries	27,483	31,951
Transportation and incidentals	25,700	21,511
	<u>53,183</u>	<u>53,462</u>
International Representatives		
Salaries	2,530,515	2,634,703
Expenses	67,600	80,400
Transportation and incidentals	592,890	535,745
	<u>\$3,191,005</u>	<u>\$3,250,848</u>
Special Representatives and Miscellaneous Assignments		
Salaries	\$ 365,881	\$ 424,147
Expenses	800	800
Transportation and incidentals	79,386	81,882
	<u>446,067</u>	<u>506,829</u>
Administrative and general expenses		
Office salaries	1,305,449	1,162,150
Stationery and printing	165,293	94,514
Official bulletin	575,478	595,980
Telecommunications	93,807	90,118
Postage	123,303	136,373
Insurance - general	138,069	134,514
Hospitalization and insurance	2,018,724	1,921,446
Audit and computer services	161,865	162,000
Legal fees and expenses	572,652	602,315
New York office rent (note 4)	658,470	630,114
Payroll taxes	483,426	448,974
Convention expenses	1,644	224,689
Subscriptions, trade papers and publicity	35,266	37,191
Executive board meetings	246,387	443,923
Canadian office expenses	4,191	4,506
Foreign currency exchange (gain) loss (note 2)	(37,374)	53,807
Storage rent and related expenses	45,287	46,932
Investment fees and other	209,322	195,129
Office expenses and supplies	160,250	120,164
Emblems, seals, etc.	36,889	54,467
Per capita tax		
A.F.L. - C.I.O.	758,915	650,125
Union Label and Service Department	22,800	22,800
Canadian Labour Congress	66,313	66,037
Department of Professional Employees	56,000	54,000
Tickets for dinners and testimonials	23,777	26,464
Donations	268,003	247,125
I.A.T.S.E. Retirement Fund costs (note 5)	2,540,840	2,201,677
Office - pension	204,630	163,719
Exhibit	33,833	31,023
Computer	116,336	102,785
Lease expenses	6,903	21,540
Consultant fees	96,377	120,359
Miscellaneous	192,400	171,778

	Year Ended April 30	
	2011	2010
Depreciation	215,666	195,417
West coast building		
Real estate taxes	38,747	37,294
Electricity	18,912	21,835
Depreciation	54,599	53,899
Management expense	10,800	12,060
Repairs and maintenance	43,102	53,777
Miscellaneous	685	11,337
Canada building		
Insurance	3,470	6,170
Accounting fees	4,725	6,165
Repairs and maintenance	1,795	8,986
Real estate taxes	20,949	19,407
Depreciation	20,989	20,905
Miscellaneous	19,387	11,981
	<u>11,839,351</u>	<u>11,497,971</u>
Total expenses	18,385,922	17,902,921
Change in net assets before investment (gain)/loss	1,826,264	1,016,866
Investment (gain)/loss		
Unrealized loss on investments	60,531	160,580
Realized (gain) on sale of investments	(57,778)	(217,636)
	<u>2,753</u>	<u>(57,056)</u>
Change in net assets (note 12)	<u>\$1,823,511</u>	<u>\$1,073,922</u>

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

	Year Ended April 30	
	2011	2010
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$1,823,511	\$1,073,922
Pension related changes other than benefit cost	(530,617)	(4,310,376)
	<u>1,292,894</u>	<u>(3,236,454)</u>
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	291,254	270,221
Canadian translation		(1,111,201)
Straight-line rent	(11,657)	(11,953)
Unrealized loss on investments	60,531	160,580
Realized (gain) on sale of investments	(57,778)	(217,636)
Changes in certain other accounts		
Interest receivable	23,715	(9,597)
Other receivables	(124,624)	(41,677)
Protested checks	4,073	(13,686)
Loans and credits to locals	(1,025)	7,300
Prepaid expenses	(237)	(268)
Accounts payable and accrued expenses	222,827	(1,673)
Accrued I.A.T.S.E. Retirement Fund	760,674	4,744,945
Due to other funds	33,087	(21,104)
Due to Defense Fund	26,749	(50,937)
Due to Security Department		(6,751)
Deferred income	571,513	692,529
Total adjustments	1,799,102	4,389,092
Net cash provided by operating activities	<u>3,091,996</u>	<u>1,152,638</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(24,829,296)	(28,502,932)
Proceeds from sales of investments	23,211,691	28,386,932
Purchase of real and personal property	(287,763)	(396,209)
Board designated investment	(1,124,965)	(656,176)
Net cash (used) by investing activities	<u>(3,030,333)</u>	<u>(1,168,385)</u>
Increase (decrease) in cash	61,663	(15,747)
Cash at beginning of year	295,372	311,119
Cash at end of year	<u>\$ 357,035</u>	<u>\$ 295,372</u>

GENERAL FUND AND SUBSIDIARIES
Notes to Consolidated Financial Statements
April 30, 2011

Note 1 - Organization

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

The purpose of the International is to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to insure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The International's wholly-owned subsidiary, the I.A.T.S.E. Realty Corporation (Realty Corp.), a California nonprofit mutual benefit corporation, was incorporated on September 3, 1999 to hold title to property, collect income therefrom and pay related expenses. The International has a 100% controlling financial interest in the Realty Corp.

On April 5, 2005, a second wholly-owned subsidiary, the I.A.T.S.E. International Building Corporation (Building Corp.), was incorporated as a nonshare capital corporation in Ontario, Canada to hold title to property, collect income therefrom and pay related expenses. The International has a 100% controlling financial interest in the Building Corp.

Note 2 - Summary of significant accounting policies

The consolidated financial statements include the accounts of the General Fund and its subsidiaries, Realty Corp. and Building Corp. All intercompany accounts and transactions are eliminated.

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

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

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

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

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

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

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

Certain information in the fiscal 2010 consolidated financial statements has been reclassified to conform to the fiscal 2011 presentation.

The International has evaluated subsequent events through July 11, 2011, and has determined there are no subsequent events or transactions which would require recognition or disclosure in the International's consolidated financial statements.

Note 3 - Investments

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

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

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

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

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

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

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

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

The following table summarizes the valuation of the International's investments by the above fair value hierarchy levels as of April 30, 2011 and April 30, 2010:

Description	2011			
	Level I	Level II	Level III	Total
Board designated investments (A)				
Government securities	\$2,784,386	-	-	\$2,784,386
Corporate bonds	1,387,188	-	-	1,387,188
Cash and cash equivalents	-	105,528	-	105,528
	4,171,574	105,528	-	4,277,102
Investments, at market				
Government securities	21,498,249	-	-	21,498,249
Corporate bonds	7,071,491	-	-	7,071,491
Mutual funds	2,972,471	-	-	2,972,471
Cash and cash equivalents	-	4,422,493	-	4,422,493
Non-marketable security	-	-	199,840	199,840
	31,542,211	4,422,493	199,840	36,164,544
Total investments	\$35,713,785	\$4,528,021	\$199,840	\$40,441,646

Description	2010			
	Level I	Level II	Level III	Total
Board designated investments (A)				
Government securities	\$2,055,861	-	-	\$2,055,861
Corporate bonds	980,378	-	-	980,378
Cash and cash equivalents	-	115,898	-	115,898
	3,036,239	115,898	-	3,152,137
Investments, at market				
Government securities	19,984,420	-	-	19,984,420
Corporate bonds	7,551,377	-	-	7,551,377
Mutual funds	2,593,675	-	-	2,593,675
Cash and cash equivalents	-	4,387,702	-	4,387,702
Non-marketable security	-	-	32,518	32,518
	30,129,472	4,387,702	32,518	34,549,692
Total investments	\$33,165,711	\$4,503,600	\$32,518	\$37,701,829

(A) In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. For the fiscal years 2011 and 2010, funds in the amount of \$966,850 and \$428,670, respectively, were transferred to a Building reserve account. Such funds were deposited into a Merrill Lynch investment account. The fair value for the Merrill Lynch investment account at April 30, 2011 and 2010 was \$4,277,102 and \$3,152,137, respectively.

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

Balance, April 30, 2010 and 2009	\$32,518
Investment in non-marketable security	6,336
Unrealized gain on investments	160,986
Balance, April 30, 2011	\$199,840

During fiscal 2011, management reviewed the valuation of its non-marketable security. Such evaluation was based on a variety of factors including consideration of current operating performance and future expectations of the entity for which the International held such non-marketable security. Based on this evaluation, the International increased the estimated carrying value of its non-marketable security by \$160,975 for the fiscal year ended April 30, 2011.

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

Note 4 - Lease agreement

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

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

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

The lease rents are calculated on a straight-line basis which is used to recognize minimum rent expense under leases which provide for varying rents over their terms. Use of the straight-line basis results in accelerated recognition of expense since the applicable lease provides for free rent periods and increasing rents over its term. The effect of applying the straight-line basis as opposed to recognizing expense when payable resulted in a (decrease) in rent expense in the amount of \$(11,657) and \$(11,953) for the years ended April 30, 2011 and 2010, respectively. Total rent expense for the years ended April 30, 2011 and 2010 amounted to \$658,470 and \$630,114, respectively.

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

Fiscal Year	
2012	\$ 492,800
2013	526,400
2014	394,800
	<u>\$1,414,000</u>

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

The International has a contributory retirement plan covering its qualifying employees. The plan provides a normal pension to a participant whose covered employment with I.A.T.S.E. terminates, has attained age 65 and accrued at least five years of credited service. Disability pension benefits are payable at any age to a participant whose covered employment with I.A.T.S.E. terminates with at least ten years of credited service. For fiscal years 2011 and 2010, the annual funding is 25% of each participating employee's salary.

The funded status of the International's pension benefit obligation and amounts recognized in the consolidated statement of financial position as of April 30, 2011 and 2010, were as follows:

	April 30	
	2011	2010
Plan assets at fair value	\$17,765,545	\$14,918,249
Projected benefit obligation	(30,837,854)	(27,229,884)
Funded status	<u>\$(13,072,309)</u>	<u>\$(12,311,635)</u>

	April 30	
	2011	2010
Prepaid pension cost	\$ 862,823	\$ 1,092,880
Unrecognized actuarial (loss)	(13,766,768)	(13,191,106)
Unrecognized prior service costs	(168,364)	(213,409)
	<u>\$(13,072,309)</u>	<u>\$(12,311,635)</u>

	April 30	
	2011	2010
Benefit cost	\$2,540,840	\$2,201,677
Employer contribution	\$2,310,783	\$1,767,108
Benefits paid	<u>\$1,262,073</u>	<u>\$1,210,436</u>

Weighted average assumptions made as of the beginning of the year (April 30, 2010 and 2009) were used to determine the benefit cost for the years indicated. The calculation of the plan's funded status and amounts recognized in the consolidated statement of financial position were based upon weighted average actuarial assumptions appropriate at the end of the year (April 30, 2011 and 2010) and are shown below:

	April 30	
	2011	2010
Discount rate	6.00%	7.25%
Expected long-term rate of return on plan assets	7.50%	7.50%
Rates of increase in compensation levels	4.00%	4.00%

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

	April 30	
	2011	2010
Discount rate	5.50%	6.00%
Rates of increase in compensation levels	4.00%	4.00%

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

	April 30	
	2011	2010
Equity securities	25.68%	36.91%
Debt securities	39.30%	29.08%
Other	35.02%	34.01%
	<u>100.00%</u>	<u>100.00%</u>

Fair value measurements for the International's benefit plan's assets at April 30, 2011 and 2010 are summarized below:

	April 30, 2011			
	Level I	Level II	Level III	Total
Plan assets				
Cash	-	\$760,179	-	\$760,179
Equity securities	4,561,411	-	-	4,561,411
Debt securities	6,982,012	-	-	6,982,012
Other	3,053,082	-	2,408,721	5,461,803
Total plan assets at fair value	<u>\$14,596,505</u>	<u>\$760,179</u>	<u>\$2,408,721</u>	<u>\$17,765,405</u>

	April 30, 2010			
	Level I	Level II	Level III	Total
Plan assets				
Cash	-	\$410,237	-	\$ 410,237
Equity securities	5,506,623	-	-	5,506,623
Debt securities	4,337,531	-	-	4,337,531
Other	2,516,756	-	2,147,102	4,663,858
Total plan assets at fair value	<u>\$12,360,910</u>	<u>\$410,237</u>	<u>\$2,147,102</u>	<u>\$14,918,249</u>

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

Balance, April 30, 2009	\$1,507,317
Realized (loss) on investments in investment fund	(34)
Unrealized appreciation on investments in investment fund	154,819
Increase in investments in investment fund, at cost	485,000
Balance, April 30, 2010	<u>2,147,102</u>
Unrealized appreciation on investments in investment fund	161,619
Increase in investments in investment fund, at cost	100,000
Balance, April 30, 2011	<u>\$2,408,721</u>

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

The accumulated benefit obligation was \$24,913,211 and \$21,808,241 for the years ended April 30, 2011 and 2010, respectively.

Expected contributions to the plan in fiscal 2012 are approximately \$2,400,000.

Expected future benefit payments are as follows:

Calendar Year	
2011	\$1,245,300
2012	1,243,853
2013	1,290,863
2014	1,604,479
2015	1,655,359
2016-2020	9,323,973
	<u>\$16,363,827</u>

Note 6 - Per capita tax

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

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

Period	Allocation of Quarterly Stamp				
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	Richard Walsh/ Alfred W. DiTolla/ Harold Spivak Foundation
Jan. 1, 2011 - April 30, 2011	\$47.00	\$40.90	\$4.00	\$2.00	\$.10
Jan. 1, 2010 - Dec. 31, 2010	45.00	38.90	4.00	2.00	.10
May 1, 2009 - Dec. 31, 2010	44.00	37.90	4.00	2.00	.10

Note 7 - Royalty income

During 1997, the International entered into an agreement with the A.F.L.-C.I.O. granting them the right to use the International Union trademarks and membership lists. In consideration for this license, the A.F.L.-C.I.O. pays annual royalties to the International based on usage. The annual royalties received by the International during fiscal 2011 and 2010 amounted to \$154,532 and \$162,482, respectively. The term of the existing agreement expires on February 28, 2017.

Note 8 - Real and personal property

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

	Year Ended April 30	
	2011	2010
Land	\$1,147,391	\$1,147,391
Buildings	2,740,907	2,717,496
Furniture and equipment	2,276,706	2,012,354
Total	6,165,004	5,877,241
Less accumulated depreciation	2,111,214	1,819,960
	\$4,053,790	\$4,057,281

Note 9 - Employee 401(K) Savings Plan

The International maintains a 401(K) defined contribution savings plan through Merrill Lynch. All those employed by the International who have attained the age of 21 and

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

Note 10 - Rental income

The Realty Corp. as lessor under two commercial leases, which expire in fiscal 2012 and 2014, will receive minimum base rents during the term of the leases as follows:

Fiscal Year	
2012	\$81,491
2013	81,367
2014	13,627
	<u>\$176,485</u>

Note 11 - Contingency

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

Note 12 Unrestricted net assets

	Total	Unrestricted Net Assets	Pension Liability Adjustments
Balance April 30, 2009	\$28,309,181	\$37,403,320	\$(9,094,139)
Change in net assets	1,073,922	1,073,922	-
Pension related changes other than benefit cost	(4,310,376)	-	(4,310,376)
	(3,236,454)	1,073,922	(4,310,376)
Balance April 30, 2010	25,072,727	38,477,242	(13,404,515)
Change in net assets	1,823,511	1,823,511	-
Pension related changes other than benefit cost	(530,617)	-	(530,617)
	1,292,894	1,823,511	(530,617)
Balance April 30, 2011	\$26,365,621	\$40,300,753	\$(13,935,132)

CONVENTION TRANSPORTATION AND PER DIEM FUND Statement Of Financial Position

ASSETS	Year Ended April 30	
	2011	2010
Cash	\$25,992	\$36,300
Investments, at market (note 3)		
Merrill Lynch Investment Fund Account	3,213,387	2,453,482
Harris Private Banking	717,634	569,981
	<u>3,931,021</u>	<u>3,023,463</u>

Accrued interest receivable	11,261	11,097
Due from General Fund	147,299	114,212
Total assets	<u>\$4,115,573</u>	<u>\$3,185,072</u>

LIABILITIES AND UNRESTRICTED NET ASSETS		
Deferred income (note 1)	\$248,305	\$229,842
Unrestricted net assets	3,867,268	2,955,230
Total liabilities and unrestricted net assets	<u>\$4,115,573</u>	<u>\$3,185,072</u>

CONVENTION TRANSPORTATION AND PER DIEM FUND Statement Of Activities

INCOME	Year Ended April 30	
	2011	2010
Per capita tax (note 1)	\$866,377	\$824,813
Interest earned	43,708	51,097
Foreign currency exchange gain	4,027	22,763
Total income	<u>914,112</u>	<u>898,673</u>

EXPENSES		
Printing expense	-	368,663
2009 convention delegates' transportation and expense	-	2,466,579
Miscellaneous	4,550	4,940
Total expenses	<u>4,550</u>	<u>2,840,182</u>
Change in net assets before net realized and unrealized gain (loss) on investments	909,562	(1,941,509)
Net realized and unrealized gain (loss) on investments (note 3)	2,476	(6,134)
Change in net assets	912,038	(1,947,643)
Unrestricted net assets - beginning of year	2,955,230	4,902,873
Unrestricted net assets - end of year	<u>\$3,867,268</u>	<u>\$2,955,230</u>

CONVENTION TRANSPORTATION AND PER DIEM FUND Statement Of Cash Flows

	Year Ended April 30	
	2011	2010
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$912,038	\$(1,947,643)
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities		
Canadian translation	-	(146,000)
Net realized and unrealized (gain) loss on investments	(2,476)	6,134
Changes in certain accounts		
Accrued interest receivable	(164)	19,617
Due from General Fund	(33,087)	19,139
Deferred income	18,463	32,251
Total adjustments	(17,264)	(68,859)

Net cash provided (used) by operating activities	894,774	(2,016,502)
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(2,719,033)	(3,417,043)
Proceeds from redemption of investments	1,813,951	4,386,526
Net cash provided (used) by investing activities	(905,082)	969,483
(Decrease) in cash	(10,308)	(1,047,019)
Cash at beginning of year	36,300	1,083,319
Cash at end of year	\$25,992	\$36,300

CONVENTION TRANSPORTATION AND PER DIEM FUND Notes to Financial Statements

Note 1 - Organization

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

Note 2 - Summary of significant accounting policies

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

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

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

The Fund's cash is deposited in various banks at April 30, 2011. The Fund has not experienced any losses on its cash deposits.

The Fund has evaluated subsequent events through July 11, 2011, and has determined there are no subsequent events or transactions which would require recognition or disclosure in the Fund's financial statements.

Note 3 - Valuation of investments and fair value measurement

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

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

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

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

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

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

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

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

The following table summarizes the valuation of the Fund's investments by the above fair value hierarchy levels as of April 30, 2011 and 2010:

Description	2011			Total
	Level I	Level II	Level III	
Government securities	\$455,362	-	-	\$455,362
Corporate bonds	120,267	-	-	120,267
Cash and cash equivalents	-	180,236	-	180,236
Certificates of deposit	3,175,156	-	-	3,175,156
Total investments	\$3,750,785	\$180,236	-	\$3,931,021

Description	2010			Total
	Level I	Level II	Level III	
Government securities	\$360,215	-	-	\$360,215
Corporate bonds	93,151	-	-	93,151
Cash and cash equivalents	-	467,626	-	467,626
Certificates of deposit	2,102,471	-	-	2,102,471
Total investments	\$2,555,837	\$467,626	-	\$3,023,463

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

DEFENSE FUND Notes to Financial Statements

Note 1 - Organization

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

Note 2 - Summary of significant accounting policies

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

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

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

The Fund's cash is deposited in various banks at April 30, 2011. The Fund has not experienced any losses on its cash deposits.

The Fund has evaluated subsequent events through July 11, 2011 and has determined there are no subsequent events or transactions which would require recognition or disclosure in the Fund's financial statements.

Note 3 - Valuation of investments and fair value measurement

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

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

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

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

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

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

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

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

The following table summarizes the valuation of the Fund's investments by the above fair value hierarchy levels as of April 30, 2011 and 2010:

Description	2011			Total
	Level I	Level II	Level III	
Government securities	\$8,465,117	-	-	\$8,465,117
Corporate bonds	2,585,218	-	-	2,585,218
Cash and cash equivalents	-	\$470,482	-	\$470,482
Total investments	\$11,050,335	\$470,482	-	\$11,520,817

Description	2010			Total
	Level I	Level II	Level III	
Government securities	\$7,569,235	-	-	\$7,569,235
Corporate bonds	2,944,684	-	-	2,944,684
Cash and cash equivalents	-	308,480	-	308,480
Total investments	\$10,513,919	\$308,480	-	\$10,822,399

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

It's All About Holding Hands and Stitching Hems

By Erik Piepenburg

When Sutton Foster won the Tony Award for best actress this month for her performance in “Anything Goes,” she began her acceptance speech by thanking the usual suspects: co-stars, teachers, director, boyfriend. It wasn’t until she thanked her dresser, though, that Ms. Foster’s composure broke, and the waterworks started.

“He’s the world’s greatest artist, and he’s moving to Cape Cod, and he’s going to be amazing, and I love you so much!” Ms. Foster gushed about Julien Havard, her voice drenched in sobs.

Tears of joy for an encouraging parent or beloved teacher is one thing. But for the guy who stuffs bras and cinches girdles?

“We’re like best friends, brother and sister,” Ms. Foster said during an interview in her dressing room, Mr. Havard seated next to her, a few days after the Tonys. “He sees the best, the worst, the good, the bad. There’s no one in the world I’m more comfortable with than him.”

Ms. Foster and other performers who have worked with a particular dresser for many years say actor-dresser relationships are more spiritual than transactional. They often transcend workday boundaries, especially in the theater, where emotions (and bodies backstage) are exposed. Patti LuPone said Pat White, who has been her dresser on and off for over 20 years, provides her with more than just costume changes; she’s a therapist, confidante, cheerleader, life coach, personal assistant, stylist and repairman.

“Pat instinctively knows what I need, whether it’s physical stuff or space or a laugh or how to negotiate people coming in and out of the dressing room,” Ms. LuPone said. “I call her the general.”

Depending on the size of the cast, a Broadway show can have anywhere from one to as many as 15 dressers, whose daily tasks — ironing costumes, sewing hems, repairing shoes — can take place in and around the dressing room up to 90 minutes before curtain time. Star dressers are usually assigned to oversee the costumes for one actor. (They may also dress stars for appearances in public or on television.) The typical weekly salary for a Broadway dresser ranges from \$1,100 to \$1,400 a week, depending on the amount of work, and all Broadway dressers are members of the Theatrical Wardrobe Union.

Once the actor is in costume, dressers “run” a show, meaning that they’re backstage to help actors quickly change costumes during the performance. In “Anything Goes” Mr. Havard greets Ms. Foster when she exits the stage and escorts her to her entrances to help her execute all 11 of her costume changes. He carries lozenges, throat sprays, water and other remedies that Ms. Foster, a big-throated tap machine, may need.

Touching, consoling and cajoling an actor during eight shows a week can sometimes escalate into something like parental tough love, Mr. Havard said.

“You’re the one in the dark naked with them when they’re crying because it’s their first show, and there are 1,500 people out there,” he said. “You’re just like, ‘Whatever, put on your pantyhose.’”



Julien Havard, right, and Sutton Foster, seated, in Ms. Foster’s dressing room at the Stephen Sondheim Theater where Ms. Foster stars in the Broadway revival of “Anything Goes.”



Dressing is almost motherly, Ms. White said.

"Sometimes I'll say, 'Patti, did you eat?' " she said. "She'll say, 'No, I'm fine,' and I'm like, 'No, you're going to eat.' "

Ms. LuPone said, "What you want backstage is someone who knows you beyond your responsibility in the role."

Victoria Clark has been friends with Vicky Grecki, her dresser in the Broadway musical "Sister Act," for some 30 years. Around her waist Ms. Grecki wears an apron filled with hairpins, tiny lights for seeing in the dark backstage, bandages and other sundries. Essential for any good dresser are lightning-quick skill and James Bond-like stealth.

"She will notice that the hem is dangling, and it's done," Ms. Clark said during an interview in her dressing room, Ms. Grecki at her side. "She'll notice if the lace has started to fray, and it will be replaced."

Broadway stars like Ms. Foster, Ms. LuPone and Ms. Clark all negotiated their contracts to include a star dresser.

"Vicki's very popular, and I can't always get her," Ms. Clark lamented.

Sticking with the same dresser for years, show after show, can help an actor remain in good spirits, which can help brighten the outlook of the rest of the cast and crew.

"If you've got a great dresser, then you've got a really wonderful backstage atmosphere," Ms. LuPone said. "If you have a real lousy dresser, then people are bitching."

Actor-dresser bonds often extend beyond the stage door. Ms. LuPone said Ms. White had been to her family's home in South Carolina. Ms. Grecki made an outfit for the christening of Ms. Clark's son. Ms. Foster has several works by Mr. Havard, who is also a visual artist, in her home and isn't above going out to get takeout

for him on two-show days. (Ms. Foster's Tony tears came just days before Mr. Havard moved to Hyannis, Mass., where he will be artist in residence at the Hyannis Harbor Arts Center.)

Dressers are essential to, and share in, their stars' success.

"I enjoy making things go," Ms. White said. "That's my job."

Ms. LuPone interjected: "It's like a pit crew for a Nascar race. I'm the driver; they're the pit crew. When they get the wheels on, and they don't fall off on the track, the pit crew congratulates themselves."

Ms. Grecki said that when Ms. Clark took her bows, she participated in the stardust.

"I'm very proud to see Victoria onstage looking as well as she does," she said. "It's part of me out there too."

*From The New York Times on the Web
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CARD CHECK

The office of the General Secretary-Treasurer has sent out over 60 letters to ACT members who are not current in their financial obligations for 2011. Although these individuals are not currently traveling with touring attractions, it does remind us to ask the Head Carpenters and Business Agents of our Stage, Mixed, Wardrobe, Hair and Makeup Locals to continue the practice of checking cards and contracts in the venues where these shows are presented. As most know, shows that travel under contract with The Broadway League/Disney Theatricals are issued Passports in lieu of the traditional pink contract. Shows that travel under contract with FELD, VEE, Networks, Troika, Big League, Phoenix, and Worklight continue to be issued pink contracts as we have long remembered them.

Regardless of the type of "contract" issued, our rep-

resentatives in the local unions are encouraged to continue the long standing practice of making sure that the traveling member is in compliance with the International's Constitution and Bylaws in this regard. Any deviations of compliance should be reported to the Stagecraft Department immediately for remedy.

It is only through your attention and diligence that we can guarantee that those members traveling are indeed under a collective agreement and getting the benefit of same. It is anticipated that after the upcoming negotiations with the non-League/Disney Theatrical Producers mentioned above, absent FELD and VEE, all these traveling members' contracts will be converted to the Passport system and we will advise you of those changes in an upcoming edition of the *Official Bulletin*.



Elect a Shop Steward

In an effort to improve the level of communication with the Stagecraft Department, and for the contractual protection of your fellow pink contract employees, every traveling attraction should elect a Shop Steward.

The role of the Shop Steward is an important part of every environment that represented employees work within and especially so for productions that travel and are not in a fixed facility. The Shop Steward should be elected at the beginning of the touring cycle. The Shop Steward does not have to be from any particular department or position within the show.

Some of the responsibilities of a Shop Steward are:

- Including issues of all departments in any discussions with management as well as any discussions with the Stagecraft Department.
- Attempting to settle minor grievances (such as call times, meal breaks and meal penalties) as they come up.
- Contacting the Stagecraft Department regarding major issues that cannot be settled in a simple discussion with Management. Management should not be allowed to

put the individual member into a position of interpreting the applicable agreement. This is the role of the General Office.

We can all help the Steward by letting them be the voice of the crew. The Shop Steward is legally protected against discrimination and retaliation for acting in the capacity of Shop Steward. Please respect the position and speak with one voice.

Please let the Stagecraft Department know who has been elected as the Shop Steward on your tour so that this information can be entered into the database.

Let Us Know In Advance

Prior to accepting employment on a traveling show, it is advisable to contact the Stagecraft Department concerning whether the show is traveling under the benefit of a pink contract or not. Often the Department is unaware of who is traveling with a particular show until the request for pink contracts is made. We believe it would be advantageous for the Department to know who is considering an offer as you are deciding whether to go out on the road or not.





Securing Your Paycheck

Some years back, the Motion Picture & Television Production Division of the IATSE instituted a policy of securing a deposit or guarantee covering crew wages and benefits. Typically, an amount equal to two weeks of projected wages and benefits are either paid into an IA-controlled escrow account or the production's payroll company secures a deposit and makes the guarantee on behalf of the production company.

Most typically, this policy is applied to single production agreements, new term signatory companies and any company that we are aware of that has had a history of financial irresponsibility.

The companies dislike it, often complaining that it shows a lack of trust and goodwill; and imposes a financial hardship on the production. Experience has shown, however, that the louder the complaints, the greater the need to secure the wages and benefits of our members.

Oftentimes, as negotiations progress certain crews are working prior to the contract being signed and a deposit is in place. This is often unavoidable. But what everyone needs to understand is that if the producer does not make the deposit as agreed, the contract has little practical value if the financial terms cannot be enforced. Because of that, from time-to-time the IA must declare a material breach of the agreement and direct members to withhold service until the payroll has been secured.

