

LATSE OFFICIAL BULLETIN

THIRD QUARTER, 2013

NUMBER 641

"IT IS THROUGH THESE PILLARS
THAT WE WILL STRENGTHEN THE
INFRASTRUCTURE OVER THE NEXT FOUR
YEARS TO ENSURE THE SUCCESS
OF THIS GREAT UNION."

MATTHEW D. LOEB
INTERNATIONAL PRESIDENT



THE PILLARS OF SUCCESS

LEADERSHIP

SKILLS & SAFETY

ACTIVISM

COMMUNICATION

IATSE OFFICIAL Bulletin

THIRD QUARTER, 2013

NUMBER 641

FEATURES

8 Convention Highlights

17 Report of the International President



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DEPARTMENTS

- 4** President's
Newsletter
- 5** General Secretary-
Treasurer's Message

- 68** In Memoriam
- 73** Directory of Local
Secretaries and
Business Agents

EFFECTIVE MARCH 27, 2013 NEW ADDRESS FOR THE IATSE GENERAL OFFICE

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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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TECHNICIANS, ARTISTS AND ALLIED CRAFTS
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Achieving Great Success Together

The rousing success of the 67th Quadrennial Convention in Boston is behind us, and ahead of us the road looks exciting and full of promise. We are forging a new start based on the theme of the Convention: the Pillars of Success – Leadership Development, Skills and Safety, Activism, and Communication. As we continue to refine and strengthen these Pillars, our great Union will endure and thrive.

For a week at the end of July, I looked out at 810 convention delegates representing 301 local unions from throughout the United States and Canada. I listened to the opinions and comments made from the Convention floor and in conversation, and I felt a sense of optimism and energy coming from our local union leaders. As this enthusiasm is brought back to the Locals and the programs of the Pillars are built upon, I believe we will realize strength and growth that will translate into bettering the social and economic conditions of IATSE members.

Throughout the United States and Canada our immediate goal is changing the image of labor which has been eroded by our adversaries and anti-union politicians. We must reframe public perception to the positive force we know unions to be. We are working closely with the AFL-CIO, the CLC and other allies to make that happen.

We are continuing our association with numerous educational institutions that teach valuable skills in organizing, bargaining and administration to better serve the members and we will continue to pursue and offer opportunities for leadership and membership to strengthen the organization through knowledge. Involvement in the union's work is imperative if we are to stay on the road to our goals.

Our training programs are constantly expanding, keeping our members on the cutting edge of new technology and improving safety where we work. Remaining the preeminent labor force in the entertainment industry requires diligence in our professionalism and expertise, and our members and their families must have comfort that we engage in the safest on-the-job practices possible.

We continue our support of labor-friendly political candidates. Activism is essential but it extends well beyond the political realm. Community involvement, alliances with those who share and support our interests, support for charities, and displays of our strength and pride publicly, all support our primary goal of quality representation for the membership. Activism is also our main weapon against the complacency that allows anti-union sentiment to creep into the crevices of public discourse.

Communication is also vital and to that end we have made our presence known in social media. With agility and potency our communications program supports our many efforts already mentioned. The modern tools of interaction bring IATSE members closer together and engage the outside world in powerful and highly beneficial ways.

None of these Pillars exists alone. They are interconnected in ways that have shown remarkable results. Our road is clear, our purpose is defined and we are on our way to achieving great success together.

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 Riverwalk, 420 W. Market Street, San Antonio, Texas 78205 at 10:00 a.m. on Monday, January 13, 2014, and will remain in session through and including Friday, January 17, 2014. 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 Riverwalk by calling 888-627-8396 or 210-224-6500. Guest room rate for the IATSE is \$189.00, 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 19, 2013.

Many Thanks

This issue of the Official Bulletin focuses on the recently concluded 67th Quadrennial Convention held in Boston, Massachusetts. As such, it presents an opportunity for me to express my sincerest appreciation for the efforts and achievements of those who helped make our Convention such a tremendous success.

While thanks are due to a great many people, I would particularly like to express my gratitude to the staff of the IATSE General Office for their hard work and dedication throughout the many long months of preparation. If moving the General Office at the end of March wasn't a big enough challenge, our staff was then asked to immediately shift into convention mode while still performing their regular duties. In addition, those staff members from all three of our offices that traveled to Boston and provided front-line assistance to officers and delegates deserve special recognition for the dedication that they demonstrated.

The extraordinary hospitality of the Host Locals, 11, 161, 182, 481, 600, 700, 753, 775, 798, 800, USA 829 and B-4 was much in evidence. Delegates, staff and guests were all made most welcome by our Host Locals and I know that they were all very appreciative.

It was also a pleasure to see the IATSE's extended family of organizations at the Convention. In all there were a total of fourteen exhibitors present outside of the convention hall. Based on the crowds gathered around each table, the delegates appreciated those exhibitors taking the time to be with us.

The members of the Credentials Committee ensured that delegate registration was a smooth and orderly process. It is no easy task to accommodate many last minute changes and get more than 800 delegates registered in a timely manner, but this team did it with efficiency and grace.

I also need to recognize the Local 11 stagehands, Pink Contract members and International Representatives for the work that they did setting up the convention and providing the delegates with a convention experience that far surpassed anything we have previously done.

Finally, thank you to the delegates for the support you gave me personally and for your commitment and participation in the supreme governing body of the IATSE. This was the 9th IATSE Convention that I have attended and my 3rd Convention as General Secretary-Treasurer. The delegates in Boston were dedicated and hard working and it was the most unified feeling that I have ever experienced at a convention. The delegates were clearly committed to moving our union forward and as we continue to work together over the next four years we will do just that.

2014 SUPPLIES

The 2014 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 2013 and purchased all necessary per capita stamps for 2013.

PER CAPITA TAX INCREASES

Delegates to the 67th Quadrennial Convention voted to increase the quarterly per capita tax for local unions by two dollars (\$2.00) effective 1/1/2014, one dollar (\$1.00) effective 1/1/2015, two dollars (\$2.00) effective 1/1/2016 and one dollar (\$1.00) effective 1/1/2017. Quarterly per capita tax payments for Special Department local unions will increase by one-half of the amounts listed and go into effect on the same dates.



67th Quadrennial



67th QUADRENNIAL CONVENTION

**INTERNATIONAL ALLIANCE OF
MOVING PICTURE TECHNICIANS
OF THE UNITED STATES, ITS**

Annual Convention



JULY 22-26, 2013 • BOSTON, MASSACHUSETTS

**THEATRICAL STAGE EMPLOYEES,
ARTISTS AND ALLIED CRAFTS
TERRITORIES AND CANADA**



67th Quadrennial Convention

HIGHLIGHTS



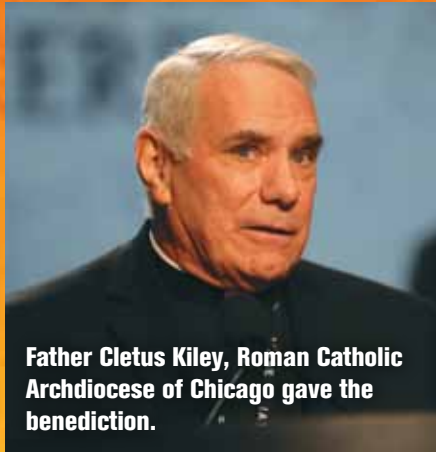
The Host Locals of the 67th Quadrennial convention -
Locals 11, 161, 182, 481, 600, 700, 753, 775, 798, USA829 and B4.



Secretary-Treasurer of Local 600 Alan Gitlin, Senator Ed Markey, President of Local 600 Steve Poster, National Executive Director of Local 600 Bruce Doering and President of Local 477 Christen Ranung-McComb at the PAC Fundraiser.



President of Local 11 Christopher Welling introduces Congressman Stephen Lynch at the Official Family Breakfast during the General Executive Board meeting week in Boston.



Father Cletus Kiley, Roman Catholic Archdiocese of Chicago gave the benediction.



An opening day invocation was given by Rabbi Barbara Penzer, Temple Hillel B'nai Torah, West Roxbury, Massachusetts



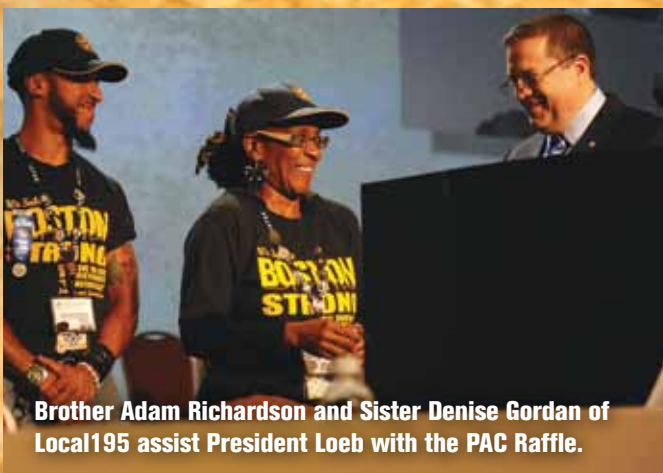
Boston Police Color Guard and Gaelic Column



Middlesex Volunteers Fife and Drum Corps



Chairman of the Host Locals Jeff Flanders



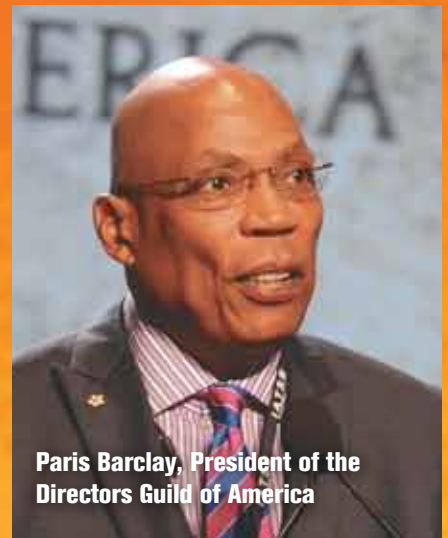
Brother Adam Richardson and Sister Denise Gordan of Local 195 assist President Loeb with the PAC Raffle.



Renee Rancourt sang the anthems of the United States and Canada

67th Quadrennial Convention HIGHLIGHTS

The IATSE was honored to have the following guest speakers throughout the convention week:



**Paris Barclay, President of the
Directors Guild of America**



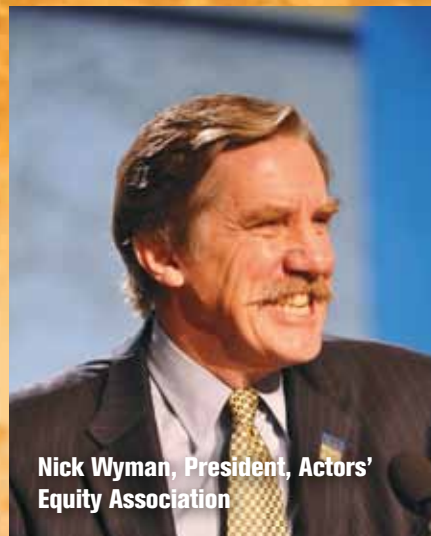
**A video message from President of the AFL-CIO
Richard Trumka was shown to the delegation**



Christine Bond, President of BECTU



**Johannes Studinger,
Head of UNI MEI**



**Nick Wyman, President, Actors'
Equity Association**



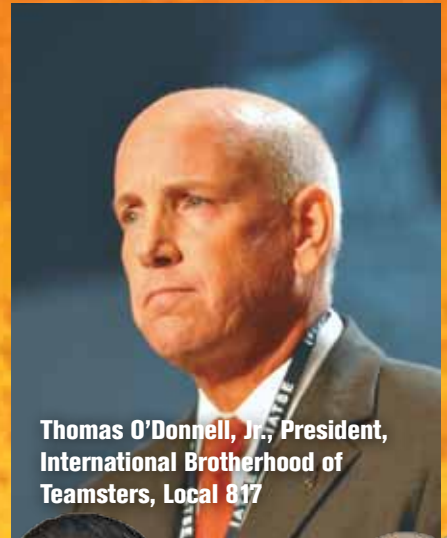
**Todd Vradenberg, Executive
Director, Will Rogers Motion
Picture Pioneers Foundation**



**John Cartwright, President, Toronto
& York Region Labour Council**



**Former Secretary Hilda Solis,
U.S. Department of Labor**



**Thomas O'Donnell, Jr., President,
International Brotherhood of
Teamsters, Local 817**



**Paula Peinovich, President,
National Labor College**



**The Honorable Elizabeth Warren,
United States Senate**

**President
Loeb with
Senator
Warren**



**Please visit the IATSE's Convention
Highlights section of the website
(www.iatse-intl.org/iacon2013video)
to view their speeches in its entirety.**

With Great Appreciation...

OUTSTANDING WOMAN LEADER AWARD

Local 129 Secretary-Treasurer Cindy Jennings



OUTSTANDING YOUNG LEADER AWARD

Local 13 Vice President and Education Committee
Chairman Patrick Landers



CONVENTION GAVEL RAFFLE WINNER

On Friday, July 26, 2013, Local 126 was the lucky winner of the Convention Gavel, made by Brother Steve Maurer, member of Local 481. Delegate Jim Brady accepted the Gavel on behalf of his Local.

67th Quadrennial Convention

HIGHLIGHTS

...and Extended Thanks.

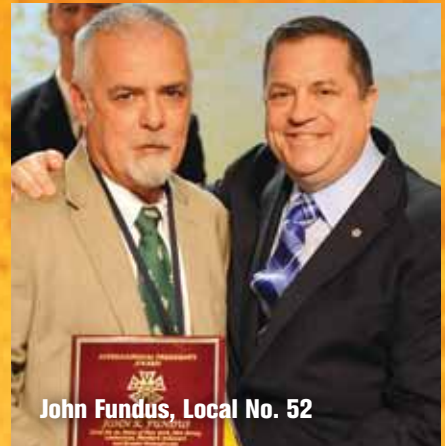
At the 67th Quadrennial Convention, International President Loeb presented the International President's Award to those pictured below:



Andrea Pelous, Local No. 784



Carl Hicks, Local No. 44



John Fundus, Local No. 52



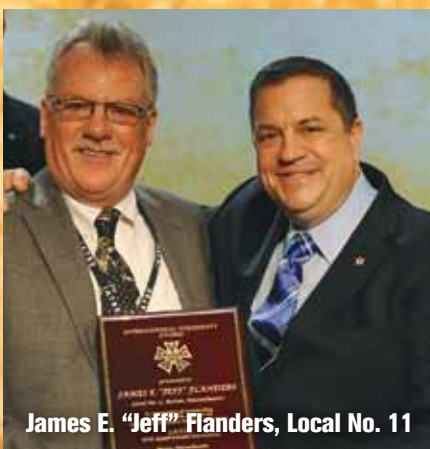
Robert C. Score, Local No. One



Michel Charron, Local No. 514



Jenna Krempel, Local No. 764



James E. "Jeff" Flanders, Local No. 11



In recognition of the leadership and service, Retired International Representative Robert A. Trombetta received the International Retired Officer Award.



A Special Word of Thanks

The preparations for this Convention entailed the assistance of many individuals. The IATSE would like to thank the following for their hard work and dedication in making this Convention such a success:

LEAD AV TECHNICIAN

Robert Fitch

AV TECHNICIANS

Diane Annen-Benson

Daniel Cady

Brendan Gavaghan

David Gibson

Tyler J. Kelleher

Hillary Kramer

Timothy Lucey

Joseph McGrath

Patrick Miller

Lee Moore

Emily Picot

Tracy T. Quigg

Bryan Ritchie

Brian F. Salmon

Kyle Seeley

Michael Connors

Christopher Short

LOAD IN/LOAD OUT

Pat Ryan

Josh Jones

Russ Hubbard

Kurt Illinger

Mike Keogh

Justin Colantuoni

Keith Quinn

John Gallagher

Jarrett Baker

Diana Grygo

Charles Longeway

Ryland Jenkins

Dianne Annen Benson

Harry Butts

Timothy Lucey

Julia Korona

John Cassidy

James Wolusky

Brendan Donovan

Israel Rodriguez

Peter Kares

Chris Short

CREW CHIEF

Russell Jones

RUNNING CREW

James McCartney

Kevin Marshall

James Woodward

Tim Ryan

James Paulson

Brendan Murray

Pat Hogan

Robert Zoucha

Stephen Smith

Benjamin Dean

John Marston

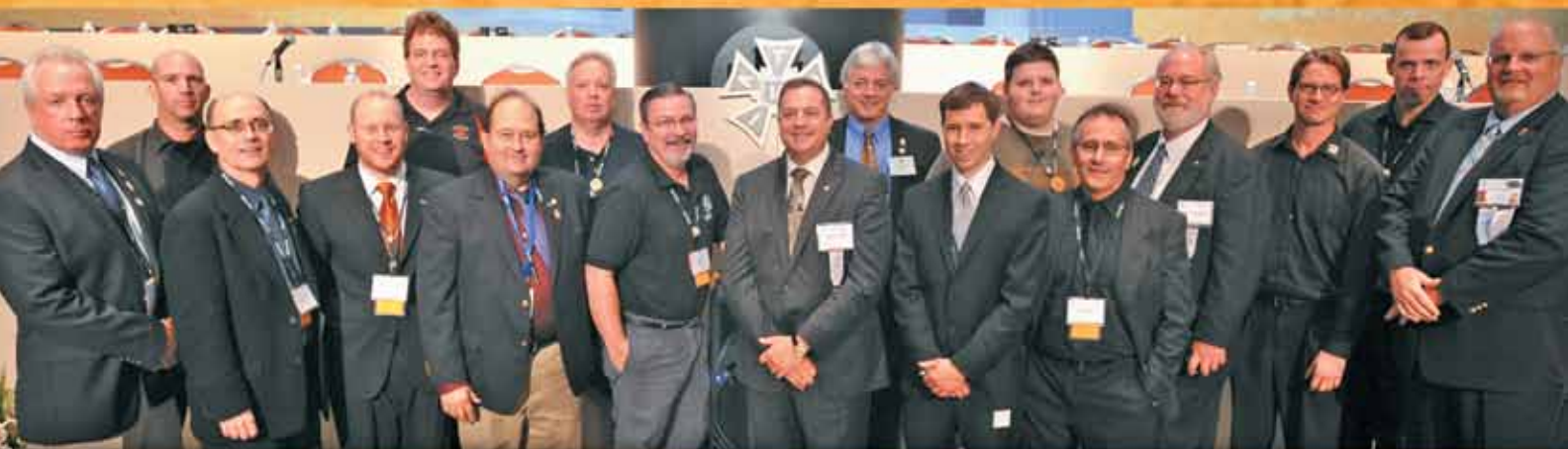
Mark Killian

Patrick Ruth

Neida Martinez

LIGHTING DESIGN

Ed McCarthy





SERGEANT-AT-ARMS AND PAGES

Ben Adams,
International Representative

Radar Bateman,
International Representative

John DeSimone,
Local 481

Cheri Herbert,
Locals 11 & 481

Hilary Kramer,
Local 11

Amanda Leffew,
Local 775

Deb Newhall,
Locals USA 829 & 481

Wini Petersen,
Local B4

Cathy Rooney,
Local 481

Ed Searles,
Local 481

CREDENTIALS COMMITTEE

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Local 848

Ray Fortune,
Local 52

Frank Gallagher,
Local 764

Mark Hogan,
Local 476

Michael Lehane,
Local 27

Jane Leslie,
Local 33

Chris O'Donnell,
Local 481

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Thomas Hill
Krista Hurdon
MaryAnn Kelly
Eileen Lehane
Marcia Lewis
Colleen Paul

Jimmy Rainey
Wesley Vega

LAST BUT NOT LEAST

Jim Connor
Jim Deegan
Jerry Dyer
Patsy Hammond
Tara Hudson
Mike Kelly
Lynn Long
Pam Ponsford
Rick Sabo
Craig Williams

A special thanks to Buffy Snyder, Dan Mahoney, David Garretson, Jeff Flanders, Host Locals, International Officers, Department Directors, Representatives, staff and the Sheraton Boston Hotel for making sure the speakers, officers, delegates, and guests had everything they needed for an enjoyable stay in Boston.



67th Quadrennial Convention

The Pillars of Success

The leadership of the IATSE is comprised of the officers who are elected every four years by the delegates assembled at the International's Convention. The entire slate of IATSE officers was elected unopposed. All of the newly elected officers took the oath of office, administered by General Secretary-Treasurer Emeritus Michael W. Proscia, and then gave an acceptance speech. A standing ovation was given by the delegation to congratulate the officers.

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Ninth Vice President

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CLC DELEGATE

Kelly Moon





Report Of The President

In accordance with the International Constitution a Report of the President was presented to the delegates in attendance at the International's 67th Quadrennial Convention held in Boston, Massachusetts the week of July 22-26, 2013. The following is an excerpt from the Report which will, in its entirety, be printed in the 2013 Combined Convention Proceedings.



INTRODUCTION

It is my honor to stand before you today, as proud as any man can be, as the leader of this great Alliance.

Together, through mutual endeavor, we have become a real force in the labor movement. Through the most ferocious assault on workers in our time, this union has grown. We have grown in numbers while the ranks of labor have diminished. We have grown in influence as we have stood together, strong and proud in defiance of those who would seek to destroy unions, and take the voice of workers away. We must not, and will never let that happen. We have locked our arms together in resolve that working families and IATSE members deserve the respect and dignity that representation and union contracts provide. We have stood shoulder to shoulder with those who share these ideals with us, whether they are other unions, politicians, community leaders, or progressive groups whose interests align with ours. Our opponents are single minded, well organized and financed, and vicious. A line has been drawn in the sand, and the many allies on our side can only succeed if we continue to work together. We are on the right side of this fight: the fight for good jobs with fair pay, the security of health and retirement benefits, the protection of a healthy and safe workplace and a strong, unwavering voice

with a loud, clear message: That these are our rights! We will fight for them, and we will not give up!

In order to succeed we need to introduce new initiatives that build strength and cohesion for the long haul, and we have begun to do so. Since the 66th Quadrennial Convention in 2009, emphasis has been placed on building a framework to support our goals. Growth and strength depend on developing and sustaining an infrastructure that encourages and supports organizing and good contracts, and jobs for our members. To this end we have begun four major initiatives.

First, we have worked to create an environment ripe for the IATSE, and unions in general, to succeed. This means activism. We have built an unprecedented political machine to do our part. A network from the office of the International President to Officers, Representatives and staff, to Districts, Locals, Stewards, members and their friends, family and neighbors; the IA has become an organized, coordinated and potent part of the labor movement's political action efforts. Those efforts have included support for labor friendly legislation, opposition to legislative and policy attacks on workers,

REPORT OF THE INTERNATIONAL PRESIDENT

SIXTY-SEVENTH QUADRENNIAL CONVENTION



as well as local, state, and provincial candidates who support our interests and, in particular, our industry.

We have also participated in national matters in both the United States and Canada, including the recent U.S. Presidential election. And we won!

It is noteworthy that our activism has raised our profile and opened doors that we will use when our interests require. Through our battle against digital theft we have been a central player throughout the U.S. and Canada. From the White House to the Congress in the United States to the Parliament in Canada, the IATSE remains at the core of the discussion. Employment for our members is at risk and we must continue to do whatever is necessary to protect them.

We have employed activism in the labor community with a much more engaged role in efforts of the AFL-CIO and the CLC. The catalyst for many of these efforts related to the rabid attacks on workers. We were called upon, and answered that call. With too many rallies and demonstrations to mention, the IATSE showed a strong presence. Perhaps the most symbolic of all, on the steps of the Wisconsin statehouse where we made our voices heard loud and clear: an injury to one is an injury to all, and if you're looking for a fight you came to the right place.

We supported other unions, built bridges and contributed with boots on the ground, money and the unique assets we bring as entertainment workers. We have called upon our friends and they have been there for us too, helping us organize, achieve recognition, settle disputes and sharing information. For the first time in twenty-five years we were honored by the presence of a top AFL-CIO of-

ficial at our General Executive Board meeting. Secretary-Treasurer Liz Shuler, the first woman Secretary-Treasurer in AFL-CIO history, addressed the Board, Representatives and attendant guests in what was a testament to the importance of our integral role in the labor community. We must continue to build relationships and forge new alliances, not only to protect ourselves, but to pursue an agenda that furthers the interests of IATSE members and workers in general. We can do this using our rich history, unique identity and the tremendous pride we feel as members of this great union.

As leaders we are charged with providing the membership with the best possible representation. From the bottom up and top down, this means equipping our ranks with the tools to do so. To this end, leadership education has become a major priority and initiative for the IA. We have implemented the Labor Education Assistance Program, or L.E.A.P., providing funding so that Local officers may hone their skills, stay current on issues, learn about the laws that apply to unions and engage those whom they were chosen to lead. We have run education programs at the General Executive Board meetings where many Locals attend. And at every District Convention education seminars have been presented so that our program can reach all the Locals, big or small, and irrespective of craft or region. The International has led by example by holding annual training events for the officers and representatives, and has offered specialized seminars and individual courses as well. In addition, we launched a traveling "road show" to educate the rank and file about current labor issues, the history of the IA and why unions

remain vital, now more than ever. In this challenging economic environment, with corporate and shareholder interests compressing advancements for workers, we need a full tool box. Our members and their families are worthy, deserving of comfort and security, and we can best provide this through successful execution of our responsibilities as their leadership, continuing to reinvent ourselves through knowledge and education.

The membership has selected its leaders, entrusting us to act on their behalf in crucial matters for themselves and their families, and we are morally obligated to do our best to deliver. It is a profound obligation, and no small matter, to have trust placed in you, and this must remain in the forefront of our thinking. To that end, leadership development must remain a priority into the future. Because of the work we have done together, I have the distinct honor and privilege of standing before, what I truly believe to be the best group of labor leaders in the union movement. I mean that, and I thank you for your sacrifice, commitment and solidarity.