Motion picture technicians are predominantly freelance workers and therefore work on a day-to-day basis. This can make it difficult to go directly to a producer to point out contract violations without fear of retribution. Unfortunately, retribution can mean not being invited back to the feature the next day or television show the next season. Worse still, it can potentially damage an individual's reputation in the broader production community. Being a daily hire, the producer can just say "sorry crewmember, we are going in a different direction and don't need you back."

The solution is to work through your chain-of-command. In the event of a problem, first discuss with your department head or Shop Steward, as appropriate. The next step is to contact your local union representative. Disputes and problems happen on every set. The secret to professional success is to see that these are handled professionally and in the manner called for by the union structure and collective bargaining agreement.

Those members who came of age in their craft in the 1990's almost certainly have war stories about being on the frontlines of IATSE organizing drives. That decade was the turning point for our union in flexing our collective muscle and bringing thousands of companies under contract in the motion picture, television and commercial production industry.

The fights were often hard-fought; where members laid their jobs on the line in order to obtain a contract that codified the professional working standards of the industry, along with employer-paid health and retirement benefits.

It is tempting to sit back and reflect on our success and think, "mission accomplished". But that would be a mistake. As technology changes, as distribution models evolve and as the type of content changes, we must maintain our vigilance so as not to have to play the kind of catch-up we did in the 1990's.

Technology has made filmmaking more accessible.

The Internet has changed distribution forever, providing new, low-cost outlets to virtually anyone. And the rise of reality programming and video gaming as a percentage of the total market has increased.

We need to stay on top of these trends and organize and negotiate smart agreements tailored to the new reality, rather than trying to impose contractual models from the past. Just as we found innovative solutions for the burgeoning low budget market 20 years ago, we have been addressing the challenges of evolving market.

Our ability to respond appropriately to changes in the industry is derived from our frontline members. We need people to call in all of their work so we are aware. We need members to discuss workplace issues with their BA's to learn more about new trends. And finally we need to assure that non-members who aspire to careers in our industry are brought into membership so that our bargaining power is strengthened and we can negotiate new contracts from a position of strength.



CITT Rendez-vous 2011

International Representatives Barny Haines and Peter DaPrato attended the 21st annual CITT Rendez-vous, held from August 11 to 13 in Victoria, British Columbia. Once again, the IATSE was a Gold Level sponsor at the conference and provided delegate bags. Members from Locals 63, 118, 168, 210 and 891 were in attendance and Victoria-based Local 168 sponsored the AGM Luncheon.

This year's event saw a number of workshops presented, such as Advanced Vector Works Tutorial, Conflict Resolution, Stage Rigging Old & New, Colour Theory and Scenic Painting. There was also a tour of the many venues of Victoria, including the Royal Theatre; one of the few remaining theatres in Canada to feature a hemp fly system.

International Representatives Barny Haines and Peter DaPrato at the annual CITT Conference.



SIGGRAPH CONFERENCE



Local 891 Corresponding Secretary Dusty Kelly, International Representatives James Goodman, Peter DaPrato and Julia Neville, and Local 669 Business Agent Marcus Handman.

The annual SIGGRAPH Conference was held this year from August 7-13 at the Vancouver Trade and Convention Centre. This international conference covers a wide range of interactive technologies and is the premier event for anyone who works in animation, gaming and visual effects. For the first time, the IATSE had a presence at SIGGRAPH, with International Representatives Julia Neville, James Goodman and Peter DaPrato manning the IATSE booth. Local representatives from 891 and 669 were also on hand to answer questions from attendees on exactly what the IATSE is and what it can do for workers in these industries.



IATSE Local Signs with JP Display

ILocal 838 has secured a first contract with JP Display, a local employer in Salt Lake City, Utah. The term of the contract is for two years at parity with other local General Service Contractors. The signing of this contract brings all General Service Contractors operating in Salt Lake City under the banner of the IATSE.

JP Display launched in 2005 and has grown from a small family business with just a couple of shows into a serious competitor focusing on consumer shows, in the Salt Lake market. Rick Peters, President of JP Display, began in the Tradeshow industry over 20 years ago working side by side with Salt Lake IATSE members as an employee of Modern Expo Services. Local 838 Business Representative Nancy Trowse remarked, "what a pleasure it is to get a new contract with someone I have known and worked next to since 1988." Today JP Display now markets it's relationship with the Local to secure and subcontract work that might otherwise be non-union.

Securing the work for IA members from non-union workforces is a top priority of Local 838 Officers. As JP Display grew its share of the market, signing them to a parity agreement insures protection of the jurisdiction and creates better positioning for future negotiations.



Pictured are IATSE Local 838 officers (from left to right), Bill Taylor, President; Nancy Trowse, Business Representative; Lisa Cooper, Treasurer.

INFOCOMM 2011

The IATSE participated in InfoComm 2011, the annual conference and exhibition for professional audiovisual buyers and sellers worldwide, held June 15-17 in Orlando, Florida.

From left to right: International Vice President/Co-Division Director of Stagecraft Brian Lawlor, Larry Sedwick, SVP MSG Productions, Larry Morley, Technical Supervisor, MSG Productions and Local One member, John Halloran of John Halloran and Associates, and Local 631 member Randy Moreland.





A Safe and Healthful Workplace

By Kent Jorgensen,
Chairman, IATSE Craft
Advancement Program Committee



At the time this quarter's article was due, an incident occurred that resulted in the death of 5 people including one of our own. Since the beginning of the year other incidents have happened involving IATSE members. Some of these other incidents resulted in death, others in people going to the hospital, and others just piled on the aches and pains which can make our life more difficult.

Talking about who is to blame with any of these incidents in a magazine article is probably not productive. Certainly the latest one in Indiana was too recent for this writing for very many facts to be available. What I do know is none of us work on concerts, plays, TV shows, trade shows, movies, webcasts, sales presentations, or any of the other jobs IATSE members do that are worth dying over. We need to work together and watch out for each other to keep people safe on the job.

The International is working to make this happen. It has been reported before about the IATSE Craft Advancement Program (ICAP, www.iatse-intl.org/ICAP/ICAP.html). Part of the program is to participate in writing standards and guidelines for the equipment and procedures used in our industry. Another part is to speak with OSHA and other government representatives about improving and enforcing the regulations that are there to protect workers in their workplaces.

Safety training is also part of the program. One of the training classes available through the ICAP is the OSHA 10 Hour Outreach Class. This is a class that gives an overview of selected workplace safety subjects. A major component of the class is the "Intro to OSHA" module. This portion of the class is to inform workers about what the OSH Act is and what rights it gives you as a worker.

The biggest right you have as a worker is to a "safe and healthful workplace". Over 5,600 people die on the job in the United States each year. There is no need for this. Employers are expected to provide a safe place to work. Section 5(a)(1) of the OSH Act states:

"Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are likely to cause death or serious physical harm to his employees."

The OSH Act also gives the right to:

- Know about hazardous chemicals
- Information about injuries and illnesses in your workplace
- Complain about hazards and ask they be corrected
- Training
- Medical and hazard exposure records
- File an OSHA complaint
- Participate in OSHA inspections

With all of these rights also comes the right to be free of retaliation from your employer for exercising your safety and health rights. OSHA realizes that none of these rights are worth anything if you are afraid to exercise them. They also give you, as a union member, the right to have a union representative with you. Your union can step up on your behalf to voice complaints, to attend inspections, and during interviews with OSHA inspectors.

Many workers don't want to hear about OSHA. People buy the corporate line that OSHA is bad because "regulations cost money and jobs". Corporations try and sell the public that benevolent employers are better able to protect workers and government oversight is an unnecessary and unneeded burden to put on U.S. business. Employers stick together in all kinds of associations and chambers of commerce to influence how business is conducted in this country. Their interest is not the workers, who are treated as a commodity, but the increasing of profits. Just a reminder, OSHA and unions do not exist because of good, benevolent employers.

As in other issues facing us as union members and working people in the U.S., we need to work together to change things. We can educate ourselves about safety on our jobs. Find out about your rights. This web page, www.osha.gov/Publications/osh3021.pdf, is an OSHA Publication entitled, "Employee Workplace Rights". It will tell you what the OSH Act says about your rights as an employee. Attend training by your Local (if offered) to learn about your rights. If you have a good employer, help them identify and correct hazards in your workplace. If not such a good employer, watch out for yourself and other workers and demand hazards you are exposed to be corrected.

We mourn for the lives lost by our Brothers and Sisters. We hope for the quick recovery of those hurt or who become sick on the job. And, as we go through our work day, let us make efforts so everyone is able to enjoy a safe and healthful life.

Job Safety and Health

It's the law!

OSHA

Occupational Safety
and Health Administration
U.S. Department of Labor

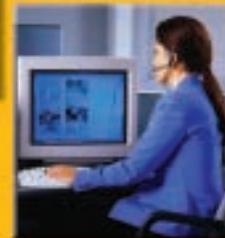
EMPLOYEES:

- You have the right to notify your employer or OSHA about workplace hazards. You may ask OSHA to keep your name confidential.
- You have the right to request an OSHA inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in that inspection.
- You can file a complaint with OSHA within 30 days of retaliation or discrimination by your employer for making safety and health complaints or for exercising your rights under the *OSH Act*.
- You have the right to see OSHA citations issued to your employer. Your employer must post the citations at or near the place of the alleged violations.
- Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.
- You have the right to copies of your medical records and records of your exposures to toxic and harmful substances or conditions.
- Your employer must post this notice in your workplace.
- You must comply with all occupational safety and health standards issued under the *OSH Act* that apply to your own actions and conduct on the job.

EMPLOYERS:

- You must furnish your employees a place of employment free from recognized hazards.
- You must comply with the occupational safety and health standards issued under the *OSH Act*.

This free poster available from OSHA –
The Best Resource for Safety and Health



Free assistance in identifying and correcting hazards or complying with standards is available to employers, without citation or penalty, through OSHA-supported consultation programs in each state.

1-800-321-OSHA
www.osha.gov

OSHA 3105-12-001

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Local 471 Donates \$10,000 to The Actors' Fund of Canada

The Canadian Off-Year Convention, held annually for Districts 11 and 12, was held this year from June 3-5 in Ottawa. The Districts invited David Hope, Executive Director of The Actors' Fund of Canada, to speak to delegates on the purpose and importance of the Fund. The Actors' Fund is a registered charity that provides short-term financial assistance to entertainment industry professionals. With the ups and downs that are common to our industry, it has assisted scores of

IATSE members over the years. Local 471, which was the host local of the Convention, presented the Fund with a donation of \$10,000.

"The Actors' Fund, despite its name, is not just for actors. It has come to the aid of members of our local in a major way," said Local 471 President Ron Colpaart. "Many of our colleagues in this sometimes difficult industry have fallen on hard times at one point and turned to the Fund for assistance. The help the Fund gives is invaluable, providing not just emer-

gency financial aid, but the chance to recover from a setback and return to doing quality work. Local 471 is proud to contribute \$10,000 to the Fund and would urge other locals to think about how they can support this important organization." If your Canadian local does not already support The Actors' Fund of Canada, please visit their Web site at www.actorsfund.ca for more information on individual donations or voluntary payroll donation programs such as the Reel Friends Program for film & television workers.



The Actors' Fund of Canada Executive Director David Hope (center) is presented a check from Local 471 by (l to r): International Vice President John M. Lewis, Local 471 Secretary-Treasurer Jim Reynolds, Local 471 President Ron Colpaart, Assistant to the President Sean McGuire and General Secretary-Treasurer James B. Wood.

100 YEARS OF SOLIDARITY FOR TENNESSEE LOCAL



In conjunction with the District 7 Convention, Knoxville Local 197 celebrated its 100th Anniversary on July 9, 2011 at the Crowne Plaza Hotel.

Front Row: John Coker, Secretary-Treasurer of Local 197 Jeff Coker, President of Local 197 Jerry Julian, International President Matthew D. Loeb, Business Agent of Local 197 Ronnie Carrell, Chuck Ward. Back Row: International Representative Dan Mahoney, Roy Wright Jr., International Representative Mark Kiracofe, Don Scruggs, Seventh District Secretary Andrew Oyaas, Manuel Vilegas, International Vice President J. Walter Cahill, International Representative Don Gandolini and Dennis Stinnett.



Local 8 Celebrates Opening of Education & Training Center

Stage Local 8 celebrated the grand opening of its new Education and Training Center at 2401 Swanson Street in South Philadelphia. The state-of-the-art facility, which replaces Local 8's undersized and outdated Hartranft Street offices in Center City, created hundreds of construction jobs, as well as support industry jobs. Among those dignitaries who attended the gala grand opening this spring were Philadelphia City Controller Alan Butkovitz, Pennsylvania State Representatives Bill Keller and John Taylor, International President Matthew D. Loeb, General Secretary-Treasurer James B. Wood, and others.

Local 8's new facility offers training to union stagehand workers for legitimate stage productions, orchestral ensembles, opera and ballet performances, rock and roll concerts, audio-visual Convention Center training, motion picture and television training, and even wardrobe, hair, and make-

up training. The curriculum also includes all safety courses needed in this challenging industry. The Local also intends to offer its training programs via the internet to all IATSE locals throughout Pennsylvania and will develop strategic partnerships with the Commonwealth's educational in-

stitutions to give graduating students access to the union in order to develop the most advanced entertainment training program in the country. The new training facility sits on a 45,000-square foot lot and includes one of the largest "green roofs" in Philadelphia.



IATSE International Officers, Local 8 leaders, and rank and file union members gather outside their new Education & Training Center in South Philadelphia.



IATSE leaders cut the ceremonial ribbon to officially open Local 8's new \$6 million Education and Training Center in Philadelphia. From left to right: Local 8 Secretary Treasurer Andrew Nolan; Trustee John Duncan, Sr.; Local 8 Trustee John Petrick, Sr.; International President Matthew D. Loeb; Business Agent and International Vice President Michael Barnes; General Secretary-Treasurer James B. Wood; Vice President Anthony Tortorice; International Vice President Brian Lawlor; and (back) John Duncan, Jr.

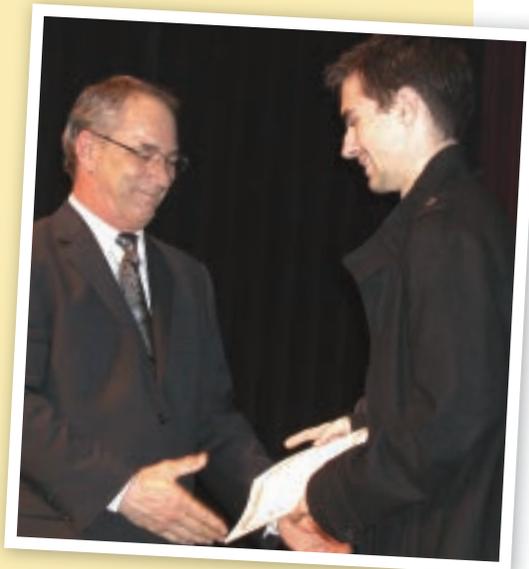


IATSE AWARDS SCHOLARSHIP AT SEARS DRAMA FESTIVAL

What began as a small drama festival in 1946 has evolved into one of the longest running cultural traditions in Canada and one of the largest student festivals in the world. In February of each year, students take center stage. The Sears Ontario Drama Festival attracts the participation of approximately 12,000 students and their teachers and represents about 350 schools throughout Ontario. The Festival moves through three phases: District and Regional Festivals and the gala Ontario Showcase.

Awards with bursaries and scholarships ranging from \$250 to \$3,000 are awarded to students over the course of the festival. These monies assist students in continuing their studies in the performing arts. Former festival participants include: David Cronenberg, Franco Boni, Margot Kidder, Rachel McAdams, Helen Shaver and Sonja Smits.

In 2007, Local 129 created the IATSE Local 129 Centennial Scholarship Fund, honoring its 100th anniversary in 2006. The fund provides a \$500 Scholarship to a Sears Drama Festival participant who is pursuing post-secondary education in a non-performance aspect of theatre or film. Once again, the International joined with Local 129 and matched its \$500 contribution, increasing the amount of the Scholarship to \$1,000. President Loeb approved the International's contribution, believing that this was an excellent opportunity to raise the profile of our industry within the community and to encourage the next generation of technicians.



International Representative Peter DaPrato (above left) awards the Scholarship to Christopher Pattenden, a student at Huron Heights Secondary School in Newmarket, Ontario.



On August 6, 2011, Local 478 celebrated its 25th Anniversary in New Orleans. The Local's charter members were presented with an engraved nautical clock and compass by President Loeb. Also on hand for the celebration was General Secretary-Treasurer Emeritus Michael Proscia, International Vice President/Division Director of Motion Picture and

Television Production Michael F. Miller, Jr., International Vice President John Ford, International Representative/Assistant Division Director of Motion Picture and Television Production Dan Mahoney, International Representatives Scott Harbinson and Don Gandolini. The event was held at the legendary and internationally known Tipitina's Music Club.



Calgary Local Celebrates Milestone



Deputy Mayor Brian Pincott with President Loeb, holding his official White Hat Certificate. President Loeb was also presented with a check for the Walsh/DiTolla/Spivak Foundation and some original artwork.

Local 212 in Calgary, Alberta, celebrated their 100th Anniversary on June 11th. The Local hosted members of the I.A.T.S.E. General Executive Board. Officers from Canadian and U.S. locals joined a strong showing of Local 212 members and industry stakeholders at a gala banquet held at the historic Gasoline Alley venue in the city's Heritage Park. Guests seized the opportunity to reminisce with old friends and make new acquaintances at the evening cocktail reception and formal dinner. Members had produced a centennial DVD, murals and souvenir program which were well received by all. Guests were regaled by inspired speakers and entertained by an ever changing lineup of musicians. International President Matthew D.

Loeb was inducted as an honorary Calgarian by the Deputy Mayor in a "White-Hatting" ceremony.

The Calgary White Hat has been presented to visiting musicians, actors, dignitaries, heads of state, prime ministers, presidents, and royalty since 1948. A symbol of friendship and western hospitality presented on behalf of the City of Calgary and The Calgary Stampede, the White Hat is an honor bestowed upon visiting guests and dignitaries as a token of their experience in Calgary. Recent notable recipients include Prince William and his wife Catherine the Duchess of Cambridge, the Dalai Llama, former U.S. presidents Bill Clinton and George Bush, Canadian Prime Minister Stephen Harper, Bob Dylan, and the Rolling Stones.

CELEBRATING 100 YEARS – TEXAS STYLE



On July 15, 2011, Austin, Texas Local 205 celebrated its 100th Anniversary at the Paramount Theatre. International President Matthew Loeb, International Vice President/Co-Division Director of Stagecraft Brian Lawlor, International Representa-

tives Mark Kiracofe and Joel Youngerman were in attendance, along with members of Locals 126, 127, 484 and local industry guests. President Loeb presented membership anniversary pins and a 50-year Scroll to Brother Jon Vickers.

IATSE Family Member Awarded Union Plus Scholarship

Union Plus Provides \$150,000 to Help Students from Union Families Achieve Their Dreams

Union Plus has awarded \$150,000 in scholarships to 130 students representing 43 unions, including the daughter of an International Alliance of Theatrical Stage Employees (IATSE) member, in the 2011 Union Plus Scholarship Program.



Hillary Tilden of Huntington Beach, CA, whose father Brian Tilden is a member of IATSE Local 728 and whose mother also is a union member, has been awarded a \$500 scholarship.

“During a time when the labor movement is under attack, helping union members and their children achieve their educational goals is critical. This year’s scholarship recipients appreciate that their unions provide family-sustaining benefits, a voice in the workplace and a path to achieve the American Dream,” says Leslie Tolf, president of Union Privilege, the organization that provides an array of Union Plus benefits for union families, including the scholarship program.

Hillary Tilden knows how fortunate she has been to

grow up as the child of two union members, with her father being an IATSE member and her mother as a member of CSEA. Neither of her parents completed college, she says, “but through training and career development programs provided by the unions, they were able to not only provide a stable and nurturing environment for my brother and me, but also excel and develop expertise in their respective fields.” For her part, Hillary already has earned her bachelor’s degree and now is pursuing a graduate degree in communicative disorders, with the career goal of providing speech and language therapy as a licensed clinician. “I will serve people and provide them with the communicative skills to lead an independent life,” she says.

LEARN MORE ABOUT THE UNION PLUS SCHOLARSHIP PROGRAM



Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since starting the program in 1991, Union Plus has awarded \$3 million in educational funding to more than 2,100 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

Visit UnionPlus.org/Education for applications and benefit eligibility.

Other programs include mortgage and finance benefits, safety net and insurance benefits and even money-saving offers on Goodyear tires, car rentals and AT&T wireless service. Union members can visit UnionPlus.org to find out which programs their unions offer.



Elmira Member Receives His Gold Card

Brother Tommy (Chach) Ciaccio of Local 289, Elmira, New York, received his Gold Card. Brother Ciaccio became a member of IATSE in 1966. He worked and toured around the country on many Broadway and touring shows, such as *Man of La Mancha*, *Raisin*, *Purlie*, *Sophisticated Ladies* and *Noises Off*, to name a few.



On May 14, 2011 at Local 477's regular membership meeting, General Secretary-Treasurer Emeritus Michael W. Proscia presented a Gold Card to Retired International Representative and long-time member of Local 477 William L. (Tony) Alley. Brother Alley served as an International Representative from 1986 - 1996. He's been a member of the IATSE since 1975. Congratulations.



General Secretary-Treasurer Emeritus Proscia and Brother Alley.

MILESTONE FOR OHIO MEMBER

On May 12th, Brother Pat Scott, senior member of Local 101, celebrated his 100th birthday. Brother Scott had been a stagehand for many years before he became a union member. On May 12, 1953, Pat was admitted to the I.A.T.S.E. and was working at the Palace Theater as the Stage Manager. He worked that position until 1968, when he became the Stage Manager of Powers Auditorium until his retirement in 1998.





At Local 849's membership meeting, the Executive Board and members marked the retirement of its' Office Manager Marie Burke after thirteen years of dedicated service.

Back row: Treasurer Rick Gillis, Nova Scotia Representative Lori Bellefontaine, Business Agent Gary Vermeir. Front row: Prince Edward Island Representative Brian Enman, Vice President Katt Evans, Marie Burke, President Gary Mitchell and Secretary Marcel Boulet.

FLORIDA LOCAL HONORS LONG-TIME MEMBER

At Local 500's membership meeting held on May 1, 2011, President James Thompson presented a 30-year pin to Brother Kevin McKenzie for his service and dedication to his Local.

Brother McKenzie has served Local 623 (now Local 500, South Florida) in the capacity of President, Business Agent, Secretary-Treasurer and Delegate. He also served as a Trustee and Delegate for Local 500.



Brother McKenzie (left) with President Thompson

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON BOSTON HOTEL



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, July 25, 2011 in the Back Bay Ballroom at the Sheraton Boston Hotel in Boston, Massachusetts.

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 DE PAULO,
Fifth Vice President and
Co-Director of Stagecraft
DAMIAN PETTI,
Sixth Vice President
BRIAN J. LAWLOR,
Seventh Vice President and
Co-Director of Stagecraft
MICHAEL F. MILLER, JR.,
Eighth Vice President and
Director of Motion Picture
and Television Production
JOHN T. BECKMAN, JR.,
Ninth Vice President
DANIEL E. DI TOLLA,
Tenth Vice President and
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; 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 Department William E. Gearn, Jr.; Assistant Director of Motion Picture and Television Production Daniel Mahoney; International Representatives Ben Adams, Steve Aredas, Peter DaPrato, Sandra England, Brian Faulkner, Jamie Fry, Don Gandolini, David Garretson, Barny Haines, Scott Harbinson, Joseph Hartnett, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Jennifer Triplett, Lyle Trachtenberg, Patricia A. White, and Joel Youngerman; Special Representatives Ronald G. Kutak, Don Martin and Joseph Short; ICAP Chairman Kent Jorgensen; Director of Communications Emily Tao, 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 IATSE included Alec French of Thorsen French Advocacy, Head of UNI-MEI Johannes Studinger, BECTU President Christine Bond, IATSE-PAC consultants

Chuck Rocha and Anna Durrett, and Special Guest United States Under Secretary Robert Hormats and his assistant Vishal Patel.

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; 4, Brooklyn-Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 14, Albany-Schenectady-Amsterdam, NY; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, D.C.; 23, State of Rhode Island; 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; 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; 63, Winnipeg, MB; 74, Southern Connecticut; 80, Hollywood, CA; 83, North Adams, MA; 84, Hartford-Northern Connecticut; 110, Chicago, IL; 122, San Diego, CA; 161, States of New York/New Jersey/Connecticut; 195, Lowell, MA-New Hampshire; 205, Austin, TX; 209, State of Ohio; 217, Rockford, IL; 232, Northampton-Amherst, MA; 251, Madison-Columbia-Sauk County, WI; 274, Lansing-East Lansing-Jackson-

BOSTON, MASSACHUSETTS • JULY 25-29, 2011

Saginaw-N. Central Michigan-Traverse City-Cadillac-Alpena, MI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 329, Scranton-Pittston, PA; 353, Port Jervis-Sullivan County, NY; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 489, Greater Pittsburgh, PA Area; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 753, Boston, MA; 762, Chicago, IL; 764, New York, NY and Vicinity;

767, Los Angeles, CA; 769, Chicago, IL; 775, Boston, MA; 780, Chicago, IL; 798, New York, NY; 799, Philadelphia, PA-Camden, NJ; 800, Los Angeles, CA; 822, Toronto, ON; EE829, New York, NY; USA829, United States; 835, Orlando, FL; 849, Atlantic Canada; 856, Province of Manitoba; 863, Montreal, QC; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 891, Vancouver, BC/Yukon Territory; 892, Hollywood, CA; 18032, (ATPAM) New York, NY; B-4, Boston, MA; B-27, Cleveland, OH; B-173, Toronto-Hamilton, ON and B-192, Hollywood, CA.

HOST LOCALS

At the Opening Session of the Board meeting, representatives of Host Locals: 11, 161, 182, 481, 600, 700, 753, 775, 798, 800, B-4 and USA829 appeared to officially welcome the Board and members of the Official Family to the City of Boston. On behalf of the Host Locals, Local 11 President Christopher Welling welcomed the Official Family and local union attendees to Boston and thanked the General Executive Board for the opportunity to host this meeting. Brother Welling noted that Boston is a union town and that Stage Local 11 was one of the first

local unions chartered by the International. He also pointed out that Boston is the home of Necco (maker of candy wafers) which is the oldest union made candy manufacturer in the United States.

President Loeb reminded those present that Boston will be the site of the 67th IATSE Convention in the summer of 2013 and will be held at the same hotel, the Sheraton Boston, and the Convention Center. He noted that Boston is one of the seats of democracy and is a good union city.

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

INTRODUCTIONS

At the onset of the Board meeting, President Loeb made the following introductions:

Alex Arzate was introduced as President Loeb's Executive Assistant who started at the General Office in April of 2011. Alex came to the IA with the skills, education and background that will provide the assistance and professionalism needed to maintain the standards of the President's Office.



Officers of the Host Locals welcomed the Official Family, Representatives, Locals and Staff to Boston, Massachusetts.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON BOSTON HOTEL



Peter DaPrato was appointed as an International Representative in March to work out of the Canadian Office in Toronto. Peter has been a member of Local 873 since 1994 where he also served on the Local's Executive Board for three years and Chaired the Local's Health and Safety Committee for five years. Peter's experience with computer graphics and colorization of black and white television shows for broadcast, is providing great assistance in Canada as his focus right now is on visual effects research in Toronto.

Jennifer Triplett was also appointed as an International Representative in June and works out of the General Office in New York. Jennifer's primary focus is working within the Motion Picture and Television Department. Jennifer is originally from Virginia and moved to New York from West Virginia to accept this position after acquiring her Master's of Science in Human Resources and Industrial Relations from West Virginia University. She is working very well with the Department under the guidance and direction of Vice President Miller and Assistant Division Director Dan Mahoney.

President Loeb noted that he had been seeking a Communications Director for the IA to work at the General Office in New York. Emily Tao has been working in the President's Department at the General Office since April of this year. When the search for a Director of Communications got underway, it came to President Loeb's attention that Emily's background and experience was a perfect fit for the position. He noted that we are in the midst of the digital age and communication with our members through

various social media networks and it is critical to make them aware of activities of the International. Emily's experience with digital outreach and online initiatives, and as a broadcast associate to create original programming for a new cable network, will be of great benefit to us as she progresses in her new position.

President Loeb also introduced Megan Doughty who began working on staff in the President's Department in May 2009, just prior to the 66th Convention. He noted that Megan has provided the President's Department with fine skills and dedication, and last year he promoted Megan to the post of Administrative Assistant to our In-House Counsel Samantha Dulaney.

President Loeb also took this opportunity to reintroduce our Canadian Counsel Stephen Wahl who came on board when Counsel Bernard Fishbein was appointed to Chair the Ontario Labour Relations Board. Stephen was first introduced at the 2011 mid-Winter meeting in Las Vegas.

REPORT OF THE GENERAL SECRETARY-TREASURER

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

ULLICO

Despite the sluggish economy, ULLICO continued its successful turnaround in 2010. While many of the country's financial institutions suffered operating losses and declines in their capital base, ULLICO remains financially sound, secure and profitable and ended the year with a strong capital base and no debt.

On February 17, 2011, the Board of Directors declared a dividend in the amount of \$0.50 per share, which for the I.A.T.S.E. resulted in a payment of \$3,122.51.

Email Communication Update

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

To date, 145 local unions have cooperated with that request and provided the International with email addresses for approximately 60,000 of the almost 90,000 members (66%) that those local unions represent. Over 10,000 members are now receiving electronic communication from the International. Additionally, almost 2,700 members are now receiving the Official Bulletin in electronic format.