In order to secure our rightful place in the industries in which we work, we must continue to improve upon our already substantial craft expertise. Growth, strength and prosperity correlate with skills, safety and professionalism. To this end we have formed the first bona-fide training trust since our founding one hundred and twenty years ago in 1893. The IATSE Entertainment and Exhibition Industries Trust Fund provides skills and safety training that will help our members advance their careers by mastering their crafts, staying current on technology and, thereby, increasing job opportunities. From turn-key au-

diovisual certification training through our partnership with InfoComm, to reimbursement for certification with ETCP, the Trust is proactively offering services to meet training needs in as many crafts and geographic jurisdictions as possible. The Trust is responsive to the specific needs Locals identify in the crafts they represent, and there are a number of avenues to obtain assistance for training. Local unions may request support for training unique to them, and receive reimbursement. More and more Locals are negotiating employer contributions to the Trust in their contracts, and there are now more than four hundred contributing employers. These numbers are continuing to grow and this Trust will increase its ability to assist Locals and their members. The progress to date has been noteworthy with the hiring of full time staff, and the development of more and more programs being added.

We must remain the best at what we do. We must leave the employers no other viable choice for choosing their labor force. And, brothers and sisters, we must do all we can, everything in our power, to equip our members with training in the safest on-the-job practices. A single injury or death is one too many, unacceptable and intolerable. We owe it to our members and their families to support and advance craft and safety training.

One need only watch the news these days to understand the depth and breadth of the use of communications and social media. Nations rise and fall, businesses are made or broken, candidates win or lose, social issues become part of the culture, or not, because of the incredible potency of these tools.

The technological advancements

that support modern communication have become part and parcel to the operation and success of the IATSE. In July of 2011 a Communications Department was established, to creatively and actively manage how we interact with each other and the world at large. The use of common social media platforms like Facebook, Twitter, Flickr, Instagram and others were evaluated and used to forward our strategic purposes and goals. A new website was designed and launched bringing the members and others who interact with us an intuitive and aesthetically pleasing site that profiles the IATSE in an advanced, slick and respectable way.

But make no mistake, the communications used by the IATSE are not isolated to simple exposure and publicity of our activities. Elements of the program can be seen in all the other pillars as well. We have effectively used these tools to support candidates, policies and social issues that benefit our members. We have publicized educational opportunities and established means for our members to interact online. Information on craft skills and safety is shared via numerous web platforms. The core of our activities is now supported by a robust and sophisticated communications machine. Organizing, bargaining, contract ratification and job actions are supported by the Communications Department, and use of our communication assets has become integral in almost all of our efforts.

What I have described are the basic premises behind the four pillars which I believe will sustain and strengthen this great union well into the future. It is incumbent upon us all to do our part. These are not simply ideas that propel us forward. They are

not initiatives that succeed because the principals make sense. The success of these programs and, thereby, this union, depend entirely on buy-in and participation. The IATSE has always been the sum of its parts. We have seen what can be done through mutual endeavor and solidarity, and our many successes prove that the membership at large benefits from the combined power of this great Alliance.

THE OFFICIAL FAMILY

Over the past four years since the last Convention a number of changes have occurred in the Official Family including the election of new officers, my appointments of new representatives, and the retirement of others. The following is a recap of the Official Family changes.

I regret I must report to you that after a long illness, International Vice President Timothy F. Magee passed away in July of 2012. Tim had served the IATSE as an International Vice President admirably since 1995. Vice President Magee always knew that the institution of the IATSE is bigger than any one person. As a member of the General Executive Board, the long-time Business Agent of Local 38 and a full-time International Representative, his ultimate goal was always to represent the members of this Alliance and to protect the institution to the best of his ability without reservation. The General Executive Board adopted a resolution to pay tribute Vice President Magee to express its deep appreciation for his extraordinary service. The Board also voted to name the conference room at the new General Office in the honor of his memory. It is now called the "Timothy F. Magee Board Room." The Board's entire res-

REPORT OF THE INTERNATIONAL PRESIDENT SIXTY-SEVENTH QUADRENNIAL CONVENTION



olution appears in the Report of the General Executive Board Meetings – Book 1 of this Convention.

It is also with regret that I report the passing of Retired International Vice President J.E. Jake Johnson at the age of 93. Vice President Johnson was unanimously elected by the General Executive Board in 1974 and served in that position 16 years. Vice President Johnson was a true gentleman. He served the Alliance with distinction and total dedication and it was noted by the Board that “no expression of gratitude can be adequate.”

In July 2012, Tradeshow Director William E. Gearn, Jr. was unanimously elected by the General Executive Board to serve as International Vice President. Vice President Gearn has a long history with the IATSE having served as an International Representative since 1988 and then as Director of the Tradeshow Department in 2000. The dedication and efforts of Vice President Gearn are highly respected and he continues to serve this Alliance with integrity. Vice President Gearn was elected to fill the vacancy created by the untimely passing of Vice President Magee.

Also in July 2012, International Vice President Brian J. Lawlor announced his resignation from the Board after serving for nine years. Vice President Lawlor was appointed a full-time International Representative in 2000 when he relocated to work at the General Office in New York City, and was later appointed to serve as Co-Director of Stagecraft, a post he also vacated last year. He continues to serve the International as a Representative and provides representation through his experience and dedication to the Alliance. The Board is grateful for his dedication and ser-

vice to the Alliance during his time as an officer.

Due to the vacancy created on the Board by Brian Lawlor's resignation, Brother Phil LoCicero of Local 478, State of Louisiana/Southern Mississippi, was unanimously elected by the General Executive Board to serve as International Vice President on July 27, 2012. Vice President LoCicero has been a member of the Alliance since 1989 and served as President of Local 478 since 1994. Vice President LoCicero's service and dedication to the IATSE have spanned more than two decades and he has demonstrated his steadfast support of the members in numerous ways. He is a leader and a welcome addition to the Board.

In April 2013 International Trustee George A. Palazzo submitted his resignation from that position. As an International Trustee of this Alliance for eight years, Brother Palazzo served in that capacity with diligence and dedication and I am extremely grateful for his years of service on behalf of the entire membership of this Alliance.

As a result of the resignation of Brother Palazzo, Sister Patricia A. White was elected by the General Executive Board in April to fill the vacancy on the International's Board of Trustees. I also appointed Sister White to serve as Director of the Education and Training Department of the International, and she will no doubt act in both of these positions with the same dedication and tenacity as she has with all her assignments.

In April 2010, Brother Robert A. Trombetta retired from his position as an International Representative. Representative Trombetta had served with dedication and a deep sense of loyalty to the International since 1996. Representative Trombetta was a long-

time member of Los Angeles Stage Local No. 33 and from 1998 until his retirement he worked out of the IATSE West Coast Office. He continues to take occasional assignments as a Special Representative and ably serves in that capacity.

Since the 66th Quadrennial Convention I have made a number of appointments and they are as follows:

In 2011, I appointed Emily Tao to serve as Director of the newly established Communications Department of the IATSE. Emily's understanding and experience in various forms of social media and other communication tools has helped her to develop and expand the International's communications with our local unions, our increasing membership and the public. Brother Christopher “Radar” Bateman is based in Portland, Oregon and became a full-time International Representative in May 2012 with his primary focus in stagecraft; Brother John Culleen II was also appointed as an International Representative in May 2012 and is based in Phoenix, Arizona where his primary focus is in the Broadcast Department; Brother Peter DaPrato works as a full-time International Representative in the IATSE Canadian Office-Toronto and was appointed in April 2011; Brother Brian Faulkner was appointed as an International Representative in June 2010 and is based in Salt Lake City, Utah with his primary focus in the Tradeshow Department; Sister Jamie Fry had served as an International Representative from 1999 through 2005. In February 2010, after becoming an attorney, Jamie returned to the IATSE as a full-time Representative and is based in Tucson, Arizona, with her primary focus in the Motion Picture and Television Production De-

partment; D. Joseph Hartnett whose primary focus is in stagecraft, is based in Pittsburgh, Pennsylvania and became a full-time Representative in December 2009; Sister Vanessa Holtgrewe, based in Los Angeles, was appointed as an International Representative in January 2012 and works out of the IATSE West Coast Office with her primary focus on motion picture and television production; Brother Fran O'Hern is based in the Chicago, Illinois area and was appointed as an International Representative in March 2012 with his primary focus in the Broadcast Department; Jennifer Triplett was appointed as an International Representative and is based in the IATSE General Office in New York where her main function is in contract administration.

In addition to the aforementioned changes, I appointed Brothers Don Martin and Brian Munroe in 2010 as Special Representatives to assist in the Stagecraft Department with particular emphasis on our outreach efforts to members working on the road under the International's Pink Contract. Brother Martin is Business Agent of Scranton, Pennsylvania Mixed Local No. 329, and Brother Munroe is the President of Southern Connecticut Stage Local No. 74. They have both had many years of experience working under Pink Contracts.

In 2009, Brother David F. Garretson was appointed a Special Representative and was assigned to assist in various organizing campaigns. He continues his work, primarily in the Stagecraft Department, and assists with special projects including the Olympics, political conventions and organizing.

When the IATSE Broadcast Department was established in 2012 I

appointed Representative Sandra England to serve as its Director. Director England has been an International Representative since 1989 and her vast experience in assisting Broadcast Locals in negotiations and organizing has proved to be a real asset as the Department's Director.

Brother Steve Belsky, President of Texas Studio Mechanics Local No. 484, was appointed as a Special Representative earlier this year and his assignments include work in the Broadcast Department.

Lastly, I would be remiss if I did not mention the retirement of longtime IATSE staff member Barbara Jackson. For over twenty years, Barbara worked for the International at the General Office in New York, in the Office of the General Secretary-Treasurer. Barbara's loyalty and professionalism gained her the utmost respect from our local unions and she was truly an asset to the IATSE.

NEW IATSE GENERAL OFFICE

In the summer of 2011, General Secretary-Treasurer Wood and myself began discussing options for the future of the General Office. Our lease was set to expire in January 2014 and we had outgrown our present space and therefore would need to find a new location.

An analysis was done to evaluate the comparison of leasing vs. buying a property. The ownership option for the General Office had long been a desire of the International and when combined with our offices in Los Angeles and Toronto it would provide us with the security of ownership of our three primary offices.

Although the price of real estate in New York City is substantial when compared to many other markets, the

combination of a growing Building Fund and the decline in real estate prices resulting from the economic crisis made the ownership option worth exploring.

After comparing the cost of purchasing property for the General Office with the cost of a new fifteen year lease for more space and at a different location, it quickly became apparent that although the purchase option was more expensive initially, the advantages came down on the side of ownership in the years beyond the expiry of another lease. We consulted with our auditors, PKF O'Connor Davies, a commercial real estate consultant, Cassidy Turley and our investment advisors, Merrill Lynch. All agreed that now was the time to pursue this long-time goal.

After an extensive search for the right property in the right location and with room for future growth, the General Executive Board approved the purchase of the entire fourth and fifth floors in a 12-story condominium building located at 207 West 25th Street in New York City. Each floor is approximately 10,000 sq. ft. and the office was designed so that we are using the entire fourth floor and slightly less than half of the fifth floor to house the General Office. As a point of reference the old office space was a little less than 10,000 sq. ft. The remainder of the fifth floor has three revenue generating tenants which will remain in place until future growth requires the International to take back portions of the remaining space.

After almost five months of construction which included a complete demolition of the old space, the General Office was moved to its new location at the end of March. The work environment was designed to



be highly efficient both in terms of energy usage and productivity for all of our employees. The prices for real estate have already begun to substantially increase in New York City as the economy improves. The purchase of this property will provide positive economic benefit to the Alliance both from capital appreciation and from being able to stop paying rent after 120 years, but it will also stand as a sign of permanence of this great union.

An open house for local union representatives will be held this fall so that you can share in the pride of your new office.

I.A.T.S.E. NATIONAL BENEFIT FUNDS

The IATSE National Benefit Funds, with its diverse array of benefit options and flexibility on contribution rate structures, continues to provide solutions when negotiating vital health and retirement benefits for the members and their families. The National Funds continue to be a source of robust, comprehensive benefits that are obtainable not only by members with steady employment, but they provide the less frequent worker an opportunity to obtain benefits and maintain them during non-working periods. Efforts are focused on administration to preserve these offerings in the most affordable and attainable ways possible.

The National Benefit Funds continue to see growth in assets and participant base across all of its Funds. Total annual contributions through the end of 2012 were \$205,767,084 for all Funds, which represents a 43% increase since the end of 2008. Total net assets for the Funds as of December 31, 2012 were \$935,823,893 which

represents a 77% increase since the end of 2008.

The Plans available are:

I.A.T.S.E. Annuity Fund

This defined contribution retirement plan has no required employer contribution rate. A 401(k) feature is available through this Fund. Eligible participants can add to their retirement security on a voluntary basis. There are two different ways in which a participant can defer salary to this Fund. The first is an IRS safe harbored feature that requires a minimum percentage of salary (3% or greater) contribution from the employer to the Annuity Fund in order for members to defer pre-tax contributions to the 401(k) component. The second maintains the rules of the former 401(k) Fund which merged into the Annuity Fund on January 1, 2010. There is no Annuity Fund required employer contribution rate for participation in this deferral feature. The requirement is that employment be motion picture industry related.

The Annuity Fund, now in its 40th year, has over 57,000 participants with accounts at Massachusetts Mutual (MassMutual) that are self-directed. This compares with 53,000 participants reported to you in 2009 for plan year ended 2008, which represents a 7.5% growth in participation.

- Net assets at the end of 2012 were \$499,846,555.
- At the end of 2012, there were 182 participating Locals in the Plan.

I.A.T.S.E. National Pension Fund

This defined benefit retirement plan features two unique programs.

Plan B – established in 1957 – This Plan's final retirement benefit is based on the last 3 years of employment and

the associated daily employer contribution level after establishment of eligibility for retirement. Participation in this Plan requires a daily employer contribution rate as prescribed by the Plan.

Plan C – established in 2002 for the motion picture industry and any other industry where flexibility in the contribution rate is needed. The retirement benefit is calculated as a percentage (2.5%) of all employer contributions received throughout a participants' career.

The Pension Fund, through its defined benefit plans, Plan B established in 1957 and Plan C, established in 2002, continue the goal of ensuring a secure retirement for the participants. At the end of 2012 there were 15,971 participants in the Plan as compared to 12,586 at the end of 2008. This represents a 20.3% growth in participation.

- Net assets at the end of 2012 were \$247,671,624.
- At the end of 2012, there were 36 participating Locals in Plan B.
- At the end of 2012, there were 113 participating Locals in Plan C.
- As of December 31, 2012 there were 1,921 retirees receiving a monthly benefit and 482 beneficiaries receiving a monthly benefit.
- An average of \$913,846 was paid each month in pension benefits, for an annual total of \$10,966,152 through December 31, 2012 (excluding retroactive and lump sum distributions, an average of \$779,486 was paid monthly for an annual total of \$9,353,833).
- In April 2012, all retirees and beneficiaries received a one-time 13th pension benefit distribution equivalent to their March 2012 benefit

with a minimum payment of \$100 as a result of the Fund's growth and investment returns.

- In December 2012, the Fund distributed a bonus pension benefit check to all retirees and beneficiaries on the rolls as of December 1, 2012, based on the Funds' continued stability and 'green zone' status through 2012.

- The Board of Trustees recently approved unprecedented increases for both pensioners and active working participants heading towards retirement.

- In December 2013, any pensioner or beneficiary on the rolls as of December 1, 2013 will receive a thirteenth and fourteenth pension check.

- As of January 2014, any pensioner on the rolls as of January 1, 2014 will receive a 20% increase in their monthly payment.

- All active working participants of the Pension fund, both Plans B and C, will realize a 20% increase in the value of their benefit when they retire.

I.A.T.S.E. National Vacation Fund

This Fund's predominant participation is by Pink Contract employees for this post-tax annual benefit.

The Vacation Fund was established in 1973 in order to provide an annual lump sum payment (post-tax) to those participants working where paid vacations are not available. The distributions are adjusted pursuant to plan provisions to reflect operating income gains or losses and applicable administrative expenses.

- During 2012, \$3.5 million was received in employer contributions and distributed to participants in

May 2013 for 2012 work period contributions.

- At the end of 2012, there were 25 participating Locals in the Plan.

I.A.T.S.E. National Health and Welfare Fund

There are two unique offerings in this Fund:

Plan A – this is a traditional health Plan which requires a minimum daily employer contribution. Coverage is earned by working 60 days in a 6 month period. Coverage is granted in 6 month intervals. Coverage is either earned or not, there is no self-payment or banking of days feature to this Plan.

Plan C – this Plan has four coverage options designed to meet the needs of members in every phase of the industry and requires no fixed employer contribution. The coverage options are:

Plan C1 – a very costly Plan that features low co-payments in its medical, surgical, hospital, prescription and dental benefits program.

Plan C2 – an industry competitive Plan offering similar benefits as C1 with higher co-payments.

Plan C3 - introduced in October 2007 this in-network only Plan provides higher cost-sharing in its medical, surgical and hospitalization benefits structure at very affordable rates.

MRP – a medical reimbursement Plan for those enrolled in another hospital/medical program.

At the last Convention, we reported that 15,762 participants and their families were covered under the National Health and Welfare Fund at the end of 2008. Due to continued efforts, including but not limited to, organizing new members, plan improve-

ments, plan mergers, and managing benefit costs, the Fund now covers 19,354 participants. With families there are 32,949 lives receiving essential health coverage. This represents a 22.8% growth in participation. Many decreases in benefits that are being experienced by Plans nationwide have not occurred with our Plan. We have been able to maintain, and in many instances improve, our coverage. The Plans offer comprehensive packages including hospital, medical, prescription, dental, vision, hearing, short-term disability and death benefits.

- Net assets at the end of 2012 were \$164,215,560.

- At the end of 2012, there were 171 participating Locals in the Plan.

The Funds are governed by fourteen (14) Trustees, seven (7) representatives from Labor and seven (7) representatives from Management. The day to day operations of the Funds are managed by an Executive Director and five (5) Directors of departments who have the experience and vision to guide the operations in an effective and responsive manner. The Funds Office Staff has grown to 81 employees (including the management team), an increase from 70 at the end of 2008.

Notable happenings since the last convention:

- The National Funds welcomed:

- Hair & Make-up Local 798 to the National Health & Welfare Fund on April 1, 2008

- Treasurers & Ticket Sellers Local 751 to the National Health & Welfare Fund on January 1, 2010

- Stagehands Local 22 to the National Annuity Fund on December 1, 2010

REPORT OF THE INTERNATIONAL PRESIDENT SIXTY-SEVENTH QUADRENNIAL CONVENTION



– United Scenic Artists Local 829 to the National Health & Welfare Fund on April 1, 2013

- MassMutual became the service provider to the Annuity Fund on February 1, 2011. MassMutual's broader array of investment offerings, interactive website tools, and lower cost services has enriched retirement savings opportunities for the participants.
- The Annuity Fund added IRS approved hardship distributions to the Plan as of January 1, 2010. This Plan addition allows for a withdrawal of monies to help our participants with unexpected financial difficulties.
- New Summary Plan Description Booklets were distributed to all Plan participants for all Funds.
- Our participant services center was re-designed to help expedite inquiries on all Funds matters. A dedicated e-mail address was added as an aid for those who can't reach us during our normal business hours. The address is participantservicescenter@iat-senfb.org. We have also opened the phones with a live representative beginning at 8 a.m.
- What's on the horizon at the NBF:
 - A brand new website is in development. The Funds current site, delivered in 2005, has been problematic and not up to date for some time. Recognizing this, the Funds have been diligently working on designing a site that will provide participants, Local Unions, and employers with up-to-date real time information and resources. Some of the exciting key features are:
 - A participant dashboard – a one page view of health, pen-

sion, annuity, and vacation accounts, as applicable. The page will show account balances, eligibility, and links to expand the information.

– A quick links section so that changes can be made on the site to demographic information.

– Clearly defined Fund related news, forms, booklets, and on-line benefit applications.

– A quick link to payment screens for Health & Welfare Plan C and COBRA enrollees.

– Real time data – as the Fund Office updates data it will immediately be available on the site.

– A mobile phone application for the most commonly used sections of the site such as the payment screen, CAPP account and Annuity Fund balances, and more.

– An ad-hoc report builder for Local Unions. In addition to standard reports available to Local Unions, such as the CAPP report and work history report, all registered Local Union representatives will be able to custom design reports as needed. Looking at employer payments, employer payment history, work history for its members in various views, and much more, will be available.

– Small employers can report work on-line and make on-line contribution payments.

The Funds expect delivery of the new site in September 2013. Announcements will be made prior to the launch so that participants can register to use the site.

This is a sample of what has been accomplished and the focus for the future of our Funds. I, as Chairman of the Board of Trustees, along with my fellow Trustees, understand the commitment necessary to maintain these benefits for I.A.T.S.E. members and their families, and I will continue to strive to bring the best possible benefit packages and services to the members.

Staff Retirement Fund

Assets of the Fund are currently accumulated through contributions from the International on behalf of its employees. These contributions are invested in stocks, fixed income securities and certain alternative investments.

- Net assets at the end of 2012 were \$20,662,598.
- At the end of 2012 there were 118 active participants in the Fund.
- As of December 31, 2012 there were 50 retirees receiving a monthly benefit and 12 beneficiaries receiving a monthly benefit.
- The total average monthly gross retirement benefit during 2012 was \$108,198 paid to all pensioners.
- Since the prior Convention, the rules of the Plan were approved by IRS (in April 2011), and the Plan will now to be submitted to IRS for approval every five years in accordance with IRS regulations.

AFL-CIO

The IATSE continues to hold its place on the AFL-CIO Executive Council. I am proud to represent this Alliance as a Council member to ensure that by being a part of the largest and most powerful labor body in the world, the best interests of our mem-

bers are protected, and the voice of all working men and woman is heard. President Trumka, chairing the Executive Council meetings is unable to join us, but has sent a video message.

Since 1983 when the Bureau of Labor Statistics first had the ability to obtain comparable union data, it has reported that the union membership rate in the United States was at 20.1% and there were 17.7 million union workers. The numbers have dropped dramatically, showing a significant decrease in union membership with the most recent BLS reports showing that from 2011 to 2012 union membership went from 11.8% to 11.3% (this is a blended percentage of public and private sector). This further decrease is reflective of the various attacks on workers' rights that reached a high point over the past few years. These attacks on working people resulted in membership losses, stagnant wages and increasing income inequality.

Because of these numbers and the continued assaults on labor throughout the states, not to mention Washington, DC, the AFL-CIO and its affiliates have been taking an introspective look and formulating strategies to move forward with a sensible approach to our challenges and bring union density up again.

The AFL-CIO established a Re-positioning Committee to which I was appointed to serve by President Trumka. The Committee's primary focus is to correct the negative stereotypes and falsehoods about labor that anti-labor, union busters would like to continue to permeate into the minds of the general public. The Committee's goals include expanding the union movement's outreach efforts to connect with young workers, community allies and others to change the

perception of unions and their role in the workplace through labor-management relations.

To this end, the AFL-CIO has established a Young Workers initiative and has held the AFL-CIO Next Up Young Workers Summits. Young union members are coming together in a unified force with students, civil and human rights advocates and other activists. The survival of our unions and the future of the labor movement depends on our young members and their understanding and commitment to the labor movement. I am pleased to report that the IATSE has joined in these efforts and we have, thus far, held two Young Worker Conferences over the past year. We have also initiated student outreach efforts through our Education and Training Department.

With more and more challenges before us, it is clear that the political and ideological battles that have been waged have taken their toll. This is why our involvement in the political process must remain intact as we work with our brothers and sisters in all sectors of the labor movement, to ensure protections for our respective memberships. Through our joint efforts and collective voice we can effect change and come together to respond to the assaults waged against us. And, through the political program we are developing in the IATSE, with the help of our Districts and local unions, we have become an integral part of the political efforts of the labor movement and have risen to the level of a prominent participant in the efforts of the AFL-CIO.

Some years ago the AFL-CIO sought to broaden its representation of working men and women who were not yet union members and es-

tablished Working America as a community affiliate. In 2009, I reported that through the Working America program, more than 2.5 million workers came under the AFL-CIO umbrella. That number of workers has now risen to over 3 million and continues to grow. In fact, I am pleased to note that the IATSE is becoming more engaged in our efforts to work in partnership with Working America. In your delegate kits you will find a letter from Working America's Executive Director Karen Nussbaum that I encourage you to bring home and discuss the potential for your local union to become involved. Working America also has an exhibit table outside the Convention hall here in Boston, and more information is available.

The 27th Quadrennial Convention of the AFL-CIO was held in Los Angeles, September 8-11, 2013 and the IATSE was represented by a delegation of International officers and representatives. The IATSE General Executive Board endorsed AFL-CIO President Richard L. Trumka and his team for reelection at the Convention.

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

On October 6, 1966 the Richard F. Walsh Foundation was established when then International President Walsh became the initial donor with a contribution of \$500. The Foundation was to be operated exclusively for charitable and educational purposes. It was further agreed in the original Agreement and Declaration of Trust that an additional contribution would be made from the net profits of a testimonial dinner being held in December 1966 to honor President Walsh for his twenty-five years of service as the International President.

REPORT OF THE INTERNATIONAL PRESIDENT SIXTY-SEVENTH QUADRENNIAL CONVENTION



In December 1994 the General Executive Board expanded the name of the Foundation to include the name of former International President Alfred W. Di Tolla and in July 1999 the Board further expanded the official title to include Harold P. Spivak who had served the Alliance as General Counsel for over fifty years.

During the 1993 Convention which marked the 100th Anniversary of the Alliance, the delegates approved a Constitutional amendment to allow for ten cents per member per quarter to be allocated to the Foundation in an attempt to increase its resources.

Over the years the original purpose of the Foundation has been followed by the Trustees with annual contributions being made to a variety of charities and two scholarships each year being awarded to the children of IA members. The present scholarships are \$2,000 per year for each year of a four-year program.

In addition to these very worthwhile activities, the Foundation has, on occasion, served as the resource to assist our members when they have been affected by natural disasters such as Hurricanes Katrina, Sandy and devastating floods in Calgary and Southern Alberta. Local unions and individuals contributed substantial amounts of money to the Foundation which in turn provided direct financial assistance to impacted I.A.T.S.E. members.

The original intention of the Foundation continues to be followed by the Trustees and there is a desire to not only increase those activities but also be available to assist IA members and their families in times of tragedy without the necessity to implement spontaneous fund raising programs. Therefore I am recom-

mending to the delegates that the allocation of the quarterly per capita payments to the International be amended to provide that twenty-five cents (\$0.25) per member, per quarter, be made to the Foundation. I would note that the allocation of the quarterly payments to the Foundation was originally enacted by Convention action under the administration of International President Alfred W. DiTolla.

CHARITABLE ORGANIZATIONS

Throughout the years the IATSE and many of our local unions have demonstrated their support to a number of charities that primarily focus their efforts on members of the entertainment community. The following is a comprehensive look at some of those charities with which we have maintained lasting relations.

Will Rogers Motion Picture Pioneers Foundation

For over fifty years the IATSE has supported the Will Rogers charity and has enjoyed a relationship that has been beneficial to IATSE members as well. Over the years the Foundation has provided our members, and many others in the entertainment community, with an array of services and assistance with health care issues. Since its merger with the Motion Picture Pioneers in 2002, when it became the Will Rogers Motion Picture Pioneers Foundation, it continues its dedication to helping those in the motion picture industry who need aid in times of emergency or distress.

At our last convention we learned that the Pioneers Assistance Program was helping approximately 100 people per month and around 40% of those receiving help were mem-

bers of the IATSE. The latest reports received indicate that the Program has spent \$2.1 million providing direct assistance to members of the entertainment community, of which \$660,000 (or 31%) was for IATSE members. The IA members receiving help range in age from 40 to 69 years of age and the total number of our members who received help from social workers in the Program is 563. Additionally, 395 IA members have received direct financial assistance.

The Foundation's headquarters is housed in our West Coast Office building in Toluca Lake, California and we provide that space as additional charity. It also continues to receive donations from a number of IA members and we continue the International's support of the Foundation with annual contributions from the Walsh/DiTolla/Spivak Foundation. I am also pleased to serve as a member of the Foundation's Advisory Board.

The Foundation's Executive Director Todd Vradenburg addressed the Convention as he has in the past.

Actors' Fund of America

Since the late 1800's the Actors' Fund of America has been providing assistance to individuals and their families and has undergone a number of changes and expansions of services. The Fund is the national (in the U.S.) nonprofit human services organization that provides for the welfare of all entertainment professionals. The Fund helps people in all aspects of the entertainment industry including motion picture, theater, television, music, opera, and dance. Assistance programs include social services, health services, supportive and affordable housing, employment and train-

ing services, and skilled nursing and assisted living care. The Fund also makes emergency grants for essential needs. The Actors Fund's mission is to help "all professionals in performing arts and entertainment. The Fund is a safety net, providing programs and services for those who are in need, crisis or transition." It has offices in New York, Los Angeles, and Chicago. It is a pleasure for me to represent the IATSE on the Board of Directors of the Actors' Fund.

Actors' Fund of Canada

In the mid 1950s The Actors Fund of Canada was launched with symbolic one dollar contributions from five actors, and the Fund was later incorporated in 1958 with its purpose "to care for the aged, sick and destitute" and was designed "to help anyone anywhere who has ever been engaged in any branch of the entertainment industry" in Canada.

More than fifty years later, the Fund disburses over \$500,000 annually to camera-operators, grips, stage-hands, actors, directors, make-up artists, location managers, dancers, carpenters, musicians and others in various trades and professions that make up the entertainment industry. It is reported that between January 2009 and May 2013, the Fund helped 350 IATSE members in Canada who received a total of \$732,000 in assistance.

In turn, the Fund receives support from the IATSE and at the 2012 mid-summer meeting of the General Executive Board held in Vancouver, British Columbia, Local No. 891 held its anniversary celebration to benefit the Actors Fund of Canada and happily reported that contributions were received at that event in an amount of over \$12,000.00.

Motion Picture & Television Fund (MPTF)

After years of collaborative involvement, the relationship between MPTF and the IATSE continues to evolve to new levels of success and satisfaction for leadership and membership alike. The catalysts for this evolution are participation and interaction, and the organizations prioritize the creation of opportunities for both. Realizing that IATSE West Coast members and their families make up the majority of the 60,000 patients seen each year at MPTF health centers, and are also the recipients of approximately 48 percent of all MPTF financial assistance dollars, the IATSE and MPTF saw the need to not only build greater awareness among members of the MPTF community of support and services, but foster as much engagement as possible for the purposes of giving back.

The two organizations together launched the IATSE Every Member Campaign and ignited a grassroots approach to awareness and fundraising that took a foothold and is still going strong today. MPTF's Home Safety Program, where industry retirees need renovations large and small, is anchored by the support and volunteer participation of IATSE members. Hundreds of individuals commit weekend hours each year in order to keep industry seniors safe in their homes. The IATSE's longtime support of MPTF's annual golf tournament, Heartbeat of Hollywood, rose to new heights in recent years with the introduction of the IATSE-led Heartbeat Lite – a miniature golf event that expanded the fun and participation of the larger event to non-golfers and, in its third year, has more than tripled its fundraising mark since inception.

Similarly, in its second year, the IATSE-led Day at the Races event, held at Santa Anita race track, created another opportunity for IATSE members, as well as industry members at large, to connect and support MPTF.

New ideas and opportunities for the unique and fruitful collaboration between IATSE and MPTF are on the horizon – fostered by the dedicated leadership of the MPTF/IATSE Advisory Committee. This committee meets regularly and continues to lead the charge, with passion, taking care of our own.

I am pleased to serve the MPTF as a member of its Board of Directors.

STAGECRAFT DEPARTMENT

The Stagecraft Department represents more than 40,000 members of the IATSE in 296 local unions. They constitute forty percent of our total membership. Concurrent with the merger of the Organizing Department into the Stagecraft Department at the 2012 Summer meeting of the General Executive Board, I instructed the Co-Directors of the Stagecraft Department to undertake an internal review of the Department for the purposes of determining the needs of the stagecraft locals and how to most effectively deliver the services they require. The first initiative to result from that review has been the restructuring of the department. Specific representatives are now consistently assigned specific Districts. Bargaining with employers operating across multiple local jurisdictions will be coordinated at the International level. Representatives' assignments will be tracked and monitored. To determine the condition and the needs of our local unions a survey was drafted and sent to each stagecraft Local.



The Survey

The survey was drafted with the goal of assessing the condition of the Stagecraft Department locals; the status of their contracts, union density in their jurisdiction, relations with employers with national and international presence, level of non-union competition and level of organizing activity. 207 locals, representing 35,519 members, responded to the survey.

The respondents represented locals from every craft and of every size. Stage and Mixed locals represented 68% of the total. The thirty-eight Wardrobe respondents represent just under 20% of the total but 97% of all Wardrobe locals. A plurality of 40% held three or fewer contracts with employers. The vast majority, almost 70% held fewer than ten contracts. The locals expressed a high level of confidence in representing their members.

The survey's review of the content of the local's contracts revealed that the overwhelming majority of the locals were successful in establishing provisions for recognition, union security, dues check-off, overtime, meal penalties, holidays, grievance procedures, union access and job stewards. A lesser number but still a majority of the locals negotiated recognition of the local's referral system, health and annuity contributions, and safety provisions. Fewer than half of the locals reported that they had obtained a prior obligation clause, pension contributions, vacation pay, or paid leave of any kind. In contrast, almost 80% of the locals had Management Rights clauses in their contracts.

Of particular interest in evaluating the overall condition of the stagecraft locals is the union density among employers who have facilities or venues throughout the United States and/or

Canada, such as SMG, Live Nation or AEG. Overall our locals reported contracts in 198 out of 370 facilities operated by employers active in multiple local jurisdictions. For example, only 17 of 36 reporting the presence of AEG in their jurisdiction have contracts. Employees of Live Nation are covered in 40 of 84 venues. Out of 64 SMG venues 37 are under contract. There are no employers whose operations are 100% IATSE.

There are numerous instances of locals that do not have contracts but nevertheless obtain work under their "rate cards." In the United States, 48% of the locals affirmed that they work under these informal, non-exclusive arrangements. In Canada 64% of the responding locals reported that they worked under a "rate card." In both countries the use of a "rate card" is limited to a relatively small number of potential employers.

The frequency of the use of the "rate card" is perilous in light of the response to the question regarding the presence of labor contractors. 70% of our locals have confirmed that there is "organized" non-union competition operating within their jurisdiction. These non-union contractors range from small local businesses to national operations. In light of the fact that 96% of Canadian and 93% of US locals report the presence of non-union venues within their jurisdictions, there appears to be no shortage of job opportunities for these workers.

Because there is a separate Canadian Pink Contract the countries were surveyed separately. A more promising picture emerges when we examine the staffing of Yellow Card Shows across both countries. In Canada, 96% of the locals reported that Yellow Card Shows perform within their jurisdiction and, of those, 87% report-

ed having a contract with the venue where they appear. In the US, 159 locals, or 92% of responding locals, reported Yellow Card Shows in their jurisdictions. 70% hold contracts with the venues. While the level of union density for local hires among Yellow Card Shows is considerably higher than it is among national employers in fixed facilities, the non-union competition remains problematic. When our locals do not work the Yellow Card Shows they are as likely to be staffed by a labor contractor as a non-union in-house crew. The two sources of non-union labor reinforce each other.

18 of 24 responding Canadian Locals reported having been involved in organizing. In the US, 49% of the locals reported having done so. However, the open ended responses indicate that the locals apply a very broad definition to organizing. Asked to describe their activities the locals reported top-down efforts as often as ground up campaigns. While the labor contractors remain a target of coordinated efforts by the International, in neither country were the labor contractors, our greatest competition, identified as targets. The answers were similar concerning prospective organizing targets; 72% of Canadian locals and 56% of US had targets in sight. Despite the obvious challenges broadly reported, 35% of the US respondents reported being unlikely to request organizing assistance from the International.

This general overview of the survey results, while informative, is insufficient to draw conclusions about the condition of the Department or point us in a new direction without a more thorough review of the Department's operation and activities over the past four years. However, the undertak-

ing of this frank and candid analysis must be pursued so that resources are properly deployed, devising strategies based upon identifiable and quantifiable strengths and weaknesses.

Barclay's Center

The owners of the Barclay's Center in Brooklyn NY approached the International about bargaining a contract for the new arena. I advised them that the only way the International would agree to be the bargaining agent was if all our crafts were represented in the venue. Otherwise they had to deal with each local union independently. The owners agreed and a committee was formed with representatives of the International, Stage Local 4, Operators and Front of House Local 306, Treasurers and Ticket Sellers Local 751, Wardrobe Local 764, Make-Up Artists and Hair Stylists Local 798 and United Scenic Artists Local 829. Negotiations took place over the course of the summer of 2012. Throughout the process, whenever one local was confronted with a challenge from the employer all the others put aside their own interests in support of their sister local. Just prior to the opening, an agreement was concluded that protected the craft jurisdiction of each of the locals involved.

Child Actor Guardians

In the fall of 2011 after winning a NLRB election and eighteen months of bargaining, the first contract covering Child Actor Guardians was executed covering Guardians employed on the musical Billy Elliot. The guardians were admitted into membership in Local 764. Because the Guardians frequently work in single person units it was decided to conduct a public relations campaign to persuade the

Broadway League to recognize the union rather than continue with elections for individual shows. Shortly after launching the campaign with representatives of several NYC locals leafleting at the press conference announcing the 2012 Tony Award nominees, the Broadway League agreed to voluntarily recognize us. Negotiations for the first League-wide Guardians contract were concluded in August of 2012. Lincoln Center immediately agreed to voluntarily recognize us and signed on to the League's contract. In December 2012 we won an election to represent the Guardians employed at Radio City Music Hall and a contract was concluded in April.

As a consequence of the combined efforts of the International and Broadway locals the Guardians are now reporting they are qualifying for enrollment in the Local 764 Health Plan and enjoying payment for overtime for the first time in their careers.

Global Spectrum

The International's agreement with Global Spectrum was renegotiated in 2010 and again in 2013. Various International Vice Presidents and International Representatives were joined by Officers of Locals working under the contract to bargain the two agreements. Both negotiations concluded with wage and benefit increases as well as increased jurisdiction for the covered crafts. Starting in the 2013 agreement, contributions will be made to the International Training Trust for all work covered by the contract.

With upwards of forty Locals now covered by the Global Spectrum agreement, contract administration and start up procedures are the primary focus. Since 2009, Global Spec-

trum has opened or taken over management of 16 additional facilities.

As new facilities are identified, the respective Local is contacted to obtain wage and benefit information. The area standards of each Local are made part of an addendum to the Master Agreement.

We continue to monitor the administration of the contract in local jurisdictions. Where problems arise in individual locals, representatives have been assigned to ensure compliance with the contract and assist the locals in satisfying their obligations under it.

Global Spectrum is a subsidiary of the cable giant Comcast. The financial and lobbying backing of Global Spectrum by Comcast has positioned this facility management company for continued growth.

Iron Horse Entertainment Group

Subsequent to two elections covering four venues in Western Massachusetts in the March of 2011 Locals 53 and 232 began negotiations with assistance from the International. Negotiations dragged on throughout the remainder of 2011. Unfair Labor Practice charges were filed against IHEG in April of 2012 and again in November of 2012 for failure to bargain in good faith. The NLRB issued a complaint and a settlement was reached that required the employer to cease and desist, post notices at work sites and extend the union's recognition for an additional period of six months. After the second ULP was filed a banner and social media campaign was launched. Following the settlement the employer offered a final proposal which was unanimously rejected by the bargaining unit. The two local unions resumed bargaining with the employer and an agreement



was reached and unanimously ratified in April 2013.

Kimmel Center

The International assisted Locals 8, 752, 799 and B-29 with negotiations at the Kimmel Center for the Performing Arts in Philadelphia. Kimmel Center Inc. is the largest Employer of IATSE workers in Philadelphia. The Employer manages the Academy of Music, Merriam Theater, Verizon Hall and Perelman Theater.

Negotiations started in June of 2011 with the Front of House workers. Stagehands, Wardrobe, Treasurers and Ticket Sellers negotiations began after Labor Day. With assistance from the International, each Local negotiated their contract separately. Throughout the process, the Locals supported each other's bargaining objectives. Highlights of the deal include wage increases in each of the three years; increased benefit contributions; parity between the Stagehands and Wardrobe for Show and Continuity Calls; increased recognition of jurisdiction for the ushers and wardrobe in areas managed by the Kimmel Center; elimination of all B rates in the contract for Stagehands; double time pay for all shows and continuity hours on Sundays for Stagehands and Wardrobe.

The fight to win these gains included a ten day strike which began on September 30, 2011. With the approval and support of the International President and General Executive Board, the four IATSE Locals representing the workers in the Kimmel Center facilities effectively shut down the operations leveraging the Employer to agree to the union's demands.

Kravis Center

A bitter dispute commenced in

2000 between the Kravis Center and Local 500 when the Kravis Center fired the union-referred stagehands. During the intervening twelve years Local 500 prevailed in every legal proceeding before the NLRB and the District of Columbia Circuit Court of Appeals. Nevertheless, the dispute remained unresolved. In 2012 a banner and social media campaign was launched which included the involvement of Locals One, 2, 8, 13, 16, 33, 53, 107, 122, 232, 631, 784, and 835. Finally, in December, 2012 Local 500 put up a picket line just prior to the load in for Jersey Boys. The road crew, the actors and the musicians all honored the line and the Kravis begged for relief. Over the course of several days of negotiations we were able to obtain a favorable settlement that included significant back pay and the restoration of Local 500 members to the jobs that were stolen from them in 2000.

Despite all the legal victories, it was only the concerted action of the IATSE local unions, the road crew and our sister unions that resolved this matter. In the end our best help is self-help.

Live Nation

During the course of 2009 and 2010 several local unions' contracts with Live Nation expired. Due to the recent economic downturn Live Nation was proposing one year wage freezes for the first year of each new contract. At least five locals agreed. In 2010 the tripartite contract between six local unions, the International and Live Nation simultaneously expired. The International proposed combining those contracts into a single agreement after a one year extension and the company agreed. A new five year national contract became effective on January

1, 2011. The national agreement outlined minimum conditions and boilerplate language. In addition, an appendix was executed that contained local wage and benefit rates as well as conditions that were superior to the national contract. It was also agreed that any local whose contract expired during the life of the national agreement could be added on to it. Since that time nine local unions have been added to the national contract. Included among those locals was the Comcast Center, an amphitheater outside of Boston. Local 11 fought through four elections over five years in order to be the certified representative. The collective strength of those locals was essential to protecting the conditions of each individual local that was added.

As the results of the survey indicate, there are a number of venues operated by Live Nation or where they promote shows that are non-union. So long as those facilities remain unorganized our contracts are not secure.

Make-up Artists and Hair Stylists

The Stagecraft Department has been actively working to address an important issue for Theatrical Hair and Makeup workers who have sometimes not been represented by IATSE contracts, even when working side by side with wardrobe and stage workers working through our locals. Happily, this situation is beginning to change. Thanks for this go to the local unions, particularly Locals 706 and 798. Locals are still urged to reach out to the hair and makeup workers in venues where they may be unrepresented by IATSE contracts.

With the organizing of non-League touring companies a problem arose over the assigning of make-up

and hair duties to the wardrobe department. The Stagecraft Department has corrected this on several tours and will continue to monitor the situation in order to ensure the protection of the department. Locals are urged to pay close attention to this issue and to report to the International if any department is not appropriately staffed.

Mann Music Center Locals 8 / 752 and 799

The International assisted in negotiations at the Mann Center of the Performing Arts, Philadelphia Pennsylvania. The Philadelphia Orchestra and AEG are the primary concert booking agents for the venue.

Contracts for Locals 8 Stage and 752 Treasurers and Ticket Sellers expired in 2012. The Locals had meetings with the General Manager in which no significant issues were identified. Shortly after the first meeting, both Locals were notified the Employer's Lead Negotiator was being replaced by someone with whom both Locals had difficulties in the past. The Locals requested assistance from the International to counter management's clear intent to enter into aggressive bargaining. The International included Local 799 Wardrobe in negotiations as they were working in the building without the benefit of a contract.

Negotiations were completed July 17th, 2012. All of the Locals involved achieved wage increases, benefit increases, increased jurisdictions and no condition changes.

Non-League Modified Tours

Prior to the contract negotiated in 2009 the companies signatory to the modified contracts routinely designated a minority of each season's shows to be under contract and only effec-

tive after opening night. The remaining shows were toured non-union for their duration. With the expiration of that contract we insisted that going forward all shows would have to be under contract and beginning from the first day of employment. The companies resisted to the point where International Representatives were sent to five cities where one employer's shows were loading-in, intent on marshalling the support of the local unions to establish picket lines. Before the lines went up the employer reconsidered and agreed to cover all work on all shows. That agreement was renegotiated in 2011 and now has five signatory companies.

The support of the local unions was essential to obtaining a fair agreement for the touring technicians. The new members working these shows have witnessed a powerful example of the benefits of solidarity. The contract covering modified tours is currently being renegotiated. Having resolved the threshold issue of exclusive jurisdiction we can focus on the actual terms of the agreement.

Organizing

Since the last Convention membership in Stagecraft Department locals has continued to grow. According to information provided by the NLRB pursuant to a Freedom of Information Act request the International and the locals filed a total of fifty-seven RC petitions between 2009 and April of 2013. Twenty-seven were filed by the International. Nine different stagecraft locals filed a total of twenty-five others. What the NLRB data and the survey reveal is that organizing is not a principal function of many local unions. When over 65% of US and Canadian locals report non-union labor

contractors and over 90% report the existence of non-union venues within their jurisdiction, the absence of organizing as a primary purpose warranting sustained effort and dedicated resources constitutes an existential threat to our local unions.

Faced with these challenges, 56% of US locals and 72% of Canadian locals reported having prospective organizing targets in sight. The majority of responses listed specific venues or employers but several did report more strategic approaches. Some of those reported forming permanent organizing committees and one is targeting "every venue that uses our rate card."

Given the anti-union environment in both countries and the time and effort required for successful organizing, it is gratifying that when our locals are prepared to undertake the struggle they are, more often than not, successful. This demonstrates that the IATSE continues to be viewed by the non-represented population as a credible representative. We need to build on our successes by creating permanent organizing structures within our local unions so that organizing becomes a proactive function instead of a defensive reaction. The average likelihood of requesting International organizing assistance on a scale of 1 – 10 is 6.73 in the US and 7.52 in Canada, demonstrating an overall willingness to acknowledge and address this challenge. The International is determined to provide whatever assistance our locals require to do so.

Since 2009, the Department has successfully organized individuals employed by 17 employers.

Pasadena Playhouse

An organizing drive was conducted jointly by the International, Stage



Local 33, Make-Up Artist and Hair Stylist Local 706, Wardrobe Local 768 and Art Directors Guild 800. On May 3, 2012 an election was held and a majority of employees voted in favor of IATSE representation. Representatives of the International, the bargaining unit and all the local unions involved participated in negotiations which concluded in October 2012. The contract was unanimously ratified by the bargaining unit.

Philadelphia Theater Company

IATSE Local 8 was contacted by workers of the Philadelphia Theatre Company in June of 2012 asking for help as they were planning on going on strike to protect their jobs at the theater.

Following a National Labor Board election in September 2012, the parties began meeting to hammer out a maiden agreement.

Negotiations broke down in February 2013. After obtaining permission from the International to strike, a two week work stoppage began. The work stoppage ended in the achievement of a successful first time agreement for the workers at the theater. Over twenty stagehands joined Local 8 and are now protected by a collective bargaining agreement that contains wage increases, benefits, over-time provisions, job preservation and other worker's protection.

Pink Contract

In 2010 the Pink Contract was renegotiated. During those negotiations it was reformatted into a genuine contract form and provisions were adopted for two tiers of lower budgeted tours. We entered into uncharted territory. With the expiration of the contract on December 31, 2012 we

set out to address the issues that our traveling members raised, most significantly the tier structure itself and the rigors of travel.

After a bargaining unit committee met with International Representatives and drafted proposals, negotiations commenced in January, 2013. Bargaining lasted for five months with a tentative agreement reached in May. While we did not eliminate the lower tiered shows I believe that we made significant progress in compressing the conditions and compensation between the tiers. Members traveling on lower tiered tours will now share in the success of the tours through the payment of an "over-age" bonus whenever a particular engagement is successful. Members working on load outs following two performance days will receive time and one-half for each hour worked. There is a new penalty payment for travel that invades the mandatory rest period. Make-up and Hair workers will receive payment for travel on the seventh day. The lower tiered tours received significant pension increases and there are annual wage increases on all levels.

When objections were raised to the tiered structure of the previous contract I committed my personal involvement to address members' concerns. I believe that this contract makes significant progress in resolving those problems. I will continue to work to ensure that our traveling members are properly and vigorously represented.

SMG

SMG operates fifty-nine arenas, fifty-six convention centers, forty-two theaters, eight stadiums and a variety of single use facilities in the US and

Canada. Of the sixty locals responding in the survey that an SMG facility is in their jurisdiction thirty-seven reported that they have a contract.

Several locals have requested and received assistance from the International in bargaining. As a consequence we have become aware of several contractual provisions that SMG is trying to insert into all their agreements. Among these proposals were provisions concerning the application for employment process and time tracking technology. Because of our involvement in the local negotiations we were able to coordinate a common response in resistance to these proposals.

SMG has also notified two of our locals, one of which had a thirty-year history servicing a convention center and arena under their rate card, that they intended to obtain stage labor from another source.

Sound Designers

In July 1999 former Local 922 Sound Designers were merged into Local One. Though they were represented ably by Local One, over time it became more apparent that a more natural fit for the designers was with USA Local 829, which already covers many of the same Sound designers in other venues outside of Broadway. After a number of meetings with the Sound Designers they voted to all transfer into Local USA 829. Local USA 829 is moving forward to incorporate the Sound Designers into all of their agreements. They recently were successful in negotiating a contract to cover Sound Designers with the Broadway League. Local One and USA 829 should both be commended for putting the concerns and welfare of the members first.

Wardrobe

Since the last Convention I have consistently emphasized that the full participation of all Locals, including Wardrobe and Hair and Make-up, is welcome and that every worker from every craft would have the strong support of the International.

International assistance to wardrobe locals has been consistent and strong during the past four years. In assisting in contract negotiations we've emphasized the need to strengthen all of their agreements by inserting and updating boilerplate language on items like recognition and jurisdiction, grievance and arbitration, and dues check-off. We have also provided substantial help to these locals with internal organizing and union administration issues (such as re-writing outdated local Constitutions), providing information regarding traveling shows, and helping locals with their contract negotiations. Also, as a result of the International's contract with Global Spectrum, many workers represented by small wardrobe locals received first-time benefit contributions made on their behalf, usually to the IATSE Annuity Plan.

The International stands firmly behind these locals and workers achieving the best agreements, with the highest wages, benefit contributions, and working conditions possible. I am pleased that many other locals now routinely contact the General Office with questions and smaller concerns, and this increased contact is welcomed and encouraged. By contacting us, and tapping into the IATSE community, these locals make themselves and all of us stronger.

I am also pleased that since the 2009 Convention, more representatives for Wardrobe Locals regularly

attend the General Executive Board meetings. Their increased contact with each other, the International and locals representing other crafts is making a clear difference in their effectiveness in representing their own members and in supporting the craft within the IATSE. Officers from Wardrobe Local Unions are among the most enthusiastic participants in the LEAP program, educating themselves to better represent their members.