One of the statistics available through the email service that is used to distribute and manage the program is that 72% of our U.S. members and 74% of our Canadian members are opening the International's email on an iPhone. These statistics dwarf all of the other top email clients and confirms the need for us to be able to reach our members in a mobile environment.

Local Union Tax Exempt Status

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

would result in the loss of tax exempt status.

A memorandum was sent from the Office of the General Secretary-Treasurer in May of 2010 reminding all U.S. local unions that this severe penalty was going to be imposed and it was also reported on during the General Executive Board meeting in Philadelphia in the summer of 2010.

Unfortunately, a number of our local unions have recently been notified by the IRS that their tax exempt status has been revoked because of delinquent filing. While it appears that in a few cases, there is confusion with the IRS over which EIN number is associated with a particular local union and the International is assisting with these situations, far too many of our local unions now have a problem. Each of these local unions will have to go through a lengthy application process to have their tax exempt status reinstated.

The International has been working with an accounting firm to research this issue and examine possible solutions. Each of the local unions that appears on the IRS loss of tax exempt status list has been contacted by the International to ensure that they are aware of their tenuous situation and aware of the assistance available.

Local Union Online System

The number of local unions that are now using the online portion of our computer system has grown to 165 and those local unions represent over 96,000 members or 83% of the membership of the International.

These local unions are now using the system to change member addresses, submit Quarterly Reports, order per capita stamps and other

supplies, view/print membership rosters and now update Officer information instead of using the old card system.

The increased use of the electronic system has allowed staff in the Finance Department to focus less time on data entry and more time on improving the accuracy of our membership database. Local unions may have noticed an increase in the amount of correspondence from the Finance Department in terms of our attempts to get the roster of the International completely in line with the numbers and names contained in our local union databases.

Local Union Bonding Issue

A few months ago, the Department of Labor contacted the International and advised that the 2009 LM reports for all unions had been examined and many were insufficiently bonded. In an attempt to correct the situation without pursuing audits, the DOL was contacting the International offices of all unions and seeking assistance to correct the situation.

The number of IATSE local unions that were listed was significant and each was contacted by the International to advise them of the issue and provide assistance with how to correct it. At this point, most of the local unions have taken the necessary action and the DOL has been advised that they are now sufficiently bonded and should be considered as being in compliance.

Real Estate Update

The lease for the General Office will expire in January 2014. When this issue is combined with fact that we are out of space in our present location, it is obvious that a simple

renewal of our present space is not an option.

The International presently owns buildings that house both the West Coast and Canadian Offices and it has long been a desire to eventually own the property that houses the General Office. High real estate prices in New York City and a lack of financial resources over the years has made that goal somewhat unattainable. However, the recent softening in real estate prices combined with the solid finances of the International now makes that goal attainable.

Financial models have been run to compare the cost of purchase with continued rental. While the costs associated with renting for the shorter term are less than buying, after approximately twelve years (the length of our present lease) the cost of purchase becomes the less expensive alternative.

During the General Executive Board meeting held at the General Office in April, the Board was briefed on the situation and approved the search for a building or condo floor for purchase. A real estate agent has been engaged and is now searching for appropriate space within the parameters provided by the Board.

While at the present time there is a lack of inventory on the New York market, the agent continues to search and President Loeb and General Secretary-Treasurer Wood will be reviewing properties over the coming months.

Audited Financial Statements

For the past number of weeks the auditors have been in the General Office performing the April 30,

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2011 year-end audit. The final audited statements have now been completed and in keeping with past practice they will be published in the Third Quarter issue of the Official Bulletin.

Despite a large number of economic challenges during the past few years, the finances of the International continue to be in sound condition. In fact, all accounts have continued to be in the black for each year during this period, which has allowed us to build on the foundation of sound financial strength that this International has experienced for a number of years. The use of conservative fixed income investment vehicles and the reluctance to chase high returns and the resultant higher risk has allowed us to achieve our primary goal of capital preservation with acceptable return.

The total membership during the past two years has increased which in the environment of the past couple of years is truly an accomplishment.

The change in net assets in the General Fund increased by \$1,823,511 during the past fiscal year and the total assets of the Alliance now stand at \$45,484,740. This does not include the market value of real estate properties.

The unrestricted net assets in the Convention Transportation and Per Diem Fund were \$3,867,268 at year-end and the unrestricted net assets in the Defense Fund have increased to \$11,572,237.

These positive numbers are the result of continued growth within the Alliance, positive investment returns and a close watch on expenses. Of particular note on the expense side is the fact that one of the larger expense items (staff health insurance) has seen annual increases of less than 5% over the past few years,

far below the national trend of over 10%. Furthermore, at our encouragement, for the insurance year commencing July 1, 2011, the trustees of the plan have implemented a more tiered premium structure based on the number of dependents rather than the more blended model used in the past. The net result for the International is that the premium cost of insurance will decline 1.0% for the coming year.

In other Finance Department News,

- 1) We continue to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2011, we received royalty payments in the amount of \$154,532.
- 2) Our G-0019 policy with ULLICO that provides life insurance coverage to almost 1,000 members in a number of local unions continues to have a positive claims experience. This past year we received interest and surplus credit to our Rate Stabilization Account of \$12,179, which brings our balance in that account to \$407,735.
- 3) In keeping with President Loeb's goal of having the I.A.T.S.E. more engaged in the political process, in May of this year we distributed a booklet entitled the 112th Congressional Directory to every local union in the United States. The Directory contains contact information relating to all three branches of government as well as a substantial amount of additional information including committee assignments and tips on how to effectively communicate with Congress.
- 4) Since 2003, the International has

been charging to provide consultation responses for INS Visas. The present charge is \$350 per consultation. The monies received from these processing fees are deposited in the Building Fund of the International, which presently stands at almost \$4.5 million. In light of the continuing positive financial situation of the International combined with the fact that we are now actively searching for a property to house the General Office, it was recommended that the General Executive Board consider transferring \$1,000,000 from the General Fund into the Building Fund. The Board unanimously approved the transfer.

REPORT OF THE BOARD OF TRUSTEES

International Trustees George Palazzo, C. Faye Harper and Thomas Cleary appeared before the Board to present a review of their audit of the books and records of the International for the period October 1, 2010 through April 30, 2011, pursuant to the call of the International President. All records examined were found to be in order.

The Board accepted the Report of the Board of Trustees.

LOCAL NO. 306, NEW YORK, NY

RE: Theatrical Contracts

International Vice President Tony DePaulo, along with Local 306 President John Seid and Theatrical Business Representative Carol Bokun, appeared before the Board to report on their negotiations with The Broadway League.

The League contract was 16 months past the expiration date when the above-named negotiating commit-

tee finalized a five-year contract with The Broadway League that resulted in wage increases of 0-3%-2%-2%-2½% over the term of the agreement. It also included a 3% retroactive pay increase going back to January 1, 2011. This same economic package was negotiated at Lincoln Center Theatre, and included a first-ever pension contribution.

In addition, contracts were attained at The New Amsterdam, owned by Disney Theatrical, Studio 54 Roundabout, and the David Koch Theater, formerly the New York State Theatre and home of the New York City Ballet.

LOCAL NO. 632, NORTHEASTERN NEW JERSEY

RE: Tri-State Staging

Brother Kevin O'Brien, President of Local 632 reported to the Board on the Local's organizing of Tri-State Staging. The New Meadowlands Stadium, located in East Rutherford, NJ serves as the home for the New York Giants and the New York Jets. This newly-constructed venue sits adjacent to the footprint of the old Giants Stadium, which has been demolished. Local 632 has had a long history at the Meadowlands since the original stage-hand collective bargaining agreement for both the Stadium and the Brendan Byrne Arena (IZOD Center) was initiated with the New Jersey Sports & Exposition Authority by International President Emeritus Walter Diehl, then-Assistant to the President Al DiTolla, then-International Vice President Michael Proscia, and former Local 642 Business Manager, Ed Paul.

The old Giants Stadium was noteworthy because Pollstar and Box Office magazines consistently ranked

it the #1 grossing concert venue in the world, and from all indications the New Meadowlands Stadium continues this distinction. In addition, in 2014 the New Meadowlands Stadium will host the first open air, cold-weather Super Bowl in the history of the NFL.

The old Giants Stadium was owned and operated by the State of New Jersey under the auspices of the Sports & Exposition Authority. However, the lease made with the State of New Jersey called for the football franchises to jointly own and operate the new venue under a partnership referred to as the Jets/Giants New Meadowlands Stadium, LLC.

Shortly after groundbreaking for the new stadium, it was announced that Mark Lamping would be the President and CEO of the Jets/Giants, LLC. The Local met with Mr. Lamping and were advised that Tri-State Staging would employ workers for stadium events, not the stadium.

Vice President Michael Barnes advised Brother O'Brien that Local 8 had negotiated a CBA with Tri-State Staging to cover concerts at the new Philadelphia Eagles stadium. He also stated that the two owners of Tri-State, Don and Chuck Ogle, had a good working relationship with Local 8.

Using the NJSEA contract template which International Vice President Dan DiTolla had successfully built up during his tenure as Local 632 President, the parties were able to negotiate a 10-year deal, following the pattern of the Building Trades, with a wage and benefit re-opener in years 6 and 8.

Most importantly, the Local gained jurisdiction over all theatrical lighting, sound, rigging, carpentry, pyro and

projection in the parking lots, a first for the Local.

The phrase "mutual endeavor" is not merely a nebulous idea. The willingness of International Vice Presidents Beckman, Barnes and Lawlor to share their knowledge and expertise was of great benefit, and the Local thought it imperative to take the opportunity to thank them publicly.

President Loeb congratulated the Local on its CBA covering work at the New Meadowlands Stadium complex. He noted that the lines of communication are clearly open. This report shows what happens when there is communication at all levels. He also thanked Vice Presidents Barnes, Lawlor and Beckman for their capable assistance to Local 632.

President Loeb also took the opportunity to thank Brother O'Brien and Local 632 for their assistance.

ANTI-UNION BATTLES

International Vice Presidents Walter Cahill and John Ford, Assistant to the President Deborah Reid, International Representative Joanne Sanders, Local 28 Business Representative Chris Bateman, Local 251 Business Agent Chris Gauthier, Local 481 President John C. Gates, District Secretaries Andrew Oyaas and Kimberly Bowles reported on the anti-union battles being waged across the country.

Assistant to the President Reid reported that in late 2010, the AFL-CIO originally issued a list of 12 battleground states where workers were under the attack of anti-union legislation. Those states included Ohio, Pennsylvania, Michigan, Indiana, Florida, Missouri, New Hampshire, Maine, Minnesota, Iowa, New Jersey and Wisconsin. Starting in Wisconsin



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was the attack on public workers with legislation proposed by the Governor that sought the elimination of collective bargaining. It became evident to workers in both the public and private sectors that this was clearly a brutal attack on labor, and that message was being heard by workers across the country. Fourteen state senators left the state to prevent a vote from being taken on that legislation, and as a result of the Governor's actions, the state was in the process of their election recalls in that state.

In addition, a Defense Fund had been established by the Wisconsin State AFL-CIO to which contributions could be made and information on this was posted on the IATSE's Web site. The International made a contribution of \$50,000 to the Fund, and contributions were also made by Locals 52 and 695. Our Canadian brothers and sisters of Districts 11 and 12 made contributions of \$5,000 each. In early March, President Loeb and Vice President Ford traveled to Madison, Wisconsin where they presented checks from the International and Local 52 to the leadership of the Wisconsin AFL-CIO. Local 251 helped to coordinate a rally and march to the State Capitol with a huge turnout of our Wisconsin local unions and other area unions. Later that same month, another rally was held in Madison and the IA provided a crew to shoot a video for the Wisconsin State AFL-CIO.

There were other rallies and other events held throughout the country, starting on February 26 with IATSE turnout in Madison, Wisconsin, Los Angeles, New York, Rhode Island, Trenton, Philadelphia and many others. The rally held in Los Angeles was attended by record

numbers of IATSE members and local union representatives.

At President Loeb's direction, a special section of the IATSE's Web site was established where information and press releases would be posted concerning the anti-union battles and the participation of IA locals and members in various activities. A photo gallery was also included on the site and many Locals have submitted photos from activities in their areas.

Shortly after those rallies were held, the Academy Awards were broadcast and two Oscar winners – Brothers Wally Pfister of Local 600 and Gary Rizzo of Local 52 – made statements to the press about how fortunate they considered themselves to be members of a union that protects their rights as workers, and expressed their concern about the anti-union tactics occurring around the country. This brought more public attention to the challenges we face in a highly viewed broadcast, and, it was quite telling that there are many members that understand these issues and are willing to speak up about them.

Activities continued throughout the country, and April 4th was declared the kickoff date for another week of activities in connection with the AFL-CIO's "WE ARE ONE" program when public and private sector workers came together in vast numbers all over the United States. And, just prior to the kick off, on April 2nd a cross border solidarity rally was organized by the BC Federation of Labour in Vancouver, the Oregon Federation and the Washington State Labor Council. That rally was in response to the attacks on working people and organized labor all across North Ameri-

ca. Our Canadian brothers and sisters turned out in record numbers to demonstrate their support. On April 9th, President Loeb spoke again at a rally held in New York with a great turnout of IA Locals from all around the tri-state area attending, and from as far as Philadelphia. "WE ARE ONE" continues to build on the momentum it gained, and the AFL-CIO established a 2011 Summer Mobilization Plan.

Representative Sanders reported that 75,000 workers protested the anti-worker actions of the legislature in Indiana for 36 days. She especially wanted to thank Indianapolis Local 30, especially Brother John Jett who provided members to operate a sound system for up to 12 hours a day.

Local 251 Business Agent Chris Gauthier reported on the activities of his Local and others that demonstrated their support of the workers under attack in Wisconsin. Members marched to the Capitol building and camped out there overnight on several occasions. He expressed his heartfelt appreciation for the support he has received from the International and local unions in the States and Canada.

Brother John Gates also reported on activities within the New England area, thanked Wisconsin's Governor Scott Walker for giving labor a "collective kick in the pants" to stand up and fight against anti-union legislation and activity. Brother Gates also noted that a vote of thanks was to be given to Sister Joyce Cordoza of New Hampshire Local 195 whose untiring efforts in that state did not go unnoticed.

District Secretary Kim Bowles reported on activities in the state of Florida and noted that the members in that state are engaged in "in your face lobbying". And, District Secretary Andrew

Oyaas, after reporting on the District 7 activities, stated that we can “get busy politically or get busy dying.”

In conclusion, we know that the State Battles continue with issues ranging from Arizona’s SB-1363 threatening freedom of speech by adding new regulations and harsh fines on unions and their members who picket in front of businesses under certain conditions, to Minnesota’s Governor signing a 2-year state budget that cuts the public sector workforce by 6 percent and establishes a sunset commission which will evaluate all state agencies. Ohio’s Secretary of State announced that supporters of the Citizen Veto of SB-5 collected 915,456 valid signatures from registered voters, and the repeal of SB-5, which is legislation that restricts public employees’ collective bargaining rights, will now be on the November 8th ballot this year.

It was noted that in a 100-page report there are 11 states battling health care issues, 20 states battling right to work legislation and a total of 34 other issues being battled in a number of states.

This report only touched on some activities from the U.S. and Canada and time did not permit discussion of all of the efforts that many IA Officers, Locals and members have been putting forth in other efforts and activities. The IATSE and all local unions have demonstrated tremendous support and have come out in solidarity because everyone realizes the impact that these anti-union attacks have or will have on all of us.

Our outreach needs to continue and keep this at the forefront as we go into the fall of this year, and as we go into the 2012 elections as well. We must hold our elected officials

accountable for the legislation they enact, and hold onto what we have gained thus far, including the benefits we have gained with the NLRB, under the Obama administration.

We see what’s happening in our states and we see what’s happening in Washington and we must remain active and participate, and keep getting the information out to our members.

President Loeb observed that the events over the last year were some of the most vicious assaults on workers America has seen. Local 251 is Ground Zero for the attacks and labor’s response. President Loeb noted that what happens in Wisconsin will be the litmus test for the rest of the Country. He especially noted the tremendous efforts and sacrifices of the officers and members of Local 251. He stated that Brother Gauthier was a credit to this Alliance and that he has represented his local with dignity and professionalism. The Board, Representatives, Staff and all those in attendance gave Brother Gauthier and Local 251 a standing ovation and rousing, heartfelt applause.

President Loeb continued that this is not just an attack on municipal unions but rather is an attack on workers in general and progressive politics. He explained that in many cases, the International represents employees of government-operated venues, thus, the Alliance has a direct interest in any attacks on public workers. He issued a call to action to all locals in both countries, stating that this is NOT a time to sit back. He stated that he is not going to sit idly by and do nothing. “We’re Americans, too, and we deserve the right to bargain. It’s a civil right that was hard fought and hard won. This is not the time to sit back and do noth-



Business Agent of Local 251 Chris Gauthier received a standing ovation for his efforts regarding the workers’ rights efforts in Wisconsin.

ing. History will judge us. I’m calling on every member of this GREAT Alliance to do more than you’re doing. If you’re doing nothing, then do something. If you’re already doing something then do more.” He concluded by thanking all of the officers at the table for their diligence and hard work and challenged them to “ramp up their efforts.”

CANADA

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

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Local 56 Montreal - Stage

The local recently certified the Montreal Symphony Orchestra (MSO). The local had been working with the Orchestra since 1999 under the terms of two service agreements. The Orchestra had traditionally performed at the Place des Arts and also tours regularly, mainly within the province of Quebec. In both instances, members of Local 56 were used but only pursuant to the service agreements.

A window of opportunity appeared and the local took advantage and filed to certify the touring crew of the Orchestra. Although the certification was limited to the touring crew, the Orchestra interpreted the application as not only covering the touring crew but also the new venue in Montreal, "Address Symphonique". The local was certified by the Quebec Labour Board for the touring crew. The local has filed for conciliation with respect to its negotiations for the touring crew and will soon commence bargaining on the new 8-year agreement for the Address Symphonique. Part of the settlement of the certification allows the local to access

the provisions of the Labour Relations Code to force the Orchestra to binding conciliation for the 8-year agreement for the new performance venue if a settlement cannot be reached by September.

Local 58 Toronto - Stage

Local 58 continues to steadily increase its membership. The local now has 415 members and in 2010, its payroll service was in excess of \$24 million. While many of its major venues continue to be busy, the local has gone out and secured work in other non-traditional venues. The local signed a project agreement for the production of *The Railway Children* that opened on May 2nd in a custom-built temporary 995-seat venue constructed at the Roundhouse Park in downtown Toronto. The flexibility in organizing this work will become a template for future projects of this nature.

On May 3 of this year Local 58 filed for certification of stagehands working for the Town of Richmond Hill, a community 30 minutes north of Toronto. The primary venue is the Richmond Hill Centre for the

Performing Arts, which houses a 631-seat theatre, opened in February 2009. The theatre is owned and operated by the Town of Richmond Hill, which has a collective agreement with the Canadian Union of Public Employees (CUPE) covering full-time municipal employees. The City and CUPE have filed objections to the certification. While the representation vote did take place, the ballot box is sealed pending the resolution of the legal challenges. Hearings have been scheduled at the Ontario Labour Relations Board for the end of August.

Local 63 Winnipeg - Mixed

Local 63 continues to aggressively organize its jurisdiction with the support of the International. AEG Live Canada Ltd., the promoter for the recent Bon Jovi Concert, decided to use NASCO, a non-union labour contractor, at the MTS Centre.

On July 26, 2010, AEG brought Neil Young to the Centennial Concert Hall, which is signatory to a collective agreement with Local 63. The agreement covers the house crew and requires all third-party users of the



Reporting on the activities in Canada: from left to right, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Vice President/Director, Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representative Julia Neville, Operations Manager of the Canadian Office Krista Hurdon and International Representative Peter DaPrato.

venue to employ members of Local 63 if they need additional crew. AEG required additional labour and the local immediately filed an application for certification against AEG for the entire City of Winnipeg.

AEG, with the support of NASCO and the MTS Centre, have vigorously fought against the certification. The Manitoba Labour Relations Board has held 8 days of hearings. The parties are now waiting for a decision.

The Local would not have been able to engage in such protracted litigation without the support of the International Defense Fund. There are other reports on the local's activities in relation to Live Nation and the U2 concert which again demonstrate both the resolve of the local and the support being offered by the International to assist the local in protecting its jurisdiction.

Local 118 Vancouver - Stage

Local 118 recently made two applications at the BC Labour Relations Board to expand their bargaining unit for Theatre Under The Stars (TUTS), a company that produces summer theatre at Malkin Bowl in Stanley Park, Vancouver.

The application seeks to include construction, paint, property and audio department classifications. This scope of the bargaining unit was challenged by the Employer and is being addressed through submissions at the Labour Board. A vote was held on June 30, 2011. The employees voted unanimously in support of the Union and the BC Labour Relations Board granted the application for variance of the original TUTS certification on July 4, 2011.

On June 20th of this year, the lo-

cal was able to negotiate a new three-year agreement with Live Nation. The local was able to secure wage increases of 2.5%, 2% and 3% in each year of the agreement along with a cost-of-living allowance. The local was also able to expand the scope of the agreement to include the Global Spectrum venue in Abbotsford, east of Vancouver.

Local 212 Calgary - Stage

On June 11th, the Local celebrated its 100th Anniversary. Members and guests enjoyed good food, fellowship and the opportunity to salute founding and retired members who helped establish the local. President Matthew Loeb and General Secretary-Treasurer Wood were among the speakers paying tribute to the local.

Local 295 Regina/Moose Jaw - Mixed

The International has been working extensively with Local 295 on a number of organizing campaigns. In each campaign, the employer is using every available argument to fight against the organizing attempts. The International has been standing alongside the local both in terms of the assignment of multiple representatives but also in terms of financial support from the International Defense Fund.

On March 4, 2011, with the assistance of the International, Local 295 filed an application for certification for all production employees of the Globe Theatre in the City of Regina, Saskatchewan's largest performing arts organization and the regional theatre. The Globe Theatre programs two stages; a 406-seat theatre-in-the-round, which has a six-play main-stage program and a 100-seat black

box space for emerging artists and experimental artists.

The Globe is fighting the certification by attempting to flood the list of employees and for the first time, to exclude all department heads working at the theatre on the basis they were managerial. The hearings have been adjourned to the fall.

Once again, the legal and political environment is making it increasingly difficult for a trade union in Canada to organize. Without the expertise and financial support of the International, any attempt to organize by a local union with limited resources is problematic.

Local 300 Saskatoon - Mixed

The International continues to assist Local 300 in restructuring and in securing its jurisdiction. International Representative Barny Haines has assisted the local in a number of recent negotiations including those with TCU Place, resulting in a new three-year collective agreement, with significant wage increases and improvements to the working conditions, being reached on June 23, 2011. TCU Place is Saskatoon's premiere Arts and Convention Centre. With over 100,000 square feet of convention space and a 2,000-seat theatre, this venue is Local 300's largest employer.

Local 357 Kitchener / Stratford / Cambridge / Guelph / Waterloo - Mixed

Local 357 continues to organize within its jurisdiction and has in recent years successfully certified a number of groups of employees working at the Stratford Shakespeare Festival. The Festival, which includes four theatres, was one of the first festivals in Canada and is still one of the

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most prominent. The local has represented stagehands at the Festival for over 35 years but recently has organized, in separate applications: drivers, grounds and maintenance workers and hair, make-up and wigs.

On June 16, 2011, IATSE Local 357 filed an application for certification to certify the approximately 60 call centre and box office employees working at the Festival. The Board has issued an interim certificate allowing the parties to address the outstanding issues in dispute in bargaining. The local intends to commence bargaining for a first collective agreement on their behalf in the near future.

Local 471 - Mixed

Local 471 has been servicing the Canada Day Celebrations on Parliament Hill for over 20 years. In 2011, the National Capital Commission, a Federal Crown Corporation which runs the Canada Day Celebrations, required, for the first time, that the labour services for the celebrations be tendered.

The local reached an agreement with one of its signatory contractors to tender a bid and secure the contract in exchange for a fee. The local was successful and its members earned wages in excess of \$200,000 for the event.

Local 514 Montréal - Motion Picture Technicians

In 2010, Relativity Media produced a large feature called *Immortals*. Locals 514 and 667 reached an agreement but neither was satisfied with the outcome and advised Relativity (as well as the other industry stakeholders) that should Relativity (or any other producer) return to Montreal, it would not get the same agreement.

In 2011, Relativity green-lit another large feature called *Snow White* for Montreal. The position of the locals was to not allow any concessions. The difference this time was the locals were prepared. Local 514 in particular saw this as a test to show its members that the IATSE was different from AQTIS and that they would stand up for the membership. Pre-production commenced and although the members of Local 514 were being paid in accordance with the standard agreement, the agreement had not been signed. A few weeks before the production was to go to camera, Local 514 called a special meeting and asked for and received strike authorization from its members. Local 514 would strike *Snow White* if an agreement was not in place by the time the production went to camera. Both Locals 514 and 667 secured agreements with Relativity for this production by standing together.

Local 680 Halifax / Dartmouth / Saint John / Moncton / Fredericton - Mixed

On August 6, 2010, IATSE Local 680 filed an application for certification of Power Promotional Events, Inc. the major local promoter of outdoor concerts in the Halifax region, with the Nova Scotia Labour Relations Board. Power Promotional Events over the past three years had promoted concerts as diverse as KISS, Keith Urban and the Black Eyed Peas.

The local filed the certification for the Country Rocks concert, headlined by Alan Jackson and Johnny Reid. The Board found in favour of Local 680 on all issues in dispute. In finding that Power Promotional Events was the employer, the Board dis-

missed the assertion that the local was the employer and held that only those employees working on the date of application were entitled to participate in the representation vote. Following this decision, the ballot box was opened and the representation votes counted. All votes were cast in favour of the local, with no spoiled ballots, and the Board issued the certification on May 12, 2011.

In almost every certification filed by a stage local the argument is raised by the employer that the local is the employer because they refer the members to work and may process payroll. Typically, this argument gets dropped at some point in the proceedings so there was no real clear case law on this point. This decision represents one of the few occasions a labour board has ruled that a stage local operating a hiring hall and a payroll service is not deemed to be an employer.

Local 822 Toronto - Theatrical Ward- robe, Make-Up Artists & Hair Stylists

Local 822 sought and obtained a strike mandate from its membership to secure an agreement with Mirvish Productions. The sole issue in dispute was the resolve of the local to maintain the current wage gap (not allowing it to get larger) between its members and the stagehands also engaged by Mirvish. The local ultimately was successful in securing a similar dollar-for-dollar increase to the stagehands and has used that success as a template for negotiations with some of its other employers. The local recently reached an agreement with the Maple Leaf Sports and Entertainment for the Air Canada Centre for a similar dollar increase as Local 58. It was also able to secure

the same wages as the stagehands at the St. Lawrence Centre. The local has 16 collective agreements and intends to follow this same tactic in all of its negotiations.

On July 13, 2011 the local filed an application to certify the child guardians employed by Ed Mirvish Enterprises Inc. working on *Billy Elliot*. A representation vote took place on July 20, 2011 but the ballot box was sealed. Mirvish claims that it is not the employer of the Child Guardians but rather Billy Elliot Productions is the employer. Hearings have been scheduled for August 10 and 16 before the Ontario Labour Relations Board.

Local 849 Atlantic Canada - Motion Picture Technicians

The International has been working with the local for over two years to secure an agreement with Egg Productions, the largest commercial producer in Atlantic Canada. In March 2011, the local filed an application with the Nova Scotia Labour Relations Board and a representation vote was held but the ballot box was sealed pending the resolution of the legal challenges raised by Egg Productions. Three days of hearings were held in July and now the parties are waiting for a decision from the Board. In addition to support from the Legal Defense Fund, President Loeb has also assigned Assistant to the President Sean McGuire to assist the local. International Representative Dan Mahoney was also assigned to travel to Halifax to testify as an expert on the structure of the commercial industry and the role of the IATSE.

Local 873 Toronto - Motion Picture Technicians

After very strong production levels

in 2010, Local 873 has seen near record levels in the first half of 2011. The International continues to work with the local to ensure the work goes IA. So far in 2011, 100% of US based productions (\$439.8 million) in Toronto have signed with Local 873. In addition, 35% of Canadian based productions (\$211.5 million) have signed with Local 873. While there is still work to be done on securing agreements with Canadian producers, 35% represents a significant improvement from past years and the local is committed to maintaining and improving on these levels.

Poly Party Council

Last year the International assisted Locals 118 and 891 to create a poly-party council to enable both locals to jointly organize stage and tradeshow employers. It was an excellent example of two locals working together. On April 12, 2011, the poly-party council filed its first application for certification of employees of Eventstar Services Inc., a company providing labour services in stage and tradeshow. The certification covers 80 employees. A mail vote was conducted, with 48 ballots received by the Labour Board. These ballots have been sealed pending the resolution of a number of legal challenges raised by the employer. One issue not in dispute is the poly-party council itself. The Labour Board has ruled in a preliminary decision that it is properly formed under the BC Labour Code.

BC Council Of Film Unions

The BC Council of Film Unions is comprised of Locals 891 and 669 of the IATSE and Local 155 of the Teamsters. The British Columbia Labour Relations Board has been conducting an industrial inquiry under Section 41 of the Act

for a number of years. It would appear that this process is finally coming to an end. The purpose of the Section 41 was to review the labour relations model in operation in the film industry in BC and to make recommendation to foster greater labour relations stability. Apparently in BC, having employees exercise their constitutional rights to belong to a trade union is seen as causing labour instability and must be addressed.