Conclusion

The preceding reports on the activities of the Stagecraft Department reveal critical elements of successful labor advocacy. When our Locals collaborate as they did on organizing efforts like the Barclays Center and the Pasadena Playhouse the jurisdictional integrity of all our crafts is protected. When they bargain jointly in partnership with the International as is the case with Global Spectrum and Live Nation our combined strength protects and improves everyone's conditions. When we collectively take on recalcitrant employers like the Kravis Center and the Kimmel Center we can beat back any threat. During the last four years we have expanded and refined our battery of tools to support our locals. Social media campaigns, bannerings, direct action and political activity, require dynamic engagement on the part of the greatest number of Locals to be effective. This was the case with the campaigns to organize the Child Actor Guardians and the non-League touring companies. While local autonomy remains a bedrock principle for our stagecraft locals the preceding reports reveal nothing so much as the fact that the greatest source of our locals' individual security lies in our mutual endeavors.

If the reports I've reviewed highlight the most effective tactics we've deployed over the last four years the survey will inform our strategy for, at least, the next four. Earlier I noted that we represent the workers in only fifty-three percent of venues operated by employers active across multiple jurisdictions. This indicates a willingness on their part to exploit local weaknesses without regard to the consequences for any overarching relationship with the International. The same is true regarding Yellow Card shows. Fifty-one locals reported that they do not control the work on union tours performing in their jurisdiction. The combination of reliance on non-exclusive rate card arrangements and the overwhelming prevalence of non-union labor contractors underscore the danger noted in the report on SMG, earlier.

Notwithstanding the report on our successful organizing campaigns our approach to organizing remains inconsistent. In the US seventy-eight locals reported having no prospective organizing efforts planned. Of those locals thirty-five reported the presence of non-union labor contractors in their jurisdiction. Sixty-five reported the presence of non-union venues.

In Canada six of the twenty-five respondents had no organizing plans. Those locals were significantly less likely than their counterparts to seek assistance from the International for organizing.

The majority of the respondents reported holding six or fewer contracts. These smaller locals were more challenged than the medium and large size locals on virtually every aspect of the survey. Their contractual conditions were generally inferior. They are less likely to have contracts with large



national employers. They are more likely to rely on rate cards. While the percentage of smaller locals reporting non-union labor contractors' presence is less than the larger locals that may be due more to the lack of opportunity than to greater jurisdictional integrity. Smaller locals also are less likely to have contracts with venues hosting Yellow Card tours. The smaller locals are, in short, more vulnerable than others. As we learned from the gradual degradation of the projection craft we ignore the smaller locals at our peril. We must not allow that to happen and my pledge to aid and assist these unions has been answered upon request.

The immediate challenges before the Stagecraft Department are to expand and consolidate control over employees of companies operating on a continent-wide basis and the local hires employed on touring attractions under the Pink Contract. It is also imperative to support and strengthen all stagecraft locals, particularly the smaller locals and under-represented crafts. This will require vigorous and sustained organizing. With the reorganization of the Department affording greater continuity of representation, the continued refinement of our tactics increasing our leverage and in close partnership with the stagecraft local unions, I am confident that this can be accomplished.

TRADESHOW AND DISPLAY WORK DEPARTMENT

There are four IATSE local unions that were chartered as Exhibition Employees Locals and have jurisdiction over the tradeshow and display work in their geographical area. Those Locals include: New York EE 829, Atlanta Local 834, Orlando Local 835 and Salt

Lake City Local 838. IATSE members employed in the tradeshow industry in all other areas of the United States and Canada are represented by the Stage and Mixed Locals. Over the past four years, since our last Convention, the tradeshow industry has continued to expand with an increased number of convention centers being built or expanded and more exhibitors using existing venues to display their products and services. This expansion of the industry has resulted in more employment opportunities for our members and the Tradeshow Department has taken a more aggressive approach to pursuing its goals of achieving better contracts and successful organizing efforts. This section of the Report highlights some of the activities of the Department that demonstrate these efforts.

Tradeshow Bannering

"Bannering" has been defined as legal activity that is benign and passive. It has provided us with a proactive tool to use when more traditional job actions are not appropriate. In 2010, the National Labor Relations Board (NLRB) released a final decision in some long-running cases. The decision reinforced that our efforts were legal so long as we abided by the parameters that distinguish bannering from picketing. In essence it stated that "...the display of a stationary banner...is non-coercive conduct falling outside the proscription in Section 8(b)(4)(ii)(B)." This decision has served to sustain our commitment to banner as it has provided our Locals with the ability to exercise their fundamental right to protected speech.

Prior to engaging in bannering, it was imperative for local unions to be trained in order to protect the process,

the Local, and the individual members involved. The training provided Locals with a definition of bannering and a brief history of IA campaigns; a list of pertinent NLRB decisions; rapid response against Unfair Labor Practice filings; the commitment required from the Local and its members; target site visits; and behavior at the site.

Once trained, our Locals were empowered to engage in bannering with the knowledge and protection to ensure success. Over the last four years, banners have been raised by the IATSE in thirty (30) states and in Canada by no less than sixty-seven (67) Locals in various campaigns including: George Fern (2009), Excel Decorators (2010), Exhibitor Appointed Contractors (2011), and Swank, Kravis and Iron Horse Entertainment (2012).

Freeman Audio Visual Solutions

The name Freeman has been around for quite some time now and is a company that has evolved and developed into a size that resulted in the creation of several sub-divisions. The IATSE therefore engages in relations with Freeman Audio Visual Solutions, Freeman Decorating, and other subsidiaries.

In 2012 discussions began to negotiate a first-time national agreement with Freeman AV. The terms and conditions of the agreement included technical classifications and certifications relating to the International's partnership with ETCP and InfoComm, as well as contributions to the newly established IATSE National Training Trust Fund.

Area standard wages and benefits for each Local were included in an addendum. The initial agreement provides for a wage/benefit package

increase of 2.3% each year. Each Local determines the split between wages and benefits in its jurisdiction. This same process will take place when the contract renews at the end of 2014.

The Department developed a process to implement the contract, meeting with the Executive Board of each of thirteen (13) Locals. Representatives distributed signed copies of the Master Agreement, its Addendum, and the Memorandum of Agreement, emphasizing the technician classifications and corresponding incentive rates where certifications are required, hiring goals which might apply to certifications, contributions to Local training trusts where they existed, and contributions to the national Training Trust fund.

Because of the IA's partnership with InfoComm and the creation of the national Training Trust, this contract broadens our outreach to members in smaller jurisdictions by making training and certification available to them. In addition, it provides incentive and resources to work toward ETCP certifications. The International recognizes that in the ever-changing world of technology, it's imperative for our members to acquire the skills and corresponding certifications to remain competitive in the AV industry. This contract lays the groundwork for our future growth in this regard.

In addition to the national agreement, a three-year agreement was reached in 2011 covering Denver Stage Local 7. The agreement includes wage increases and, for the first time, includes a 1% contribution to a newly established Local 7 Training Trust. The Local membership ratified the agreement.

In that same year, a four-year agreement was reached covering

Las Vegas Local 720. That agreement was also ratified and includes various modifications that brought it in line with other audio/visual contracts in Las Vegas and an improved wage and benefits package.

Freeman Decorating

The Department continues to work with local unions with respect to Freeman Decorating, and in 2010 negotiations for Local 53 in Springfield, Massachusetts, successfully resulted in converting a one-month single show agreement into a three-year term deal. The wage and benefits package was increased by 3.6%, 3.6%, and 3% over the course of the agreement and included first-time contributions to the IATSE National Vacation Fund. Contract language was also added to the scope of the agreement to include all theatrical elements used in conjunction with any event produced by Freeman. The Local was pleased with the outcome of negotiations and ratified the agreement immediately.

General Exposition Services (GES)

Negotiations between Orlando Local 835 and General Exposition Services (GES) for a freight agreement began in May 2011. GES was below the area standard established in all other freight agreements held by the Local. Those area standard contracts have a five year waiver of the favored nation's clause in order to give us time to bring GES up to the area standard. That waiver runs through December 31, 2013.

This contract was due to renew on June 30, 2011, at which time the employer was still insisting on a five-year contract with an average increase in the wage and benefits package of 1.1% per year. This also included a

five-year wage freeze for 25% of the workforce. The GES wage/benefit proposal actually widened the gap between GES and the area standard agreements. The Local signed a rolling 30-day extension agreement on June 21 since the company was not available to meet again until July 7.

To further complicate matters, the Carpenters union filed an RC petition with the NLRB on July 1 in an effort to claim this unit under their jurisdiction. Local 835 suspended negotiations with GES pending the outcome of the NLRB election scheduled for August 12. Much to its credit, Local 835 hired three of its members in this unit as full-time organizers and the IATSE went into a full court press taking nothing for granted. On August 12, the election resulted in workers voting for IATSE representation by a ratio of greater than 8 to 1.

Negotiations continued in September and concluded in October 2011 with a three-year agreement with GES for the freight unit. The benefit contributions were successfully converted from dollars per hour to percentages of gross wages and we also picked up blocked overtime from 9:00 PM to 6:00 AM. The wage and benefits package increased annually by 3.8%, 3.8%, and 3.9%, and the scope of the agreement was expanded to include "empty return calls," work that had been historically subcontracted. The economic provisions were all retroactive to June 30.

Production Associates

Blizzcon is a large computer gaming show that takes place annually in October in Anaheim, California. This show takes up the entire convention center and GES has historically produced the show. In 2012, Produc-

REPORT OF THE INTERNATIONAL PRESIDENT SIXTY-SEVENTH QUADRENNIAL CONVENTION



tion Associates got a contract from Blizzcon to do most of the work on the show. Production Associates is signatory to the IATSE's Southern California agreement and this gave most of the labor on the show to IATSE Local 504 in Anaheim for the first time. Local 504 also drew help from Los Angeles Local 33, San Bernardino Local 614 and Palm Springs Local 707.

General Service Contractors (GSC)

Negotiations for the wage/benefit reopener with five of the largest General Service Contractors in Central and Northern Florida concluded in September 2010. The reopener was for the last three years of a five-year agreement. Representatives from General Exposition Services (GES) and Freeman were at the bargaining table with other employers that had agreed to be bound by the results of the negotiations. The journeyman wage and benefits package resulted in increases 3.3%, 2.2% and 2.2% over the last three years of the agreement.

Success was also realized in changing the benefit contribution rates from cents per hour to a percentage of gross wages. This was the most difficult issue of these negotiations because it was the most expensive part of the package and caused it to be front-loaded. Historically, thirty percent of the total hours worked annually are at the overtime rate. This is a change that will cause the benefit contributions to multiply during periods of overtime and double time just like wages. It will also add significantly to Health and Welfare Fund contributions that were our main concern for the first year of the contract. During the fourth quarter of 2010, which was the first

quarter the agreement was in effect, this change resulted in significant increases in new overtime Health and Welfare contributions and Annuity contributions.

Representatives from Tampa Local 321 and Jacksonville Local 115 participated in the negotiations along with Orlando Local 835 and all Locals ratified the agreement which went into effect October 1, 2010.

Exhibitor Appointed

Contractors Association (EACA)

The Tradeshow Department has been a dues paying member of the Exhibitor Appointed Contractor Association (EACA) for several years. Membership provides for participation in annual meetings and conferences that include in depth discussions regarding the state of the tradeshow industry. To further those efforts, the EACA created the Exhibitor Industry Council (EIC) to evaluate the current conditions in the tradeshow and convention industry and seek best practices to define a new business model. The EIC described some of the problems facing the industry, including but not limited to, the economy, flawed customer service, variance in cost based on city/venue and drayage related matters. Their evaluation resulted in a position paper which described a new business model. Shortly thereafter, the EACA went through a reorganization which resulted in a merger with Trade Show Exhibitor Association. The new organization is now the Exhibitor and Event Marketers Association (E2MA) in which we maintain membership.

National Convention Services (NCS)

National Convention Services (NCS) is an Exhibitor Appointed Contractor

based in New York City. In the summer of 2010 NCS was involved in a 10(k) case in Seattle with the Carpenters and IATSE Local 15. The Carpenters, who were facing defeat at the NLRB, entered into a negotiated settlement agreement with the employer. In that agreement NCS agreed to work with split crews until June 2011 at which time the Carpenters relinquished all claims to tradeshow work which became 100% Seattle Local 15 prospectively.

Term Group, Inc. – National Agreement (Now EWI Worldwide)

In late 2010, the Tradeshow Department undertook the challenge to acquire a national agreement with Term Group, Inc., an exhibitor appointed contractor in the industry. Once the terms and conditions of the agreement were set, the Department went about the incorporation of twenty-three (23) locals into the agreement. The local rates and conditions were not negotiated, but rather were determined by assessing the practices in each jurisdiction. These area standard wages, benefits, and overtime were then included in an addendum to the master agreement.

The initial agreement provides for a wage/benefit package increase of 3% each year. Each local will determine the split between wages and benefits in its jurisdiction. This same process will take place when the contract renews at the end of 2013. In the spring of 2012, Term Group, Inc. was purchased by EWI Worldwide and EWI is now a party to the agreement. Concurrent with its purchase of the TERM Group, EWI extended voluntary recognition to the IATSE and executed the national agreement previously held by the International and TERM Group.

BOSTON, MASSACHUSETTS • JULY 22-26, 2013

Having established the term agreement, the Department went on to create Area Standard Agreements (ASA) for each of the locals to ensure their compliance with Article Nineteen, Section 31 of the International Constitution. They now have an ASA template in paper and electronic form. When a Tradeshow Employer comes into their jurisdiction, they have a bona fide collective bargaining agreement in which they simply insert the employer's name and acquire signatures.

EWI committed to signing the ASA in all of the cities that are not party to the national agreement to the same extent as TERM Group. EWI also retained the TERM Group management and operations staff and the IATSE looks forward to continuing our good relationship with EWI Worldwide.

The Tradeshow Department continues to raise the IATSE's profile in the industry by taking a proactive approach to organizing our jurisdiction as well as negotiating better contracts and working conditions for our members. The Department also maintains and develops new relationships with employers such as Shepard, Brede, Nexxt Show, the Expo Group and Expo Plus. In addition, Representatives regularly attend and participate in a number of industry conferences and seminars, and take advantage of educational opportunities for the staff, local union officers and members.

CANADIAN AFFAIRS DEPARTMENT

The last four years have seen tremendous activity on a number of fronts in Canada by the International working alongside many of our local unions. A greater emphasis on communicating with our local unions, leadership development &

training, activism and craft training have enabled the IATSE to secure work opportunities for our members by strengthening our collective presence in the regions and industries we service. Since the last Convention we have also seen greater interaction between the International Representatives assigned to the Canadian Affairs Department and the Representatives and Officers working in the other Departments of the International.

In keeping with the tremendous strides made by the International to update and modernize its communication efforts both externally and internally, the Canadian Affairs Department developed its own unique Canadian Facebook page as well as a unique Twitter account to be able to speak to those social/political and newsworthy items that resonate with Canadian members. The Canadian Affairs Department has also created an outreach initiative aimed at theatre and film students at educational facilities. The presentation seeks to educate students on the labour movement in general and to provide specific information about the IATSE and its role in the entertainment industry.

A major goal of the Department has been to increase interaction with Locals with an emphasis on smaller Locals, which may not have the resources or staff to otherwise engage with the International. To that end, the Department created a slide show presentation examining the structure of the International and its various programmes aimed at training, assistance to Locals and the role of local unions. This presentation has been presented at a number of local union membership meetings and has been well received.

In addition to presentations and

meetings, the Department is regularly sending out email blasts to all Canadian Locals on important developments involving the IATSE as well as on any political and legislative development that could affect our members and their families. One example of these regular emails is the IATSE legal database which tracks all legal decisions involving the IATSE in Canada. The legal database has close to 300 decisions and, as new decisions are brought forward, a summary of the decisions is created and sent to all Canadian Locals, along with an updated database. The Department also sends out weekly job postings from the Canadian Institute of Theatre Technology (CITT) Job Board to affected stage locals to increase work opportunities for members and with an eye toward possible organizing opportunities.

Of course, the best form of communication and outreach is to meet face-to-face with local union officers and representatives in order to hear first-hand the issues they are facing and where the International may be able to offer assistance. Representatives in the Department have significantly increased their efforts to meet with Locals, resulting in an increase in the number of assignments they have received to assist local unions in organizing efforts, collective bargaining, advice on drafting of Local constitutional provisions, training & education opportunities and general advice.

Organizing remains one of the main focuses in the Department. Each representative is required to be working with at least one local union on an organizing campaign at all times. Following the lead of the former Organizing Department, the Canadian Affairs Department created an Organizing Manual to assist Locals in strategic



and legal advice in terms of mounting successful organizing campaigns. Due to the fact that labour relations are largely within the jurisdiction of provinces in Canada, a distinct organizing manual had to be researched and created for each province. In addition, the Organizing Manual was provided to the Quebec Locals in both English and French.

The use of the International Defence Fund (as well as the Defence Funds for Districts 11 and 12) for organizing campaigns remains, by far, the activity most often supported by these funds. In addition, Department representatives and staff have dedicated a considerable amount of time assisting Locals in organizing efforts.

Our efforts are seeing results in many different ways. In the last four years, 39 applications for certification were filed by 19 local unions of the IATSE in Canada. This is a tremendous result, and points to the hard work of many of our Local officers and members, who see non-union workers not as a threat but as “one of us,” and their employers as an opportunity for growth and strength. We were not always successful in our efforts, as employers have become increasingly litigious and aggressive in threatening and harassing employees to vote against the union. In one bitter defeat, the local union had 70% pre-vote support of the employees in a 56-member bargaining unit but received only 26% of the votes after a week of being subjected to harassing and threatening behaviour by employer representatives. It has become increasingly clear that few local unions have the capacity and resources to engage in a large organizing effort without the support of the International, both in terms of strategic assistance provided

by representatives and financial assistance by the International Defence Fund. The International is committed to providing that support.

One example of the assistance provided by the International was the efforts of Local 849 (MPSPT - Maritime Provinces) to organize Egg Films, the largest producer of commercials in Atlantic Canada. Although the employer had typically hired union members in the past and the union was primarily interested in securing health and retirement benefits for those employees, the employer responded to the Local's attempts by fighting the application process at every single opportunity and by going to the media to paint the actions of the IATSE as being somehow illegal, corrupt and motivated by other interests in New York and Toronto. The Local won two separate decisions at the Nova Scotia Labour Board and, most recently, won at the Nova Scotia Supreme Court, where Egg Productions attempted to have the decisions of the Labour Board overturned. It now appears that the Local will need to file for first contract arbitration (which is available in Nova Scotia thanks to an NDP government). The International is supporting the efforts of Local 849, and the Defence Fund has spent in excess of \$100,000 on this matter. This is an important application and it is worth fighting but, again, it brings to light the increasingly hostile and expensive certification process.

Of course, organizing new venues and employers does not only happen with the filing of an application for certification. Many of our local unions have shown patience, determination and creativity by seeking to expand their jurisdiction and work opportunities for their members. In the motion

picture and television industry, the International is constantly working with local unions to leverage producers to sign agreements with our IA Locals in Canada. All employers who are signatory to the motion picture and television term agreements in the United States are required to sign off on the Canadian Binder Agreement, which obligates them to use the various Local term agreements in Canada and to bargain in good faith with those local unions that operate under promulgated agreements. As of the time of this report, 291 producers have signed off on the Canadian Binder Agreement. This strategy has allowed us to secure agreements on close to 100% of all US-based productions shooting in Canada. In Vancouver and Toronto we need to continue to aggressively sign Canadian productions, but we have made gains in these areas over the last several years.

Any discussion on organizing, however, would not be complete without mentioning our efforts in Montreal in the motion picture and television industry. Almost four years ago came the introduction of Bill 32, which provided legal recognition for the IATSE and exclusive jurisdiction for certain portions of production. The passage of Bill 32 was the culmination of over five years of intense organizing and overcoming many legal and cultural obstacles. The presence of the IA has solidified in the last four years and we have close to 1,500 members in the motion picture and television industry in the province of Quebec.

In British Columbia, we saw, once again, the intrusion of government in labour relations in the motion picture and television industry. Responding to perceived labour relations insta-

BOSTON, MASSACHUSETTS • JULY 22-26, 2013

bility (there had been no strikes or work stoppages) the government re-instituted an industrial inquiry under Section 41 of the BC Labour Relations Act. The reason for doing so was the fact that the local union affiliates of the BC Council of Film Unions were aggressively organizing low budget productions and productions that had signed agreements with ACFC, which has been declared a rival union of the IATSE pursuant to the International Constitution. In total, 43 applications were filed and the Labour Board declined to process them. One tangible benefit for the organizing activity was the Board determining that, if a future application was successful, it would impose the BC Master Agreement on the production without any need to bargain.

The International has assisted in protecting the jurisdiction of the IATSE by fending off the attempts by the International Brotherhood of Teamsters (IBT) to raid the transportation department of Local 873 in Toronto. I became involved to seek an amicable resolution that respected the traditional jurisdiction of the IATSE in Canada and to address lingering issues between the IATSE and the IBT. As noted elsewhere in this report, IBT President James Hoffa and I were able to agree to a Mutual Aid and Assistance Pact that committed both organizations to honour their respective jurisdictions and to work together on issues of common interest.

As reported in another section of this report, the term agreement between the International and Global Spectrum continues to provide many work opportunities for our members. Global Spectrum now manages nine venues in Canada (3 in British Columbia and 6 in Ontario) and the Interna-

tional is working cooperatively with Global Spectrum to identify future opportunities for expansion.

Under my direction, the Canadian Pink Contracts were completely restructured to be valid term collective agreements rather than the non-enforceable individual employment contracts they had been in the past. Unlike in the US where the Pink Contract is negotiated with The Broadway League, the Canadian agreements had to be negotiated individually with each of the 15 touring producers as there is no employer association that could bargain on behalf of all producers. The International negotiated each of the agreements in consultation with the affected locals. The first cycle of agreements expired in December of 2012. Most of the new agreements have now been renegotiated and, in an effort to streamline the issuance of Pink passports, the Canadian Office is now responsible for administering the pink passport process. The Canadian Affairs Department has also instituted an outreach program to ensure that every single touring production is visited by an International Representative. That initiative will continue in the future.

The Canadian Affairs Department has increased its presence in tradeshow production. We began researching every major city to identify tradeshow targets and opportunities and gains have been realized in most markets but in particular in Ottawa, Vancouver, Calgary and Winnipeg. Continuing to work with our Locals to identify and pursue tradeshow organizing possibilities is a priority of the Department.

Two efforts that have consumed a tremendous amount of time and resources have been the growth of the

Canadian National Retirement Plan (CEIRP) and the newly established IATSE Canada Health Plan. The creation of these Plans is built upon the same principle of allowing for local autonomy for certain decisions affecting members, but also drawing together the purchasing power of 16,000 members to provide greater efficiencies and savings to be passed on to our members. Established in 2005, the Canadian Retirement Plan has 30 of 40 Locals in Canada participating, with 13,361 individuals enrolled and assets in excess of \$188 million. The International assisted in establishing the Plan and paid for all of the start-up costs. The Plan is now financially self-sufficient and no longer requires financial support from the International.

The IATSE Canada Health Plan was created in July, 2011 and, like the Retirement Plan, functions on the principle of Locals maintaining the authority to determine eligibility requirements and the selection of benefits, but then draws their combined purchasing power to reduce fees and expenses. There are 19 Locals and two staff groups participating in the Plan, representing 12,867 individuals, with annual health benefit premiums of \$10 million. It is another example of local unions and the International working together cooperatively to benefit our members.

Another area of focus for the Canadian Affairs Department has been to call for greater activism by the International staff, our locals, and our members. Over the past number of years, Canada has seen an increase in the number of legislative attacks on working people and on our industry. As a consequence, the IA in Canada has become more proactive, and has



seen greater engagement from the membership.

In 2010, the Canadian Office started its first e-lobbying campaign. The issue at hand was convincing government to change legislation to increase both employer and employee contributions to the Canada Pension Plan, so that benefits will eventually double, and no Canadian is forced to retire in poverty. IATSE members heard the call and sent over 600 emails to their Members of Parliament (MPs) in support of this initiative. This is not something unions were doing only for their members - we already have retirement contributions. This is something unions were doing for all workers, simply because it's the right thing to do. The reform died when an election was called, but the work has continued, slowly and behind the scenes, toward securing these increased benefits for all Canadians.

In 2011/2012, one of the largest issues, IA-wide, was copyright reform. This issue saw Canada's second foray into online lobbying. Once again, we put the call out to the membership, and once again, the members stepped up to the plate, almost doubling their first efforts, for a total of 1,100 emails sent. In addition, representatives of the International met with numerous politicians and bureaucrats, wrote an Op-Ed piece for *The Hill Times* (Canada's Politics and Government newsweekly), and appeared as a witness before the Legislative Committee which was charged with fine-tuning the copyright bill that was before government. This time, our efforts were met with more success. Copyright legislation was finally introduced in Canada, ensuring it was in line with all other developed countries. The legislation is not perfect, but it is up

for revision every five years and goes a long way to ensuring that the livelihood of our members is protected.

With a right-wing, Conservative government that has been in power since 2006, the IATSE saw the writing on the wall and began to get more involved in the business of labour and in supporting other unions. IATSE flags are a regular sight now at the pickets, strikes and lock-outs of many different unions. We have pounded the pavement with the unions for college support workers, public library support workers, teachers, government employees, Air Canada baggage handlers, Canada Post delivery people, Rocky Mountaineer train attendants, department store employees, Caterpillar employees, and Porter Airlines re-fuelers.

Over the last year alone, the IATSE has been represented at almost 50 events in Canada, but those aren't limited to strikes and lock-outs. We've also proudly attended community Days of Action, arts community press conferences, a Rally for Toronto, a nation-wide lunchtime walk-out, memorials for Jack Layton (a Canadian social democratic politician) and for all fallen workers, protests for Clean Community Trains and against CP Rail, protests against changes to Employment Insurance and the Rally for Rights and Democracy, which attracted 10,000 workers.