In total, the IA filed 43 applications for certification and with a few exceptions the BC Labour Board refused to process them under the guise that it was reviewing the industry under the Section 41 process. One issue of substance is the recommendation by the BC Labour Board to impose a presumptive collective agreement on any employer that is successfully certified by a union. In the case of the BC Council the presumptive agreement would be the BC Master Agreement. Although these provisos have not been tested, Locals 891 and 669 have been able to secure agreements on lower-budgeted productions with the threat of certification, which would have the full BC Master Agreement apply.

The BC Master Agreement expires on March 31, 2012. The agreement is negotiated with AMPTP and Canadian Media Production Association and bargaining dates have been set for the week of October 17 in Vancouver and October 24 in Los Angeles.

VFX Organizing

Local 891 continues to expand its Visual Effects Department. VFX members working directly for a production are covered under the BC Master Collective Agreement. Local 891 will be

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pursuing better terms and conditions for them in upcoming contract negotiations. Outreach is ongoing to artists working in Visual Effects facilities, which are not covered by the Agreement.

After receiving a number of inquiries from workers in the Visual Effects Industry in Toronto, Representative Peter DaPrato has begun meeting with individuals who are interested in possible union representation and has begun researching the status of the industry and prevailing working conditions.

In Montreal, Bill 32, which sets out, in law, the jurisdiction of the IA, includes a reference to Visual Effects being under the jurisdiction of Local 667. The local has included the on-set positions of Visual Effects Coordinator and Visual Effects Assistant to its standard agreement and has covered those positions for the Montreal portion of *Life of Pi* shot by Fox and for *Snow White* which is currently shooting and is produced by Relativity Media.

Districts 11 and 12

Two motions passed at the most recent convention bear noting. The first provides that all delegate packages will be provided electronically unless a delegate specifically requests a paper version. This will save the districts thousands of dollars each year and reduce printing and paper costs.

The second motion provides a local from each district with financial support to a maximum of \$2,000 to send a representative to the General Executive Board Meetings. This financial assistance will rotate among the locals. The objective is to foster a closer working relationship between the locals and the International allow-

ing greater participation by the locals at the Board Meetings.

Theatre Aquarius

Locals 129 (Hamilton/Brantford – Stage) and Local 828 (Province of Ontario – Scenic Artists and Prop Builders -) jointly organized this theatre in 2009. Local 129 certified wardrobe workers (it already represented stagehands) and Local 828 organized the props department and scenic artists. Once certified, the locals began to negotiate separately but in collaboration. The bargaining was difficult and lasted over a year. Ultimately, both locals were successful in obtaining significant wage increases of up to 18%, the introduction of retirement benefit contributions and improvements to the working conditions. They were able to achieve these benefits ostensibly enforcing the Pay Equity legislation.

Canadian Office Update

The tenants at the Canadian Office have extended their lease for an additional year, which once again will cover the bulk of operating costs for the office. In terms of staff changes, Peter DaPrato has been hired as an International Representative and Nate Richmond is now working as our Administrative Assistant.

All staff and representatives are now using compatible software and operating systems. Staff and reps across the country are now able to communicate and share documents more easily. Additionally, all Canadian reps and staff took a computer course together to help facilitate this communication.

All Canadian staff are now able to exchange information more readily through such means as shared calendars. As we move towards electronic

systems our ability to easily communicate and share files will become increasingly important.

CLC CONVENTION

International Vice Presidents John M. Lewis and Damian Petti, CLC Delegate Kelly Moon and International Representative Julia Neville reported on the 26th Constitutional Convention of the Canadian Labour Congress.

The CLC Constitutional Convention was held in Vancouver, BC from May 9-13, 2011. It was the largest convention in the history of the CLC, with 2,600 delegates and guests attending.

The IATSE was represented by Vice Presidents Petti and Lewis, and CLC Delegate Kelly Moon.

CLC President Ken Georgetti's message, as he opened the Convention, called on the labour movement to use every form of media available to tell the story of union successes in standing up for the working people, in an attempt to redefine ourselves rather than having the mainstream media define us. Georgetti also emphasized the need for the labour movement to become relevant to young workers, whether part of a union or working non-union.

One of the highlights of the Convention was the speech by Jack Layton, leader of the NDP, the social democratic/labour party in Canada and leader of the Official Opposition, before illness most recently caused him to take a temporary leave of absence. Mr. Layton called for a united front to strengthen retirement security for Canadians.

General Secretary Sharon Burrow of the International Trade Union Confederation (ITUC), and the first woman to lead an International labour or-

ganization, came to Vancouver with a message of praise and encouragement stating the delegates, unions and Canadian Labour Congress are a bright spot in a world where unions and workers are under attack. ITUC's new focus is on global corporations that abuse workers' rights and the need for labour activists to defeat politicians who won't support labour's values.

AFL-CIO President Richard Trumka brought a message of solidarity – a message of renewed, global effort to organize and re-organize working people the world over. But first of all, he took the time to thank Canada's unions for their solidarity for standing alongside their American brothers and sisters in Wisconsin, Indiana and Ohio, when called. He further pledged that the United States would stand beside Canada whenever needed, for as long as needed.

The CLC, pursuant to its mandate at the last Convention, has undergone a significant restructuring. The main thrust is a new executive board called the Canadian Council, which is comprised of a senior officer from each affiliate. This committee is to formulate policies and priorities. Congratulations were extended to Vice President Lewis on his recent election to the Canadian Council.

The IATSE brought two motions forward; the first concerned digital theft and the second, the use of union labour at meetings and conventions of affiliates. Neither of the motions were addressed but were moved to committee, where concurrence was recommended for both.

Thanks were expressed for the efforts of Representative Neville, who worked diligently to ensure that

38 members of Local 118 were employed throughout the Convention in various positions. Although the IATSE was not able to secure an agreement with the CLC due to time constraints, it marked the first time we had ever had that many IATSE members working on a CLC Convention. President Loeb sought and received assurances from those reporting that a collective agreement would be in place before the next CLC Convention.

CORONADO THEATRE AND THE METROCENTRE

International Vice President Craig Carlson and Local 217 President Charles Whitmore appeared before the Board to report on the negotiations of new agreements at the Coronado Theatre and The MetroCentre in Rockford, Illinois.

The MetroCentre is an 8,000 seat arena and the Coronado is a 2,300 proscenium theater. SMG represents the arena and a not-for-profit "Civic Center" represents the Coronado; management of both answers to Rockford's City Council.

Management was seeking the same terms and conditions for both venues. After several negotiations, telephone consultations and sidebars, the parties reached an agreement for a new contract that became effective on July 1, 2011. Some of the highlights of the new three-year contract with The MetroCentre includes the following: Wage increases of 5%, 2.5% and 2%; first time ever co-pay benefits; load out hours increased from three to four hours minimum; union security and dues check-off; increased jurisdiction including all camera work; all Zambo-ni operation; additional holidays; and all "House Technical Crew" positions,

which were previously non-union. Most significantly, language was removed that would have allowed management to displace the union employees at any time.

The same deal was reached with the Coronado excepting that a wage freeze was held for year one as they were already paying an increased rate. Also frozen was the high rigger rate in year two of both agreements.

Vice President Carlson indicated that Local 217 has worked hard and done a wonderful job at both venues over the last few years and it was obvious that the employer trusted them to provide the services covered in the new agreement. The Local has built a great relationship with management and this deal would not have been obtained if that had not been the case.

DAVE MATTHEWS BAND

International Vice President and Local 2 Business Agent Craig Carlson, International Trustee and Local 2 Secretary-Treasurer Thomas J. Cleary, Local 769 Business Agent Shirley Berling, Local 476 Business Agent Mark Hogan and Local 110 Business Agent Steve Altman appeared before the Board to report on the planned use of non-union labor at the outdoor concert of the Dave Matthews Band Caravan Festival Tour. This Tour is a collaborative effort between JAM Productions, Live Nation and the business manager of the DMB, Coran Capshaw.

Local 2 maintained that Jam Productions, who was listed as the employer of record regarding production labor, was obligated to use Local 2 labor due to an existing agreement. Excluding Local 2 would be in breach of the contact between JAM and Local 2 and could be a potential threat to oth-

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Assistant to the President Debbie Reid, International Vice President/ Division Director of MP&TV Michael F. Miller, Jr., Alec French of Thorsen French Advocacy, International Representative Scott Harbinson and International Vice President Craig Carlson reported on Digital Theft.

er IA Locals as DMB was also scheduled to play Atlantic City, Governors Island New York and the Gulch in Washington State.

President Loeb assigned Vice Presidents Carlson, Barnes and DiTolla to assist in investigating this and future Dave Matthews concerts, as well as LiveNation's possible involvement. Vice President Barnes confirmed that an agreement was in place for the work in Atlantic City and Vice President DiTolla confirmed that Jam and not Live Nation was responsible for the labor in Chicago.

After weeks of pressure, JAM offered to employ a token union crew to work alongside dozens of unqualified people that a labor contractor, Cole Entertainment Services, from Memphis, Tennessee was bringing in to staff the production.

President Loeb authorized a picket line on July 2, 2011 and a press release was issued announcing that the event would be picketed. That release got Coran Capshaw's attention. He was further aggravated when his tour manager, Hank McHugh, informed him that James Claffey, President of Local One, advised him that DMB was heading into a buzz saw and needed to make things right.

Local 2 established a picket line and shortly thereafter Live Nation declared that they were now responsible for the labor and immediately began negotiations with Vice President Carlson. An agreement was finally reached that secured Local 2's traditional jurisdiction, which included the steel and production work. Local No. 110 also secured all video work.

Vice President Carlson offered his thanks to President Loeb for his leadership and his personal involvement, which included an offer to fly in over the 4th of July weekend; to Vice Presidents Barnes and DiTolla for their support and diligence; to Brother James Claffey, President of Local One, for his assistance in reaching out to his connections; and to the Chicago IA Locals for joining the picket line and standing with Local 2.

DIGITAL THEFT

International Vice Presidents J. Walter Cahill, Michael F. Miller, Jr., John M. Lewis and Craig Carlson, Assistant to the President Deborah A. Reid, Assistant Division Director Daniel M. Mahoney, International Representative Scott D. Harbinson, Alec French of the firm Thorsen-French Advocacy, UNI-MEI Direc-

tor Johannes Studinger, and BECTU President Christine Bond presented an extensive report to the Board on the status of the fight against digital theft.

Vice Presidents J. Walter Cahill, Craig P. Carlson, Michael F. Miller, Jr., and John M. Lewis gave reports on their respective efforts at the local government level, to bring awareness of the digital theft problem and its impact on jobs in the communities served by the local politicians. International Representatives Scott Harbinson and Daniel Mahoney gave status reports on the various legislative hearings and committee meetings that have occurred not only in North America, but throughout the world where the digital theft discussion is taking place. In addition, updates on world-wide actions were presented by BECTU President Christine Bond, and UNI-MEI Director Johannes Studinger. The reports showed the global nature of the attack against intellectual property piracy, digital theft.

Assistant to the President Deborah A. Reid introduced "Creative America." Led by the IATSE and the DGA, unions, guilds and producers, formed "Creative America," a coalition created to present a united front by the

entertainment industry in the fight to protect intellectual property rights on product produced for motion picture theatrical release, television release, or Internet release. In addition to the IATSE and the DGA, other members of the coalition include: AFTRA, SAG, NBC Universal, CBS Corporation, Warner Bros., Viacom, Fox Entertainment, The Walt Disney Company, and SONY Pictures. Creative America is a multi-faceted campaign to fight against digital theft, and to increase public awareness of the pervasiveness of the digital theft problem.

A presentation was given by Alec French, a Washington lobbyist engaged by the IATSE to represent our interests in front of Congress in the effort to pass legislation in two distinct areas. First is S.B. 968 – the Protect IP Act, a bi-partisan sponsored bill to regulate the rogue Web sites, many of which are of foreign origin. A rogue Web site is one that may look authentic, but is selling pirated product via the Internet. The bill is aimed at cutting off access to U.S. consumers, U.S. payment processors such as major

credit card companies, and the U.S. advertising market. Second is S.B. 978 which is aimed at increasing the punishment for illegal streaming of movies and television shows. The federal law currently provides that a violation is a misdemeanor, and the proposed legislation calls for the punishment to be increased to the level of felony, a greater deterrent.

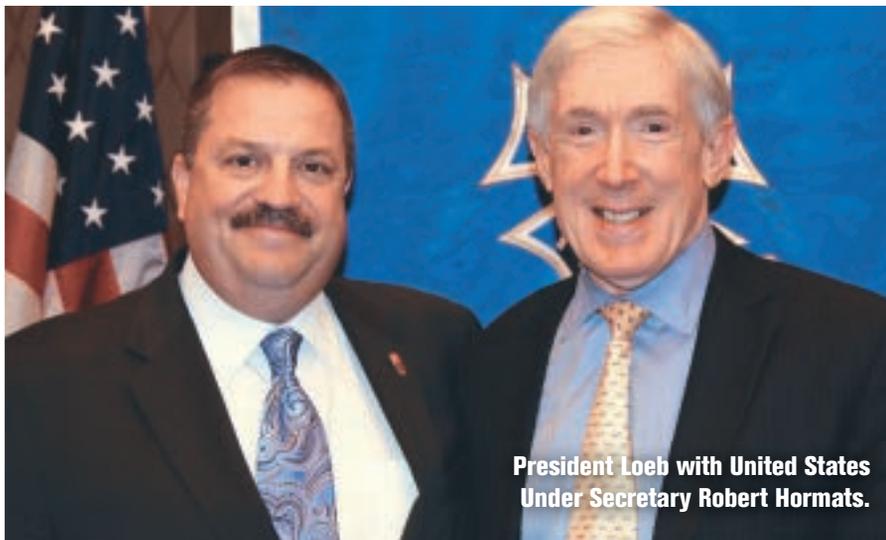
In addition to legislative efforts, we are working on the administrative level to fight digital theft. Working with the White House Office of Science and Technology Policy, along with the Intellectual Property Enforcement Coordinator, to increase cultural awareness of the issues surrounding digital theft. A copyright education component was added to the Digital Literacy Initiative as a direct result of the IA's efforts. More can be learned about this by visiting the new web site at Digitalliteracy.gov and link to "copyright education." This vehicle will be used to begin cultural awareness at the grade school level to help young students understand the issues of downloading stolen product and

stealing from artists. Lobbying efforts also paid off with the Department of Justice which was able to secure additional funding for Public Service Announcements through the National Crime Prevention Council against IP theft. Immigration and Customs Enforcement (ICE) continues its program "Operation in Our Sites," under which over 100 Web sites used for IP theft have been seized and shut down.

U.S. UNDER SECRETARY ROBERT E. HORMATS

Following the report on Digital Theft, President Loeb introduced Mr. Robert E. Hormats who has served since 2009 as Under Secretary of State for Economic, Energy and Agricultural Affairs. Mr. Hormats has also served as Assistant Secretary of State for Economic and Business Affairs, Ambassador and Deputy U.S. Trade Representative, Senior Deputy Assistant Secretary for Economic and Business Affairs at the Department of State. He also served as a senior staff member for International Economic Affairs on the National Security Council from 1969 to 1977 where he was senior economic advisor to Dr. Henry Kissinger, General Brent Scowcroft and Dr. Zbigniew Brzezinski.

President Loeb noted that he invited Under Secretary Hormats to address the Board and all attendees with regard to the global efforts of the State Department concerning the protection of intellectual property and digital theft. The theme of Mr. Hormats' presentation centered on the efforts of the State Department as part of the world community in fighting the battle against digital theft. His remarks were very well received and made quite apparent to all that the Department takes



**President Loeb with United States
Under Secretary Robert Hormats.**

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this issue very seriously. The impact of this issue on members of the IATSE and others in the entertainment industry, as well as the economy of the United States, were points that were made to Mr. Hormats. He indicated he will continue to work within the scope of his Department in efforts to combat the problems we face.

President Loeb stated that the International will continue to communicate with the Under Secretary's office and expressed the Board's appreciation for his time. The attendees expressed thanks to Under Secretary Hormats with a standing ovation at the conclusion of his remarks.

DISNEYLAND

Re: Locals 504 and 923 – contract ratification

International Representative Peter Marley, along with Local 504 Business Agent Les Blanchard and President Jimmy Higgins, reported to the Board on the new collective bargaining agreement covering the bargaining unit at the Disneyland Resort in Anaheim, California. The parties met in February 2011 and over the course of six sessions, a successor collective bargaining agreement was reached. The contract covers both the stagehands in Local 504 and the sound mechanics in Local 923. The new contract is for a five-year term. Improvements include a 3% wage increase compounded in each year of the contract. In addition, certain premiums were increased: Vacation accrual eligibility was expanded, health benefits were maintained, and contributions to the 504 health and welfare plan were increased.

The contract was ratified by the members of the bargaining unit from both local unions.

DISNEYLAND ASSISTANT STAGE MANAGER UNIT

International Representative Peter Marley, Local 504 President Jimmy Higgins and Business Agent Les Blanchard reported on the ongoing campaign to represent the assistant stage managers working at the Disneyland Resort at Anaheim, California.

There are presently 28 employees in the new bargaining unit. After collecting cards from the employees, the IATSE demanded recognition from Disneyland. The parties agreed to a secret ballot election, but rather than file with the NLRB, they agreed to have the California Mediation and Conciliation Service conduct an expedited election. The election occurred in June 2011 and the employees voted overwhelmingly in favor of union representation. Negotiations will begin shortly. The members of this bargaining unit will be jointly represented by Local 504 and the IATSE.

EXTRAS CASTING DIRECTORS

Re: Moe Pie & Disk Productions

International Vice President John M. Lewis, International Representative Julia Neville, Canadian Counsel Stephen Wahl and Local 891 representatives Ken Anderson and Dusty Kelly reported to the Board on this matter. Regrettably, this was not a report of progress, but the unfortunate and retrograde development concerning the issue of managerial / non-employee status being applied to Extras Casting Directors.

The history of the development of this issue in British Columbia commenced with the approach by the Extras Casting Directors in the film and television industry seeking

union representation by IATSE Local 891. After efforts seeking voluntary recognition failed, two applications for certification on film productions to vary the bargaining unit to include Extras Casting Department positions were filed in 2009. The B.C. Labour Relations Board concluded its hearing on January 20, 2011. The AMPTP took the position that Extras Casting Directors are Independent Contractors and not employees within the meaning of the BC Labour Code. The evidence focused upon the fact that the Extras Casting Directors hired the extras and could perform their duties / work for multiple productions concurrently. The decision of the BC Labour Board found that these features of the retainer relationship were consistent with freelance independent contractors and not the status of employee. The BC Council of Film Unions' application for reconsideration was dismissed on May 12, 2011.

This is an extremely disappointing loss for IATSE Local 891 and the Extras Casting Directors. The IATSE will not abandon these members and Local 891 and its Health Benefit Trust are developing mechanisms to provide coverage through self-payment of premium contributions. As an indication of their loyalty to the IATSE, many Extras Casting Directors have listed themselves as Second Category in other departments represented by Local 891.

President Loeb observed that this retrograde decision must be challenged via all avenues and by all means possible, including successive re-applications for certification, until the battle is won.

FOX CABLE NETWORKS, LLC

International Vice President Dan DiTolla, International Representative Sandra England and In-House Counsel Samantha Dulaney Appeared before the Board and reported on matters relating to Fox Cable Networks, LLC.

Many members of IATSE broadcast locals are employed on sporting events for various cable channels that are part of the FOX Cable Networks such as Fuel Channel, Speed Channel, FX, Fox Soccer Channel, and Fox International. Many of these events take place in areas that the IATSE already holds contracts for sporting events with the regional sports network in the area.

In order to achieve a stable labor environment for both the existing regions and the national non-network sporting events, the IATSE and FOX cable networks reached agreement on a neutrality pact. The Agreement calls for FOX to take a neutral stand with employees that wish to organize, and for the company to include work not currently covered under IATSE agreements by submitting to a card check instead of forcing an election to take place. The regions covered by the Agreement include Washington State, Oregon, San Francisco Bay Area, Los Angeles, San Diego, Arizona, Texas, Minnesota, and New York. This card check neutrality will also extend to "core" traveling crews on the entire package of events. This Neutrality Agreement will lead to many more hours of covered employment for members of our sports broadcast locals and is the beginning of bringing our various regional agreements closer together, thus providing a stronger more cohe-

sive structure to this growing area of our union.

President Loeb commented that this is an extremely important agreement and commended Representative England for her efforts. The General Executive Board unanimously ratified the Agreement.

IATSE CANADIAN NATIONAL HEALTH PLAN

International Vice Presidents John M. Lewis and Damian Petti, Canadian Office Operations Manager Krista Hurdon and members of the National Health Committee; International Representatives Barny Haines and Julia Neville as well as Local 58 President Jim Brett, Local 822 President Cheryl Batulis and Local 849 Business Agent Gary Vermeir, reported on the status of the IATSE Canadian National Health Plan.

In July 2008 a Health Benefits Committee was formed to review and report on the delivery of health benefits to IATSE members in Canada, involving the Committee members over the last three years. The Committee undertook a survey of all Canadian IATSE Locals to design cost saving strategies for both claims and non-claims costs, including economies of scale for administration duplication. In many cases, small IATSE Locals were unable to provide any supplementary health care benefits for their members.

In June and July of 2010, the Committee undertook to design a Plan Structure for the establishment of the Canadian National Health Benefits Plan. Legal counsel at Koskie & Minsky provided the necessary legal documents for the establishment of the Trust Fund / Plan. All twelve in-

surance companies providing coverage to IATSE Locals were invited to provide a structure for coverage addressing the various needs of all Locals. The list of underwriting insurance companies was reduced to eight and further refined to four. After meetings in April of 2011 involving over 50 Local Representatives, Great West Life was selected as the National Health Plan underwriter and J&D Benefits as the third-party administrator.

The flexible structure accommodated the direct participation by Canadian Locals in the National Plan as well as separate and distinct plans of the larger Locals having access to volume purchasing power achieved through the co-operation and pooled purchasing between the National Health Benefits Plan and the Local plans. Cost savings were achieved for both types of participants in relation to: insurer costs of benefits; administration duplication; consulting and legal fees, and; plan design. In the coming months, further meetings will be held with each Canadian Local to pursue joining the Plan.

The IATSE Canadian National Health Plan is now a reality, making a superlative achievement in Local co-operation to provide all members with better value for their benefit dollars. The participation of larger Locals will enable some level of coverage for smaller local memberships.

As Vice President Lewis expressed, the forward thinking and flexible structure will also cut costs for the International with the inclusion of all of its Canadian staff under this Plan. President Loeb commented that the cost savings for the Cana-

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dian membership is very encouraging and he urges all Canadian Locals to take advantage of consolidation under the IATSE Canadian National Health Plan.

IATSE CONTRACTS ADMINISTRATION DATABASE SYSTEM

General Secretary-Treasurer James Wood reported to the Board on the Contracts Administration Database System, which among other things, tracks the expiration and notification dates of a combined total of over 2,000 motion picture, trade show, exhibit and display contracts for which the International is the bargaining agent. Separate databases in the West Coast Office and the General Office have been centralized, however, the database system is now past its useful shelf life. Considering the options of purchasing an “off the shelf” system versus a customized system, and the quotes from providers of either option, General Secretary-Treasurer Wood recommended that the IATSE implement the customized system with better assurance that nothing will fall through the cracks.

President Loeb entertained a mo-

tion to engage the provider of the customized option. The motion was carried.

IATSE STAGECRAFT DEPARTMENT

Vice Presidents and Stage Co-Division Directors Anthony DePaulo and Brian Lawlor, Vice Presidents Michael Barnes and Timothy Magee, Assistant to the President Sean McGuire, International Representatives Peter Marley and Patricia White, and Special Representatives Joseph Short and Don Martin reported on the Stagecraft Department.

Vice President DePaulo reported that the Stagecraft Department remains extremely busy with the daily interaction between the International, the Locals and the road crews, which currently consist of 19 legitimate shows and 20 various family, dance and orchestra shows. Efforts also continue with organizing and contract renewals.

Under the leadership of Vice President Walter Cahill, Local 868, Washington, D.C., obtained a negotiated severance package as a result of the Washington National Opera company

ceasing to do business as a “stand-alone” company. He also assisted Local 64, Wheeling, West Virginia, in getting a new three-year deal with Live Nation, which includes 4% wage increases in each year of the agreement, plus an increase in the load-in minimum to six hours. Vice President Cahill provided support to Local 329, Huntington, West Virginia in its attainment of a new three-year agreement with Big Sandy Super Store Arena, an SMG facility. This deal calls for wage increases of 3% in the first year and \$0.50 per hour in the second and third year of the agreement. He is also currently aiding Local 369 in their negotiations with the Paramount Arts Center and Local 333 in their talks with the Spoleto Festival, USA.

Representative Marley is assisting Locals 134, 706 and 784 in negotiations with Ballet San Jose and also assisted Local 33 in reaching a new term agreement with Mainard Consulting, which covers political event shows. He is also assisting Local 504 in an organizing drive at Disneyland and Local 720 in their negotiations with Showpay, the payroll division of Production Resource Group.



Reporting on the activities in the Stagecraft Division: from left to right, International Representative Peter Marley, International Vice President/Director, Canadian Affairs John M. Lewis, Assistant to the President Sean McGuire, International Vice President Michael Barnes, International Vice President/Co-Division Director Brian Lawlor, International Vice President/Co-Division Director Anthony DePaulo, International Representative Patricia White, International Vice Presidents Tim Magee and Craig Carlson.

Vice President Barnes is coordinating efforts to merge Locals 636 and 218 and is assisting Local B-29 in Front of House negotiations at the Kimmel Center. He is also monitoring the Dave Matthews Band tour as it moves throughout North America.

Representative Short assisted Local B-754, Cincinnati, OH in their negotiations with the Cincinnati Reds wherein the Local was able to get wage increases in the last two years of their contract. He and Vice President DePaulo are also assisting the Local at River Downs Race Track, which was purchased by Pinnacle Entertainment, a Las Vegas casino company with little or no IA relationship. It has been a complicated negotiation but progress is being made and a contract should be in place soon.

Vice President Magee reported that he is assisting Local 85, Davenport, IA with its organizing drive at the I Wireless Center.

Vice President Magee also reported that Local 274, Lansing, MI will now have all production and steel work for all shows at Spartan Stadium included in their collective bargaining agreement.

Vice President Magee continues to assist Local 251, Madison, WI, which is close to a tentative agreement with the Overture Center.

In addition, Vice President Magee will attend the first meeting of the newly merged Stage Local 42 and Projectionists Local 343, Omaha, NE in August.

Wardrobe

Representative Patricia White reported that the International is assisting Dallas Local 803 in their negotiations with Dallas Summer Musicals and the

Fort Worth Opera and Ballet. Local 803 has made a real effort to include the theatrical hair and makeup workers in their collective bargaining agreements, with good success. It is important that the Locals be certain that all of the crafts are represented at venues, and assistance is available if needed.

Global Spectrum

Vice President Michael Barnes reported on the status of the Global Spectrum agreement. With the assistance of Vice President Lawlor, Representative White, In-House Counsel Samantha Dulaney and her assistant, Megan Doughty, the Global Spectrum agreement was assembled into a booklet format. The agreement covers over thirty venues where stagehands and wardrobe employees enjoy jurisdiction.

The Locals will administer the CBA on a routine basis and file all step one grievances, with the International helping to resolve issues at the step two level. The International will meet with Global Spectrum's corporate officers to maintain an open line of communication and addressing any matters that may arise. Going forward, the International is committed to communicating with the Locals via conference calls and site visits.

Local 636 - Indiana, Pennsylvania has been servicing a new 10,000 seat arena managed by Global. Global has also taken over operation of the Galen Center at University of Southern California (Local 33) and a rate sheet is being developed for that facility.

In Chester, Pennsylvania, Local 8 signed an agreement covering the soccer stadium managed by Global Spectrum. Global Spectrum also manages the soccer stadium in Kansas

City, Missouri and a rate sheet is being developed. Local 31 has contacted the International for assistance as the facility owners are pushing back and anti-union sentiment is making the process difficult.

Vice President Barnes traveled to Fargo, North Dakota to meet with local crews at the Fargodome and investigate reviving Local 510 to service this Global venue. The Local has been cooperative in working with the International in a membership drive to organize workers in this jurisdiction.

Global Spectrum will be managing a soccer stadium in Kansas City, Missouri and Local 31 has contacted the International for assistance as anti-union sentiment is making the process difficult.

According to Global Spectrum's website, there are 28 convention centers under their management. The International's agreement through multi-use complexes only covers five of these centers. Vice Presidents Lawlor and Barnes and Representative William Gearns are gathering information on the status of each Local with a Global managed convention center in its jurisdiction. They, along with Vice President Lewis, will meet in Philadelphia in November to discuss the convention center facilities.

Global Spectrum is becoming a significant player in the convention center industry and now manages Navy Pier in Chicago (Local 2).

Several areas of interest concerning existing facilities include the Mass Mutual Center in Springfield, MA (Local 53) where an agreement was reached on the rate sheet. This agreement includes an additional .5% wage increase over the national deal in year

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two (2.5% total for year two), plus increased jurisdiction in the convention center.

A meeting was held with, Representatives of Local 67 – Des Moines, IA regarding expanding the scope of work at the Global managed convention center. Vice President Daniel DiTolla will work with the Local to determine an organizing strategy.

Efforts are continuing to finalize the rate sheet for Local 500 and the Miami Beach Convention Center. The Local continues to get a large amount of work from this facility. Due to pressure from the Miami Beach City Council, no raises were given to any of the employees at this facility. This is yet another indication that the anti-union political environment is having an adverse effect on collective bargaining.