Moreover, we have been there for our own Locals when called upon. In 2011, Local 58 in Toronto was locked out by the management of the St. Lawrence Centre for the Performing Arts. During the Labour Day long weekend, over 300 members from nine IA locals joined the members of Local 58 on the picket line. An agreement was reached just

days after the tremendous turnout.

In 2010, Local 461 and its newly certified facilities workers at the Shaw Festival were locked out when they refused to sign an agreement to allow the employer the right to contract out their work. The audience services and stagehands who are also represented by Local 461, went out on strike in support and were joined by me and by nine local unions of the IATSE on the picket line. I stayed overnight and was able to assist the Local in securing an agreement for all three groups of employees.

On March 22nd, 23rd and March 24th of this year, representatives of the International attended the CLC National Political Action Conference in Toronto. Another 8 local union delegates were in attendance, representing Locals 56, 58, 461, 849, and 891. This was the largest political conference ever held in Canada by organized labour, with close to 1,700 delegates in attendance.

The political action conference was held because of recent legislation that is increasingly targeted at unions, and to create a unified and effective response from organized labour throughout Canada. This legislation includes the changes to Employment Insurance under Bill C-38, the elimination of fair collective bargaining from Crown Corporations under Bill 60 and draft legislation calling for the removal of the Rand Formula, both federally and in the province of Ontario, and the introduction of right-to-work legislation.

One need look no further than Bill C-377, which is a Private Member's Bill put forward by Conservative Member of Parliament Russ Hiebert, to see the aims of the Conservative Party. The bill requires that the In-

come Tax Act be changed to make it mandatory for all labour organizations to make detailed annual financial filings covering salaries, revenues, and expenses. In essence, any expense over \$5,000 must be included in filings. Further, the information is to be made available to the public - not just to dues-paying members - on the Canada Revenue Agency (CRA) website. If you work for a labour organization or do business with a labour organization, then you will forfeit basic rights enjoyed by all other Canadians. There are so many problems with Bill C-377, such as the fact that only labour organizations are being targeted, unlike any other dues-paying organizations (like those that represent doctors or lawyers) that the Canadian Bar Association has written its objections and presented them to government. A number of provinces are poised to also challenge the Bill on the basis that it is unconstitutional, as it purports to regulate the affairs of trade unions, which is a provincial area of jurisdiction.

Bill C-377 was passed by Parliament and is presently before the Senate where it will likely be passed, given the Conservative majority. Once implemented, local unions will have six months to comply, which will be difficult as the Canadian Labour Congress estimates that complying will take approximately 400 hours per year. Any Local that does not comply will be fined \$1,000 per day, per infraction, to a maximum of \$25,000. This is clearly an attempt to bankrupt trade unions and to eliminate progressive voices in the political process.

This issue is the latest that the IA Canadian Office has brought to the membership to help fight through web-based advocacy. This effort re-

sulted in more than 1,600 members emailing their Members of Parliament. That figure represents ten percent of our membership in Canada, which is huge in terms of member involvement and a tremendous improvement over the previous two campaigns.

To help meet all of the political challenges that await us, the Canadian Affairs Department is in the process of putting together an email list of potential activists from locals all across the country. These are members who will receive email blasts when action is needed - to do things like attend rallies, participate in email campaigns, and meet with elected representatives.

The list will be comprised of all of the young workers who signed up to participate in our Young Workers' Conference; many of those members who actively participate in our social media through likes, shares, re-tweets and comments; and local union officers and delegates as clearly, by virtue of running for these positions, they have shown their interest in becoming involved and bettering the lives of their fellow members. Local unions have been participating in the process and have been putting forward the names of members who are active, engaged, and looking to increase their activities.

Labour and working families are in a fight for our economic lives. The IATSE will be part of that fight.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

The Motion Picture and Television Production (MPTV) Department of the IATSE has continued to strengthen contracts and increase the number of organizing drives providing greater union work opportunities for our members and better, safer working

conditions. These challenges, whether in our traditional industry or in those of new media, reality television, visual effects or any of the seemingly countless new areas of production requires an ongoing commitment to organizing. This has, and will continue to be, the foundation of the Department. Ongoing improvements to our existing motion picture contracts are also of paramount importance. The safety and welfare of our members at work is a top priority as we set a course for the future. Issues such as safe work environments, proper rest periods and long workdays remain priorities and solutions will be proposed in future negotiations. Health care and pensions must be protected and maintained. As you will see throughout this report the MPTV Department has continued to successfully and effectively implement our long-term strategy by organizing and leveraging our bargaining strength.

The Department is headed by International Vice President and Department Director Mike Miller and Assistant Department Director Dan Mahoney. It is staffed throughout the U.S. and Canada by International Representatives as well as support staff in Los Angeles and New York. Recently I have authorized the creation of a new contracts database that more efficiently administers the contracts that are held and/or negotiated by the International. This database, which is also utilized by other IA departments, provides for consistent administration across jurisdictions, faster processing and increased access to information for research and organizing. In the interest of modernizing our means of communication, significant time and resources have been invested into this contracts database. Representatives



and staff now have easy and immediate access to all of our agreements.

Communication within the Department has also evolved and expanded considerably since our last Convention. Contracts are distributed electronically to the affected Locals immediately upon their execution. Production information such as crew lists, call sheets and company details are sent upon request. Potential term agreement signatories are vetted through the local unions prior to signing to ensure that there are no prior obligations or problems with a company. We maintain a weekly "Active Productions" list that keeps Business Agents and Locals apprised of ongoing negotiations, providing the most up-to-date information possible. The days of using regular mail service for the regular weekly circulation of this information are gone, as the Department has moved to an almost entirely paperless distribution of information and contracts.

As successful organizing and bargaining efforts continue to increase the number of companies on the list of signatory employers, the need for contract administration is more important than ever. This is a time-sensitive and complicated process that requires notification to local unions, government agencies, multiple benefit funds and employers. Building upon recent improvements in communication will continue to be an important part the Motion Picture and Television Production Department.

The MPTV Department's ability to use the bargaining strength of our members in motion picture production to secure contracts over the long term is evident. For our members, the advantage of such agreements is significant. The Union reaps the benefit of

every project by a term signatory done under contract, covering tens of thousands of jobs for our members. The employers benefit from this system as well. Term companies know that they will get the same agreement each time. They are able to plan and budget their productions over the life of the agreement without the threat of a dispute or the inconsistencies of negotiating every project. This process has been extremely effective and has resulted in hundreds of new signatory companies.

Companies are researched and an assessment is made as to whether it is an appropriate candidate for our term agreements. We require companies to have produced under IA agreements in the past with no significant problems and have an expectation of continuing production on multiple future projects. The term agreements are not designed for single production entities. Recently, companies have been asking to become signatory to the term agreements from the inception of their business rather than attempting to produce non-union and taking the risk of being organized. This is due to the effectiveness of our strategy, the solidarity of our members and the realization that these producers need the high level of skill that our members possess.

The Motion Picture and Television Production Department has also renegotiated all motion picture agreements held by the International. There are a number of significant negotiations worth mentioning in this report.

Negotiations for the Producer – IATSE Basic Agreement, the Videotape Supplemental Basic Agreement and the Digital Supplemental Basic Agreement commenced in March of 2012. However, the preparations for these negotiations began in 2009, im-

mediately following the prior round of bargaining. As the economy continued to suffer and the pressures on the Motion Picture Industry Pension and Health Plans ("Plans") continued to mount, it became readily apparent that the focus of the 2012 negotiations would be on protecting the benefits. At one point the deficit faced by the Plans was projected to be a staggering \$1 billion dollars. In 2010, I appointed a Benefits Bargaining Committee that was charged with creating a program to educate the Locals and our members to the situation the Plans were facing, as well as soliciting input from the rank and file to assess their interests and preferences in finding solutions. As recommended by the committee, the International engaged a professional research firm to conduct a series of focus groups and a membership survey. The information gleaned from these two studies was critical in developing our strategy at the bargaining table. Subsequent to the focus groups and survey, the IATSE conducted its first series of "Town Hall Meetings" for members working under the Basic Agreement and participating in the Plans. Multiple meetings were held in Los Angeles and New York. I presided over and moderated each Town Hall at which presentations were made by the Executive Director of the MPIP and by renowned health care expert John Garner. The majority of the time was set aside for questions and answers from our members.

One of the town hall meetings in Los Angeles was recorded and the video was posted on the IATSE website so that those members unable to attend the meetings could view the presentations.

With the results of the focus

groups, surveys and the input from the membership, final preparations and contract proposals were compiled from the West Coast Studio Locals with the focus on addressing the economic stability of the Plans, not only for the term of the 2012 agreement, but well into the future. This strategy was designed in hopes of allowing us to focus on critical quality of life issues and the economic well being of our members in the next round of negotiations.

Our success in this negotiation is a direct result of the strength of our members, the leadership of the Locals and their officers, the commitment of the bargaining committee, the solidarity between the Locals and the effective implementation of our strategy.

Upon conclusion of the Basic Agreement negotiations we engaged with the applicable Locals to prepare for the renegotiation of the Area Standards Agreement. Bargaining began in Los Angeles in May of 2012 with representatives of the Locals, IATSE officers and staff at the offices of the Alliance of Motion Picture and Television Producers (AMPTP). The bargaining issues surrounding the ASA were different than those of the Basic Agreement. The ASA focused on industry pattern wages, benefit increases to offset increasing costs of health care and addressing working conditions.

Similar to our experience with the Basic Agreement, the ASA negotiations were contentious and broke off in May without an agreement. The parties reconvened in August in hopes of concluding a deal. After a difficult week of difficult bargaining, we once again walked out, refusing to entertain the employers' wish list of concessions. The following day, after

a flurry of calls between myself and Senior Labor Relations Executives at the AMPTP and the major studios, we were able to conclude negotiations. The bargaining committee unanimously endorsed the contract and it has been ratified by the General Executive Board. The wage increase of 2% each year retroactive to expiration, mirrors that of the Basic Agreement. Employer benefits contributions, also retroactive, were increased by \$5.00 per person, per day, in each year of the agreement. Working conditions were also improved with new provisions dealing with hazardous work, long work days, and rest periods.

Again, the support and solidarity of the Studio Mechanics Locals bargaining committee and the commitment of our members created the bargaining strength to secure a favorable agreement.

The Department's aggressive, nationwide organizing of low budget features, basic cable productions, reality and unscripted television has allowed us to remain a powerful force in the ever-shifting dynamics of the entertainment industry. We derive our strength at the bargaining table from the willingness of our members to stand up and, if need be, fight when called upon. The proliferation of basic cable channels, along with the changing economics of television, has created an environment for these traditionally non-union productions to thrive. Since we last convened, the MPTV Department has engaged in dozens of organizing drives and strikes in these areas of production. Those who work on these shows have the same rights to benefits, safe working conditions, union work rules, and fair wages and dignity in the workplace, as do those working in scripted dramatic pro-

gramming. The strike that set the tone for our aggressive attack on reality TV production was *The Biggest Loser* in 2010. During that two week strike, we saw firsthand the need for organizing in this genre. As the crew put their futures on the line right before the holidays, we experienced inspiring unity and strength of these workers. The *Biggest Loser* crew won that strike the week before Thanksgiving when Vice-Presidents Miller and Davis, then "The Biggest Loser" Director of Photography and now International Representative Vanessa Holtgrewe, and I negotiated an agreement to end the dispute and provide industry standard wages, benefits and working conditions to this dedicated and deserving crew.

Organizing in the unscripted world has been a grassroots, ground up effort that has engaged the Locals, the leadership and the members in a manner that has generated dozens of victories since the galvanizing success of *The Biggest Loser* strike. Representing both network and basic cable productions, *The Next*, *Face-Off*, *The Great Escape*, *Master Chef*, *Fashion Star*, *Ready for Love*, *Fight Master*, *Summer Camp* and *The Hunt* are but a few examples of productions that required job actions that resulted in providing crews with the protections of a union contract.

In addition, these organizing drives and successful single project negotiations have provided us with the leverage to bring companies to the bargaining table to sign the term agreements. For the Union, additional work opportunities, benefits, and industry standard working conditions and wages are incentives for us to pursue these contracts. Preventing the growth, and actually shrinking the ranks of the



non-union workforce is an important component to protecting our contracts and jurisdiction. We have been successful in negotiating term agreements with Fremantle Media, Horizon Alternative, Reveille and Endemol for the benefit of our members working in this area. These agreements are allowing for coverage of smaller and lower budget productions under contract. These successes have allowed us to shift resources, maximizing our organizing potential across the jurisdiction of the IA. Employers benefit significantly by signing these agreements as well, gaining access to union technicians and artisans who are stable, reliable and highly skilled.

The IATSE currently holds contracts with pay TV providers HBO, Cinemax, Starz and Showtime. These outlets have been producing big budget original programming for their pay television audience for many years. As the volume of this type of production has increased, and the size and scope of these projects has expanded, the conditions of prior pay TV agreements were no longer appropriate. With shows such as Boardwalk Empire with budgets in the millions per episode, it was time for adjustments in those agreements to make the contracts more suitable to the product.

In 2010, I appointed a bargaining committee for the HBO Entertainment Agreement negotiations. With the support of that committee, we were able to phase in the wage rates and conditions of the Majors' agreements in one bargaining cycle while also maintaining the more favorable working conditions of the HBO Entertainment and other pay TV Agreements. This was a long overdue goal and resulted in extremely substantial economic improvements to the members.

The IATSE and the Association of Independent Commercial Producers (AICP) renewed its agreement twice since the last convention. In 2010 and 2013, we successfully renegotiated new three-year agreements. We have strengthened our working conditions and increased the benefit contribution rates. The contribution rate by commercial companies to the MPIPHP is now approximately 50% higher than the majors' contribution rate. In the 2010-2013 contract cycle that increase, which phased in over three years, generated over \$15 million. If the current employment level continues in commercials, that increase could be worth as much as \$30 million over the 2013-2016 term. The daily benefit rate for those with contributions into the IATSE National Benefit Funds or other plans, will have increased \$30.00 per day over that period as well. Employment under this agreement continues to recoup as the economy recovers. The most recent AICP negotiations focused on addressing issues such as long workdays, safety and training. The primary threats and challenges for us in the commercial area are subcontracting and double breasting of our traditional work and the emergence of non-union advertising made for internet distribution. The proliferation of non-union shops providing sets, scenery and other elements of production to commercial producers must be addressed through the policing of our contract and organizing. Monitoring these companies while on set and organizing these facilities are our only weapons to counteract the corrosive effect of these practices on our members' employment. The formation of alter-ego entities by signatory companies is particularly egregious and poses a serious threat

to the employment opportunities of our members. It is particularly important during the next contract cycle to increase efforts to police production and organize non-union commercials.

For many IATSE members, the Low Budget Theatrical Agreement has provided millions of dollars in wages and benefits that prior to its inception, would not have existed for them. This agreement covers theatrical motion pictures with budgets under \$12 million. The working conditions in this agreement are some of the strongest of any IATSE motion picture agreement. Superior conditions such as turn around, additional holidays, bereavement leave, and enhanced overtime compensation are among the highlights. These conditions promote a productive and safe work environment while recognizing the economic realities of low budget production. This contract will expire at the end of 2013.

As we have done with theatrical motion pictures, we also negotiate for budget-based television productions on both a term and per-project basis. The budgets cover a broad range from made-for-the-internet production to large-scale basic cable original programming. As with Theatrical Low Budget projects, tier-based TV contracts provide work and benefit opportunities to our members that would otherwise be non-union. In many of these single production agreements, we have been able to negotiate enhanced working conditions and higher benefit contribution rates.

Enforcing our contracts involves a rigorous auditing program that utilizes a professional entertainment industry auditing firm to examine the books and records of budget-based productions to ensure compliance.

This program incorporates input from members working on a particular production, local unions and random audits. Since we last met, audits resulted in dozens of productions found to be in compliance. In those instances where productions have gone over budget, the IATSE has recovered over \$750,000 for the members who worked them.

In order to remain relevant while facing ever-changing technologies in the entertainment industry, we must address a number of challenges in the coming years.

Entertainment content for the Internet continues to grow as the lines between television and web-based projects continue to blur. From low budget digital “shorts” to large-scale productions such as House of Cards and a number of the recent pilots produced for Amazon, we have stayed current with the nuances of production for these projects by crafting budget-based agreements with appropriate working conditions. Since our last report, approximately 100 projects for online distribution have been produced under IA contracts. In the coming years, we must continue to capture this type of production through organizing and crafting appropriate agreements.

Visual effects and computer generated imagery have become important elements in the success of films, television shows and commercials. These crafts remain an organizing target and resources will continue to be dedicated to these efforts.

The health and pension plans that we currently enjoy must be protected as we move forward. The last two rounds of negotiations saw us almost entirely focused on health plan benefits during a time of a national health-

care crisis. Pensions have been negatively impacted by legislation and a narrowly averted economic collapse. The work done in the recent negotiations for the Basic Agreement and the Area Standards Agreement have done much toward stabilizing the affected plans and we need to remain vigilant and guard those gains.

The Department will soon begin preparations for the next rounds of motion picture contract negotiations. The health and safety of our members is, and will remain, a priority for the IA, both internally and at the bargaining table. We will need to fight to elevate those standards in new media product that is commensurate to the budgets of the content being produced. We will be tested in future negotiations. Through solidarity, commitment, and the strength of the membership we will be ready to take on the battles ahead.

As the motion picture industry continues to develop and evolve, so will the Motion Picture and Television Production Department. We are committed to training both skills and safety. We must address technological change and its impact on our members. I will continue to work with all of the affected Locals to assure the security of our jurisdiction.

The success over the last four years is evidence of power of our collective vision, the strength of our membership and the leadership of the Locals as well as the officers and representatives in the Motion Picture and Television Production Department.

MOTION PICTURE INDUSTRY HEALTH AND PENSION PLANS

The Motion Picture Industry Pension and Health Plans (MPI) are administered by thirty-six Directors

(Trustees), equally split between labor and management. Of the eighteen labor directors, thirteen are appointed by the IA President and five are appointed by the Teamsters and Basic Crafts. In May of this year, I appointed IA Vice President Thom Davis as the labor co-chair for the Union side.

In the last two rounds of negotiations, the MPI has been the focus of bargaining as our Basic Agreement bargaining committee was forced to address a crushing economic downturn, investment losses, a national healthcare crisis and pension legislation that was detrimental to all collectively bargained multi-employer plans.

During the four-year period which ended December 2012, the MPI experienced continued growth in Retirees and Survivors, as well as in the average number of eligibles qualifying for Health Plan coverage. This has resulted in 150,000 Retirees and Survivors receiving monthly pension benefits, over 12,000 of whom are covered in the Retiree Health Plan. 43,000 participants qualified for the Active Health Plan bringing the total lives (including family members) covered by the Health Plans to approximately 120,000.

The total benefits paid to MPIPHP participants in 2012 amounted to \$860 million. Of this \$860 million, pension payments were \$232 million, the retiree health plan paid \$86 million, the Individual Account Plan (IAP) distributed over \$100 million and more than \$440 million was spent on health care for active participants.

Highlights by Plan are as follows: Pension Plan Benefits paid in 2009 totaled \$200 million, increasing year by year to \$232 million in 2012. On a cumulative basis for this 4-year period, a



total of \$857 million was paid, inclusive of retiree 13th and 14th checks. Since 1996, in lieu of increases to the pension, which had previously been received by the active participants, retirees have been issued a 13th and 14th check, which constituted a 16.7% increase to their annual pension. The retirees were granted three more years of 13th and 14th checks after the ratification of the most recent Collective Bargaining Agreement in 2012, with the extra checks to be provided each November 2012 - 2014.

As of January 1, 2012, the vested benefit ratio is 82.1%, and has remained stable since the portfolio lost 21% in 2008 due to the economic downturn. The Pension Plan has adopted an asset valuation method that will dampen the volatility associated with year to year fluctuations in the market value of assets and allow the MPI to recognize long term investment performance. The Plan's funding status for the 2010 - 2012 Plan Years is in the Green Zone as defined under federal law.

During the period 2009 - 2012, the Individual Account Plan (IAP) grew from \$2.5 billion in December 2009 to \$3.3 billion as of December 31, 2012. The primary drivers of the growth are \$1.1 billion in investment income (average of 10.5% per annum 2009 - 2012) and the percentage of negotiated compensation contributions.

The Individual Account Plan remains a critical component of the retirement benefit package. During the period 2009 - 2012, \$313 million in benefits was paid out, with \$101 million paid in 2012 alone.

There are approximately 9,000 participants with IAP balances greater than \$100,000, and another 800 with balances greater than \$200,000. Effec-

tive July 29, 2012, \$0.305 of Hourly Contributions were reallocated to the Active Health Plan.

The bargaining priorities pursued in the 2009 and 2012 negotiations greatly contributed to the growth of these Plans and the security they provide to IATSE members.

During the period 2009 - 2012, healthcare cost inflation continued to rise amidst economic turmoil and a national healthcare crisis. Health insurance plans have been adversely impacted across the board, including the MPI Health Plan and the other entertainment industry plans. Attaining financial stability is more important than ever, and harder to achieve. When I appointed the bargaining committee to implement a strategy designed to preserve our health benefits, these factors were taken into consideration. Under the terms of the new agreement reached on July 22, 2012, which was unanimously ratified by the West Coast Studio Locals, Active Participants must make modest premium contributions to maintain health coverage for their dependents. These monthly premium co-payments of \$0 for our members, \$25 for one dependent and \$50 for a family will generate tens of millions of dollars over the term of the agreement, thereby allowing us to maintain the current plan structure with no reduction in health care benefits. These added monies are in addition to a \$1.00 per hour employer increase. This equates to a 20% addition in employer contributions and will generate in excess of \$225 million over the term of the agreement. The new requirements follow premium implementations or increases by The Directors Guild of America-Producers Health Plan (DGA), Screen Actors Guild-Produc-

ers Health Plan (SAG) and Writers Guild-Industry Health Plan (WGA).

Having access to a large network of qualified physicians, hospitals and other health care professionals while keeping health care costs down is at the core of MPI's mission to "Improve the quality of life of our Participants." To that end, MPI conducted a comprehensive search in 2012 for a new medical PPO provider. After considerable research and analysis, Anthem Blue Cross was selected to replace Blue Shield of California effective August 1, 2012.

The MPI Health Plans for the 2009 - 2012 period experienced cost increases of approximately 7.3% (2.0% in 2012). Approximately 3.2% of the increase is attributable to more participants and retirees and, accordingly, the healthcare rate increases amounted to approximately 5.5%. The MPI Plans have accomplished these results primarily due to strong provider networks overseen by the Plan's staff, an outside consulting firm, and the Benefits/Appeals Committee of the Board of Directors. All vendor renewals are continuously measured against the market.

The favorable results over this 4-year period with Blue Shield, Express Scripts/Medco, and Delta Dental have been a contributing factor for the Bargaining Parties to maintain health insurance benefits superior to those of all other entertainment industry plans.

The Plan's key Southern California provider of outpatient medical services is the Motion Picture and Television Fund's Health Network, which is comprised of six clinic locations, along with its referral relationships with over 500 specialists in the Southern California area. There is less

duplication of services (i.e., MRIs and other scans) as a result of collaboration between the primary care doctors and the specialists. Approximately 40% of the members/participants are using the clinics, which has resulted in lower costs to them and the Plan.

The Medco/Express Scripts' contract for three years ending August 2015 is trending at a \$19 million cost reduction measured against the previous contract (\$13.9 million was the expectation at the commencement of the contract). Accordingly, the \$5.2 million favorable trend will be an offset to the healthcare costs projected for the Bargaining Parties last November. The Entertainment Coalition, which consists of MPI, DGA, SAG, WGA and AFTRA plans, was established to take advantage of the combined purchasing power of all of the plans for prescription drugs.

In 2012, the Plan experienced average monthly expenditures of \$46.2 million (\$38.6 million Active Health Plan and \$7.6 million Retiree Health Plan). The 2013 projection for monthly expenditures is approximately \$51.1 million, an increase of 10.3% over 2012.

The priorities established in the previous two rounds of Basic Agreement negotiations were aimed at putting the MPI on firm financial footing. During the past four years, the Plans have experienced growth in the number of active participants and retirees. The funding status of the Pension Plan has improved since 2008. The Health Plans have maintained grandfathered status under the Affordable Care Act and have remained "best in class" when measured against other entertainment and national plans. The IAP employer contributions are based on 6% of compensation, not includ-

ing the reallocation of \$0.305 to the Active Health Plan, as defined in the Collective Bargaining Agreements.

We have some administrative challenges at the MPI that the Plan Directors are diligently working to improve. As the overall position of the MPIPHP continues to recover, we will be better able to focus our bargaining priorities on quality of life concerns, safer working conditions and contract issues while maintaining one of the best health plans in the industry.

In 2013 and in the future, the economic obstacles facing the Plans are considerable, including the enormity of the challenges posed by an aging workforce, rising health care costs, increased demand for services and the need to rein in spending while still being Participant-driven. At the same time, the country is about to undergo the largest transition of national health policy ever. The Affordable Care Act will continue to be phased in for the next several years. Fortunately, some of the measures are already in effect under the Health Plans; parents can keep children on their medical coverage until age 26, certain preventative care options are already available and there are no lifetime limits.

The struggling economy, coupled with continued labor challenges in the industry, has raised major concerns going forward. Excluding IAP percentage contributions, in 2012 the Plans received approximately 39% (\$404 million) of its receipts from residuals and 61% (\$619 million) from hourly contributions. The entertainment industry business model continues to expand beyond non-theatrical distribution methods (i.e., DVD, Pay/Cable TV), which may result in yet unknown changes in residuals in future years. The IATSE Directors will

continue to monitor all markets and changing distribution methods to insure that the MPIPHP is receiving the bargained for residuals.

The 2009 and 2012 Collective Bargaining Agreements safeguard plan contributions. The Pension Plan will still provide 13th and 14th checks to all retirees who qualify and are retired as of August 1, 2009. Participants will continue to receive the best health plan in the industry.

In summary, the benefits of the Motion Picture Industry Pension and Health Plans have been preserved, while most retirement benefits in the nation have been curtailed or are in the process of being eliminated. The health benefits continue to be best in class, measured against other entertainment industry and national plans.

ONLINE INTELLECTUAL PROPERTY THEFT

Since the last Convention in 2009 this Alliance has become more actively involved in combating the theft of the copyrighted movies and TV shows that provide employment to many of our members. It is clear that many millions of dollars in wages and contributions to our members' benefit plans are lost each year due to this theft, and that the problem continues to grow as commercial Internet sites becomes the major suppliers of copyright-infringing movies and TV shows. It is crucial that protections are implemented against theft of content that threatens to drain the lifeblood of the motion picture industry.

The IATSE expanded its government affairs program directed at combating digital theft. We continue our involvement with the Coalition Against Counterfeiting and Piracy (C.A.C.P.) and maintain our mem-



bership in Creative America and the Copyright Alliance, as well as working in alliance with other entertainment unions and guilds, and this has greatly increased our direct engagement with policymakers both in Congress and the Obama Administration. During the last Congress, many of these efforts were undertaken in support of the Protection Intellectual Property Act, and its companion, the Stop Online Piracy Act.

An assessment of our activities shows the depth of our engagement in protecting the interests of our members. Many activities showed how we could engage in the policy debate by employing the presence of our members, an asset our employers lack in the tools required to affect change.

We initiated a grassroots campaign. We held meetings with 14 key Senators and 10 key House Members in their state and district offices. Locals called numerous Senators in their state offices. When our opponents planned a campaign to disrupt “townhall” meetings held by six of our congressional supporters, we counteracted those disruptions by attending the townhalls and voicing our support for the Members of Congress who stood with us. IATSE members working on the TV show “Portlandia” even filmed a video appeal to their Senator - a leader of the opposition - asking that he protect their jobs by supporting the legislation.

We were deeply engaged in the traditional, hand-to-hand policy combat in Washington, D.C. We had almost 20 meetings with undecided Senators and/or their staffs at key junctures. We were regularly consulted by Members of Congress on the drafting of the legislation, and on strategic decisions. We sent innumer-

able – literally scores – of letters and press releases, together with AFM, AFTRA, DGA, IBT, and SAG, and secured many more from AFL-CIO, the AFL’s Department for Professional Employees (DPE), and State Federations around the country. I proposed and was instrumental in securing an AFL-CIO Resolution declaring unanimous support of the AFL-CIO Executive Council for our cause. We also participated in a broad public relations campaign designed to influence the debate, including joint advertisements in publications from the Burlington Free Press to the Wall Street Journal.

While these efforts did not result in enactment of the Protect IP or SOPA Acts, our direct engagement has been positive in a number of ways. Many of our objectives have been accomplished, with varying degrees of success in the commercial sphere. Payment processors and advertisers have voluntarily agreed to stop supporting Internet sites that infringe on copyrights of productions that employ our members. In a broader sense, we have become a significant player on IP policy, deepened our relationships with many key policymakers, and positioned ourselves to protect our members’ interests in the upcoming effort to comprehensively revise the Copyright Act, which could significantly impact us.

COMMUNICATIONS DEPARTMENT

As one of the four pillars in the theme of this Convention, Communication is essential to the success of this International by keeping our entire membership informed of issues that affect them, whether about the contracts they work under, organiz-

ing efforts, strike support, legislative issues, political candidates and much more. With the ever increasing reach of social media networks and their use by numerous members of the IATSE, it became clear that this was an area of communication that this International needs to utilize on a regular basis to more broadly convey messages of importance in a more expedient manner. Many of our local unions and members are engaging in social media including Facebook, Twitter, Flickr, Instagram, and of course email, texting and the use of various websites.

In July of 2011 the Communications Department of the IATSE was established and since then, we have designed and implemented the International’s digital communications and social media tools including a redesigned IATSE website. The Department also serves as a social media resource, and acts as a general communications asset to the International.

A resource for several organizing campaigns, including the Visual Effects website, a Facebook group for Organize Golf Channel, publicizing various strikes, and other efforts, the Department is also involved in other forms of communications including press releases, email blasts and various articles for the Official Bulletin under the Education and Stagecraft Departments, and the IA Young Workers.

As modern communications continues to be more instantaneous and pervasive across a number of platforms, a Communications Department is crucial in uniting and managing each piece to best serve the membership. Since the Department was established, the following are some of the additional activities.

Social Media

Because of how integral the Internet has become to communicating, it was important that the IA become active in online discussions through social media.

Twitter

One of the commonly used tools in today's world of social media, Twitter allows its followers to access information instantly. Twitter has made it easier to post IA-related news, interact with press and union affiliates, and communicate with IA members and growth in our social media networks continues to vastly increase. It also allows for some entertaining and amusing publicity such as "shout outs" about Twitter-inspired [IATSE] Young Workers T-shirts. These innovations tend to enable the International to draw more viewers. Along with the use of our ever-growing social media numbers for calling attention to strikes, political action, and education, we're able to foster interesting and enjoyable conversations about the IATSE in a public space.

Facebook

Another highly utilized social media network, the official IATSE Facebook page was established in December 2011. Because there were so many groups that had claimed the "IATSE" username, it took some time for us to register.

The IATSE Facebook page encourages member-to-member conversation as well as sharing IA news, labor movement articles and pictures of members and local union events. Facebook allows for posting bits of information – news, photos, education seminars, political action – and has a very high rate of followers in a

very short amount of time.

Subsequently, I authorized the Canadian Affairs Department to establish the "IATSE Canada" Facebook and Twitter accounts, same in theme as the IATSE accounts but with more Canada-specific content. "IATSE Canada" is maintained by the Canadian Affairs Department.

Flickr and Instagram

Over the past couple of years, newer social media networks have appeared and the IATSE is making sure to claim the appropriate account names so that we maintain our communication presence in a familiar and easy manner for our members and others to locate.

In February 2012, an IATSE Flickr account was started for members to submit their own photos online. The Flickr account has gotten a great response and received about 500 photos in six months. The Flickr account is a great way to promote and showcase the talents, skills and hard work of our members in a simple and easily accessible way. In addition, the IATSE Instagram account was established in September 2012.

The IA's Facebook, Twitter and Flickr accounts have allowed for the development of an online IATSE community. Building any social media network takes time but the IATSE has made amazing strides and seen tremendous growth in a very short amount of time. Our members can get instant reminders to sign up for education courses, information on political action, and display their solidarity and support for our union from across time zones and countries. It is fully expected that the IATSE will realize continued growth in the number of followers on our social networks.

IATSE Website

Since its inception in 1996, the IATSE website has undergone many changes, and in 2011 it appeared to me that it was ready once again for an update in both appearance and content. The updated website is a dynamic, modern reflection of the services that the IATSE offers. It highlights the professional work that our members do every day and better integrates our various digital communications channels.

In June 2012, the new, redesigned IATSE website was launched. Major changes included a complete color and design scheme update to reflect a more modern, streamlined look. The website's home page has a large billboard area to feature our members at work with the "I Am the IA" campaign, as well as having an area to feature campaigns where member involvement is important to its success, such as political elections or disaster relief efforts. The billboard area continues to feature more crafts, working toward highlighting every craft represented by the IATSE. The images and stories are displayed on a rotational basis.

The website's navigation menu was restructured to make it easier for all audiences to find information. The menu language was changed to become more action-oriented. Shortcut links were added to the header area for easy access to our most-visited pages, as well as a search bar to make navigating even easier. There is a new footer area that has promotional blocks for our News, Social Media, and an area to highlight affiliate organizations or causes. The website is also integrating new platforms to work better with newer devices and computers.

A sample of campaigns and events



that the new website was able to strongly highlight include: a letter-writing campaign to stop Bill C-377 in Canada; the U.S. 2012 Presidential Election; Hurricane Sandy Relief Efforts; the AFL-CIO's "Work Connects Us All," the 2013 Convention; numerous education and training opportunities.

The website has undergone major changes and it continues to be an attractive, informative online face of the International and its members. Minor improvements will continue to be made to make sure the website stays fresh, relevant and updated.

The International will continue to communicate through mailings and the Official Bulletin, but will also use various tools that are available and new innovations that may come down the pike in today's ever-changing and increasing methods of communicating. In the meantime, I urge every local union officer and member of the IATSE to avail themselves of the information and educational material distributed by the International through these means. A list of the International's communication tools and social media networks are listed below.

Official Bulletin: available in print, email and online

IATSE Website: iatse-intl.org

Facebook – U.S.: www.facebook.com/iatse

Facebook – Canada: www.facebook.com/iatsecanada

Twitter – U.S.: www.twitter.com/iatse

Twitter– Canada: www.twitter.com/iatsecanada

Flickr: www.flickr.com/groups/iatse

I believe that an informed membership is one that can act in solidarity and thereby achieve great success.

UNI Global Union: Communicators Forum

In June of 2012, the IATSE participated in the UNI Global Communicators' Forum held at UNI's head office in Nyon, Switzerland. The theme of the Forum was "Inspiring Action: Sharing the Story," and there were approximately 65 on site attendees from various affiliates from around the world, and more than 100 online attendees.

In addition to the many presentations made by a number of union staff, I am pleased to report that the IATSE was asked to make a presentation at the Forum, highlighting changes and implementation of digital communications within the IATSE since August 2011. This included examples of on-line campaigns and member reactions to our social media.

The UNI Global Communicators Forum was an excellent way to share best practices among union communicators, brainstorm ideas for better messaging within common union themes, and creating union messages to encourage the most action.

THE OFFICIAL BULLETIN

The goal of achieving a high level of communication between our members and the International is served admirably by the quarterly publication, the Official Bulletin.

Members now have the option of receiving the Official Bulletin electronically. Since the introduction of this program in 2010, thousands of members have signed up for this method of distribution, which allows a new level of convenience and is consistent with the IATSE's environmental goal of "going green." We will continue to encourage members to opt for this method of delivery.

French-speaking Canadian members can also choose to receive the French Version of the Official Bulletin either in print or electronically. This Bulletin, which is a concise version of the full magazine, is translated by Local 523 member Robert Charbonneau.

The Bulletin continues to devote sections to the IATSE Departments which provide stories and activities from around the Alliance. The "Safety Zone" section, authored by the IATSE Safety Committee Chairman Kent Jorgensen, has been expanded and provides information on safety issues brought to the Committee's attention, OSHA information; certification classes from the ETCP and many other helpful resources. The section on Education and Training has also been expanded to include initiatives such as InfoComm, the IATSE Entertainment and Exhibition Industries Training Trust Fund and the Outreach Program for high school and college students.

I wish to thank General Secretary-Treasurer James B. Wood and Assistant to the Editor MaryAnn Kelly for their dedicated efforts in making the Bulletin a relevant and interesting publication for our membership.

IATSE YOUNG WORKERS INITIATIVE

Within the modern labor movement, increasing focus has been placed on the new generation of labor members and leaders, bringing together workers between the ages of 18 and 35. To ensure that the I.A. remains strong long into the future, I appointed the IATSE Young Workers Committee in January 2012 to take on the initiative of identifying and engaging young IA members.

BOSTON, MASSACHUSETTS • JULY 22-26, 2013

In the fall of 2012 the IATSE Young Workers Committee held two Young Workers Conferences in Philadelphia with a combined total of nearly 200 attendees from both the United States and Canada, and representative of various crafts covered by the IATSE. Upon learning of our conferences, our brothers and sisters of BECTU in the United Kingdom asked if two of their younger representatives could attend and were welcomed with open arms.

The main goal of the Conferences was to provide an educational opportunity for younger members of the Alliance over a three-day period, covering information specifically about the IATSE, and to provide skills that are practical for these members to take back to their Locals and assist the leadership, working for the welfare of their union.

The Conferences also provided an opportunity for attendees to network and meet other members in the Alliance that would lead to finding commonality in the situations they face on the job site, in their Local, or in the community in general. Throughout the YWC a number of attendees took advantage of the networking opportunities and proposed that a contact list be created so that they could maintain communication after the Conference.

Educational sessions were conducted by instructors from the National Labor College and the University of Arkansas' Leadership Education Program (LEP). It was observed that all those who attended the Conferences were very attentive and active participants during the sessions. Attendees were enthusiastic to share their thoughts in the classroom environment and were quite comfortable talking openly about the subject mat-

ter and issues that pertained to their Locals.

Overall the sessions were well received and the International received positive feedback regarding the training sessions from the attendees. In addition, the instructors from the NLC and LEP noted that this was one of the better groups they have worked with and were glad they had the opportunity to participate, and look forward to continuing to work with the IATSE Young Workers.

Comments from attendees also included how to get involved. At the end of the conference a "direct ask" was made for the attendees to participate in grassroots efforts for the 2012 U.S. elections, as well as to sign up to join for "Banner for Good" (BFG). Because so many of our members work all over the country, BFG was created to establish an online community that may be accessed anywhere and that would allow us to share best practices, success stories and use of social media. BFG, which was at 30 members before the YWC began, and within 48 hours after the Conference, BFG membership rose to 84, and one week later had increased to 98 members. Before the October YWC began, BFG was at 135 members. Within one week after the second YWC, membership rose to 195. Approximately 70% of the attendees, when directly asked, were willing to participate in the "Banner for Good" campaign. They also started tweeting and commenting on Facebook for the NuVista, Iron Horse Entertainment, and Kravis Center, and PAC 12 campaigns.

Overall, these first events were a success, and most attendees stated that they were honored to be a part of the first conferences of their kind in the IATSE. Instructor Grainger Led-

better noted that he knew of no other union providing this type of conference and hoped that our example may change that.

The International has also been a participant in meetings of the AFL-CIO Next Up Young Workers Program, and I am pleased to report that in addition to representation by the International at the AFL-CIO Next Up Young Workers Summit, we also saw young representatives of IATSE Locals 13, 15, 28, 122, 578 and ATPAM at the Summit. In addition, the International has participated in the UNI Global Youth Forum and the UNI Americas Youth Conference.

The IATSE will continue our efforts to engage our young workers and to work with our brothers and sisters in other AFL-CIO and UNI Global affiliates to maintain coordinated outreach efforts with the young, future trade unionists of our respective labor organizations. These efforts are important so that the youth is engaged for the labor movement to thrive, especially under harsh political pressures and economic hardships. We must ensure that our young workers are educated and that we maintain strong communication using our traditional tools as well as through the use of social media.

EDUCATION AND TRAINING DEPARTMENT

The IATSE Education and Training Department did not exist when we all met together in Orlando in the summer of 2009. What began at that meeting as a single plenary session on the value of Education and Organizing has grown into an active and robust department which incorporates various International initiatives under one umbrella, in order to ensure better coordination between our Union Skills Programs



(LEAP, etc), the IATSE Craft Advancement Program (ICAP), the new Training Trust, and our student outreach efforts. The program has been recognized as exemplary and progressive throughout the labor movement.

Union Skills Education

The Union leadership skills programs of the Department have two primary goals:

1. To broaden and enrich the knowledge and skill of the officers and representatives of every Local Union in the Alliance, as well as the officers and staff of the IATSE International.

2. To then use these enhanced skills to represent our members, organize workers, negotiate good contracts, mobilize for political action, and build solidarity between all of the Locals of the IATSE as well as our sisters and brothers in the larger labor movement and workers everywhere.

To help us accomplish these goals, we have five main initiatives that are currently up and running:

The Labor Education Assistance Program (LEAP)

This popular program began in September, 2009 and provides reimbursement money to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year with tuition and reasonable housing expenses reimbursed by the International. More than 125 separate individuals from every kind of Local in the IATSE and every District have used LEAP funding to pay for union skills classes of all types – semester-long courses in degree programs, Union Skills courses such as those at the National Labor College, short multi-day seminars; on-line college courses; online union skills

trainings and day-long workshops.

Every year since its inception utilization of LEAP has grown, with a total of \$112,669.11 spent on direct educational aid to local union representatives by the end of 2012.

Education for all Delegates from Local Unions at District Conventions

From May to October for each of the past three years, instructors have traveled to each District in the IATSE delivering Union Skills training sessions. These workshops were developed especially for the IATSE Locals by leading labor educators from the National Labor College, Cornell University, and the University of Arkansas Labor Education Program, with curriculum custom-made for us. Over 600 Local Union leaders participated in these workshops in 2010 and again in 2011, with about 800 participants in the summer of 2012.

It is interesting to note that all of us embarked on this educational project together. The 2010 training in communications and strategy led us to survey the local unions in 2011 on their concerns and the types of education they wanted. Their responses, which listed Collective Bargaining as most-requested course topic, informed the course development for the 2012 District Conventions, and for the workshops that you just experienced over the weekend. Thanks go out to all of the International Vice Presidents who chair the District Conventions, the District Secretaries and the various host Locals for helping to make the trainings a success.

Regular Union Skills Workshops for Local Officers at General Executive Board Meetings

Another component of the Education Program has been regular Wednesday-afternoon union skills

workshops open to all who attend the bi-annual International General Executive Board Meetings. These programs, lasting approximately two hours each, updated representatives of local unions on topics that affect their own work within their Locals.

Training for IATSE Staff Members

In addition to the training at General Executive Board meetings that is open to all, IATSE Representatives and Vice Presidents also participate during those weeks in specialized seminars that deal with topics that often arise on assignment.

Additionally, IATSE officers, representatives and top staff members attend a three-day intensive educational workshop. These training sessions permit the International staff and Executive Board members to come together regularly to learn, cooperate, discuss issues important to the Alliance and move forward in an enhanced spirit of unity, cooperation, and coordination.

Roadshow

The International is offering the IATSE Road Show, “Why Unions Still Matter”, a co-production with the Labor Education Program of the University of Arkansas Little Rock. This is a traveling workshop that presents a brief history of organized labor in the US, draws the parallel between strong unions and strong economies, and explains how politics affects the labor environment. So far we’ve educated more than 350 members on the viability of and need for strong unions.

The responses of the attendees have been almost totally positive and enthusiastic wherever the Road Show has played—Boston, Houston, Denver, Austin, St. Louis, Philadelphia,

Las Vegas, Hollywood, and Anaheim. Meredith Stepp and Grainger Ledbetter from the LEP have been our instructors.

While this labor history presentation began touring the United States, a different type of traveling presentation was developed in Canada, touring that country with an educational workshop that teaches detailed information on how the IATSE works. Beginning in September, both of these presentations will be expanded, so that the United States version will include content on the IATSE and the Canadian version will provide information about the struggles and successes of Labour in Canada. The projected rollout of both the expanded Canadian presentation and the United States version will be at the end of this year.

As the Union Skills Program continues to thrive and expand, it has become clear that one important characteristic of a strong leader is a willingness to learn new things. In embracing the Union skills program, the IATSE at every level – individual, local, District, and International has shown itself to be strong indeed and gaining in strength all the time.

Craft Skills and Safety Training

Concurrent with our Union's new focus on Union Skills Education, there was a growing awareness among IATSE local officers and members, especially those who are members of local unions with extensive craft and safety training programs, that as an International, we need to have a formal commitment to safety, training, and enhanced craft skills education for every member of the alliance, regardless of the size of that person's local union.

Several of these representatives

were already meeting together informally at industry events such as the LDI and USITT trade shows, and many served in advisory capacities on industry standards-writing organizations. In November of 2009, in response to requests for assistance with such issues from local unions of all sizes, in many crafts, the IATSE International Craft Advancement Program (ICAP) was launched.

The committee members have been active in working with PLASA, ESTA, InfoComm, USITT, CITT, OSHA, NIOSH, NFPA and other organizations involved in establishing high standards for industry training and safety. They have been on the front lines of working to ensure that IATSE-represented crews are the safest, best trained workers in the entertainment industry, and that the IATSE emblem stands for quality work.

Due in large part to the work and recommendations of the ICAP, in an historic moment for the Alliance on June 22, 2011, the International established the IATSE Entertainment and Exhibition Industries Training Trust Fund. This is a Labor-Management trust fund governed by ERISA, with an eight-person Board of Trustees.

The mission of the IA Training Trust is to provide skills development and state of the art safety training for our membership. We want to ensure that the IATSE brand stands for the most qualified and efficient technicians in the Entertainment and Exhibition Industries. Across every craft and classification throughout the Alliance, in the United States and in Canada, the IA Training Trust is working to provide training resources to meet the needs of our members and our Local Unions.

Among the projects of the Trust

Fund is the Reimbursement Program for persons who go the extra step to become certified in their respective crafts. Currently members can be reimbursed for passing the InfoComm CTS Audio Visual Certification Exam and the ETCP rigging and electric certifications. We prepare persons to obtain their OSHA safety cards. We advance skills development with classes, for example, in wardrobe, virtual scenery, event visuals, and balloon lighting techniques.

In just one and a half years of its existence, four hundred employers have become signatory to the Trust Fund. The list spans motion picture production, stage craft, and trade show. But now is the time to grow. I encourage all of our local unions to negotiate employer contributions into the Training Trust. I encourage all our members to participate in the programs and projects of the Training Trust. Our future as the "go to" labor force in entertainment depends on the dedication of all of us to a commitment of excellence, and the IA Training Trust is the vehicle to get us there.

Both the Training Trust and the ICAP work hand-in-hand with several industry programs concerned with worker education and safety which are being used to increase member qualifications, secure jobs, and expand jurisdiction.

The International continues to support the Entertainment Technician Certification Program (ETCP) with the goal of increasing the number of ETCP Certified Riggers and Entertainment Electricians who are members of the IATSE. Locals across the United States and Canada have sponsored courses in rigging, power distribution, and entertainment math, both on their own and with the help of the Training



Trust. The number of members gaining the certifications is increasing as they become more accepting of the process, they see the benefits to their careers, and they become more comfortable with the idea of test-taking. Many individuals hold more than one certification, and 22 individuals hold all three.

The Certified Technology Specialist (CTS) certification is part of the IATSE/InfoComm Partnership. The partnership gives every IA worker InfoComm membership benefits which include free and discounted training courses both online and at the InfoComm Show, online resources, webinars, access to the InfoComm Trade Show, equipment searches, job searches, and many other tools.

As of July 7, 2013, we have over 1368 members registered as IATSE/InfoComm partnership members. We have held three-day CTS certification classes in Las Vegas, Vancouver, Ft. Lauderdale, Philadelphia, Chicago, San Francisco, Nashville, Detroit, Los Angeles, Toronto, and Baltimore. We are also in the planning stages for a class next month in Seattle. Members from over 50 different Local Unions have received the training, and demand remains strong. Since the partnership began in 2012, IATSE members have participated in roughly 2800 free online courses through the InfoComm website.

The class participants have told us that in addition to the CTS courses, there is a need for more basic, entry-level AV training. In an example of the way in which the Union and the Training Trust are now able to respond effectively to the needs and demands of our workers, our locals, and our employers, work has already begun on this next challenge and courses in this

area will soon be available through the Training Trust.

Making sure that IATSE-represented technicians are the most-skilled, up-to-date, smartest, safest workers in the entertainment industry is really just taking out an insurance policy on our union's future. It cannot be emphasized too strongly how vital these kinds of programs are. I firmly believe we must continue to provide all kinds of trainings to our members, and the positive response from our Locals reinforces that we are united in this belief.

High School and College Student Outreach

In the winter of 2012, the International instituted an organized outreach program to colleges and universities. Our goal in this program is to develop relationships that will enable us to do regular training on an annual basis targeted to the people studying to be the entertainment industry workers of the future. We can now provide a Power Point and lecture aimed at students who plan to spend their lives working in our business. Successful producers, promoters, executives, craftspeople, artists and technicians of the next generation must be exposed to the IA and understand our role in the industries in which we work. IATSE representatives can travel to schools to deliver this training, and we also send it upon request to local officers who are asked by colleges and high schools in their towns for a presentation of this sort. Students react very positively when they hear about the IATSE and the way we help make middle class lives possible for the workers in the entertainment industry. The idea that the union provides training is also a powerful tool to reach students and potential new workers.

Believing that it is never too early to learn about the IATSE, we have also begun a program of high school outreach. Currently, the International works in partnership with the Education Department at Roundabout Theater in NYC to connect working IA members with technical theater programs in public schools. Local unions, such as the San Francisco Bay Area Locals 784, 16, and 706 have been inspired by our efforts and begun high school programs of their own. This is an excellent way for our members and locals to be a positive force in their communities while also winning over the hearts and minds of the very young workers of the future.

BROADCAST DEPARTMENT

In June of 2012, as part the reorganization of the Departments of the International, the Broadcast Department was established to focus on local unions that have jurisdiction in television stations, broadcast studios and remote broadcasting. We have had much success in establishing a strong IATSE presence, especially in the sports broadcasting sector of our industry. There are currently 14 local unions covering regional remote sports production in 9 states, broadcasting for events in excess of 43 professional teams. The Department has 39 contracts with regional sports broadcast employers, 26 of which were up for renegotiation in 2013.

The Broadcast Department will continue to focus on organizing workers employed by Regional Sports Networks and build on this success.

During the last year the Department also began to achieve some success in organizing sports product that is also distributed on a national and international platform.

BOSTON, MASSACHUSETTS • JULY 22-26, 2013

In May the IATSE won an election conducted by the NLRB to represent workers employed on remote production working for the Golf Channel. The resolve of the technicians to have a voice and a written contract were top motivating issues. The company put on a formidable fight, but the group held together. We are proud to have them as new members of the IATSE.

The bargaining committee has been established and the parties are readying themselves for negotiations.

In August of 2013 Fox will be rolling out two new sports channels, Fox Sports 1 & 2. The Department has been able to secure agreements for this work in the states of Washington, Oregon, California, Arizona, Texas and Minnesota. The contracts memorialize the conditions negotiated in the regional sports agreements and provide increased compensation when product is distributed over the national platform. We are engaged in elections in several other markets including New York and Chicago to secure this work under our agreements.