Wardrobe Local 799 – Philadelphia, PA filed a grievance against Global Spectrum involving wardrobe work for the Ringling Brothers Circus. A tentative agreement was reached which will significantly increase the hourly minimums, benefits and hourly rate for wardrobe workers.

Local 883 - Cleveland has been contacted and the process of developing a rate sheet for the Global facility at Cleveland State University has started.

The commitment by Global Spectrum to use and expand the use of the National Agreement is still strong. However, the anti-union push back by the public boards and private owners of these facilities is resulting in an undermining of the agreement.

ACT Department

Vice President Lawlor reported that membership in ACT currently

numbers around 500. Local 33 – Los Angeles, CA is looking to take in upwards of 40 ACT members and is working with the General Office to accomplish this laudable goal.

PLASA

Vice President Lawlor reported that the recently merged Entertainment Services Technology Association (ESTA) and Professional Lighting and Sound Association (PLASA), is experiencing some growing pains. Membership is slightly down, most likely due to the economy, but PLASA's arrangement with Penton Media, the owner of the LDI show, should breathe some new life into LDI and funds into PLASA. Long-time Local 16 Vice President Eddie Raymond is the chair of PLASA North America, and Vice President Lawlor is representing the Organizational Members on the PLASA North American Board.

The ETCP program, which continues to stand alone, continues to grow, with 1326 already certified and a greater than 90% renewal rate of recertification. It is clear that this program is working.

USITT

The United States Institute of Theatre Technology (USITT) tradeshow continues to expand in size and attendance. One of the benefits of this show is the exposure to potential new members. The next show will be held March 29-31, 2012 in Long Beach, California.

INFOCOMM

The stagecraft department exhibited for the second time at Infocomm in June 2011 in Orlando, FL, where attendance reached approximately 33,000, the largest East Coast show

ever. The International co-sponsored the rigging and staging demonstration. Particular thanks go to Kent Jorgensen and Local 631 and ETCP Certified Rigger Steve Shaw for their practical demonstrations on behalf of the IATSE.

Broadway

The Broadway season ended high with box office receipts of \$1.08 billion and attendance reaching 12.53 million people. There were 42 shows opened, the second most number in 20 years. *The Book of Mormon* was the hit of the season, winning nine Tony Awards and breaking house records every week.

The Road

This fall, the *Book of Mormon* will mount a tour starting in Denver and another tour of *Jersey Boys* will be doing production in Philadelphia. Other productions going out on tour include *American Idiot*, *Addams Family*, *Million Dollar Quartet*, *Memphis*, and *War Horse*. The good news is that arguably everything going out on tour is under an IATSE contract and the Stagecraft Department's job now is to improve those contracts on behalf of our touring members.

Modified Non-League Employers

The contracts with Networks, Troika, Big League, Phoenix and Worklight expired on June 30, 2011. General Counsel Dale Short and Network's attorney Larry Levien are discussing commonality of language between the League deal and the modified agreement. The input received to date from traveling crews focuses on money, housing and traveling accommodations, per diem, benefits and vacation contributions.

VEE Corporation

This segment of the touring industry continues to struggle. Normally, the touring season for these shows is September through May but this year Imagine 123, one of their three scheduled tours, has shortened its season and will tour from early January to late May.

Theatre of the Stars (TOTS)

TOTS is a long-time tenant of the Fox Theatre in Atlanta and a long-time signatory with the IATSE. They serve as a partner with venues that present summer stock shows in addition to presenting touring shows that come to the Fox. TOTS has mirrored the League/Disney agreement, by adhering to the main components of the Full Pink, the Modified and SET pink, with certain modifications negotiated to the Modified tier that comport specifically to TOTS business model.

The new agreement, with a term from January 1, 2011 through April 13, 2013, includes improvements in overage component, a buyout for work more than 11 hours with actors on stage, and a potential new model housing and per diem calculations.

Live Nation

There were seven separate tripartite agreements involving Live Nation Worldwide, the International and individual local unions that covered eight venues. While they shared a common term each contract was individually renegotiated.

In August of 2010 a meeting was held in NYC between Live Nation representatives and International President Loeb and Vice Presidents Lawlor, DePaulo and Di Tolla. It was agreed that a single master agreement would

be negotiated covering all the expiring tripartite agreements. Subsequently any local with an expiring contract would be given the opportunity to be folded into the national agreement.

The Union's goal in these discussions was twofold. First, the basic conditions applicable to all locals would be memorialized in master national contract. Secondly, each participating local would have an appendix which would set their wages and benefits as well as any conditions which differed from the master national contract.

The final master national agreement memorialized the most common working conditions with respect to minimum calls, overtime, meals, and holidays. In doing so any locals whose existing conditions were inferior in these areas realized an economic increase. The contract provides standardized language on No Strike/Lockout, Grievance and Arbitration, Safety, Stewards and Union Access provisions.

The individual appendixes, in addition to setting local wages and benefits, primarily served to preserve existing local conditions that are superior to those in the national contract.

Starting with the original seven facilities and six locals we now have a common agreement extending to eleven locals (2, 8, 10, 11, 48, 78, 84, 285, 321, 322 and 500) and eleven facilities. The expectation is that during the five-year term, additional locals will come on board. None of the original six locals saw any concessions as a consequence of the agreement. Most saw the application of superior terms as those enjoyed by one or more locals were extended to them all.

The Stagecraft Department thanks Vice President Dan DiTolla for his

hard work in merging these documents and applauds the local unions who have jumped aboard, including Akron, Chicago and Philadelphia.

Canada

Vice President Lewis reported that, in Canada, the International continues to work in cooperation with the Locals in negotiating the Canadian Pink Collective Agreement with Canadian touring companies. To date, ten agreements have been signed. At the direction of International President Loeb, International Representatives in Canada have been assigned to meet with members working under the Canadian Pink Collective Agreement. Members working on touring productions in Winnipeg, Ottawa and Toronto have met with International Representatives in order to explain the new Canadian Pink Collective Agreement and to address any issues or concerns they may have.

President Loeb thanked the Department for a job well done.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

Vice Presidents Michael F. Miller, Thom Davis, John Ford and John M. Lewis, along with International Representatives Daniel Mahoney, Steve Areddas, Jamie Fry, Scott Harbinson and Jennifer Triplet presented the report of the Motion Picture and Television Production Department. The IATSE continues the policy of signing production companies to a term contract if they have past credits and a future slate for productions. There have been 18 new term deals signed since the last General Executive Board Meeting. Overall, between term signatories and one-off project agreements, there have

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON BOSTON HOTEL



Reporting on the activities in the Motion Picture and Television Production Department: from left to right, International Representative Steve Aredas, Jennifer Triplett and Ben Adam, Assistant Division Director Dan Mahoney, International Vice President/Division Director Michael F. Miller, Jr., International Vice President/Director, Canadian Affairs John M. Lewis, International Representatives Jamie Fry and Scott Harbinson.

been over 350 contracts signed since the last report to the Executive Board.

The Department continues to monitor the low-budget contracts through the ongoing Audit Compliance Program. There are currently 16 productions in the audit process. Some audits are the result of evidence that the budget is suspect; however, most audits are selected on a random basis. It is advantageous for a production company to self-report a budget over-run, and several companies have done so since last reported. Self-reporting results in adjustments to wage rates as provided for in the low-budget agreements, but without the penalties that would otherwise attach.

It is the policy to require a payroll deposit when signing independent projects. However, it is critical for the crew to call in their jobs and to give notice to their Locals immediately if they are not paid for their work. The longer it takes to learn that a company is in breach, the more difficult it is to obtain a remedy. Similarly, the longer it takes to find out a project is in production, the more difficult it is to organize the crew and obtain a contract. To increase the protections

for IATSE members to ensure they are paid for their work, the contracts now contain language that failure to make a deposit, or failure to pay a crew, is a material breach of the collective bargaining agreement, and as such, is not subject to no-strike provisions, and the IATSE and its members will not work on a production that won't pay the crew.

The Department continues its efforts of coordinating the efforts of Local Unions throughout the United States and Canada, which results in significant results when collective action is required. One example stems from the dispute over production of *In Plain Sight* in New Mexico. NBC Universal, incredulously, took the position that teachers were not covered under the Area Standards Agreement. The IATSE responded that the teachers would then strike for recognition, and the entire crew voted to walk off the set in support of the teachers; joining them were the Teamster-represented drivers. The company capitulated and agreed to cover the teachers under the ASA. Another significant example is the dispute that arose when Twentieth Century Fox tried

to film a 3D picture of a *Glee* concert at the IZOD Center in New Jersey. This facility is manned by members of IATSE Local 632. As the concert date neared, the company took the position that because this was a 3D production of a documentary nature, it was not covered under the motion picture contracts. The IATSE Locals involved in the filming threatened to picket the event. Most important was the solidarity from the stagehands represented by Local 632. When faced with a picket line outside the IZOD Center and the possibility of the concert itself being jeopardized for lack of stagehands to work the show, Fox reconsidered its position and agreed that the concert motion picture, regardless of whether it was shot in 3D, was traditionally covered work. The IATSE film and stage Locals, in collective effort, made it perfectly clear that the IATSE would not sit by idly in the face of an attack against its jurisdiction, and that an attack against one craft is an attack against all crafts and will not be tolerated.

Other items noted in the report include the efforts to indoctrinate the film community in Puerto Rico with

knowledge that the IATSE has a presence on the island, represents all film crafts and is prepared to offer a collective bargaining agent in the Spanish language to cover production work in Puerto Rico. Elsewhere, the organizing campaign continues to cover employees in Locations Departments in jurisdictions where they are not otherwise represented by a labor organization. To date, over thirty-five agreements have been signed that include covered Location Managers and Assistant Location Managers. Meanwhile, the IATSE will continue to protect its jurisdiction in every traditional craft such as Coordinators, a classification some production companies try to eliminate by calling the job something else. But if the duties are those of a traditionally covered craft, then it is, and will be, covered work.

The Department continues to organize all genres of motion picture production including commercials, promos, webisodes, reality television, along with episodic dramatic production and motion picture feature production. Contracts under the “New Media” provisions of the Basic Agreement and Area Standards Agreement are becoming a frequent

source for covered work. Recently organized are the 150 employees working at the “Shademaker Facility”, located in San Francisco. This is a “stop motion” animation facility where the crew will be represented by Locals 16, 600, 700, 800 and 839, depending on crafts. Local 16 and the IATSE will administer the contract. Finally, it was reported that in Canada, there are three new term agreements, and over 180 signatories to the Canadian Binder Agreements.

The Department will continue its ongoing successful efforts to keep all Locals engaged in motion picture production informed of issues as they arise anywhere in the IATSE’s jurisdiction, so a collective front is always present as the IATSE fights to protect its members’ jobs.

IATSE TRADE SHOW & DISPLAY WORK DEPARTMENT

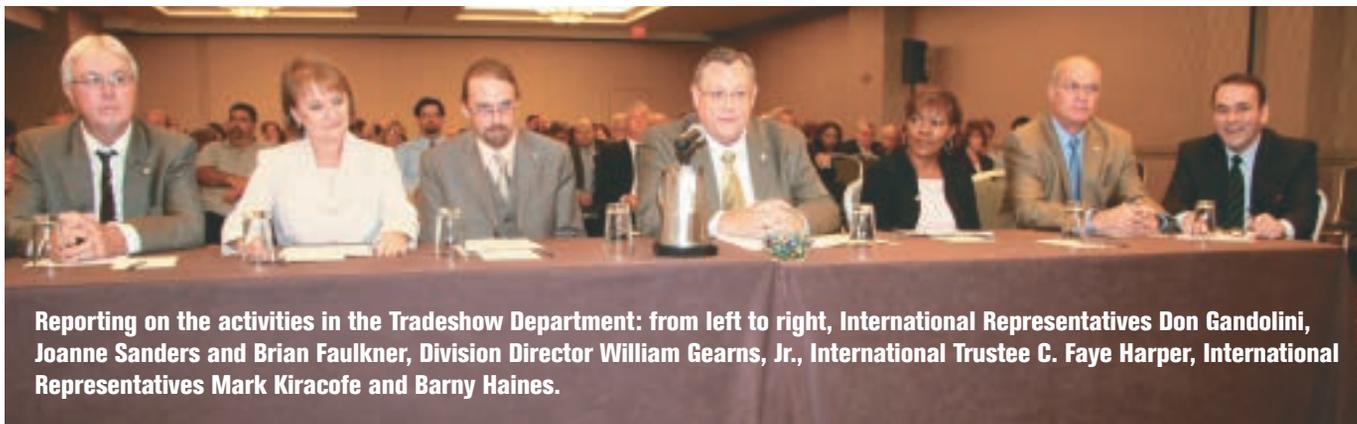
Director of Tradeshow and Display Work William E. Gearns, Jr., International Trustee C. Faye Harper, International Representatives Brian W. Faulkner, Donald Gandolini, Jr., Barney Haines, Mark Kiracofe and Joanne M. Sanders presented the Trade Show & Display Work Department report.

Atlanta Local 834

International Trustee and Local 834 Business Agent C. Faye Harper presented a follow-up report about the NLRB charge against Local 834. The charge concerned the suspension of hiring hall privileges for employees who accept bargaining unit work within Local 834’s geographical jurisdiction without prior written permission. This rule was challenged before the NLRB in August 2010. As Trustee Harper reported at the General Executive Board Meeting in January 2011, the NLRB dismissed the charge against the union in November 2010. In February 2011, an appeal to the Office of Appeals was also denied.

Local 834’s Freight Agreements expire on December 15, 2011 and the Local intends to formally open negotiations in November 2011.

The Joint Classification and Training Committee (JCTC) will be hosting a two day training session in August 2011. The JCTC will be offering training in customer service, floor marking, forklift, safety, module set up and carpet laying. The Georgia World Congress is providing a building for the training. This is the first combined training the committee has hosted.



Reporting on the activities in the Tradeshow Department: from left to right, International Representatives Don Gandolini, Joanne Sanders and Brian Faulkner, Division Director William Gearns, Jr., International Trustee C. Faye Harper, International Representatives Mark Kiracofe and Barney Haines.

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Nashville Local 46 - General Service Contractors

Representative Kiracofe stated that Nashville Local 46 is in extended negotiations with General Service Contractors in Nashville, which commenced with an Employer proposal of a two-year wage freeze. The Local has maintained their resolve, with the parties scheduled to resume negotiations in August.

Salt Lake City Local 838 - Freeman Negotiations

Negotiations with Freeman were hindered because Freeman stated it was at an economic disadvantage with GES, who had more favorable contract terms. Since then, Freeman has secured the next 10 Outdoor Retailer Markets, which alone should result in an estimated 8% increase to Local 838 referrals. Freeman's latest proposal contains gains in health and welfare contributions and training funds. The proposal will be presented to the membership with a recommendation to ratify.

Ottawa Local 471 - Freeman Electrical Services

As reported by Representative Barny Haines, Local 471 recently concluded a servicing agreement for all rigging at the newly constructed Ottawa Convention Centre. The agreement will also cover a second convention facility in the process of being built near the Ottawa International Airport. The agreement is between Freeman Electrical Services and the Local's payroll service. The agreement covers all additional rigging crew required by Freeman Electrical Services in addition to their in-house crew. The Convention Centre opened in April 2011 and since then the Local

has been filling calls. The Convention Centre will have 192,000 square feet of exhibition space.

Calgary Local 212

Under the leadership of International Vice President Damian Petti, Local 212 continues to make inroads in the area of Tradeshow, Special Events and AV work. After consulting with International Vice President John M. Lewis and Director of Tradeshow and Display William Gearns, the Local developed a three-year area standards type agreement that set out basic terms and conditions. To date, Local 212 has been successful in securing two major employers as signatories to the agreement: Evolution Presentation Technologies and Mediaco. The Local is now in discussions with other employers to sign onto the term agreement.

Efforts continue in the process of consulting with local unions in an attempt to identify potential organizing targets in the Canadian Trade Show and Display industry.

TERM Group

International Representative Brian Faulkner was assigned by the International to assist Locals 13 (Minneapolis), 15 (Seattle) and 838 (Salt Lake City) in the implementation of the National Agreement with Tradeshow Event Resource Management Group (TERM Group.) The company was already signatory to Local 838's Area Standard Exhibit Appointed Contractor Agreement. Terms from that agreement were included in Addendum A of the new National Agreement. Local 15 had recently settled with National Convention Services, a TERM competitor, and those provisions were used for Local 15's addition to Addendum

A of the National Agreement. Due to an existing relationship with another union, Local 13 was unable to secure the TERM work. However, Local 13 was able to sign on with National Convention Services, a TERM competitor.

Phoenix Local 336 and Tucson Local 415

Local 336 has continued to sign the remaining Employers to terms similar to last winter's agreement with GES, Freeman, and Brede. Employers working within the jurisdiction of Tucson Local 415 sign a Memorandum Agreement binding them to the terms and conditions of Local 336's contract with a different benefit structure. Local 336's ability to secure the work in the Tradeshow industry has also resulted in Excel Decorating signing a two-year agreement with the Local to do the *Assemblies of God Show* this last May. This news has been shared with those Locals engaged in the banner campaign to bring Excel to Area Standards in other markets.

Reno Local 363

Local 363 reached an agreement with GES on a five-year contract for all electrical and rigging work. The agreement provides for wage and benefit increases amounting to 6.5% in the final three years of the contract. Despite the company's rejection of the Local's proposed voluntary recognition of uncovered job classifications, the union is preparing an organizing campaign to bring those workers under contract.

Banner Campaign

Representative Joanne Sanders reported to the Board that, in 2009, the Tradeshow Division began a banner campaign in an effort to settle a

long-standing dispute with Fern Decorators. Having experienced success in that endeavor, Locals 12 and 835 expanded efforts to banner associations under contract with Excel Decorators. More recently, exhibitors and design shops with relationships with Exhibitor Appointed Contractors (EACs) have been added to the campaign.

Excel Decorators' targets were identified in seven states. Bannering is being done on behalf of Local 12 in Columbus, OH and Local 835 in Orlando. Activities have continued against targets in the District of Columbia, Florida, Illinois, and Indiana.

The National FOP was designated as a target in Washington, D.C. They were unresponsive to outreach during the second half of 2010. After a day of bannering on May 10, and intervention by President Loeb, the FOP wrote to Excel explaining that there would be no future contracts signed by the National FOP administration unless the dispute with the IATSE was satisfactorily resolved. As a result of our concerted efforts, during that same time period Phoenix Local 336 signed a term agreement with Excel that will provide their members with work on a large trade show in August 2011.

In early spring, a bannering drive targeting EACs was commenced. Local 205-Austin; Local 322-Charlotte; Local 127-Dallas, Local 84-Hartford, Local 21-Newark, Local 8-Philadelphia, Local 322-Scranton and Local 322-Winston Salem are involved in this campaign and, to date, 55 members have been trained. In Charlotte, Hartford, Newark and Winston Salem, design shops who had been working with non-union EACs agreed in writing that work would be directed to signatory employers.

Bannering will continue against non-compliant targets.

Representative Sanders thanked all of the participating Locals for their cooperation and commitment to this effort.

New Orleans Local 39 - Freight Operations

Representative Donald Gandolini, Jr. reported that Local 39 and Expo Plus, a full service tradeshow general contractor that is headquartered in Atlanta, have had a tenuous relationship. On some events, Local 39 would obtain a "one off" agreement but a term agreement proved elusive.

In 2010, Expo Plus did an event with another union but with the Essence Festival coming up, Expo Plus agreed to voluntary recognition and executed IATSE term agreements for freight and decorating work in New Orleans. Representative Gandolini commended Local 39's Business Agent Alan Arthur for his persistence and professionalism and credited the Local's work force for demonstrating its competency to perform the work better than the competition.

Atlanta Local 834 - EAC Organizing

Representatives Gandolini and Mark Kiracofe have been assigned to organize the Exhibitor Appointed Contractors (EACs) in Atlanta. They met a number of the targeted employees and have maintained a strong visibility and presence on the show floor. Early success may be attributed to Division Director Kearns' securing an agreement with ExpoServices, a GES subsidiary. To date, five EACs are under contract. Contact information on over 200 employees has been obtained and efforts are being taken to contact them. Local 834 is support-

ive of the campaign and has opened its doors to these freelancers.

Albuquerque Local 423 and Laser Exhibitor Services:

Laser Exhibitor Services of Bloomfield, CO and Local 423 renewed their tradeshow contract. It's a three-year agreement that runs through June 2014. The new agreement provides for annual wage increases of 3% and annual benefit increases of .5%.

Kansas City, MO Local 31 and George E. Fern

George E. Fern renewed its collective bargaining agreement through May 2013. Most of the economic gains were directed to Local 31's Health and Welfare Plan with annual increases provided for.

Industry Affiliations

The Tradeshow Department maintains membership in ESCA (Exhibition Services and Contractors Association), EDPA (Exhibition Designers and Producers Association) and EACA (Exhibitor Appointed Contractors Association.) Throughout the year, Department representatives attend various conferences and seminars provided by these associations. Last month representatives from the Tradeshow Department attended the annual ESCA Summer Educational Conference, and in August they will attend the annual EACA meeting in Orlando. The IATSE also exhibited at the annual Exhibitor Show in Las Vegas in March 2011. This year there was a conflict between the Exhibitor Show and training classes at the National Labor College. The IATSE exhibit was manned by Retired Representative in Charge of the West Coast Office Joe Aredas, Local 720's President Dan'L Cook and

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Business Agent John Hanson. Representative Gandolini thanked them for their assistance.

ESCA Summer Educational Conference

In June, Director Earns and Representatives Kiracofe, Faulkner and Gandolini attended the ESCA's annual summer educational conference in Branson, Missouri. Also in attendance were representatives from the carpenters and painters. The attendees included general service contractors, some EACs, suppliers, freight lines, convention center managers and tradeshow press. Also in attendance this year were executives from EDPA and the Society of Independent Show Organizers (SISO). The IATSE delegation had the opportunity to meet Freeman's recently hired national labor relations director and hopefully this will bolster the relationship between the parties.

Las Vegas Local 720

Director Earns reported that negotiations between Las Vegas Local 720 and Freeman Audio Visual Solutions successfully concluded in May and the Local subsequently ratified a four-year agreement. The contract contains come overtime modifications that brought it in line with other audio/visual contracts in Las Vegas. The wage/benefit package averaged 2.3% per year over the term of the agreement.

Denver Local 7

Negotiations between Local 7 and Freeman Audio Visual Solutions concluded in June and the Local ratified a three-year agreement. The agreement provides for wage increases of 2%, 2.5% and 2.5%, with a 1% contribution to a newly established Local 7 Training Trust. Freeman also

provided equipment and trainers for two training sessions this year in order to expand the number of A/V techs available for the Microsoft show this summer, which requires 300 A/V technicians. The Local was able to provide 160 of these technicians due to the Freeman training sessions.

Orlando Local 835

Negotiations between Orlando Local 835 and GES for a freight agreement began in May. GES is below the area standard as established in all other Local 835 freight contracts. Those area standard contracts have a five year waiver of the favored nations clause in order to allow time to bring GES up to the area standard. That waiver runs through December 31, 2013. Their proposal in Orlando does not come up to the area standard.

To further complicate matters, the carpenters union filed an RC petition in an effort to get this unit back. Initially, the Teamsters intervened to get on the ballot. Through the efforts of President Loeb and In-House Counsel Samantha Dulaney, the Teamsters withdrew from the process due to the existence of the Mutual Assistance Pact for the tradeshow industry in Florida. Negotiations with GES have been suspended until after the election.

In June, negotiations began with the 14 largest EACs for a new agreement that will become the area standard EAC agreement and will cover approximately 90 employers. The current contract expires at the end of August and negotiations are ongoing.

Freeman/Champion/Fern

In June 2011, it was announced by Freeman Decorating Company that they were purchasing Champion Exposition Services and the George

Fern Company. This is a major consolidation in the industry as these two companies are ranked as the fourth and fifth largest companies. Initial indications from Freeman are that they will be operating Fern as a separate company for the time being.

Chicago

Another major development in the industry involves the legislation passed in May 2010 that empowered the government to change terms of collective bargaining agreements they were not party to at McCormick Place and the Navy Pier. The Teamsters and Carpenters both filed separate legal challenges claiming the state law was pre-empted by Federal laws that govern collective bargaining in the private sector. In May of this year, the Federal court upheld the union position and struck down the sections of the law that interfered with the collective bargaining agreements. This decision was appealed and denied.

Public officials are now threatening to bring all tradeshow labor in-house and make them public employees at McCormick Place and Navy Pier. This situation will be closely monitored as it could have consequences extending beyond Chicago.

President Loeb noted that the lengthy Tradeshow report reflects the extensive responsibility handled by the six representatives assigned to the Tradeshow Division. He noted that the challenge is ambitious, complicated, and requires a sophisticated approach. President Loeb further committed to expand the effort in Canada. He encouraged the Tradeshow Division to be aggressive and continue the good work noting that the Inter-

national is committed to the process of utilizing international power to fight for regional and local causes because that is what collective unionism is all about. President Loeb concluded his comments by thanking all of the presenters for their hard work.

IATSE ORGANIZING DEPARTMENT

Division Director of the Organizing Department and Vice President Daniel DiTolla, along with Representatives Sandra England, Joel Youngerman, Joseph Hartnett, Francis O'Hern and Special Representative David Garretson updated the Board on the Department's activities since the Board met in Las Vegas. They first reported on activities in Stagecraft.

Special Representative Garretson is assisting Local 927 with its collective bargaining negotiations at the Atlanta Civic Center. He reported that the Local now has language in its Memorandum of Understanding with the Atlanta Civic Center that requires all house crew and extra crew be referred through the Local. In addition, a Local 927 member has been hired as the production manager of the ACC, which has markedly improved the relationship between the Local and management. These improvements have set the foundation for negotiations of the wages and conditions for the next three years.

Representative Hartnett reported that in March of this year, he was contacted by the station manager of WETM-TV in Elmira, New York, inquiring as to who was running the day-to-day operations of TBSE Local 821. The Business Agent was unable to fulfill the duties of his office and it became clear that a merger with Lo-



Reporting on the activities in the Organizing Department: from left to right, International Representatives Fran O'Hern and Joel Youngerman, International Vice President/Division Director Daniel Di Tolla, International Representatives Sandra England, Dave Garretson and Joseph Hartnett.

cal 289 was the Local's best hope to continue to provide representation for the broadcast technicians and on-air talent. After several meetings with both Locals, Representative Hartnett shepherded them through negotiating a merger agreement to be effective August 31, 2011.

Representative Youngerman advised that during the last meeting of the Board, a merger agreement between Locals 336 and 875 was reached and approved with Local 336 as the surviving Local. Since that time, Local 336 has been dispatching all wardrobe, hair, and make-up calls. It continues to work through issues during this transition.

Representative Youngerman and Locals 336 and 415 have met with management from the Arizona Opera for the annual discussion of wages and benefits as per the collective bargaining agreement that was renewed last year. The Opera made a reasonable argument that it is still in severe financial hardship and cannot afford any increases. The Locals agreed to continue a wage and benefit freeze for another year.

Representative Youngerman also reported that Local 423 in Albuquerque, New Mexico is in negotiations with the City of Santa Fe. The Santa Ana Star Center, a Global Spectrum building, continues to be the Local's biggest employer. The New Mexico Symphony Orchestra, a signatory, closed its doors earlier this year. While the Orchestra did not provide a huge portion of the local's employment, in tough times any loss is significant.

Representative O'Hern reported on his on-going organizing activities in broadcast.

Representative England reported on negotiations with the Matthew Knight Center at the University of Oregon. All events are being done by Local 675 while the parties continue their negotiations.

Local 15 was able to secure work on the recent Live Nation Production of U2 at Quest Field in Seattle. Representative England noted that the Local has a Prevailing Wage agreement with the managers of the stadium which allowed the Local enough negotiating room to make a deal with Live Nation for the Event.

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Representative England also reported that the Local 918 and motion picture freelance technicians have formed a working group in Alaska to find ways to bring both the stage and motion picture workers under the banner of one local. The crew base in both areas has common interests in training and work force development. These two groups continue to search for ways to come together.

Vice President DiTolla reported that two representation elections had occurred involving employees of four facilities operated by Iron Horse Entertainment in the jurisdictions of Local 232 and 53. The union prevailed unanimously in both elections. Negotiations for a first contract are being scheduled. Negotiations are also ongoing on behalf of the Child Actor Guardians employed on the Broadway production of *Billy Elliot*.

With regard to broadcast technicians, Vice President DiTolla advised that the agreement with the YES Network and Local 100 has been ratified. Currently negotiations involving MSG2 and several local crewing services are being negotiated with Local 100. A tentative agreement has been reached with CBS for technicians employed on the Rachael Ray Show. The department also reported having assisted the following locals with contract negotiations involving broadcasting: Local 600 with CBS in San Francisco and Fox in Los Angeles and Local 833 with CBS in Baltimore.

The Division continues its National organizing activity. President Loeb remarked that local unions will never win a bidding war with labor contractors in stage work. It is essential that local unions remove the middleman and negotiate directly

with employers. Thus, local unions should make every effort to organize the stage and entertainment venues in their jurisdictions. He stated that the International is available to assist local union's organizing efforts. This involves some of the hardest work of the International and is often the most thankless.

President Loeb commended the Division for its monumental and mammoth efforts.

ICAP/TRAINING TRUST

Kent Jorgenson, chair of the ICAP Committee, Willy Walters, ICAP Committee member, International Representative Julia Neville and West Coast Counsel James G. Varga reported on the IATSE Craft Advancement Program and the IATSE Entertainment and Exhibition Industries Training Trust Fund.

The ICAP was created by International President Matthew D. Loeb to develop a training and craft advancement program. The Committee has made itself available to local unions and their members for presentation of various classes. For example, in Orlando, a basic safety course was offered and attended by members of Locals 321, 631 and 835. The class was also presented in Boston working with Local 481 and District 3.

The ICAP participated in the 2011 Infocomm show, putting on a rigging demonstration for attendees of the show. ICAP continues to work with the National Labor College and recently the IATSE endorsed the NLC Safety Training Program and its application to renew the Susan Harwood Grant. Several members of ICAP have attended classes at the NLC to prepare for teaching safety classes and

in particular, OSHA standards. Local unions who are interested in having classes for their members should contact ICAP to facilitate this happening. At present, classes are available in areas of rigging and electrical work. In addition to offering training, ICAP is engaged with other industry organizations to promote safety standards for the entertainment and exhibition industries.

It was also reported that on June 22, 2011, the IATSE, along with DADCO, a Los Angeles based power source and lighting rental facility, established the "IATSE Entertainment and Exhibition Industries Training Trust Fund." Informally known as the "IA Training Trust", this is a labor-management Taft-Hartley ERISA Trust Fund. There is in place a Board of Trustees to administer the Fund. The Trustees include Ronald Dahlquist from DADCO and Brian Ohl from Global Spectrum in Canada. One additional employer trustee remains to be named. On the participant side, the trustees appointed by President Loeb are: Julia Neville, International Representative from Vancouver; Michael Robinson from Local 2 in Chicago; and James G. Varga, West Coast Counsel. Officers of the IA Training Trust are Chairperson Brian Ohl and Secretary Julia Neville. The first meeting of the Board of Trustees will take place in Los Angeles this fall. James Varga will serve as Acting Executive Director and Kent Jorgensen will be Program Administrator. Clerical help will be provided through the IATSE West Coast Office support staff.

The mission of the IATSE Entertainment and Exhibition Industries Training Trust Fund is to promote

training and skills advancement to participants of the Trust Fund. Participants are those employees working under IATSE collective bargaining agreements in the United States and Canada. In this regard, the IA Training Trust will be the funding support for the ICAP classes, third-party educational programs, and other future training ventures.

The IA Training Trust began with a contribution from the IATSE. However, it is planned that future funding will stem from negotiated employer contributions. The IATSE has developed proposed contract language to cover all segments of IATSE jurisdiction.

There will be future announcements on the activities of the IA Training Trust on the IATSE Web site and in the Bulletin.

IATSE MERCHANDISE

General Secretary-Treasurer James Wood reported on trade unionism and political activism requiring identification and communication. The IATSE has therefore implemented the IATSE Online Store, marketing strictly union-made items bearing the IATSE emblem.

All members and supporters can create their own security protected account. An array of apparel and accessory items are available and will be changed and adjusted to suit the season and demand. Shipping is available throughout the United States and Canada. The IATSE Online Store is up and running as of July 27, 2011. Wear this swag with pride.

IATSE NATIONAL BENEFIT FUNDS

In their capacity as Trustees of the IATSE National Benefit Funds, Gener-

al Secretary-Treasurer Wood, International Vice Presidents DiTolla, Lawlor, Miller, Division Director Earns, and Representatives White and Kutak appeared before the Board to present a report on the Funds. International President Loeb is the union-side Chairman of the Funds.

The IATSE National Benefit Funds continue to see growth in employer contributions. The first six months of 2011 have seen a 15.33% increase in income as compared to the same time period in 2010. The most predominant growth has been in the Health & Welfare and Annuity Funds. This is due to several reasons, including recent mergers, increased contribution rates and increased work in the areas covered by these Funds.

Thus far in 2011, 1,550 employers have remitted contributions to one or more Funds based on over 1,900 different rate group combinations. 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.

The IATSE National Health & Welfare Fund's Plan C continues to provide coverage to an increasing population, particularly in its two primary options, C2 and C3. The Fund now provides benefits through Plans A and Plan C to over 16,500 working men and women. When dependants are included, the Plan is providing coverage to over 26,000 lives nationally. This is the largest covered population recorded in the history of the Fund.

Plan C3 has maintained the same CAPP cost since its inception in October 2008. Even with recent PPACA

requirements to eliminate annual prescription limits and open up coverage to all covered children through age 26, this Plan has remained steady in its participant cost. Plan C2, the largest C plan, will have an increase for the October 2011 coverage quarter of \$30 per month for both the single and family option. The C1 plan, which covers 81 single/family enrollees, will realize an increase for the October 2011 coverage quarter as well equal to the actual cost of providing such benefits.

In order to maintain affordable rates for all Plans under the Health & Welfare Fund, Plans A and the 3 Plan C options, the Trustees are reviewing several options to modify the benefit offerings so that we can continue to provide broad benefit choices to all of its working families at reasonable costs.

The National Annuity Fund has successfully transferred its account to MassMutual effective March 1, 2011. The transfer was relatively seamless and participants received numerous announcements and materials (Plan booklets, salary deferral coupons, investment option information and more) to help guide them with the expanded options offered through MassMutual. The Annuity Fund currently boasts over 55,000 active accounts with a market value in excess of \$425 million.

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 2,400 retirees or their beneficiaries, as well

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as every active working participant receiving contributions as promised by the Plan.

The Funds' Web site, now in its 6th year of operation, has provided many useful tools for participants including, but not limited to, on-line CAPP copayments for Plan C participants, work history records, on-line demographic updates (address changes, beneficiary changes, etc.) as well as a full array of forms and links to our benefit providers. Local unions have recently seen the addition of online summary reports and the ability to request detailed as well as customized reports.

The Trustees are examining the possibility of revamping the site, increasing performance and adding features, such as customized reports, that can be obtained online immediately as well as allowing participants to make COBRA co-payments, send messages directly to the Participant Service center, and more.

Staffing has increased in the Funds Participant Service Center. As the Funds continue to grow, the call and written correspondence volume continues to increase and the Funds are looking to add two more employees in early Fall 2011 with the intention of improving response times for all participants.

The Funds have released a new 'Employer Contributions and Collections Guidebook' which most local unions should have received by now. Given the complexities of the NBF this new guidebook should be a valuable resource for local unions when negotiating agreements (to understand what the Funds require in order to accept contributions) and to help understand what is required in

reporting. In addition, important timing of contribution payment information is included, most notably with respect to Health & Welfare Plan C. This booklet has also been released to contributing employers, and/or their payroll agent, to help guide them in reporting, interest on late reporting, the Funds audit policy and the return of contributions policy.

IRON HORSE ENTERTAINMENT

Vice President Daniel DiTolla reported on Iron Horse Entertainment, which is a concert promoter in North Hampton, Massachusetts. It operates four facilities within the jurisdictions of Locals 53 and 232: Iron Horse, Pearl Street, Calvin Theatre and Mountain Park. The International and the Locals filed a representation petition to represent stage employees at these venues. The parties negotiated a stipulated election agreement that included, among other things, dividing the venue into two separate bargaining units. The unions won both elections unanimously. Negotiations for a first contract are scheduled for August.

LEAP

International Representative Patricia White and In-House Counsel Samantha Dulaney updated the Board regarding the activities of the Labor Education Assistance Program.

Earlier this year, the IATSE began a comprehensive, union-wide assessment of its strengths, goals, and areas that can be improved to better serve the membership into the future.

During the Las Vegas meeting, members of the Executive Board and a few other key leaders were surveyed regarding the state of the whole

Union including opinions on its future goals. A few weeks later, the Division Directors met in Denver for two days in order to begin processing this data so that the International's plan for the future could be in line with its core values and the needs of its representatives, locals, and members.

One of the key data points that emerged even in this early phase was the need to continue to strengthen the relationship between the International and Locals. The group began to discuss ways to begin this process and along with a rough timeline for the education program over the next two years. Both of these sessions were facilitated by Trish Westwater and Robyn Cavanagh of the National Labor College.

After the Division Directors Meeting, content for the NLC staff training was designed by the International so that it would address the key points raised in the Board interviews.

Data Gathering from International Representatives and Administrative Staff

The next phase of data gathering was to develop an online survey for International Representatives in order to get their assessment of the union's key strengths and challenges, as well as the skills and education they felt they needed to do their jobs effectively; administrative and clerical staff were also asked to fill out the same survey. The online survey mirrored the questions asked in the GEB interviews, with additional questions about the way work gets done in the union.

2011 NLC Training for International Staff and Vice Presidents

At the end of March, the Board and Representatives spent three days

in training at the National Labor College. This staff training was designed with three main goals in mind: (1) to provide the results of the survey to Vice Presidents and staff, (2) provide people with an opportunity to discuss and brainstorm ways to address key issues revealed by the data, and (3) help staff develop individual and group leadership skills that will help them work more effectively with Locals.

For the first day of the training, Co-Vision, an interactive meeting company, was invited to bring in a computer system that allowed group discussion on a series of important questions. This process was a big success and allowed the group to generate ideas on how to take action on key challenges facing the union.

For the second day of the training, a workshop was held to help staff understand their individual work and personality styles, and also to recognize how to appreciate the way in which different personalities interact. This led to a workshop on group dynamics and teambuilding. Both sessions were rooted in the belief that training International Representatives

to be more aware of interpersonal and group dynamics will help them work more successfully with Locals to develop greater trust, partnerships and positive relations.

Resource Binder

Additionally, at the Labor College Training, each Division was given a chance to examine and comment upon a draft copy of a resource binder for International Representatives. This binder contains information, forms booklets, and all of the documents representatives might need in the completion of their assignments. The binders have since been revised, incorporating the comments of the staff, and are ready to be distributed, both as hard copies and electronically. The flash drives were distributed at the 2011 Summer Board Meeting, where binders were also available for examination by the staff.

Megan Doughty, who is on the staff at the NY office, captained this project, and her professionalism, dedication, and attention to detail shows on every page. General Secretary Treasurer Wood and his staff, and

Debbie Reid also played major roles on this project, as did Emily Tao. It is expected that this binder will be a useful tool for staff in the completion of their assignments to local unions.

2011 District Conventions

The 2011 District Convention Educational Program was developed as a capsule version of the training that the IATSE staff received in March at the Labor College. The training is presented at each District convention in two, hour and one-half modules. The first part is designed to help participants recognize and understand common dynamics that exist in all groups, which can seriously impact their ability to operate at peak performance. Understanding these dynamics can help union leaders when leading groups within locals on any issue—in bargaining, organizing campaigns, political action, union meetings, or whatever project engages the local.

The second part of the training is designed to engage local leaders in the future planning process by getting their perspectives on current union strengths, challenges, and ideas



During the General Executive Board meeting, President Loeb administered the oath of membership to 90 new members of Boston Stage Local 11. The members were part of an organizing campaign at the Comcast Center. This campaign concluded a 4-year contentious struggle with Live Nation, but Local 11 ultimately prevailed and reached a 5-year agreement. President Loeb congratulated the Local and commended the new members for demonstrating their solidarity during this long and arduous effort. The new members were welcomed to the IATSE with a standing ovation from the Board and all those present at the meeting.

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for the future. As part of this session, each participant takes a survey. Once all of the Districts have held their 2011 meetings and taken the survey, CoVision, an independent survey company, will tabulate the data for the International. The results of this survey will then be shared with all involved and together as a union, appropriate future goals can be set.

Thus far, Districts 1,2,3,4,7,8,11,12, and 14 have participated in the training, and Districts 5, 6, 9, and 10 will do so during August and September. Special thanks go to Districts 2 and 4, who were the first groups to receive the training, and whose evaluations led to refinements that have been enjoyed in their sister districts.

Mss. Westwater and Cavanagh of the National Labor College have provided all of this training and the International thanks them for their hard work and dedication to the IATSE as this process proceeds.

LEAP

The number of Locals receiving funds from the IATSE Labor Education Assistance Program—LEAP—continues to increase. Officers and officials from local unions may, with written approval from the International President, receive reimbursement for tuition and room and board for one labor studies course each year. This is all important, of course. But the program really is only a success if it actually helps people improve in their ability to represent their members. In that line, Bambi Ooley, who is the Business Agent of Local B-20, front of house in Portland, Oregon, asked Representative White to share an email in which Sister Ooley explained how she and members of her

bargaining committee used the skills they had learned in a collective bargaining course to achieve one of the best agreements the Local has negotiated. She thanked President Loeb for establishing LEAP and providing support for officers to attend classes.

Representative White reported that President Loeb is one of seven union leaders being honored by the National Labor College on August 2, 2011 for his “strong support of building the labor movement through public advocacy and action”, his commitment to education and for his support of the National Labor College. All local unions of the International are encouraged to attend the event and/or support the program by purchasing ads in a commemorative journal entitled “A Time to Build.”

President Loeb remarked that he is committed to having a two-way communication between the International and the Locals so that we can continue to succeed. He explained that equally important as organizing new workers is keeping the members we have. One way to strengthen membership is through education. One goal of the Education Program is rebuilding the labor movement from the inside out. This Program makes us the best we can be. President Loeb thanked Representative White for her tireless dedication to education, noting that “it’s working.”

EDUCATIONAL TRAINING FOR LOCAL UNIONS

On Wednesday, July 27, 2011, Grainger Ledbetter, Labor Educator from the University of Arkansas, along with General Counsel Dale Short, and former IATSE Canadian Counsel and current Head of the Ontario Labour

Relations Board Bernard Fishbein gave an informative, interactive and engaging lecture on American and Canadian Labour History, with an emphasis on the history of the I.A.T.S.E. This training was comprehensive and provided the Officers and Representatives with useful information in making connections between the history of organized labor and the challenges we face today. This lecture was open to all representatives of local unions and was presented to a standing-room only crowd.

Special thanks to Vice President Daniel DiTolla who provided information and resources on I.A.T.S.E. history; former General Counsel Steven B. Spivak who was always just a phone call away for fact-checking and advice; General Secretary-Treasurer Wood and his office, especially Mary-Ann Kelly, who provided photos from the International’s archives; Robert Score, Secretary of Local One for great pictures; Emily Tao who assisted with early research; Terri Simmons and Megan Doughty who capably handled the logistics for the training; and District 7 Secretary Andrew (Roo) Oyaas who introduced us to Grainger!

Additionally, representatives of the IATSE National Benefit Funds presented training to the IATSE United States staff, while representatives of the Canadian Funds presented concurrent training to the IATSE Canadian staff. Thanks go to Anne Zeisler, Michael Fife, Scott Trivigno, Dave Wilkins, Bill Watt, and Lorraine Allen for wonderful, informational sessions. These representatives also staffed tables outside the meeting room to enable local representatives to ask questions and bring information home to their locals.

LINCOLN CENTER AT THE ARMORY

Representative White, James J. Claffey, Jr., President of Local One, Mickey Fox, Legitimate Theatre Business Manager of Local One, Valerie Gladston, President of Local 798, and Daniel Dashman, Business Agent of Local 798 reported on the successful organizing of wardrobe and hair and make-up workers, along with workers from Teamsters Local 817, for Lincoln Center at the Armory's presentation of the Royal Shakespeare Company.

Brother Fox remarked that this was a collective effort and a classic case of backing up words with action. In addition to thanking Brother Claffey, Brother Fox also extended his appreciation to Vice President De Paulo who helped secure a deal for the wardrobe and hair and make-up workers.

Brother Claffey noted that everyone involved did the right thing. He commended his Theatrical Business Managers Fox and Kevin McGarty for their involvement in securing an agreement covering IATSE Locals 764 and 798.

Daniel Dashman observed that this deal represented seven weeks of work for workers represented by Local 798. He extended his appreciation to President Loeb and to Local One.

President Loeb remarked that the collective action of Locals One, 764 and 798, along with Teamsters Local 817, led by Business Agent Frank Connolly, were important in practical and symbolic terms. In his words, "there shouldn't be a venue where an IA-craft is not covered." He further noted that it is important for the International to be a part of the larger labor movement and concerted action

like that represented by the joint organizing at the Armory furthers that cause. He commended everyone at the table, noting that this is something that can and should be duplicated whenever and wherever we are able to do so.

MANN THEATRES, INC.

West Coast Counsel James G. Varga reported on Mann Theatres, Inc. This motion picture theatre chain is owned by Paramount Pictures. The front of the house employees and the projectionists were covered under collective bargaining agreements with the IATSE Special Department and Local 150, respectively. During the past couple of years, the Mann Theatre properties have been for sale and Paramount has begun to sell off the theatres one venue at a time.

Following notice to the IATSE of impending sale, International Representative Ron Garcia, on behalf of the Special Department, and Leo Del Real, on behalf of Projectionists Local 150, along with West Coast Counsel Varga, met with Paramount Labor Relations representatives to negotiate over the impart of the sales and closures of the theatres. It was agreed that employees would receive 60 days notice of layoff, or receive up to 60 days of pay in lieu of such notice. In addition, employees can receive up to three weeks wages as a severance package. Employees will also be entitled to unemployment insurance benefits.

The best known of the Mann's Theatres is commonly referred to as Grauman's Chinese Theatre. This Hollywood landmark is where legends and stars have planted their handprints and footprints in the concrete sidewalk foyer to the theatre.

This venue was sold to a buyer intent on continuing the operation of the theatre. As soon as the sale was completed, the IATSE began organizing the employees of the new theatre owner.

MAVERICK "SLAUGHTER"

Vice President Michael Miller, General Counsel Dale Short and West Coast Counsel James G. Varga appeared before the Board to report on this matter.

The crew on *Slaughter* was organized during production in 2007. Before the film was finished, the production company, Maverick, had an internal breakup resulting in two companies, one devoted to music recording, and a film company without financing to complete the *Slaughter* project. On top of the company's own problems, its payroll company, Axium, went bankrupt. Crew members were not paid for the last several weeks of work, and those that did get paid had their checks from Axium bounce for insufficient funds.

The IATSE filed a grievance in December 2007. In 2008, a settlement was reached and a partial payment occurred, but once again the company ran out of money and failed to pay the entire settlement amount. The IA continued to meet with the producer and the unit production manager to work out all the claim amounts due and owing. The IA went to Court to compel compliance with the settlement agreement and a judgment was obtained.

With judgment in hand, the IA was in line with a dozen other creditors, some secured, some not, but all in line seeking payment ahead of us. A decision was made to try and

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Trustees of the MPIP&H appeared before the Board to report on the Motion Picture Industry Pension & Health Plans.

structure a deal that would at least get some money for the crew members. A letter campaign began to all the other creditors advising that the IA was prepared to sue individual owners of the production company, and also to intervene in any attempt to pay the other creditors ahead of the IATSE. Eventually, Maverick was able to come up with additional funds and offered to settle the claim.

Ultimately the matter was resolved and checks went out to crew members two weeks ago.

After four years of chasing this company, the IATSE obtained 100% on benefit contributions and 81% on wage claims. This compromise on the claim led to payment, while other creditors are still fighting and waiting to be paid.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael Miller, John Ford and Thom Davis, International Trustee George Palazzo, Special Representative Ronald G. Kutak, General Counsel Dale Short, Associate Counsel John B. Shepherd, MPIP&H Trustees appeared before the Board to report on the Motion Picture Industry Pension & Health Plans.

Vice President Miller announced the appointment by President Loeb

of two new Labor Directors, Local 728 Business Agent Patric Abaravich and Local 161 Business Agent Colleen Donahue, and expressed his thanks for their willingness to take on this responsibility. They are replacing retiring Directors Carmine Palazzo and Joe Aredas, who together have more than 55 years of experience as Directors of the Plans. Vice President Miller noted the vast knowledge and experience Brother Palazzo and Brother Aredas have between them and indicated that he knows they will remain an invaluable resource for labor side Directors. He expressed a large debt of gratitude for their years of volunteer service.

The Board was advised that the Coordination of Benefits/Medicare issue that adversely affected retirees' benefits, and which was not an intended result of the collective bargaining process, has been corrected. This problem had resulted in a substantial reduction of health benefits for retirees. The resolution will be applied retroactively. Vice President Miller commended George Palazzo, Chairman of the Board of Directors for the Health Plan, for helping to lead this fight to its successful and appropriate resolution.

Vice President Miller reported that

the current projected deficit for the next contract cycle is \$525 million. There have been some positive experience factors, including (1) strengthening employment numbers; (2) a reduction in health care inflation; and (3) increased efficiency and effectiveness of resource use.

Vice President Miller stated that the Labor Directors are committed to the pursuit of every potential action to improve the Plan's financial condition. Actions have been taken to increase contributions from those groups who do not pay the full actuarial cost of the benefits they receive. Commercial producers and single productions are included in this group.

The Labor Directors have moved that the Plans require certain non-affiliate participants (meaning those not participating under a collective bargaining agreement) either contribute full costs or be terminated from the Plans. The Management Directors voted against this motion and the impasse is currently set for binding resolution before an impartial arbitrator/umpire in October.

Vice President Miller stated that a survey of members and town hall meetings in New York and Los Angeles will be conducted this fall in preparation for the Basic agreements.

MPIPHP Co-Chairman Palazzo took the opportunity to thank President Loeb, who also serves as a Plan Director, Vice President Miller, the Committee Chairs and all of the other Directors. He noted that this is a talented group who are extremely well-prepared for their duties and unselfishly give their time and talents to this important work.

President Loeb commented that the leadership has displayed the foresight, talent and willingness to work, which will put our members in the best possible position.

MPTF EVERY MEMBER CAMPAIGN

Appearing before the Board and reporting on the “MPTF Every Member Campaign” were International Vice President Michael Miller and members of the “MPTF Labor Committee”: International Vice President and Local 80 Business Agent Thom Davis; International Representative Peter Marley; International Trustee and Local 729 Business Agent George Palazzo; Local 44 Business Agent Ed Brown; Local 728 Business Agent Patric Abaravich; Local 705 Business Agent Buffy Snyder; Local 700 Assistant Executive Director Cathy Repola; Local 706 Business Agent Tommy Cole; and Terri Simmons of the West Coast Office.

Several years ago, representatives of the Motion Picture Television Fund (MPTF) met with representatives of the IATSE to develop a strategy to engage members at a grassroots level in support of the MPTF. The MPTF was established to provide charitable and social services to employees and their families working in the motion picture and television industry. The goal of

the MPTF IA Advisory Committee - to engage IATSE members, many who directly benefit from MPTF - was the theme in rolling out the “MPTF Every Member Campaign.” Coinciding with the 90th anniversary of the MPTF, the Committee along with MPTF staff, held a Sunday Brunch at the Los Angeles MPTF campus. Union officers and stewards from all the Southern California West Coast Studio Locals attended the campaign rollout event. The presentation included a special message by President Matthew D. Loeb, who sits as a Trustee on the MPTF Board. President Loeb sent the message loud and clear how important the MPTF is to IATSE members, and how important it is for IATSE members to support the MPTF Charity. The video is available for viewing through a link at the MPTF Web site: mptvfund.org. Just click on the “Every Member Campaign” icon. There, members can learn just how important the MPTF is to themselves and their families.

NATIONAL LABOR RELATIONS BOARD

IATSE General Counsel Dale W. Short, In-House Counsel Samantha Dulaney, West Coast Counsel James G. Varga and Midwest Counsel John B. Shepherd reported on the new proposed election rules of the National Labor Relations Board. The NLRB has statutory authority to promulgate its procedural rules; election rules fit into this category.

The Board’s proposed rules are designed to expedite the election procedures so that workers have greater opportunity to express their desires to be represented by a union. The main thrust of the proposed rules is to eliminate pre-election

pitfalls that historically have led to delays in holding elections. Pre-election hearings, commonly referred to as RC hearings, will be set within seven days. The employer must identify all unit issues immediately upon notice of the petition. These rules are expected to aid in reaching stipulated elections, or at least result in fewer contested issues during an RC hearing. This will lead to election dates being set closer to the petition filing date than has previously been the case. As much as possible, issues will be deferred until post-election procedures, which are also streamlined. Any objections to election conduct must be filed within seven days. Appeal of the Regional Director’s decisions will rest within the discretion of the NLRB.

The proposed rules also change the “Excelsior List” rule. First, the list must be provided to the Union at an earlier time in the process, and significantly, the list will include employee home telephone numbers and, to the extent they are available, email addresses.

The proposed rules, along with the more aggressive approach to seeking extraordinary remedies of unfair labor practices during organizing campaigns, are an attempt to level the playing field in providing employees the chance to select union representation.

On July 18 and 19, 2011, the NLRB held public hearings where witnesses representing both sides of the table were invited to speak to the proposed rules. At the conclusion of the public comment period required by the Administrative Procedure Act, it is expected that final rules will be published.

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PPSI

Daniel M. Mahoney, Assistant Division Director, Motion Picture and Television Production, reported on both the renewal of a collective bargaining agreement with Paramount Production Support, Inc. (PPSI) for work in New York and Vancouver, as well as a new area standards contract that would cover work done in all other locations. The Employer is considering opening satellite facilities that will be more flexible and mobile. They are currently doing this in New Orleans and are presently considering locations in Toronto, Puerto Rico and Atlanta, using IA members. These two contracts run concurrently for a three-year term with almost identical wages and conditions. Increases in wages in the renewed agreement are 2% for each year, compounded, with a bonus of 1% based on straight time for years two and three. The latter bonus provides an increase to those working over scale. The area standards agreement provides for benefit contributions into the National Plan in the amount of \$60, \$65 and \$70 per day respectively for each year of the contract.

President Loeb noted that Director Mahoney did all the work on what he deemed a fine contract and a smart move. He noted that facilities and equipment companies can be a great resource as they can guide work in the IA's direction and that is precisely what this area standards will facilitate. President Loeb suggested that this model should be pursued in all areas of IA jurisdiction.

REALITY TV/ FREEMANTLE MEDIA

Vice Presidents Michael Miller and John Ford, International Representative Lyle Trachtenberg, Special

Representative and Local 700 Executive Director Ronald Kutak, Local 600 Executive Director Bruce Doering and West Coast Counsel James G. Varga reported on the recent developments in reality television. Most significant is the recently negotiated term contract with Freemantle Productions, Inc.

Freemantle is a major producer in reality shows. *America's Got Talent*, *Idol*, *The Price is Right* and many others are under its banner. While the higher budget shows, like *Idol*, have been under single production contacts, the new term deal will cover all levels of Freemantle's productions. The new collective bargaining agreement is the culmination of five years of work. During these years, there have been several labor disputes before getting contracts one at a time, including, for example, *Farmer Wants A Wife* in Missouri. Ultimately, through actions such as this, it soon became reality to Freemantle that it was best to have labor peace and a term contract with the IATSE. As Freemantle goes forward anticipating producing more scripted/dramatic programming, and begins production of the big budget *X Factor*, there is every reason to think that the relationship between the parties will be productive and fruitful for IATSE members and Freemantle.

This new term contract will serve as a model for organizing and negotiating in reality television production.

SOUND DESIGNERS

Vice President Brian Lawlor, Local One Theatrical Business Manager Mickey Fox, Local USA 829 National Business Agent Cecilia Friedrichs

and President and Representative in Charge of Television and Film Beverly Miller reported to the Board on the transfer of Sound Designers who are members of Local One into Local USA 829.

In July 1999, former Local 922 Sound Designers were merged into Local One. Though represented ably by Local One, over time it became apparent that a more natural fit for the Designers was with Local USA 829, which already counts some of these Designers in its membership. Brother Fox thanked Local USA 829 and its leadership for their professionalism and quick responses regarding the transfer, noting that the interests of the Designers were paramount to Local One.

Sisters Friedrichs and Miller stated that they have sent invitations to Sound Design members of Local One, waiving initiation and processing fees. They further represented that Local USA 829 will continue integrating Designers into the Local. The Local is also moving forward with representing the Sound Designers in their collective bargaining agreements with employers.

President Loeb remarked that Local USA 829 is the appropriate Local for the Sound Designers. He commended both Local One and Local USA 829 for placing the concerns and welfare of the Sound Designers before local, parochial issues. President Loeb promised his full support of Local USA 829 in their negotiations with employers of Sound Designers.

SPORTS BROADCASTING AND STEWARD TRAINING

International Representative Francis O'Hern began conducting steward

training sessions at the broadcast locals, using a course of study developed by Vice President Daniel DiTolla and Representative Sandra England. To date he has conducted training in the Chicago, Los Angeles, Dallas and Houston markets.

The training is designed to give stewards the tools needed to protect and enforce both contractual and the rights of our members in the workplace. This is accomplished by outlining proper procedures for the stewards to follow and by imparting a thorough understanding of key provisions of broadcast contracts.

Reaction to the training has been positive. At the end of the session, each steward receives a Steward's Book, designed to help them carry out key aspects of the job and to give them the resources to handle various situations. The Participants have a growing sense of leadership and responsibility at the end of their training.

By stressing that the contract is the basis of the relationship with the employers, underscoring the need to protect fellow members and their rights, including paying special attention to their Weingarten rights, and adopting an attitude of work now, grieve later - except when it comes to safety - the steward training program aims to make workplaces fairer and safer, and IATSE membership even more cohesive.

President Loeb remarked that this training shows that the members' interests are aligned with those of the Union. He added that the steward training gives members ownership of their collective bargaining agreements. He stated further that this type of instruction is crucial to local union building and leadership development.

President Loeb concluded by stating that this is a great program and he wants to see more such training across the International.