Last year the PAC 12 Enterprises rolled out six Regional Channels and one National Channel of College sports programming. They engaged many IATSE technicians through signatory crewing contractors for this work, and asked for waivers to provisions of the agreements for employment of students with reductions in compensation for lower revenue sports. The Locals involved granted the waivers in a good faith effort to work with the fledgling networks. The IATSE tried many times to establish a dialogue about these waivers directly with PAC 12 Enterprises, but they spurned all communications with us. They began to hire technicians di-

rectly for lesser wages, conditions and no benefit contributions. Among the difficulties arising due to their mismanagement of direct crewing, were late cancellations of technicians, misassignment of technicians, double booking of technicians, as well as late payroll, missed payroll, and double payroll of individuals. Our signatory contractors were unhappy as the confusion was contributing to increase in the cost of their business due to additional hours spent fixing problems. Our members were unhappy because they were being asked to work outside of the contract which would leave them without contributions to their health and retirement plans, with no written agreement or protection. PAC 12 Enterprises still refused to talk directly to the Union. In December 2012 all the affected Locals chose to establish area standard pickets against PAC 12 Enterprises. The participation from the technicians was overwhelming. Picketing of all shows within the jurisdiction of the Locals went on for two weeks. The General Manager of the Network finally reached out to the IATSE and assured us if we removed the picket lines they would resolve all issues. We met with representatives of PAC 12 and crafted a solution to the outstanding issues. However, when it came time to sign the document they claimed the agreement had not been reached and refused to sign. Directly after this Convention, the Broadcast Department will roll out a corporate camping against PAC 12 Enterprises, and will escalate our efforts until they agree to pay area standard wages, terms and benefits to all technicians working for them.

With the growth of the Department, we have increased staff to carry the load. In January International Rep-

resentative John Culleeney was hired. John is a 30-year veteran of sports broadcasting, working as a Video Engineer on Monday Night Football, Sunday Night Football, The World Series, The Super Bowl, and multiple Olympic games. He has won 9 Emmy Awards for his work in broadcasting. He is a welcome addition to the team and was instrumental in our win with Golf Channel and will have primary responsibility for organizing within the department.

International Representative Fran O'Hern will continue to focus on support of our local unions. He has been providing stewards training for locals and will continue to work on developing online steward reporting, so the locals and International have an overview of what is happening on each event. He is working to develop standard registration procedures for admittance to the preference of employment rosters for each local. He has administered the online ratification voting process that has increased the percentage of voter participation while reducing the cost of the election to the locals. The voting is also conducted and tabulated by an independent third party. He is working to develop stronger communication between all the department locals through standard means and through social media.

This past year Fox Sports Net Southwest lost the broadcast rights to the Houston Astros baseball team and the Houston Rockets basketball team. The rights were purchased by Comcast. They formed a new regional sports network, Comcast Sports Net Houston. The Company, through their labor provider sought drastic reduction in Local 796's existing agreement. Special Representative Steve Belsky



was hired to assist the local in this difficult situation. The Local held together and was able to hold on to all the current conditions in their Agreement. Steve has continued to work on a part time basis for the department.

Television Stations

The entire over-the-air broadcast financial model remains challenging. The FCC rules that have guaranteed their place on distribution networks and saved them from extinction are also a major contributor to their weakness. Over the air broadcast stations were once a license to print money. The advertising dollars flowed in. With the advent of multiple other distribution networks and the realization by advertisers that digital recorders such as TiVo have made it easy to bypass the commercials, advertising dollars have stopped flowing.

Stations started consolidating their operations. They have installed automated production control systems, eliminating most jobs outside the control room during a production.

Some have invested in technology that has blurred traditional lines between crafts and guilds, and others have pushed for hyphenate and non-exclusive jurisdiction in collective agreements. The stations participate in cooperative pool news gathering with other local news providers. All of this leads to fewer jobs, smaller budgets, and the same news on every channel.

To the extent that the stations can become local content providers, they will flourish or fail. Multiple local news outlets have been a staple for television based in the belief that it is in the public's interest to have multiple sources of news for an informed public. Right now it is merely insuring

the same news on every channel. The current FCC is looking to "restack" the VHF and UHF bands. This could lead to a loss of many small stations across the country, with the spectrum being resold at auction to the telecom industry. The unexpected boom to the stations has been the billions of dollars spread out to every station from the smallest to largest markets in the form of unregulated political spending. Of all the winners and losers in the "Citizens United" ruling, local television stations must be among the biggest winners. Despite this revenue our Locals representing television station employees are under great pressure.

The networks have also reduced the number of station employees at the Owned & Operated Stations by establishing a hub for some functions to central areas. FOX has all graphic renderings and design work for all their stations done at one facility in Florida.

Most companies have either centralized Master Control or are considering doing so.

Despite the difficulties of employer push back, financial flux and station consolidation, the Broadcast Department continues to grow. There are still thousands of unorganized technicians working in this sector of our industry. This Department is seen as an area of our Alliance that presents continued organizing opportunities and to make a real difference in the lives of the technicians employed in this area of our industry.

IATSE-PAC

A number of years ago, the International Constitution was amended to include a provision for the International to have a Political Action

Committee (PAC). Over the years our efforts to raise funds was primarily limited to events held at our General Executive Board meetings, as well as a number of our District conventions and the International's Conventions. With the many challenges facing the IATSE, and the labor movement overall, it became clear that these fundraising efforts were not enough to put us in a meaningful position and become more actively engaged in the legislative and political process.

In 2011, the International engaged the services of a consulting firm to assist the IATSE-PAC in an effort to build the type of political action committee needed in the current environment. A plan was developed to train local union leaders in ways they could effectively reach out to their members and increase contributions to the IATSE-PAC. Training sessions were conducted in New York and Los Angeles and at each of the 2012 District conventions in the United States.

An IATSE-PAC Guidebook was developed that includes the most pertinent information on developing the PAC and a copy was distributed to every local union in the United States.

In 2011 we launched the Stand Up, Fight Back campaign to increase the funds of our PAC by encouraging monthly sustaining contributions. I am pleased to report that through our efforts in this campaign and since the last convention, the contributions to the IATSE-PAC have increased and thereby allowed the growth of our funds to more than double by the time we entered the 2012 election cycle. It is our expectation that local unions will continue to work with the International to increase our funds further by presenting information about the PAC at membership meetings, on job

sites and other events where their members are gathered.

The monies raised through the PAC allow us to make contributions to candidates who are seeking elective office in the House and the Senate, or for the U.S. presidency. We have had success at the polls among those we have supported financially. Among some of the more notable successes we have seen were Senators Elizabeth Warren (D-MA), Sherrod Brown (D-OH), Tammy Baldwin (D-WI), and Tim Kaine (D-VA).

The contributions we make, coupled with the boots on the ground efforts, have allowed us to gain greater access to the Halls of Congress and meet face to face with our legislators who have the ability to positively affect legislation that is crucial to the survival, advancement and protection of the labor movement.

I encourage all the delegates at this Convention who are eligible to participate to visit the IATSE-PAC.

IATSE POLITICAL ACTIVITY

The IATSE has been keenly aware of the political and legislative landscape since its beginnings. If we take a look back through the various Convention proceedings over these past 120 years, there are reports made to the General Executive Board and Convention delegates on issues that had political relevance to the members represented by the IATSE and the labor movement in general.

In the early 1900's our Districts were established and eventually their existence became embedded in the Constitution. They were required to meet in convention sessions where our local unions would have an opportunity to discuss issues including those of a legislative nature, so as to

afford them the opportunity to work with each other on common issues within their respective District. Over the years our Districts have become more politically involved and vital to our communications with local unions in the States and Provinces of which they are comprised.

During our International Conventions we have also, from time to time, adopted resolutions that relate to various legislative issues and bills pending in the U.S. Congress or Canadian Parliament. By convention action, the International became engaged in letter-writing campaigns (including by online methods) seeking support.

The International and our local unions have been participants in legislative campaigns such as the Employee Free Choice Act (EFCA) in 2009 when a number of our local unions made financial contributions in an amount of close to \$150,000.00 to the Turn Around America Media Fund which was established by the AFL-CIO to produce ads for the purpose of getting the truth out about what the EFCA would do for working people, as well as to combat the falsehoods being circulated at that time by those who wanted to see the Act fail. We also worked closely for months with our brothers and sisters in other unions and guilds to create a video of support for EFCA. Unfortunately, the timing was not on labor's side back then. Healthcare legislation heated up and became the more urgent and more important issue for labor and it remains one of the most important issues of concern. We, along with our brothers and sisters in all sectors of the labor movement, have also remained active in our pursuit of support for Healthcare reform in the U.S. It is my belief that universal health-

care through a single-payer system is necessary for the United States and I ask that the U.S. Locals continue to support this view.

We have continued our battle over the issue of digital theft that directly impacts the benefits of our members. Our efforts in the legislature for passage of the Senate's Protect IP Act, and its sister bill in the House, the Stop Online Piracy Act, were significant. Some of our International officers gave testimony before members of Congress, we engaged in online campaigns that targeted members of the House and Senate, we attended meetings at the White House, and more. Because we have become more and more engaged, and viewed as real participants in the process not just bystanders, we have gained tremendous respect, and increased our visibility to those with power to protect our members. There have also been many efforts to combat digital theft in Canada.

In Canada, our use of current technology was put to work when in August 2012, the International engaged in an electronic lobbying campaign against Bill C-377 which relates to so-called "union transparency" and is a direct attack on labor unions across the country. Because of the response and participation of our members throughout Canada, the impression we had on Members of Parliament was quite significant. They were paying attention to the IATSE because we came out in great numbers.

Back in 2011, we showed great strength and solidarity when Wisconsin's Governor Scott Walker saw fit to attack labor unions through the guise of state budget controls. Similar anti-union efforts ensued in Indiana, Ohio, Michigan, New Hampshire and elsewhere. The attacks waged on work-

REPORT OF THE INTERNATIONAL PRESIDENT

SIXTY-SEVENTH QUADRENNIAL CONVENTION



ing people included so-called “right to work” legislation, elimination of collective bargaining, paycheck deception, voter suppression and more. These types of assaults are clearly continuing and escalating in state after state and in Canada as well. The IATSE continues to get involved and we will do whatever it takes to do our part in these fights to protect working men and women.

We have broadened the scope of our activism and over the past four years have seen extraordinary involvement, cooperation and assistance from our local unions and membership throughout the United States and Canada. By communicating through the District Secretaries and District Chairpersons on a regular basis and by employing our website and social media assets, we have reached local unions with the information they need to keep their members educated and engaged on issues and candidates with whom we should be aligned, in order to help push through our own agenda and make gains through the political process that will protect our membership.

We have taken our involvement to a new level and our activities over the past four years have included post

card campaigns, conference calls, meetings with candidates, campaign contributions, released staff, rallies, marches, grassroots GOTV efforts, online campaigns and a number of other activities. And, these activities throughout the United States and Canada included the efforts of our members in greater numbers than ever before.

We must continue to communicate with our members and keep them informed of issues that will impact their employment, their livelihoods, and their families. We must also educate our members about why it is important to support certain political candidates whose support of working people is reflected in their voting records, and other actions they have taken before assuming elected office.

The IATSE will continue to develop and expand our political activity and further amplify our efforts with the ultimate goal of providing the best representation of our membership, whether in the halls of Congress, Parliament, or at the bargaining table.

I implore each and every one of you to encourage your respective local union memberships to increase

their participation in the political process whether that means phone banking, stuffing envelopes for campaign mailings, participating in online efforts, walking precincts, sending in a contribution to the IATSE-PAC or at the very least, making sure they are registered to vote.

CONCLUSION

The activities described throughout the President’s report to the 67th Quadrennial Convention clearly demonstrate that we are active, vital and improving. But the concepts outlined for the vision of the future must be refined, focused and accomplish our goal which is, quite simply, prosperity for IA members.

A pillar cannot be viewed as an end unto itself. It must support something bigger, bolder and more profound. Atop the Pillars of Success must lay true and tangible rewards: more money, better contracts, protective conditions and meaningful benefits that provide security throughout life.

To this end, my Sisters and Brothers, it is growth, strength, shared vision and solidarity that will carry the day.

Thank you.

**Sometimes you can put
your values in motion as
part of your everyday life.**



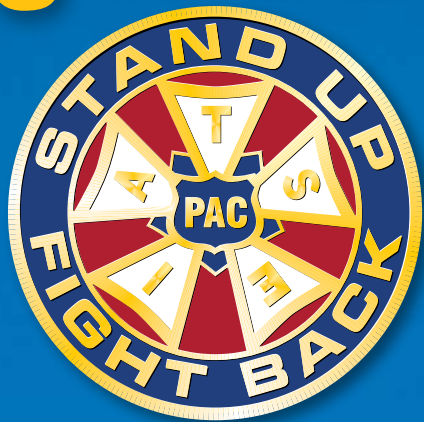
**IATSE members demonstrate every day that our commitment to good jobs and
our belief in the effectiveness of collective action are principles worth living by.
Be sure that everyone at your workplace is covered by a union contract.**



WORK SAFE. WORK SMART. WORK UNION.

www.iatse-intl.org

Stand Up, Fight Back!



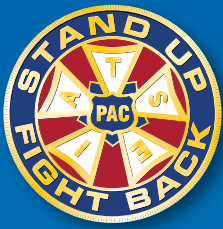
The Stand Up, Fight Back campaign is a way for the IATSE to stand up to attacks on our members from anti-worker politicians. The mission of the Stand Up, Fight Back campaign is to increase IATSE-PAC contributions so that the IATSE can support those politicians who fight for working people and stand behind the policies important to our membership, while fighting politicians and policies that do not benefit our members.

The IATSE, along with every other union and guild across the country, has come under recent attacks. Everywhere from Madison, Wisconsin to Washington, DC, anti-worker politicians are trying to silence the voices of American workers by taking away their collective bargaining rights, stripping their healthcare coverage, and doing away with defined pension plans.

Support Candidates Who Stand With Us!

For our collective voice to be heard, IATSE's members must become more involved in shaping the federal legislative and administrative agenda. Our concerns and interests must be heard and considered by federal lawmakers. But labor unions (like corporations) cannot contribute to the campaigns of candidates for federal office. Most prominent labor organizations have established PAC's which may make voluntary campaign contributions to federal candidates and seek contributions to the PAC from union members. To give you a voice in Washington, the IATSE has its own PAC, the IATSE Political Action Committee ("IATSE-PAC"), a federal political action committee designed to support candidates for federal office who promote the interests of working men and women.

The IATSE-PAC is unable to accept monies from Canadian members of the IATSE.



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Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

Card #: _____ **Expiration Date (MM/YY):** ____/____ **Card Security Code:** _____

Employee Signature _____ **Date** _____ **Last 4 Digits of SSN** _____ **Local Number** _____

Print Name _____ **Email** _____ **Phone Number** _____

Home Address _____ **City** _____ **State/Zip Code** _____

Billing Address _____ **City** _____ **State/Zip Code** _____ **Occupation/Employer** _____

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

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

RETURN TO: IATSE PAC ~ 207 West 25th Street, 4th Floor, New York, NY 10001

Actions of the Convention

CONVENTION RESOLUTIONS

As a result of **Resolutions** properly submitted at the Convention, the following is a compilation of additional actions taken by the Delegates on such Resolutions that require action by local unions of the IATSE:

RESOLUTION NO. 2

WHEREAS, The IATSE was founded in 1893 by a group of stagehands who pledged to support each other's efforts to establish fair wages and working conditions for their members; and

WHEREAS, The IATSE has grown to include local unions representing numerous crafts throughout the entertainment industry; and

WHEREAS, The delegates of the 67th Quadrennial Convention have come together to demonstrate our unity, to show that our voices will be one voice and our goal will be one goal: to protect the working lives of our members through whatever challenges we face; and

WHEREAS, Employers continue to assign work duties within the job description of IATSE-represented crafts to non-represented Production Assistants; and

WHEREAS, This practice has had the effect of eliminating jobs in the jurisdiction of IATSE Locals; therefore

BE IT RESOLVED, That the International Alliance shall work to ensure that IATSE-covered work continues to be performed by the appropriate IATSE-covered craft and all IATSE staff and members will be vigilant about reporting this practice to the affected Local and advising all members not to perform work that is in another local's jurisdiction.

Convention Action: The Delegates indicated their support for the concept of the policing of craft jurisdiction. It is important to note that the Convention Delegates **urged all members to respect the jurisdiction of sister locals and to help assure that non-IATSE people do not perform bargaining unit work.** The Delegates, therefore, recommended that this resolution be referred to the General Office to determine the method of disposition.

RESOLUTION NO. 5

WHEREAS, Knowing and understanding the diverse make-up of a labor union's membership is crucial to being able to serve all members equally;

WHEREAS, Many labor unions routinely acquire such statistics;

THEREFORE BE IT RESOLVED, That the IATSE encourage

all IA locals to regularly collect and keep ongoing records of their memberships Vital Demographic Data: ie, numbers and percentages of men, women, age ranges, ethnicity, race and all protected classes.

Convention Action: This Resolution was referred to the local unions for disposition pursuant to Home Rule and local union autonomy.

RESOLUTIONS NO. 7 AND 12

WHEREAS, Healthcare is a fundamental right;

WHEREAS, The average spending on Healthcare per person in the United States is twice that of other industrialized countries;

WHEREAS, The quality of health care ranks near the bottom among the 40 most industrialized countries in important areas such as infant mortality rate, life-expectancy, length of stay in hospital;

WHEREAS, The cost of Healthcare since 1999 has risen 172% while wages have stagnated;

WHEREAS, The current for-profit health care system in the United States is not financially sustainable;

WHEREAS, H.R. 676, a Congressional bill written by John Conyers, Jr. (D-MI) would establish a publicly-financed, privately-delivered, single-payer system that would provide affordable quality health care for every person in the United States;

THEREFORE BE IT RESOLVED, That the delegates of the IATSE 67th Quadrennial Convention endorse Congressional Bill H.R. 676, establishing a single-payer health system.

Convention Action: The Delegates adopted this resolution and therefore the 67th Quadrennial Convention is on record in support of H.R. 676.

RESOLUTION NO. 8

WHEREAS, The Supreme Court of the United States has recently nullified Section 4 of the Voting Rights Act of 1965; and

WHEREAS, The power of the ballot is the main strength of the Labor Movement in the political arena; and

WHEREAS, The State of Texas has already re-instituted draconian restrictions on voter rights targeted at the poor and working classes of that State; and

WHEREAS, The poor and working classes are the fertile organizing ground for Unions;

THEREFORE, 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 declares its unwavering support of the right of Citizens of the United States to vote in National, State and Local elections without impediments that unfairly impact any targeted group or class; and

THEREFORE, 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 declares its intention to support any legislation to reduce the negative impact of the recent Supreme Court decision; and

THEREFORE, 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 declares its firm resolve to reject and resist any attempts to thwart the will of the People and the intent of the Constitution of the United States through discriminatory and/or inhibitory Laws, Rules, Statutes, Procedures, Practices or Policies.

Convention Action: The Delegates adopted this Resolution that seeks to protect individual voting rights of U.S. Citizens from attempts by the states to restrict voting by groups or classes of citizens.

RESOLUTIONS NO. 9 AND 14

WHEREAS, The pending Trans Pacific Partnership (TPP) is a massive “free trade” agreement *currently being negotiated behind closed doors by corporate trade advisers (the Congress and the press have not been allowed to see the full draft TPP text)*;

WHEREAS, The AFL-CIO states that “what has been made public about the negotiations to date is grounds for deep concern”;

WHEREAS, The AFL-CIO believes “there is a serious risk that the TPP will repeat the mistakes of the NAFTA trade model”;

WHEREAS, The NAFTA based model promotes a race to the bottom in workers’ rights, wages, pensions and working conditions, resource conservation, food safety and consumer protections;

THEREFORE BE IT RESOLVED, That the IATSE communicate these concerns to all of its members, encouraging them to contact their congressional representatives as well as President Obama to request that the details of the TPP be made public before being enacted.

Convention Action: As required by this Resolution, the International will contact President Barack Obama and Congressional representatives to seek details of the proposed Trans Pacific Partnership agreement prior to its enactment.

As further required by the Delegates, the International hereby requests that each member of the IATSE contact President Obama and his/her Congressional Representatives to request that the details of the TPP be made public before any enactment.

RESOLUTION NO. 13

WHEREAS, The healthcare crisis in the United States continues to escalate and impacts families both financially and emotionally and,

Whereas, the IATSE under the leadership of President Matthew D. Loeb has been particularly supportive in working on solutions regarding the healthcare crisis and,

WHEREAS the Affordable Care Act is woefully inadequate in truly providing needed answers to the healthcare crisis leaving millions of Americans without adequate healthcare and.

WHEREAS H.R. 676 (Conyers-Dem, MI) provides those needed answers and includes the labor movement in doing so, and

WHEREAS, H.R. 676 was unanimously endorsed by the 66th Quadrennial IATSE Convention,

THEREFORE, MAY IT BE RESOLVED THAT, the 67th Quadrennial Convention follow in the footsteps of our Brothers and Sisters from around our glorious nation and, once again, show our support of H.R. 676 by unanimously endorsing the legislation and,

THEREFORE, BE IT RESOLVED THAT, the IATSE communicate by letter to all the members of the United States House of Representatives of our endorsement and

THEREFORE, the IATSE communicate by letter to the AFL-CIO of our endorsement and,

THEREFORE, BE IT RESOLVED THAT, International President Matthew D. Loeb strongly urge all IATSE Locals to actively engage their elected United States Congressperson through a letter writing and phone-in campaign to support H.R. 676 Healthcare For All.

Convention Action: The sense of this Resolution is the same as Resolutions No. 7 and 12 above and this Resolution was adopted by the Convention with the additional requirements as follows:

- That the International communicate by letter to each member of the United States House of Representatives its endorsement of H.R. 676; *(the International is in the process of complying with this action)*
- That the IATSE communicate to the AFL-CIO its endorsement of H.R. 676; *(the International has communicated its endorsement of H.R. 676 to the AFL-CIO)* and
- **That the International President urge all Locals to actively engage their respective Congresspersons through letter writing and telephone to support H.R. 676.**

Every local union in the United States is hereby strongly encouraged to contact its respective Congressional Representatives through letter writing and by telephone to urge their support of H.R. 676.

RESOLUTION NO. 15

WHEREAS, WORKING AMERICA is the fastest-growing organization for working people in the country, at 3 million strong and growing, and

WHEREAS, WORKING AMERICA is America's Union for the working people who do not belong to an AFL-CIO affiliated Union, and

WHEREAS, WORKING AMERICA'S founding principles include issues important to IATSE families, such as:

- **HEALTH CARE FOR ALL:** Families need to have access to

affordable, quality health care, regales of income level, pre-existing conditions or employment status

- **GOOD JOBS NOW:** "You can't put money into the economy if you don't have a job!"
- **RETIREMENT SECURITY:** There are three key ingredients to security in retirement; personal savings, pensions through your job and Social Security. Workers need to have a chance at all three!
- **EVERY CHILD DESERVES A QUALITY EDUCATION:** America's kids should be able to get a quality education! It's not just the right thing to do for our children - it's absolutely essential to a strong economy in years to come!
- **CORPORATE ACCOUNTABILITY:** For decades, corporate power has been increasing, in the economy and in our political system - and the power of ordinary working people has eroded, and

WHEREAS, one of the ways WORKING AMERICA can continue to grow, is by thoughtful, and when possible, ongoing contributions by Local Affiliates, District Offices, Regional Bodies and other "Union" entities,

THEREFORE BE IT RESOLVED that the Locals and Districts of the Alliance are urged to support WORKING AMERICA with human resources and financially with a meaningful contribution on a continuing basis.

Convention Action: As required by this Resolution, the International encourages Locals and Districts to support Working America with human and financial resources on a continuing basis.

AMENDMENTS TO THE INTERNATIONAL CONSTITUTION AND BYLAWS

The following represents the amendments to the International Constitution and Bylaws that were adopted by the Delegates to the 67th Quadrennial Convention held in Boston, Massachusetts, July 22-26, 2013.

These amendments will be reflected in the 67th Edition of the International Constitution and Bylaws which will be printed and copies will be forwarded to each local union.

ARTICLE FOUR, SECTION 9. DELEGATE'S COMPENSATION

An increase in Delegate compensation from forty-five (\$45.00) per day to one-hundred, fifty dollars (\$150.00) per day for a maximum of ten (10) days was approved.

ARTICLE SEVEN, SECTION 1. SALARY AND ALLOWANCES (OF INTERNATIONAL PRESIDENT)

The annual salary of the International President is increased to \$400,000. This increase includes the two-hundred dollar (\$200.00) weekly expense allowance provided

to Officers and Appointive Officers who work in the General and West Coast Offices (see below).

ARTICLE SEVEN, SECTION 1. SALARY AND ALLOWANCES (OF INTERNATIONAL PRESIDENT);

ARTICLE EIGHT, SECTION 2. SALARY AND ALLOWANCES (OF INTERNATIONAL VICE PRESIDENTS);

ARTICLE NINE, SECTION 10. SALARY AND ALLOWANCES (OF GENERAL SECRETARY-TREASURER); AND

ARTICLE TEN, SECTION 2. SALARY AND ALLOWANCES (OF INTERNATIONAL TRUSTEES)

The salary and per diem expenses of International Officers and staff shall be increased by three percent (3%) effective January 1, 2014, and each year thereafter.

ARTICLE SEVEN, SECTION 1. SALARY AND ALLOWANCES (OF INTERNATIONAL PRESIDENT);

ARTICLE NINE, SECTION 10. SALARY AND ALLOWANCES (OF GENERAL SECRETARY-TREASURER); AND

ARTICLE TWELVE, SECTION 2.C INTERNATIONAL REPRESENTATIVES

The two-hundred dollar (\$200.00) expense allowance that is provided to Officers and Appointive Officers who work in the General and West Coast Offices is combined with salary and the reference to the expense allowance will be removed from the Constitution.

ARTICLE THIRTEEN

- the title of this Article is changed from "District Conventions" to "Districts".

ARTICLE THIRTEEN, SECTION 3. DISTRICT CONVENTIONS

The first paragraph of this Section is modified as follows:

"Regular District Conventions shall be held as frequently as provided in the rules or other laws of such District but not less often than once every year."