STAND UP, FIGHT BACK

A special appearance was made before the Board by Chuck Rocha and Anna Durrett from Solidarity Strategies. The IATSE has engaged the consulting services of Solidarity Strategies to launch a campaign to increase IA membership involvement, and increase the impact that the IATSE-PAC will have in making the IA's voice heard in Washington. As members of the IATSE Political Action Committee, Vice Presidents J. Walter Cahill, Anthony De Paulo, Thom Davis, John Ford and Timothy F. Magee, as well as Assistant to the President Deborah A. Reid and West Coast Counsel James G. Varga also appeared before the Board.

It was reported that PAC training sessions were being held in New York City and Los Angeles to teach local officials on how to engage their memberships in advancing the IATSE-PAC. A key element of the "Stand

Up, Fight Back" campaign is to solicit members to sign up for PAC contributions through either payroll check-off or credit/debit card automatic deductions. Members who sign up to contribute at least \$40.00 will be enrolled in the "President's Club," those contributing \$20.00 a month will be in the "Leader's Club," and those contributing \$10.00 a month in the "Activist's Club." Authorization cards, along with other PAC information and materials will be sent from the International's General Office to all U.S. Locals in the Alliance. All contributions are voluntary, and amounts are suggestions only and a member may contribute more or less than the suggested amounts. No member faces reprisal for choosing not to contribute to the PAC. Contributions are not deductible as charitable contributions. Federal law prohibits the PAC from receiving contributions from Canadian members.

The other element of the "Stand Up, Fight Back" campaign is the chance to win a trip for two to Waikiki, Hawaii. The winner, to be drawn at the Winter 2012 Board meeting, will receive air travel and hotel accommo-



Chuck Rocha and Anna Durrett from Solidarity Strategies gave a presentation on the new campaign for IATSE-PAC entitled "Stand Up, Fight Back."

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dations for two, for three nights at the Sheraton Waikiki Hotel and Resort. Anyone pledging a PAC contribution of at least \$10.00 per month will be entered into the contest. In addition, IATSE-PAC caps, t-shirts and lapel pins are available to those who sign up by authorization card for monthly contributions.

TEAMSTERS PACT

Appearing before the Board to discuss the Mutual Aid & Assistance Pact were Vice Presidents Michael Miller, John Lewis, Tim Magee, Thom Davis and John Ford, along with Assistant Motion Picture Director Daniel Mahoney and District No. 7 Secretary Andrew Oyaas.

The Pact that President Loeb entered into with Teamster President James P. Hoffa has had its intended effect. The few disputes that have existed were resolved at either the regional level or the division level, or by the chairs of the committee. Additionally, the Pact has fostered joint organizing drives as well as partnering on issues at the Motion Picture Industry Pension & Health Plans.

A subcommittee is scheduled to meet next week in LA and Vice Presidents Miller and Lewis will meet with their Canadian counterparts during the BC Council negotiations.

VISA APPLICATIONS

Assistant Director of the Motion Picture and Television Production Department and International Representative Daniel Mahoney, and IATSE General Office Manager Colleen Paul reported on the International's involvement with Visa applications. The number of requests for processing of O and P Visas has

been steadily increasing. Presently, the International receives an average of 150 requests per month. In addition, the Department of Homeland Security has been scrutinizing these requests more carefully, thereby increasing the number of requests for additional information as well. This creates the need for the International to review petitions that were already processed upon receipt of additional information from petitioners.

Due to concerns regarding the growing number of aliens entering the country illegally to work on motion pictures, as well as in other areas of employment in our jurisdiction, the International contacted the Department of Homeland Security and arranged a meeting in Washington, D.C. on February 23, 2011 with Beth Gibson, the Assistant Deputy Director of Immigration and Customs Enforcement. Assistant Director Mahoney and Ms. Paul had a very productive discussion and Ms. Gordon in turn was able to refer them to Dawn Nelson, Chief of the Identify and Benefit Fraud Unit of Homeland Security Investigations. They will be participating with Ms. Nelson on a stakeholder teleconference pertaining to O and P Consultation Requirements from Labor and Management Organizations and Peer groups on August 2, 2011.

The intent is to establish a clear and direct connection to the Department of Homeland Security that will enable the International to receive quick responses to inquiries, including any seemingly illegal production being shot anywhere in the IA's jurisdiction.

President Loeb explained that through the AFL-CIO, unions were successful in securing legislation

that they would be consulted before "aliens of extraordinary ability" came into the Country. Post September 11, 2001, the American government began to look more closely at the granting of Visas. Now, the Department of Homeland Security seriously considers any objections made by the International. President Loeb stated that our involvement in this program is about protecting members' jobs, enforcing the law, and maintaining standards.

2011 AFL-CIO SUMMER MOBILIZATION

International Vice Presidents Jack Beckman, Timothy Magee and Michael Barnes, International Representatives Ben Adams and Joanne Sanders, Special Representative Joseph Short and Local 251 Stage Business Agent Chris Gauthier reported on the 2011 AFL-CIO Summer Mobilization.

This summer the AFL-CIO has created a 2011 mobilization program to give working people the opportunity to hold members of congress and state politicians accountable for their votes that would destroy medicare and other critical family services as well as collective bargaining, workers benefits and all the while providing tax breaks for big corporations and the wealthy.

Throughout this summer and especially in August, the International and all local unions will need to contact these elected officials at the state and federal level, stating that we will hold them accountable and our votes will count in 2012. The topics of these battles are to stop their attacks on workers.

Local unions and all members are strongly encouraged to get involved with recall efforts in Wisconsin, veto-

overrides in Ohio, New Hampshire and Michigan; keep up “We Are One” demonstrations; encourage members to engage in meaningful pro-worker conversations on the job site; and expose the politicians whose voting records/legislation hurt working families.

Representative Ben Adams reported that in Florida, he and other locals are combating voter suppression efforts. He has set up zone coordinators to request that locals get involved through their central labor councils.

Vice President Barnes has reached out to the state AFL-CIO in Pennsylvania, with regard to what the locals in Pennsylvania can do to promote pro-worker agendas. Representative Sanders reported that the activities in Indiana center on storefront campaigns advancing worker issues. In Wisconsin, Brother Gauthier reported that labor has set up member-to-member phone banks, a Truth-tour, which is a cross-state bus tour, member-to-member, door-to-door canvassing. Vice President Magee stated that the focus in Michigan is on defeating right-to-work legislation. Special Representative Joseph Short provided the Board with an update on the anti-worker legislation in Ohio. Encouraging is a poll that shows that 56% of residents of Ohio favor a repeal of the anti-worker laws that have been passed.

President Loeb pointed out that the officers and representatives giving this report represented Pennsylvania, Ohio, Michigan, Indiana and Wisconsin, states where labor was strong. He told delegates that the anti-worker legislation and attacks in labor strongholds like these should send chills up “their spines.” He strongly encouraged locals to be responsive when

the state coordinators contact them to support working people and beat back anti-worker legislation.

2011 NAB SHOW

International Representatives Steve Aredas, Sandra England, Francis O’Hern and Special Representative Michael Sweeney were assigned to attend the 2011 NAB show. NAB is the National Association of Broadcasters and it sponsors an annual tradeshow which showcases new technology and equipment used in the broadcast industry. The IATSE attendance assures members that their representatives are educated on the state of the art equipment, and gain firsthand knowledge of how changes in technology might impact IATSE members.

A good part of the 2011 show centered on 3D film production. 3D production is within IATSE jurisdiction, as much as any other kind of filming. Manufacturers, including SONY, Panasonic, Grass Valley and 3ality, were displaying new equipment for 3D production. The IATSE is exploring ways to partner with these manufacturers so that members can be trained and work in the new broadcast technologies.

Another aspect of the 2011 show focused on the use of portable remote multi-camera broadcast facilities. These so-called “studio in a box” trucks are being used more frequently on lower budgeted sports broadcasts. When manned by skilled operators and technicians, these small studio units can produce professional looking broadcasts, but on a smaller scale than is common in major league professional sports broadcasting. This is another area of work for IATSE members.

Attendance at the NAB show keeps the IATSE representatives informed in the industry, and that translates to better representation for IATSE members.

2012 DEMOCRATIC CONVENTION/2012 REPUBLICAN CONVENTION

International Vice President Brian Lawlor reported to the Board that the Democratic National Convention will be held in Charlotte, North Carolina the week of September 3-6, 2012. He and Vice President Walter Cahill were assigned to assist Local 322 after the Local requested help from the International to secure as much of the work as possible.

White Cherry Entertainment was selected by the DNC to be the Executive Producer of the event and John Bradley of Theatrical Resources, with whom the IA has a relationship, will function as the Production Supervisor. Vice President Lawlor arranged a meeting with Local 322 Business Agent Bruce Grier and John Bradley and it went exceedingly well. The fact that there were enough IA Locals within close proximity of the venue was well received.

Vice President Lawlor next reported on the Republican National Convention that is scheduled to be held in Tampa, Florida the week of August 27-30, 2012. Tradeshow Division Director William Gearns was assigned with him after a request for the International’s assistance was received from Local 321. Freeman Decorating was selected as the General Contractor for the event and David Nash, who has had a long working relationship with retired International Vice President Mike Sullivan, has been chosen as the Producer. Contact has been made with Mr. Nash and discussions initiated.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON BOSTON HOTEL



Vice President Lawlor also reported on the Presidential Debates, which will occur after the two conventions. The IA office has coordinated the last three cycles of these debates and John Halloran and Associates has been in conversations with the Stagecraft Department. The practice has been to cover the traveling crew under Special Event/TV Pink Contracts and to create a singular document for local hires with similar conditions but wage and benefit contributions specific to the local unions who are engaged.

LOCAL NO. ONE, NEW YORK, N.Y.

Re: ABC Negotiations

Appearing on behalf of Theatrical Stage Employees Local One were International Representative Daniel Mahoney, Local One President James J. Claffey and Local One Television Business Manager Edward McMahon III.

Local One entered into negotiations with ABC and WABC for a new agreement. While no one on the union side of the table was unaware of the problems that the networks and television affiliates are operating under, their proposal would have resulted in a 20-33% reduction for our members.

The companies refused to move on this gutting of the working conditions and made a final offer. This prompted Local One to request and receive the authority to strike. Additionally, President Loeb joined the talks and informed the Employer that Local One had been granted strike authorization by his office.

As a result of the skills of Local One's negotiating committee, as well as the solidarity demonstrated by Local One and the International, a new three-year contract was reached and unanimously approved by Local One's

membership. Included in the new contract was an additional sick day and wage increases of .5%, 3% and 3%.

Brother Claffey thanked President Loeb and Representative Mahoney for their assistance and thought it important that his membership observe firsthand how the International was there to assist them when requested.

LOCAL NO. 39, NEW ORLEANS, LA.

International Representative Donald Gandolini, Jr. appeared before the Board to report on the successful negotiation of a term contract with The Expo Group, a general services contractor in the tradeshow business based out of Dallas, Texas. In 2000, efforts were initiated to cover their work. As a result of these efforts, The Expo Group worked with Local 39 through individual contracts executed by third-party payroll companies.

The Expo Group returned to New Orleans in April 2011 for a Direct TV show that had been subcontracted to a third-party, which intended to utilize the work force of another union. The Expo Group claimed it had no control over the work force as it had subcontracted the work to the third-party. Local 39 filed a ULP charge and The Expo Group decided to negotiate, resulting in an agreement wherein it would utilize Local 39 prospectively in return for Local 39's agreement not to seek back pay. Recently, The Expo Group returned to New Orleans with the National Athletic Trainers Association. Local 39 successfully handled the decorating, exhibit installation and rigging. At the show, Local 39 obtained authorization cards from the freight handlers and will file for an election in the near future.

President Loeb deemed this a success story and commended the efforts of Representative Gandolini and the leadership of Local 39. He noted that there was a good chance of getting the freight work and pointed out that this opportunity is available in other areas of the country.

LOCAL NO. 63, WINNIPEG, MB.

Re: Live Nation – Canada

International Vice President John M. Lewis, International Representatives Barny Haines and Peter DaPrato and Local 63 President Brent Letain reported on recent events concerning Live Nation in Winnipeg.

Live Nation Canada scheduled a U2 concert for May 29, 2011 at the Canad Inns Stadium in Winnipeg, Manitoba. Live Nation informed Local 63 that the non-union labour supplier NASCO would be awarded all of the work; after eight months of assurances to the contrary.

Vice President Lewis spearheaded the efforts on behalf of IATSE Local 63 to confront U2 headliners Bono and The Edge at the Burton Cummings Theatre, where they sought to film part of a documentary. On Friday, May 27, 2011, Local 63 filed applications for certification for Mid Canada Production Services employees, who were acting as technicians in the employ of U2 Principle Management. On May 28, Local 63 mounted a public protest rally against the use of non-union labour for the stadium show the following day. Placards read "Sunday, Bloody Sunday" and protested "Edge & Bono – Union Busters". The success of this IATSE demonstration, covered by media throughout the United States and Canada, is measured by the report

that U2 stated they would never again return to Winnipeg.

Hearings before the Manitoba Labour Relations Board are scheduled for December 5 and 6, 2011 for the certification proceedings. These events prompted contact by the MTS Centre (representing Canad Inns Stadium) with Local 63 to initiate discussions for acceptable arrangements to govern the labour relations for Local 63 members for this venue.

The success of this effort was dependent upon the support and guidance of President Loeb, Vice Presidents DiTolla and Lewis, the unwavering support of the Local 63 Executive Board and most importantly, the Local 63 members.

President Loeb acknowledged that he immediately was contacted by Live Nation to resolve future issues. His report was blunt – Sign a Contract.

LOCAL NO. 119, BAY AREA – SAN FRANCISCO, CA.

International Representative Sandra England reported on the successful negotiation of the collective bargaining agreement between Local 119 and SAMMCO, for crewing, and MIRA Mobile Television, for labor and equipment. These two employers do sports broadcasting for Comcast in the Bay Area and Northern California. The agreement accommodated some company issues regarding staffing and crewing. The Local achieved increases in wages, health and pension contributions, and favorable work rule changes. The agreement was ratified by an overwhelming majority.

President Loeb commended the resulting contract and thanked Representative England for her work.

LOCAL NO. 295, REGINA, SASK.

Re: Saskatchewan Gaming Corp. – Casino Regina

International Representative Barny Haines and Local 295 Business Agent Debra Sawarin reported on negotiations for the renewal of the Saskatchewan Gaming Corp. collective agreement for Casino Regina. Negotiations covering this 700-seat Las Vegas style venue were successful, resulting in a 3-year contract renewal. The provincial government had attempted to direct retrograde concessions seeking 26 collective agreement wording amendments and four new clauses.

The Local was successful in eliminating the Employer attacks on members' pensions, dental benefits, long-term disability and sick days. Finally, the Employer sought to contract out bargaining unit work to independent contractors. The union successfully beat back this onslaught and achieved wage increases of 1.5% retroactive and 2% in each succeeding year of the contract. The bargaining unit was expanded to include hair, make-up and wardrobe classifications while the IATSE union security was ensured with an IATSE Local 295 hiring hall provision.

The membership unanimously ratified this important collective agreement renewal on May 18, 2011.

LOCAL NO. 461, OTTAWA, ON.

Re: Brock University

Assistant to the President Sean McGuire and Local 461 President Doug Ledingham reported to the Board on this matter.

Brock University, located in St. Catharines, Ontario, operated a small roadhouse used both for touring shows and as a training facility for its

educational programmes. Although staffed by some members of the Local, it had no collective agreement with the Local. There had been repeated overtures by the Local to those working to support an organizing effort. Significantly, the University had announced a partnership with the City to build and operate a five-theatre performing arts complex in downtown St. Catharines and construction will start in late winter of 2011. However, the University was unwilling to offer guarantees for future employment to the existing employees. As a result, this organizing campaign was very successful. An application for certification was filed in March, and in June 2011, the Ontario Labour Relations Board issued a certificate to the Local for all stage employees. Negotiations for a collective agreement have now commenced.

President Ledingham thanked Assistant to the President McGuire for all of his support and the International President for the assistance of the Defense Fund. President Loeb complimented the Local and assured that this was the very purpose of the Defense Fund and that future support would be forthcoming for these types of efforts.

LOCAL NO. 768, LOS ANGELES CA.

Re: Pantages Theatre (Nederlander)

In March 2011, Vice President Anthony DePaulo and Representative Patricia White were assigned by President Loeb to assist Local 768 in their collective bargaining negotiations for wardrobe workers at the Pantages Theatre (Nederlander) in Los Angeles.

After a number of conference calls and two days of negotiations in April 2011, the Local concluded a deal for a successor agreement, including wage

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON BOSTON HOTEL



and benefit increases and modifications in contract language. Members of the Local's bargaining committee, including Local 768 President Lee Smilek and Business Agent Ann Kelleher, are to be commended for their hard work.

The Local unanimously ratified the agreement. They extend their thanks to President Loeb for his support and for assigning Vice President DePaulo and Representative White.

President Loeb stated that the Local did fine on economics and that this agreement represents a job well done.

LOCAL NO. 917, ATLANTIC CITY, N.J.

Re: Operating Engineers

Vice Presidents Michael Barnes and Daniel DiTolla presented a report of changes regarding Local 917's contractual/bargaining status in Atlantic City. There has been a 40-year history of problems stemming principally from the fact that Local 917 and the Operating Engineers were bound together by a joint bargaining agreement. Local 917 was blocked from effectively going to the negotiating table. There has been a history of arbitrations and other contentious relations between the two unions. Local 917's proposals for benefits have been blocked by the other union and issues existed as to the exclusivity of the Local 917 hiring hall.

In 2011, the template for the new collective bargaining agreement for entertainment workers was established by facility workers negotiations, which entailed a double digit rollback of wages. The IATSE bargaining team aggressively positioned itself to leverage the wage rollback. The net result is the beginning of a new era for Local 917. In return for the rollback of

wages, and with the agreement of the Operating Engineers, the joint bargaining arrangement was terminated, a goal that had proved elusive for many years. Additionally, Local 917 negotiated provisions that it would be the exclusive hiring hall; a union security clause; and first-ever benefit provisions. These gains will enable Local 917 to organize independent of the Operating Engineers. The members of Local 917 ratified the new agreement by a two-thirds majority.

President Loeb deemed the achievement a rebirth of Local 917, which can now organize and enforce the security clause. He noted that the prior situation was one of the thorniest he had come across and complimented Vice Presidents Barnes and DiTolla on their perseverance and skill in achieving the long elusive result. President Loeb expects the Local to aggressively pursue the large organizing opportunity before it.

LOCAL NO. B-173, TORONTO, ON.

International Vice President John M. Lewis and International Representative Peter DaPrato were assigned to assist Local B-173 with negotiations for a collective agreement with Ed Mirvish Enterprises, Inc., one of Canada's largest theatrical producers, covering 90 front-of-house employees, including bartenders, ushers and box office members in two theatres in Toronto. A four-year agreement was reached with the following key elements:

- 1) Wage increases of 3% in the first year, with a COLA adjustment in each succeeding year, with a floor of 2% and a ceiling of 3%, of which 1% will be contributed to the Canadian Entertainment Industry Retirement Plan,

- 2) Paid jury duty up to eight shifts and paid bereavement leave up to three shifts,
- 3) Increase in meal penalty,
- 4) Reduction of employee probationary period based on number of shifts rather than days worked,
- 5) Grievance/arbitration procedure improvements by the bargaining unit members.

Ratification by the bargaining unit members, as required by Ontario law, is anticipated without difficulty.

Thanks was expressed by Local B-173 Business Agent Chastity Brooker to Vice President Lewis and Representative DaPrato and to International President Matthew D. Loeb for the participation and support of the International.

MISCELLANEOUS

Exhibition Employees Local No. 829, New York, N.Y.

Appearing before the Board on behalf of Exhibition Employees Local 829 were John "Jay" McNamee and Barney Brannigan to report on their negotiations with Trade Show Managers, Freeman, GES and several smaller companies. After brushing off their proposals of freezes and changes in work rules, Local 829 negotiated a new five year contract with no changes to work rules and a wage package of 0%, 3%, 3%, 3%, 3%. The membership will vote on ratification at its next meeting and there is little doubt that the contract will be approved.

ADJOURNMENT

Having completed all business properly brought before it, the General Executive Board meeting was adjourned at approximately 10:15 a.m.

REPORT OF THE DEFENSE FUND COMMITTEE

SHERATON BOSTON HOTEL • BOSTON, MASSACHUSETTS • JULY 26, 2011

In conjunction with the Mid-Summer meeting of the General Executive Board, the Defense Fund Committee met at 12:45 p.m. on July 26, 2011 at the Sheraton Boston Hotel in Boston, Massachusetts.

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 on January 25, 2011 in Las Vegas, NV, 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. 28 – Performing Arts Department- Portland State University – Legal/Organizing	
Local No. 56 – Certification of Evenko	
Local No. 63 – NASCO – Special Organizing	\$ 10,628.73
Local No. 63 – AEG Live – Organizing	\$ 7,723.42
Local No. 85 – I Wireless Center – Organizing	
Local No. 118 – Budrock Prods./Prospera Arena – Special Organizing	
Locals No. 53/232 Iron Horse – Legal – 2/16/2011	\$ 9,775.55
Local No. 232 – Academy of Music Northampton – Legal	
Local No. 262- Centre Bell Canadians Game Zone boutique – Legal	
Local No. 295 – Globe Theatre – Legal	\$ 5,659.64
Local No. 461- Brock University –Spec. Organizing	
Local No. 482 – University of Illinois	\$ 24,323.22
Local No. 680 – Arena Rigging Examination	
Local No. B-754 – River Downs Racetrack – Legal	\$ 18,215.98
Locals 784/706/134- Ballet San Jose - Legal	
Local No. 833 – WJZ-TV Baltimore – Special Organizing	
Local No. 849 – Egg Films – Legal	\$ 3,652.52
TOTAL	\$ 79,979.06

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. 39 – New Orleans convention Center – Legal/Recog.	\$ 1,528.33
Local No. 60 – SMG/Legal	\$ 1,131.50
Local No. 63 – NASCO – Legal/ Special Organizing	\$ 9,512.42
Local No. 63- AEG/Live – Legal	\$ 36,705.13
Local No. 142- Misc. Legal	\$ 1,450.00
Local No. 369 – Paramount Arts Center – Legal/Recalcitrant Emp.	\$ 1,515.53
Local No. 645 – Black Walnut - Legal	\$ 3,315.56
Local No. 835 - GES - Special Organizing	\$ 1,636.09
Local No. 864- Cincinnati Ballet	\$ 2,870.00
Local No. 874 – Stockton Arena	\$ 2,812.50
Local No. 927 – Fox Theatre – Legal/Recalcitrant Employer	\$ 5,117.70
TOTAL	\$ 67,594.76
Labor Education Assistance Program (LEAP)	\$ 16,231.00
Education- National Labor College/OSHA Training	\$127,259.22
The Committee also reviewed and approved the following reimbursement:	
Local No. 169- Alameda/Solana/ Napa – Printing	\$ 398.10
GRAND TOTAL	\$291,462.14

Other matters were brought before the Committee that either did not fall within the jurisdiction of the Committee or required additional information, and said locals have been so advised.

Respectfully Submitted,

Matthew D. Loeb
 Timothy F. Magee
 J. Walter Cahill
 Anthony De Paulo
 John M. Lewis

Stand Up, Fight Back!

The Stand Up, Fight Back campaign has been launched as a way for the IATSE to stand up to the recent 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.



THERE ARE THREE SUGGESTED LEVELS OF GIVING:

PRESIDENT'S CLUB: To join, give \$40 a month and get a complimentary IATSE-PAC cap.

LEADER'S CLUB: To join, give \$20 a month and get a complimentary IATSE-PAC T-Shirt.

ACTIVIST'S CLUB: To join, give \$10 a month and get a complimentary IATSE-PAC lapel pin.

THERE ARE THREE WAYS TO CONTRIBUTE:

You may use our Online Contribution System, which is safe and easy.

You may use the Credit/Debit Authorization Card (see coupon on page 84).

You may contact your local union for a voucher for Payroll Authorization.

Join *IATSE-PAC* and Win a Trip to Hawaii!

**CONTEST DATES:
JUNE 28, 2011 –
JANUARY 28, 2012**

If you sign up for IATSE-PAC at the Activist's Level of \$10 a month, you will be automatically eligible to win a three-night-four-day trip for two at the Sheraton Waikiki in Honolulu, Hawaii (includes airfare). The winner will be drawn at the Mid-Winter Board Meeting in January 2012.

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.

For more information regarding the IATSE PAC, visit the PAC Section of the IA's Web site: www.iatse-intl.org.

You may also contact us at:

IATSE-PAC

1430 Broadway, 20th Floor,

New York, NY 10018

Phone: 212-730-1770

Email: iatsepac@iatse-intl.org

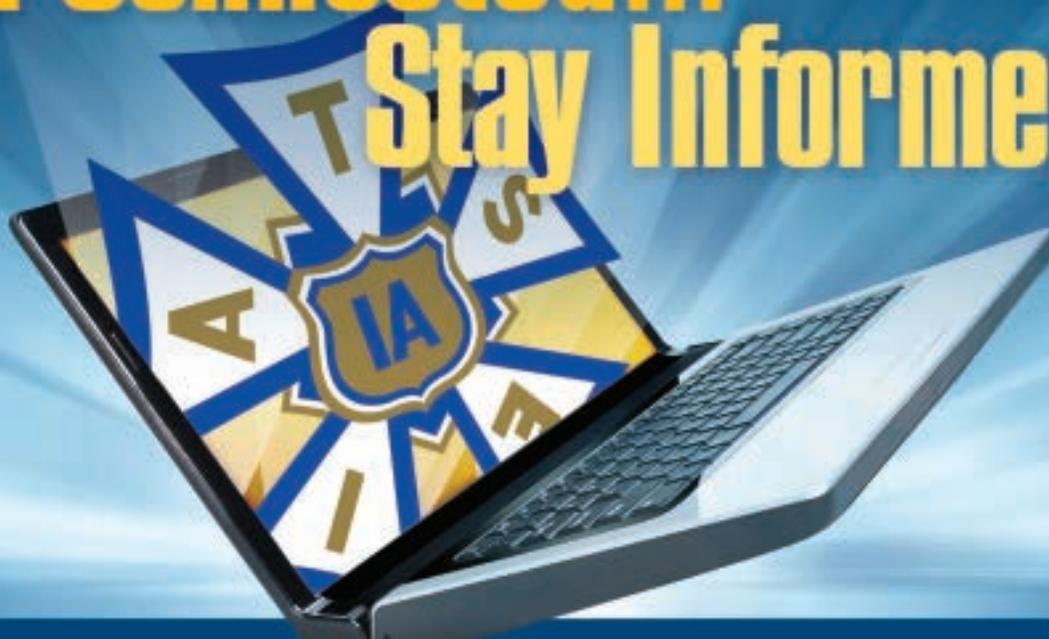


NEW YORK'S LOCAL ONE CONTRIBUTES TO THE PAC

At the 2011 off-year convention of IATSE District No. 10, held in Atlantic City, New Jersey on September 16-17, 2011, Brothers James J. Claffey, Jr. and Toby McDonough of New York Stage Local One presented a check to President Loeb in the amount of \$3,100.00 as a contribution to the IATSE-PAC. The contribution represented one dollar per member and was made from Local One's federal PAC.

President Loeb expressed his appreciation for the contribution and for the Local's support of the IATSE-PAC.

Get Connected... Stay Informed!



RECEIVE THE OFFICIAL BULLETIN AND OTHER COMMUNICATIONS BY EMAIL

You will receive communication from the International that may not be distributed through traditional channels. In these challenging times, situations are, and will continue to be, extremely fluid and often require a rapid response. This means our members must have access to timely information which can only be achieved through electronic methods.

You will receive press releases and other information related to the activities of the International and our affiliated local unions. Armed with this information you will be able to use it to take any necessary action that may be required to assist us in achieving our goals and better protect your jobs, your union and your families.

Thank you to the following local unions that have complied with the International's request to provide Email addresses for their members:

2	38	105	266	478	536	720	822	891
3	42	115	295	479	600	728	828	892
4	44	121	306	480	611	729	829	893
5	50	122	322	481	614	748	USA829	904
6	51	124	333	482	631	750	835	916
7	52	138	336	484	634	751	839	917
8	53	140	346	487	635	752	849	924
11	54	150	354	488	647	762	856	927
13	56	151	357	489	665	764	858	ATPAM
15	58	161	395	491	667	768	863	B32
16	59	166	411	492	669	769	868	B192
19	63	168	412	493	675	784	871	
21	80	187	416	495	680	793	873	
22	83	201	423	499	690	794	875	
26	93	210	470	500	695	796	883	
32	96	212	471	514	700	798	884	
33	97	260	476	534	705	800	887	

Locals listed as of September 15, 2011.

VISIT WWW.IATSE-INTL.ORG TO SIGN UP

IN MEMORIAM



<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>
Johnnie B. Barnes May 12, 2011	1	Brian X. Benson June 29, 2011	22	Joseph J. Woronka May 19, 2011	101	Gerald P. Finnerman April 6, 2011	600
Peter M. Braunstein June 25, 2011	1	Allen H. Fleitell June 2, 2011	22	Milan D. Miloshevich August 1, 2011	110	Robert A. Hall June 5, 2011	600
Martin Fontana, Jr. June 29, 2011	1	Julie Kakelday-Tucker October 21, 2010	28	Joseph L. Mucek, Jr. May 24, 2011	110	Ralph E. Justason April 17, 2011	600
John A. Gabrus June 23, 2011	1	Daniel E. Little April 27, 2011	33	Steven Kaster April 15, 2011	122	Peter C. Latsis May 13, 2011	600
Charles Gigantiello May 7, 2011	1	Larry C. Bird June 2, 2011	44	Steven Belanger May 22, 2011	127	Fernando J. Rosado June 4, 2011	600
Gene Manford June 22, 2011	1	Eugene J. Camerini April 22, 2011	44	James R. Cox May 28, 2011	127	August Deserpa April 1, 2011	611
Rudolph Morrone April 18, 2011	1	Chester M. Duncan March 27, 2011	44	David W. Bowers January 19, 2011	134	Tom Clark, Jr. January 1, 2011	627
George J. Pfeifer October 28, 2009	1	Robert W. England May 5, 2011	44	Clarence Olson April 28, 2011	134	Stephen Andrews June 14, 2011	631
Edward E. Scheihing April 13, 2011	1	David C. O'Brien April 12, 2011	44	Roland T. Marchand April 29, 2011	150	Chris L. English May 29, 2011	631
Howard Tekulsky May 31, 2011	1	Hilton Rosemarin May 8, 2011	44	Jack Martell October 7, 2010	210	Tracy Irwin May 4, 2011	631
Thomas Tilney May 19, 2011	1	Arthur E. Vacca May 1, 2011	44	Tim Campbell May 29, 2011	212	Edward Owen "Chip" Foody March 8, 2011	632
Michael A. Vega June 27, 2011	1	Daniel R. Alvin June 16, 2011	52	Hugh M. Dill June 22, 2011	306	Paul H. Thurston May 30, 2011	665
Michael Gilbert June 26, 2011	2	Larry Kirsch June 28, 2011	52	Ruby Jaggernaut June 19, 2011	306	Jerome Allen May 13, 2011	700
Morgan E. Lewis April 11, 2011	2	Joseph A. La Bue April 13, 2011	52	Stonewall A. Hunsucker April 8, 2011	321	Simon Bruno May 8, 2011	700
Jude Berrick July 27, 2011	3	Dennis Maitland April 1, 2011	52	Steve Gale April 8, 2011	363	Lester Coleman, Jr. May 5, 2011	720
Joseph Castoro April 19, 2011	4	Fred C. Muller April 5, 2011	52	Matthew J. Errico April 18, 2011	477	Baynes Simpson March 31, 2011	720
Thomas J. Denyse April 23, 2011	4	T. Steven Palmer April 29, 2011	52	Donald W. Akes April 1, 2011	478	Melvin Turner May 5, 2011	720
Frank Banks May 13, 2011	8	Paul F. Turner June 22, 2011	52	Don W. Wegner March 11, 2011	478	Frederick Irving May 17, 2011	728
Anthony E. Crisante May 16, 2011	8	Ralph E. Fisher June 9, 2011	58	Steven Elzey June 22, 2011	480	Bill Neff June 20, 2011	728
Paul Campbell April 21, 2011	11	Joseph L. Pryde April 16, 2011	58	Johnny F. Smith January 9, 2011	484	Barbara Armstrong January 6, 2011	747
Martin F. Ridge April 9, 2011	11	Saul Laks May 5, 2011	63	Robert Weinberger February 21, 2011	484	Herbert Bonis March 27, 2011	751
Edward Triggs June 19, 2011	11	William P. Cooper May 9, 2011	80	Jude R. Berrick July 27, 2011	489	James Drury June 19, 2011	751
James J. Case May 17, 2011	12	Robert Winger June 13, 2011	80	Herbert C. Carnell June 16, 2011	500	Alexis M. Carlin, Jr. April 7, 2011	752
William A. Mesecher March 8, 2010	15	James Antolick February 5, 2011	82	R. Elaine Marshall May 25, 2011	500	John Walsh April 21, 2011	752

<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>
Curtis Wiysel August 15, 2011	780	Hilton Rosemarin May 8, 2011	873	Marlene A. Fleming January 17, 2011	918	Eugene Green May 16, 2011	USA829
Andrew Younger July 25, 2011	780	Stephen Spurrell May 15, 2011	873	Arlene Innes April 26, 2011	924	Eugene Gurlitz April 9, 2011	USA829
Todd A. Bundy May 21, 2011	784	Denis Brock January 20, 2011	891	Cary A. O'Neill December 1, 2010	926	Troy Hemmerling May 31, 2011	USA829
William Huttenloch May 1, 2011	819	John Harling August 2, 2011	891	Moses P. Glenn June 8, 2011	927	Don Swanagan April 8, 2011	USA829
Dana Bilbao March 16, 2011	871	Chris Korthals June 18, 2011	891	Herbert Bonis March 27, 2011	ATPAM	Julia Sze June 19, 2011	USA829
Valerie Plunkett April 28, 2011	873	David Salter June 10, 2011	891	Phillipe De Conville March 31, 2011	ATPAM	Lillian Besand April 17, 2011	B20
Joseph Pryde April 18, 2011	873	Tudor Serban June 19, 2011	891	Lois Marie Framhein June 16, 2011	ATPAM	Anthony (Tony) Cordello, Sr. April 17, 2011	B90

REMEMBERING NATHAN LEE BYRD



The members and families of Indianapolis Local 30 are mourning the loss of Nathan "Nate" Byrd, age 51, who died on August 14, 2011 as a result of fatal injuries he suffered in the collapse of a rigging truss at the Indiana State Fair's Sugarland Concert.

A lifelong resident of Indianapolis, Nate was a member of Local 30 where he worked since 1991. He was known as "Save the Show" Nate for his keen eye to detail and quick thinking under pressure. Prior to his work with the Local, he owned a commercial sign painting company where he was an exceptional painter and sketch artist. In his younger days, he was an acclaimed student at Herron School of Art. In his free time, Nate enjoyed playing base guitar and was a champion dart player. He also volunteered through his church to work with children. According to his brothers in Local 30, "Everyone will remember Nate as one of the friendliest, generous, hard working and keenly intelligent guys you could know. You were always glad when he was on your crew."

Nate is survived by his son Trevor, 15 and daughter Nately, 13.

Local 30 has established the "Local 30 Disaster Relief Fund" to help defray expenses incurred by the death and injury of its members at the State Fair tragedy. Donations can be sent to:

IATSE Local 30 Disaster Relief Fund
1407 E. Riverside Drive
Indianapolis, IN 46202-2037



REMEMBERING BARBARA ARMSTRONG

On January 6, 2011 Sister Barbara Armstrong passed away after a battle with a terminal illness. Barbara became a member of the Columbus Ohio, I.A.T.S.E. Local 747 wardrobe union in 1958.

She was a third generation union member. Over the years she served as Business Agent and President of the Local. She attended the International and District Conventions for years representing the Local's best interests.

The brothers and sisters of Local 747 and those who had the privilege of working with her, are thankful for all she has done and she will be greatly missed.



Remembering Edward Owen “Chip” Foody

Edward Owen “Chip” Foody, a longtime live event professional known for his work on tours for Neil Diamond, NBA events and other productions, died March 8 of natural causes in his home. Brother Foody got his start in the industry in the 1980s at Imero Fiorentino Associates in New York. He was hired as a shop assistant to Doug Pope when Pope was production



stage manager/technical director for the Neil Diamond tours. Pope remembers: “Chip was someone who had the work ethic to push hard for the job and not work just for himself. That type of worker is hard to find, and I am proud to have been a mentor to him. He was a dear friend and will be missed.”

Brother Foody was a carpenter and sometimes rigger during his stint with Diamond. Most recently, he worked on several auto shows and other high-profile live events.

Brother Foody became a member of Local 632 in 1981, and then joined Studio Mechanics Local 52 in 1992. Since the 1990s, Foody worked under chief electrician Rob Baxter on various NBA games and events as an electrician and power management lead. His sudden passing has shocked and saddened the live event industry. He will be sorely missed and fondly remembered.

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. 212
AFM Local 7
Joel Deitch
Local No. 631
District No. 14

IN MEMORY OF

Fund Contribution
Fund Contribution
Ruth and Harold Spivak
Andrew Younger
Andrew Younger



REMEMBERING ANDREW YOUNGER

Brother Andrew Jackson Younger passed away on Monday, July 25, 2011. He was 78 years old.

He was born September 27, 1932 in Lancaster, Pennsylvania. Brother Younger attended J.P. McCaskey High School, Lancaster, PA and received an Associate’s Degree in Labor Relations Law from Millersville State College, Millersville, PA. He honorably served in the U.S. Army during the Korean Conflict and was discharged with the rank of Master Sergeant.

Brother Younger worked in labor relations for 50 years until his retirement. Beginning in 1960, he represented the union as a shop steward while working for Technicolor at Patrick AFB, in Florida. He soon rose through the ranks to become a full-time Business Manager with Local 780.

The family requests donations be given to Wuesthoff Hospice and Palliative Care, Rockledge, Florida.



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
- TV,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists
- TWU** Theatrical Wardrobe Union
- USA** United Scenic Artists

ALABAMA

- S 078 BIRMINGHAM**-Sam Barnett, samdbarnett@bellsouth.net; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Terry Wilkins, businessagent78@bellsouth.net.
- S 142 MOBILE**-Helen Megginson, P.O. Box 2492, Mobile, 36652. (251-675-1451) (Fax: 251-675-9090) Bus. Agt.: James Vacik, local142@yahoo.com.
- M 900 HUNTSVILLE**-David Hendricks, iatse@bellsouth.net; P.O. Box 12, Huntsville, 35805. (256 551-2243) (Fax: 256-551-2329) Bus. Agt.: Leah Moss, iatse900@bellsouth.net.

ALASKA

- S 918 ANCHORAGE**-Ann Reddig, stagehanddispatch@live.com; 430 West 7th Avenue, Anchorage, 99510. (907 278 3146) (Fax: 907 278 3145) Bus. Agt.: Eric Lizer.

ARIZONA

- S 336 PHOENIX/PRESCOTT**-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.
- M 415 TUCSON**-George Fritz, 320 West Alturas, Tucson, 85701. (520 882 9126) (Fax: 520 882 9127) Bus. Agt.: Susan Whitaker.
- SM 485 STATE OF ARIZONA**-Rose Lujan, 2714 West Magee Road, Tucson, 85742. (520 743-8407) (Fax: 520 423-3372) Bus. Agts.: (North) William J. Randall; (South) Roy Zarow.
- TBSE 748 STATE OF ARIZONA**-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Agt.: Eric Falkner, efalkner@yahoo.com.

ARKANSAS

- M 204 LITTLE ROCK**-Nikki M. Kelly, P.O. Box 848, Mabelvale, 72103 (501 227-7301) (Fax: 501 227-7404) Bus. Agt.: Russell G. Hardy.

CALIFORNIA

- S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY**-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) Paul Paolasso, ppaolasso@iatse33.com; (Legit) James M. Wright, jwright@iatse33.com.

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916 444 7654) (Fax: 916-444-2263) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

MPSG/CS 080 HOLLYWOOD-Rick Schunke, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Larry Hunter, 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-Kate Barry, 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; P.O. Box 28585-Parkmoor, San Jose, 95159-8585. (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.

SM 495 SAN DIEGO-Jack Shepherd, 1717 Morena Blvd., San Diego, 92110-3635. (619-275-0125) (Fax: 619-275-2578). Bus. Agt.: Jack Shepherd.

M 504 ORANGE COUNTY/PARTS OF CORONA-Jerome Omasta, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Leslie Blanchard.

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FAE 767 LOS ANGELES-Margaret Budd-Loa, 2520 West Olive Avenue, Suite 320, Burbank, 91505-4529. (818-842-7670) (Fax: 818-474-1570). Bus. Agt.: Rana Jo Platz-Petersen (310-532-1345) (Fax: 310-352-4485).

TWU 768 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA/CERRITOS-Mary B. Seward, wardrobe768@yahoo.com; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) (Fax: 818-843-8787) Bus. Agt.: Ann Kelleher.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/ SAN MATEO/CUPERTINO/SAN JOSE/CONCORD-Lori Martens, twu784@sbcglobal.net; 1182 Market Street, Suite 213, San Francisco, 94102. (415-861-8379). Bus. Agt.: Andrea Pelous.

TBSE 795 SAN DIEGO-Mark Gleason, 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-335-0795) (Fax: 858-715-0640). Bus. Agt.: Darin Haggard.

ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)-Lisa Frazza, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Executive Director: Scott Roth; Assoc. Executive Director: John Moffitt.

USA829 CALIFORNIA REGIONAL OFFICE (See also New York)-6363 Wilshire Blvd., #400, Los Angeles, 90048. (323-965-0957) Bus. Agt.: Charles Berliner.

AG&AOE&GA 839 HOLLYWOOD-Jeffrey N. Massie, jefm@animationguild.org; 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Hulett, shulett@animationguild.org.

T&T 857 LOS ANGELES/ORANGE COUNTIES-Ann Simmons, 13245 Riverside Dr., #300C, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Sergio A. Medina.

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MPST 884 HOLLYWOOD-Cheryl Diamond, iteachu107@aol.com; P.O. Box 461467, Los Angeles, 90046. (310-652-5330) Bus. Agt.: Polly Businger, pollyfuisse@aol.com.

CDG 892 HOLLYWOOD-Beth Pasternak, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Executive Director: Rachael Stanley.

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S&FMT 923 ANAHEIM-Lyle Worsley, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: George Voss.

CANADA

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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.

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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 Terniuk, iaba210@iatse210.com.

S 212 CALGARY, AB-Vince Bevans, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Prod.) Tom MacRae, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

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.

M 295 REGINA/MOOSE JAW, SK-Lisa Falk, 1831 College Avenue, 3rd Floor, Regina, SK, S4P 4V5. (306-545-6733) (Fax: 306-545-8440) Bus. Agts.: (Film) Latif Cavanaugh; (Stage) David J. Phillips.

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.

PC, CP&HO 411 PROVINCE OF ONTARIO-Robert Shea, 1315 Lawrence Avenue East, Unit 103, Toronto, ON, M3A 3R3 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

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.

MPSPT 514 PROVINCE OF QUEBEC-Ian Lavoie, 705 rue Bourget, Bureau 201, Montreal, QC H7K 3H8. (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.

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, local_634@hotmail.com; P.O. Box 68, Naughton, ON, P0M 2M0. (705-665-1163) (Fax: 705-692-9726) Bus. Agt.: Jamie Adamson, iatse634@bell.net, (705-788-2447) (Fax: 705-788-2448).

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.

TW,MA&HS 822 TORONTO, ON-Michael Felix, secretary@iatse822.com, 511 Adelaide Street West, Toronto, ON, M5V 1T1 (416-622-9000) (Fax: 416-622-0900). Bus. Agt.: Valerie Corbin, businessagent@iatse822.com.

SA&P 828 PROVINCE OF ONTARIO-Nick Veliotis, sec. iatse828@gmail.com, 2-558 Upper Gage Ave., Suite 289, Hamilton, ON, L8V 4J6. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Steve Mazza, ba.iatse828@gmail.com.

M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

MPSPT 849 ATLANTIC CANADA-Rod Dominey, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vermeir.

MPSPT 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.: Maryam Decter, businessagent@iatse856.com.



TWU 863 MONTREAL, QC-Maud Bergeron, 390 rue des Hirondelles, Beloeil, PQ, J3G 6G7 (514-944-2673). Bus. Agt.: Sylvana Fernandez.

MPSPT 873 TORONTO, ON-Monty Montgomerie, 1315 Lawrence Ave. East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomerie, businessagent@iatse873.com.

MPSPT 891 BRITISH COLUMBIA/YUKON TERR.-Dusty Kelly, dustyk@iatse.com; 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Paul Klassen, paulk@iatse.com.

M 906 CHARLOTTETOWN, PE-Bill Higgins, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Damon Compton.

TWU 924 STRATFORD, ON-Inez Khan, P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-508-0955) Bus. Agt.: Mary-Lou Mason.

COLORADO

S 007 DENVER/BOULDER-Mark J. Gabriel-Debell, 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Mark J. Gabriel-Debell.

S 047 PUEBLO-Bob Krasovec, 1330 W. Abriendo Avenue, Pueblo, 81004. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006.

M 062 COLORADO SPRINGS-Bryan Patrick, secretary-treasurer@iatse62.com; 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Salamon, businessagent@iatse62.com.

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).

TWU 719 DENVER-Elisa Spadi, 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis (303-829-1567) (Fax: 303-948-3414).

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/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 074 SOUTHERN CONNECTICUT-Rich Franzino, rfranzio@iatse74.org, P.O. Box 9075, New Haven, 06532. Bus. Agt.: Jon Damast, jdamast@iatse74.org. (203-981-8479).

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

SS,PC,CC&PA 161 CONNECTICUT/NEW YORK/NEW JERSEY-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

DELAWARE

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 284 WILMINGTON-Eva Lynne Penn, P.O. Box 1503, Wilmington, 19899-1503. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Michael Harrington.

DISTRICT OF COLUMBIA

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

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.

TWU 772 WASHINGTON-Sara Butt, P.O. Box 10999, McLean, VA 22102. (571-420-2990) (Fax: 301-322-3125). Bus. Agt.: Linda Boyland.

E,S&CST 815 WASHINGTON-Charles Boddie, 2512 Cliffbourne Pl., N.W., Washington, 20009-1512. (202-265-9067) (Fax: 202-265-1613) Bus. Agt.: Samuel J. Mc Fadden.

TBSE 819 WASHINGTON-Renee Moore, rmoore2@verizon.net; P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: David Lee, davidleejmu@aol.com.

T&T 868 WASHINGTON-Howard Lee Gable, secretarylocal868@gmail.com; P.O. Box 58129, Washington, 20037. (202-340-2602) Bus. Agt.: Anita Wilkinson, Local868businessagent@gmail.com.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Diana Nelson, forgana@hotmail.com; P.O. Box 1084, Pensacola, 32591 (850-390-6819) (Fax: 850-455-0135). Bus. Agt.: Tim Lechner, thlechner@yahoo.com.

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

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Judy Phillips, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Richard McGauley.

M 412 BRADENTON/SARASOTA-Michael Verbil, secretary@iatse412.com; P.O. Box 1307, Tallevast, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

SM 477 STATE OF FLORIDA-Nancy Flesher, 10705 N.W. 33rd Street, #120, Miami, 33172. (305-594-8585) (Fax: 305-597-9278) Bus. Agt.: William F. Moyses.

M 500 SOUTH FLORIDA-Alan Glassman, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Alan Glassman.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Alan Gittlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

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

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Christopher Grenier, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna.

MPVT/LT/AC&GE 780 (See also Illinois)-Debbie Beard, debbie@iatse780.com; 3585 N. Courtenay Pkwy, Suite 4,

Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus.Mgr.: Jerry Lipski, jerry@iatse780.com.

EE 835 ORLANDO/DAYTONA BEACH-Richard Vales, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

GEORGIA

M 320 SAVANNAH-Michael Little, P.O. Box 5731, Savannah, 31414. (912-232-2203) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Terry Moody, tmoody@iatse479.org; 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins, makins@iatse479.org.

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

S 629 AUGUSTA-Anthony Capaz, 2314 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk.

M 824 ATHENS-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

EE 834 ATLANTA-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30540. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Rita Cochran, rcochran1956@yahoo.com; 2970 Leah Lane, Douglasville, 30135. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, kelmail2@aol.com.

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

HAWAII

M 665 STATE OF HAWAII-Kay Carter, carter@iatse665.org; 875 Waimanu Street, Suite 610, Honolulu, 96813. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Henry Fordham, ba@iatse665.org.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

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

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: 801-320-0705) 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-Mary Roffers, P.O. Box 172, Bloomington, 61701-0172 (217-201-3969). Bus. Agts.: Tim Noe (Peoria), Chris Fields (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@intnet.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-Richard Hall, P.O. Box 3272, Urbana, 61803-3272. (217-840-9969) (Fax: 217-688-3042) Bus. Agt.: Nancy Manganelli-Bues.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York)-Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (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, P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates.

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&E 780 CHICAGO (see also Florida)-Debbie Bedard, debbie@iatse780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5711) Bus. Mgr.: Jerry Lipski, jerry@iatse780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)- 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

INDIANA

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

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

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDS-VILLE-Greg Palmer, 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037).

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. Bus. Agt.: John H. Hinen, Jr., (260-403-1033).

O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN, 47119. (812-923-1295).

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

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ 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, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, rab67@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; 2317 N. 51st Street, Omaha, NE 68104 (402-289-1914) Bus. Agt.: Betty Haffner, bettyhaffner@juno.com.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, st190@iatse.kscocxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, ba190@iatse.kscocxmail.com.

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, wvtuzicka@stiefeltheatre.org.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Mark Ferree, electric17@aol.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-Merrill 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, 25705. 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: 504-483-9661) 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; 400 Lee 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,O&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-668-9545) 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, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

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, 22771. (410-795-1590).

MASSACHUSETTS

S 011 BOSTON/WALTHAM-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, vlarrese@iatsse53.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-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

O 186 SPRINGFIELD/PITTSFIELD/HOLYOKE-Geraldine Hanley, 194 Kendall Street, Ludlow 01056 (413-583-5170) Bus. Agt.: Ken Hanley, Sr.

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 Hodgen.

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

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, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers.

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@iatsse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, deanneeb@iatselocal395.org.

MPP,O&VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Tina Bell, 2565 Armada Drive, Auburn Hills, 48326. Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Diane McDaniel, diane0326@aol.com; 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530) (Fax: 586-771-3870) Bus. Agt.: Beverly Llombar-Ignich, bevmarie@wideopenwest.com.

SM 812 DETROIT-John DeMonaco, 900 Pallister Avenue, Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

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@iatsse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt_rice@iatsse13.org.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Al Eastman (218-525-2245).

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, eds.1@juno.com, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund, ba416iatse@embarqmail.com, (507-753-3262).

SM 490 STATE OF MINNESOTA-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Joe Gallup.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) 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.: Martin G. Elchos.

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.: Michael Lynch, Jr.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: William Watkins.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@intmet.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@iatsse493.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-Gretchen Dibble, 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@iatsse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatsse42.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, neholfesfam@msn.com; 2317 N. 51st Street, Omaha, NE 68104 (402-289-1914) Bus. Agt.: Betty Haffner, bettyhaffner@juno.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) 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-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

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) (Fax: 856-488-6368) 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 Dunganvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-886-4900) Bus. Agt.: Scott White.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Kimber Richardson, 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-D.L. Herbert De Wing, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Darlene Jones, cdarlenejonz@hotmail.com; 369 Playful Meadows, 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., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-427-1580) (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 Rahnner, 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-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

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

M 311 MIDDLETOWN/NEWBURGH/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, P.O. Box 160, Jericho, 11753. (631-339-3009) (Fax: 631-730-8796) Bus. Agt.: James Mistler.

M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711) Bus. Agt.: John B. Senter, III.

M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439) (Fax: 845-331-7461) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439), iatse499@earthlink.net.

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 Farman, jfarman592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-727-3735). Bus. Agt.: Rick Daus.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois)-Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Timothy King, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

LF/VT 702 NEW YORK-William Andrews, 542 Eastbrook Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio (201-447-0753).



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 flr., 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, 27 Warburton Pl., Buffalo 14223.

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, 19th 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.

TWU 858 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-Carl Baldasso, 29 West 38th Street, 15th floor., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friedrichs.

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, 6101 Idlewild Road, Suite 322, Charlotte, 28212 (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

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

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

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-235-3840) 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 Asaro, 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, 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 25705. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 747 COLUMBUS-Julia Johnson, 4791 Summit Road, SW, Pataskala, 43062. (740-927-1696) Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

T&T 756 CLEVELAND-Glenn Barry, 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, P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser.

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, 35 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-Pat Chard, 4949 S.E. 26th Ave., 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 Haffner.

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA, 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

PACIFIC NORTHWEST

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

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA, 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

PENNSYLVANIA

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

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109) Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE./GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-824-1665). 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.: Eric Wills, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, rlvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 17 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 WARREN COUNTY, PA/JAMESTOWN/CHAUTAUQUA, NY-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY-Judi S. Miller, iatsepejudi@yahoo.com; 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Charles Reynolds.

M 329 SCRANTON/PITTSTON-Patricia Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin, martinlite@aol.com, (570-650-3607).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Charles Eccles, ba@iatse489.org.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

M 627 SOUTHWEST PENNSYLVANIA (excluding 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/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGROVE/INDIANA-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16804. Bus. Agt.: Fred Park, Jr., businessagent636@yahoo.com, (814-883-0769).

T&T 752 PHILADELPHIA-Tara Suppa, t.suppa@comcast.net; P.O. Box 70, Runnemede, NJ 08078. Bus. Agt.: Jerry Kelly, jkelly1229@comcast.net.

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (412-728-0503) (Fax: 412-471-7787) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Susan Calaciura, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

TBSE 804 PHILADELPHIA-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.: Debbie Harris.

TBSE 820 PITTSBURGH-David Ferry, 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, luisestrella@gmail.com.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-John Brennan, 90 Printery Street, Providence, 02904. (401-225-2308) Bus. Agt.: Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

TW, MA&HS 830 STATE OF RHODE ISLAND-Jacqueline Keegan, jckkgn@yahoo.com; 10 South Bend Street, Pawtucket, 02860. (401-489-0886) (Fax: 401-728-8251) Bus. Agt.: Frances Howe, fhowe830@yahoo.com; 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Michael Coffey, P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes.

M 347 COLUMBIA-Vivian Vandegrift, P.O. Box 8876, Columbia, 29202 (803-394-1896) (Fax: 866-925-3475) Bus. Agt.: James Harwell (803-240-0111).

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

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON-Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-261-2639) Bus. Agt.: Dave Schreck.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Harlan Scherich.

TENNESSEE

S 046 NASHVILLE-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: 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, P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-756-7875) Bus. Agt.: Chris Keene.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Charles J. Flenniken, stage197@aol.com; P.O. Box 946, Knoxville, 37901. (865-428-6583) Bus. Agt.: Ronald Carrell.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL,

VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) 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 (615-883-8023) (Fax: 615-851-6055). Bus. Agt.: Judy Resha (615-590-7544) (Fax: 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, local@iatse76.org; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, ba@iatse76.org.

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

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, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: Larry Allen.

M 205 AUSTIN-Bon V. Davis, secretary@iatse205.org; P.O. Box 142, Austin, 78704. (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-Darrell Dyer, P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul.

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

SM 484 STATE OF TEXAS-Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

M 604 CORPUS CHRISTI/HARLINGEN/McALLEN/BROWNSVILLE-John Jones, P.O. Box 260356, Corpus Christi, 78426. (361-548-0472) Bus. Agt.: Simon Zambrano.

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

TWU 803 DALLAS/FORT WORTH-Vicki Ruth Cole-Perrin, vrcp@aol.com, P.O. Box 570574, Dallas, 75357 (817-832-9090). Bus. Agts.: (Dallas) Patsy F. Neumann, patsyneumann@gmail.com, (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: 801-320-0705) 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-Robert D. Walton, P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-564-6698) (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-Christina 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, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Noel Clayton, secretary@ia15.org, 2800 1st

Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agt.: Paul Bigman, stagerep@ia15.org.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

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

TBR&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 Scamechia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH-Judy M. Chapman, P.O. Box 192, Huntington, WV 25705. 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, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Luljak, 230 W. Wells St., Ste. 405, 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: 608-787-0610) 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, Oshkosh, 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, W346 N5708 North Lake Drive, Oconomowoc, 53066 (262-567-1863) (Fax: 262-567-1863).

WYOMING

S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

BPTS Ball Park Ticket Sellers

MT Mail Telephone Order Clerks

T Theatre Employees -Special Departments

TSA Ticket Sales Agents

CALIFORNIA

T B18 SAN FRANCISCO-Christine Costello, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Christine Costello.

T B32 SAN JOSE-SANTA CLARA COUNTY-Carol Jossi, P.O. Box 2832, Santa Clara, 95055. 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 Brooker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

T B906 CHARLOTTETOWN, PE-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, C1A 1J1. (902-628-1864) (Fax: 902-566-4648).

COLORADO

T B7 DENVER-Jan Miller, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216). Bus. Agt.: William A. Harris, Jr., wllmjunior@aol.com.



DISTRICT OF COLUMBIA

TSA B868 WASHINGTON-Vevica 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.

ILLINOIS

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

INDIANA

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

MASSACHUSETTS

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

AFE B935 WORCESTER-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

MICHIGAN

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren,

48091. (586-481-3479) (Fax: 586-754-6883). Bus. Agt.: John Nesbitt.

MINNESOTA

T B26 MINNEAPOLIS-ST. PAUL-International Officer-in-Charge: Timothy Magee, 900 Pallister Avenue, Detroit, MI 48202 (313-870-9570) (Fax: 313-870-9580).

MISSOURI

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: 585-442-7663) Bus. Agt.: Mike Povia.

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.

AFE AE936 ALBANY-Cory Straker, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

OHIO

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.

OREGON

T B20 PORTLAND-Twila Willson, iatseb20recording-secretary@clear.net; 4949 S.E. 26th Ave., Portland, 97202. (503-230-1138) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley, iatseb20businessagent@clear.net, (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 Elsby, 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, Tuckasegee, 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.

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)-Ira Alper, P.O. Box 762, Rosemont, IL 60018 (847-778-0809) (Fax: 888-799-9973).

District No. 10 (New York, New Jersey)-John K. Hill, 171 East Side Drive, Ballston Lake, NY 12019 (518-399-2085) (Fax: 518-384-1817). Email: jhill11@nycap.rr.com.

District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)-Cheryl Batulis, 2 Neilor Crescent, Toronto, ON M9C 1K4 (416-622-8555) (Fax: 416-620-5041) Email: iad11@bellnet.ca.

District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)-Barney Haines, 175 McDermot Avenue, 2nd Floor, Winnipeg, MB R3B 0S1 (204-943-4634) (Fax: 204-943-8394). Email: i.a.d12@allstream.net.

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.



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