ARTICLE FOURTEEN, SECTION 1. PER CAPITA TAX;

ARTICLE NINETEEN, SECTION 12. FINANCIAL OBLIGATIONS; AND

RULES AND REGULATIONS OF THE SPECIAL DEPARTMENT AND ALLIED CRAFTS, SECTION 7

These Sections are amended to provide that per capita tax payments of Class "A" local unions to the International be increased by two dollars (\$2.00) effective January 1, 2014; one dollar (\$1.00) effective January 1, 2015; two dollars (\$2.00) effective January 1, 2016; and one dollar (\$1.00) effective January 1, 2017. The per capita tax payments of Class "B" (Special Department) local unions to the International would be increased by one half of the above increases in each year as follows: one dollar (\$1.00) effective January 1, 2014; fifty cents (\$.50) effective January 1, 2015; one dollar (\$1.00) effective January 1, 2016; and fifty cents (\$.50) effective January 1, 2017. It was noted

by the Audit and Finance Committee, which took up this proposed constitutional amendment, that the last increase to the per capita for Special Department local unions was in 2003.

ARTICLE FOURTEEN, SECTION 3. USE OF FUNDS – PARAGRAPH (b)

The Delegates approved an increase in the allocation from quarterly per capita tax payments to the International, to the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation, from ten cents (\$.10) per member per quarter to twenty-five cents (\$.25) per member per quarter.

ARTICLE SEVENTEEN, SECTION 2. TIME ALLOWED FOR FILING. AND

ARTICLE SEVENTEEN, SECTION 8. APPELLATE PROCESS

The following sentence is added to both of these Sections:

"Local Constitutions must require not more than fifteen (15) days to file appeals concerning nominations or elections, but may require less."

ARTICLE NINETEEN, SECTION 4. OFFICERS

The following new paragraph will be added to this Section, and, the current language in **ARTICLE TWENTY-SIX, SECTION 4. GOOD STANDING** will be replaced as follows:

"The term 'In Good Standing' as used in this Constitution and Bylaws shall be construed to mean that the member has fulfilled the requirements for membership in his/her local union and/or the International, and has not voluntarily withdrawn from membership, nor been expelled or suspended from membership either for being in arrears in his/her financial obligations or for any offense after appropriate trial proceedings consistent with **ARTICLE SIXTEEN** of this Constitution and Bylaws."

ARTICLE NINETEEN, SECTION 8. REPORT OF TRAVELING ATTRACTIONS

The language of this Section is modified, as follows:

"Immediately upon the opening of any traveling attraction within the jurisdiction of an affiliated local union, said local union shall forward to the General Office **via email, facsimile or regular mail**, the report (yellow card) provided by the Alliance for this purpose, and signed by both the Local representative and traveling department heads."

**ARTICLE NINETEEN, SECTION 11.
REPORTS CONCERNING LITIGATION
TO THE INTERNATIONAL PRESIDENT**

The first paragraph of this Section is modified as follows:

“Whenever any action or proceeding in a court, **the Department of Labor, the National Labor Relations Board, Provincial Labour Board, or other** tribunal is brought by or against a local union or its members, the local union within whose jurisdiction such action or proceeding is brought, shall immediately notify the International President, stating the nature of the matter and the progress of the case.”

**ARTICLE NINETEEN, SECTION 19.
TRAVELING ATTRACTIONS (which relates to the
changes to Article Nineteen, Section 8 above)**

This Section is modified as follows:

“Members engaged as heads of departments on tour with a traveling attraction shall, immediately upon entering the second road stand after the production opens, receive from the Local representative the official report card whereon they shall designate the number of Local **workers whom** the local union shall furnish to the traveling attraction, to be delivered into the keeping of the Local representative at the next stand. By this means, the carpenter shall always carry from one stand to the next **the said** report card. The report card shall be forwarded by the carpenter of the traveling attraction **via email, facsimile or regular mail** to the next stand possible of delivery of the said card prior to the arrival of the attraction, the postage therefor, **if any**, being furnished by the local union.

It shall be the duty of every Local representative to examine the traveling cards and contracts of all members employed by traveling attractions playing within the jurisdiction of his/**her** local union.

Affiliated local unions shall furnish to traveling attractions the number of **workers** called for on the report cards.”

**ARTICLE NINETEEN, SECTION 28.
NAMES AND ADDRESSES OF MEMBERS**

This Section is changed to read as follows:

“Each local union shall furnish to the General Office an accurate list of the names, residence addresses, telephone numbers, **and email addresses** of all its mem-

bers, junior members and registered apprentices, and shall **provide such information at the commencement of each quarter.**”

**ARTICLE TWENTY-ONE, SECTION 2.
APPLICATIONS FOR MEMBERSHIP**

The words “in duplicate” are deleted from the first line of this Section.

**ARTICLE TWENTY-FOUR, SECTION 6.
POLITICAL ACTION COMMITTEE**

The existing language of this Section is deleted and replaced with the following:

“**The Alliance shall maintain a Political Action Committee (PAC) in compliance with all relevant laws for the purpose of raising funds for contributions as may be approved by a majority of the Committee and to address issues necessary for the welfare of IATSE members.**”

**BYLAWS/ARTICLE TEN, SECTION 2.
APPLICATION FOR MEMBERSHIP**

This Section is deleted.

**BYLAWS/ARTICLE ELEVEN, SECTION 1.
BULLETINS**

This Section is modified to read as follows:

“Official Bulletins shall be compiled and published quarterly by the General Secretary-Treasurer. A copy shall be mailed, at the periodical rate, by the General Office to each member of this Alliance to their last known address. At the option of each member, the General Office may instead send the Official Bulletin in electronic format to an email address provided by the member. One copy shall also be sent to the Secretary of each local union and at their option, such copy shall either be mailed or delivered in electronic format.

The Bulletins shall contain the addresses of the local unions, the names and addresses of Local Secretaries and Business Agents as well as their contact information.

The Bulletins shall also contain the contact information for each District Secretary, and such other information, communications, reading and advertising matter as shall be determined by the General Secretary-Treasurer, with the consent of the International President.”

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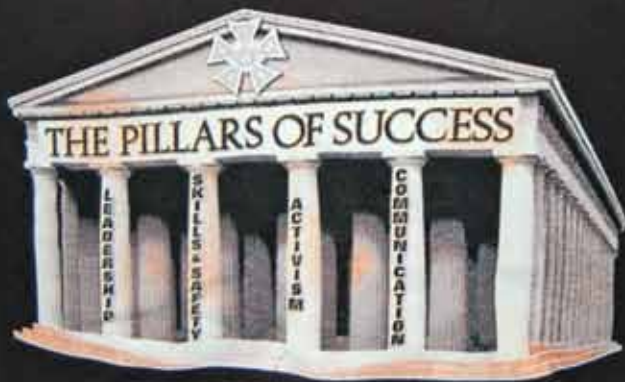
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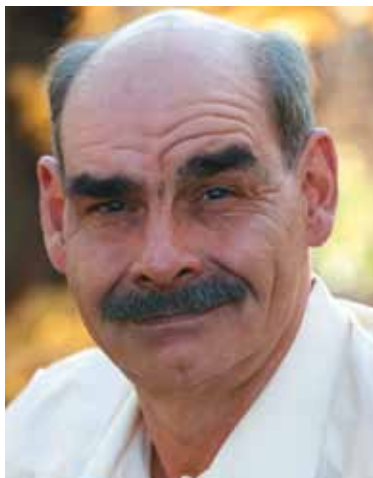
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Remembering Jean-Pierre Nutini

Jean-Pierre Nutini, a member of Locals 3 and 489 of Pittsburgh, PA, passed away at his residence due to an illness on July 10, 2013. He was 57.

Jean-Pierre had multiple degrees: his B.A. in Theatre in 1985, at Northern Illinois University and an M. F. A. in Theatre in 1987 at the University of Pittsburgh. He studied Technical Theatrical Lighting Design at Carnegie Mellon University as a cross disciplinary program while completing the MFA at Pitt. He was fluent in English, French, Spanish and Italian.

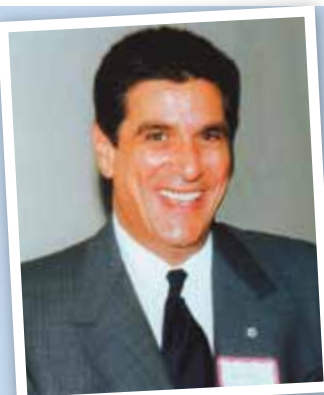


In addition to his Local 489 film career as a craftsperson, he was a charter member and staunch supporter behind the scenes of this union, with long tenures as both Secretary and Business Representative. He was ever encouraging to prospective new members and acted as mentor to many. He was also a member of Local 3 Stagehands for 23 years, working in every local Pittsburgh entertainment venue on thousands of concerts, performances, sporting events, political rallies and lectures.

He was a larger than life artist in both stature and spirit, possessed with a rich and colorful life history fascinating and compelling enough to have been made into any one of the more than 59 films and TV series that he helped create in Pittsburgh as a gaffer, rigging gaffer, best boy and electrician during the past 21 years, from *Lorenzo's Oil* to the more recent *Avengers*, *Jack Reacher*, and *Promised Land*. His film career was amalgamated with acting roles, as a longstanding member of SAG-AFTRA, with appearances in 15 films, commercial and voice over work. His multi-talented focus also enabled him to work (often simultaneously) as both theatrical lighting designer and actor on countless productions with both theatrical and dance companies.

His mother, a Mexican of French and Spanish heritage, a Doctor and professor of Latin American Literature, along with his father's professorial anthropological career that focused on Mexican culture, both provided the foundation and impetus for yet another passion that Brother Nutini shared with his wife: the collecting of Mexican Folk Art.

With his charismatic appearance and voice, Jean-Pierre was happiest when entertaining audiences, whether performing, discussing Mexico, sharing his fascinating history or regaling friends with his piquant sense of humor. He was an accomplished chef and a connoisseur of Mexican street food. No one will ever be able to fill his size 17 shoes, and he will live on in the hearts of family and friends from all over the world.



LOCAL 110 REMEMBERS STEVE SPANO

Steve Spano passed away July 23, 2013 at the age of 77. He was born on November 7, 1935 in Chicago. He was a proud member of Local 110 for over 50 years. He served as an officer from 1982-1988, Secretary-Treasurer from 1988-1992 and Business Manager from 1992 until his retirement in 2003. Steve was a strong advocate and will be missed dearly. He will long be remembered for his strength, leadership and commitment to the members.

LOCAL 919 REMEMBERS BRAD “BEAR” INGALLS

Bradford J. “Bear” Ingalls passed away after a long illness on March 27, 2013, surrounded by his loving family. He was born in Burlington on October 13, 1951, and grew up in Springfield. Bear had a long and storied career as a technician in the entertainment industry.

Brad (a bear of a man), began in the 1970’s as the lighting designer for the Davis Brothers Garage Band. Legend has it that on a slow night, he was encouraged to motivate the crowd by getting out on the dance floor with a pretty girl. The band then yelled, “Look! It’s the dancing Bear!” And the name stuck! Bear perfected his craft in theatres, concert halls, stadiums, film sets, and TV studios throughout New England, including over 30 years on the stage of the Flynn Theatre. In 1983, Bear became a charter member of the IATSE Stage Local 919 in Burlington. A proud union man, he held the office of President at his death. Bear also proudly served as a member of Local 96 in Worcester, Massachusetts.

For the last 12-plus years, Bear worked at VT Community Access Media (VCAM), most recently as their Access Coordinator. He loved his time at VCAM, believing strongly in the people’s right to free access to the airways and

the ability of that medium to bring the people of the community together in a positive way.

Bear was a very involved family man. He was a tireless volunteer to the PTO for the Flynn School in Burlington, and worked on countless other school and community events. Scores of local arts groups benefited from Bear’s generosity and devotion to his craft. His presence and talents will be greatly missed. Bear was a kind, warm, and gentle man, with an unparalleled sense of humor that he carried with him to the end. Bear loved mentoring young people and was committed to sharing his knowledge and experience of stagecraft by generously giving of his time.

His enthusiastic sponsorship and encouragement of so many young professionals will never be forgotten. Contributions may be made in Bear’s memory to the Brad Ingalls Educational Fund, c/o IATSE Local 919, P.O. Box 951, Burlington, VT 05402. Funds will be used for scholarships and training in technical theatre. More information available at www.iatse919.org.



President of Local 21 Mike Stas, Brother Mahoney and International President Loeb.

REMEMBERING THOMAS FRANCIS MAHONEY

It is with sad regret to report that Brother Tom Mahoney passed away on Monday, June 4, 2013. He

was 91 years old. Tom was a lifetime member of Newark, New Jersey Local 21 for over 50 years. He was initiated into Local 21 on November 13, 1947

Tom worked at many theatres in New Jersey and finally settled in as Head Carpenter for the Paper Mill Playhouse in the 60’s. After leaving the Paper Mill, he worked at Kean College until his retirement.

Tom was one of the last remaining survivors of Pearl Harbor, one of only 10 in New Jersey. He was stationed on the destroyer USS O’Bannon. Before serving on the O’Bannon, he served and was onboard the USS Curtiss which was docked in Pearl Harbor when the Japanese at-

tacked before 8:00 a.m. on December 7, 1941. An enemy dive bomber crashed into a massive crane, followed by a more than 500 pound bomb that blew holes in two of the ship’s decks. Fires burned aboard the Curtiss through the afternoon, and many sailors died. Tom survived and served a total of 6 years in the Navy. He kept a day to day diary of stories for the entire 6 years. They were about to be published before he passed away.

Local 21 honored Tom in 2010 at its annual party. International President Loeb attended the ceremony and presented Tom with his Gold Lifetime Membership Card.

This past Memorial Day, Union Township honored Tom by naming a new park after him dedicated to veterans. The park is now open and members should make an effort to visit.

Tom was a proud American and was truly honored to serve in WWII for his country. He will truly be missed by Local 21, but his stories will go on forever!



Paula Lynne Kaatz

JANUARY 19, 1946 - MAY 3, 2013

Sister Paula Kaatz, Emmy winning Costumer and Union Organizer for Local 705, passed away peacefully on May 3, 2013, following a brief illness.

Born in Chicago, Illinois, Paula graduated Beverly Hills High School in 1964 before receiving a Bachelor of Arts degree from the University of California at Santa Barbara.

Paula began her career in the Costuming Apprentice Program at "Twentieth Century Fox Studios, graduating in 1969. Some of the productions she worked on were "Man About Town," "The Green Mile" and "Aloha Summer." Her television credits include "Lady Blue," "Adventures of Brisco County," "The Dukes of Hazzard" and "Bodies of Evidence." Paula had seven Emmy nominations during her career. She won Emmy's for: The made for television movie Pancho Barnes, China Beach (pilot), China Beach (the series) and The Letter.



A tireless union worker and labor organizer, Paula was the Women's Finished representative on the Executive Board at Local 705. In 2006, she began as Field Representative/Organizer for the Local. Paula was also the creative force behind "The Costumer," the Local's publication, for many years. She was an impressive presence and enjoyed sharing her talents in the planning of the 75th Anniversary Gala for Local 705, last October 2012.

Paula was also a member of the Costume Designers Guild Local 892, a member and past Governor of the Academy of Television Arts and Sciences, and a delegate to the Los Angeles County Federation of Labor.

A memorial for Paula Kaatz, hosted by her brother Ben Kaatz, will be held on Saturday, October 26, at The Lot in West Hollywood.

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. 11
Local No. 200
James G. Varga**

IN MEMORY OF

**Fund Contribution
Ernest Bartleson
Fund Contribution**

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Edwin Ackerman April 12, 2013	1	Richard R. Johnson April 12, 2013	33	Martin Bernstein March 21, 2013	52	Todd S. Ricketts June 26, 2013	134
John E. Brustofski April 11, 2013	1	Dennis Maddocks May 13, 2013	33	Frederick Carner February 9, 2013	52	Tony Polanka, Sr. April 13, 2013	151
Bruce Harvie May 29, 2013	1	Robert S. Applewhite, III May 18, 2013	39	David G. Chedd April 23, 2013	52	Danny J. Lisenby, Sr. June 3, 2013	183
Jack R. Mann January 28, 2013	1	Robert A. Levy May 5, 2013	39	Edward C. Dawes December 1, 2011	52	Earnest Bartelson May 7, 2013	200
Brian R. Mahon April 23, 2013	1	Thomas Brown May 29, 2013	42	John J. Finnerty April 19, 2013	52	Robert Z. Nowicki April 28, 1999	200
William McDonough April 18, 2013	1	Ken James Adachi May 10, 2013	44	Robert Gaulin March 28, 2013	52	Gerald A. Gerlinsky May 14, 2013	212
Fred Ostrow May 14, 2013	1	Rubin A. Andreatta March 9, 2013	44	Howard C. Greene December 28, 2012	52	Kenneth E. McClennon June 13, 2013	212
Philip Ramone March 30, 2013	1	Odus W. Bradford February 27, 2013	44	James H. Pollard November 10, 2012	52	Jeffrey Langston April 16, 2013	215
Herbert R. Schmidt April 19, 2013	1	Charles J. Cole June 19, 2013	44	James W. Raitt December 1, 2012	52	Joseph Trapasso, Jr. June 10, 2013	306
Roland Vazquez April 6, 2013	1	Brian De Esch June 9, 2013	44	Alan H. Stetson, Sr. December 11, 2012	52	Mark Ashford-Smith June 7, 2013	321
Donna Bascovsky July 16, 2013	3	Francisco Galicia May 19, 2013	44	Denis A. Zack November 16, 2012	52	O. Chuck Horton April 20, 2013	321
Bernard H. Chajkowski June 20, 2013	3	Willie L. Gamble April 17, 2013	44	Matthew R. Long June 6, 2013	62	James R. Ferry, Jr. April 12, 2013	336
Jean Pierre Nutini July 10, 2013	3	Benjamin Greenberg April 21, 2013	44	Joe Marks April 15, 2013	63	John L. Madero October 1, 2012	340
Earl B. Anncston June 30, 2013	16	Kenneth M. Haas March 18, 2013	44	Dolores Bonessi May 31, 2013	74	Richard J. Tupper June 9, 2013	423
Kevin Rogers June 11, 2013	16	Warren R. Jones April 6, 2013	44	Judith Della Mura June 1, 2013	74	Wilbur H. Hopp April 5, 2013	476
George E. Fyksen May 21, 2013	18	Richard A. Mazzochi April 21, 2013	44	David M. Canestro June 26, 2013	80	James E. Cheshire April 17, 2013	479
Terence J. Little March 24, 2009	21	James J. Mees March 29, 2013	44	Vincent Calvaruzo April 30, 2013	80	John Van Loan June 18, 2013	479
Thomas F. Mahoney June 4, 2013	21	Charles T. Moberly February 20, 2013	44	Howard B. Frazier April 3, 2013	80	Gary Boilard April 1, 2013	523
Leonard Puckett June 11, 2013	23	Larry L. Porter June 12, 2013	44	Michael Horan June 23, 2013	80	John R. Bramley May 21, 2013	600
John A. Spaganlo June 7, 2013	27	Marcel Verconture April 13, 2013	44	Lamar Dekorver April 11, 2013	99	Geoffrey Erb June 20, 2013	600
Robert P. Barberis April 25, 2013	33	Charles D. Williams March 9, 2013	44	Anthony D'Alleva March 31, 2013	100	Frank Koza May 9, 2013	600
Robert E. Burton April 14, 2013	33	Woodrow W. Willis April 19, 2013	44	Todd S. Ricketts June 26, 2013	107	Lawrence K. Racies April 12, 2013	600
Nicholas J. Decristo April 2, 2013	33	Fred S. Winston March 22, 2013	44	Steve Spano July 23, 2013	110	William L. Freeman June 3, 2013	618
Vincent J. Garguilo May 31, 2013	33	Mario J. Menconi April 20, 2013	50	Floyd Lee Gentry April 8, 2013	126	Abraham A. Hall April 12, 2013	665
Rudi A. Horvathich April 10, 2013	33	John Hugh Gorey May 21, 2013	51	John C. Bondi April 18, 2013	134	Erwin L. Dumbrille January 29, 2013	700

IN MEMORIAM



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Jean P. Gagnon March 12, 2013	700	Robert G. Vargo April 1, 2013	728	Linda Montgomerie April 21, 2013	873	Milton D. Jones May 20, 2013	927
James A. Gross May 23, 2013	700	Edward O'Connell May 23, 2013	729	Stuart Collison April 13, 2013	891	Lisa Aronson April 23, 2013	USA829
Maurice J. Morrissey March 24, 2013	700	Beth M. Stenmark June 1, 2013	729	Amanda M. Kuryk April 18, 2013	891	Hayden Griffin June 24, 2013	USA829
Paula Kaatz May 3, 2013	705	Thomas J. McLaughlin April 28, 2013	752	Mike Leemhuis April 9, 2013	891	Kurt Sharp May 29, 2013	USA829
Jill Tomomatsu April 26, 2013	705	Barbara H. Amyoni November 1, 2012	757	Deborah Nelles April 11, 2013	891	Spofford J. Beadle May 24, 2013	ATPAM
Nancy C. Baca May 2, 2013	706	Chad Jason November 4, 2012	764	Paula L. Kaatz May 3, 2013	892	Hugh F. Walsh, Jr. June 30, 2013	ATPAM
Isabella Wiley May 5, 2013	706	Michael C. O'Brien April 19, 2013	768	Dennis K. Olive June 1, 2013	900	Eugene V. Wolsk May 2, 2013	ATPAM
Murray C. Barnum May 23, 2013	720	Peter A. Diamond May 5, 2013	864	Michael F. Reynolds June 30, 2013	900	Rita Scheve April 16, 2013	B2
Shanna Fernandez April 28, 2013	720	Julie Jones March 24, 2013	871	Yvonne Salyer June 5, 2013	905	John F. Wakefield April 1, 2013	B66
Anthony J. Gennarelli April 5, 2013	720	Riccardo Delmistro June 30, 2013	873	Gary C. Field May 19, 2013	918		
John D. Todd May 6, 2013	728	Stephen W. Hunter June 14, 2013	873	James Cheshire April 18, 2013	927		

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

ICG International Cinematographers Guild

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild (inclusive of Editors and Story Analysts)

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

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

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

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPS&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

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

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

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists

ALABAMA

S 078 BIRMINGHAM-Dennis Parker; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Allen Langston.

S 142 MOBILE-Philip Tapia, P.O. Box 2492, Mobile, 36652. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: John Brown.

M 900 HUNTSVILLE-David Hendricks, atse@bellsouth.net; P.O. Box 12, Huntsville, 35804. (256-551-2243) (Fax: 256-551-2329) Bus. Agt.: Gary Boggs.

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S 918 ANCHORAGE-Ann Reddig, stagehanddispatch@live.com; P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

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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.

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M 204 LITTLE ROCK-Nikki M. Kelly, 11324 Arcade Drive, Suite 17, Little Rock, 72212 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

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S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Steve Lutge, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Steve Lutge.

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Steve Coffey, scoffey@iatse33.com; (Legit) Mark Madrigal, mmadrigal@iatse33.com.

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-6550) 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.

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S 122 SAN DIEGO-Donnie Clifton, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.

M 134 SAN JOSE/SANTA CLARA-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

S 158 FRESNO/MODESTO/STOCKTON-Scott Ellis, P.O. Box 5274, Fresno, 93755. (559-432-3277) Bus. Agt.: Pebbles Rapp.

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

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

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, livengood1969@sbcglobal.net; 6668 Ballinger Avenue, San Diego, 92119. (619-302-2556) Bus. Agt.: Dale Hyder.

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M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Jubal Molitor, businessagent@iatse442.org.

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.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Florida, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Western Region Director, David Behm, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Rusty Burrell (Chicago/Orlando: 312-243-3841 / 305-538-9226).

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/ SEASIDE-Steve Retsky, 611secretary@iatse611.org; P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Agt.: Patrick Fitzsimmons, businessrep@iatse611.org.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J. Maxon, windyjma@yahoo.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 484-887-3780) Bus. Agt.: Mike Berg, countbergula@gmail.com.



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

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M 707 PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS-Shay Funk, P.O. Box 2240, Palm Desert, 92261 (760-340-6323) (Fax: 760-340-6323) Bus. Agt.: Shay Funk, businessagent@iatse707.com.

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USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) - 6363 Wilshire Blvd., #400, Los Angeles, 90048. (323-965-0957) Bus. Agt.: Monique L'Heureux.

AG&AOE&GA 839 HOLLYWOOD-Jeffrey N. Massie, jef-fm@animationguild.org; 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Rep.: Steven Hulett, shulett@animationguild.org.

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TWU 874 SACRAMENTO AND VICINITY-Mary Kay Morris, i.a.wardrobewench@sbcglobal.net; P.O. Box 188787, Sacramento, 95811 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, seaemmons@yahoo.com

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S 058 TORONTO, ON-Christopher Wilson, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

M 063 WINNIPEG, MB-Stuart Aikman, 2nd Floor - 175 McDermott Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: John Gallagher.

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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.

S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848) Bus. Agt.: Rebekah Johnson.

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.: Peter Gerrie, iaba210@iatse210.com.

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O 262 MONTREAL, QC-Isabelle Wouters, yzowout10@hotmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-272-5763) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

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M 300 SASKATOON, SK-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-343-8900) Bus. Agt.: Greg Roberts.

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M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Robert A. Vernon, 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.

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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. (705-788-2447) (Fax: 705-788-2448) Bus. Agt.: Jamie Adamson, iatse634@bell.net.

ICG 667 EASTERN CANADA-David Orton, 229 Wallace Avenue, Toronto, ON, M6H 1V5. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: David Rumley.

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ICG 671 NEWFOUNDLAND/LABRADOR-Int'l Representative-in-Charge Peter DaPrato, 229 Wallace Avenue, Toronto, ON M6H 1V5, (416-368-0072).

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

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M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

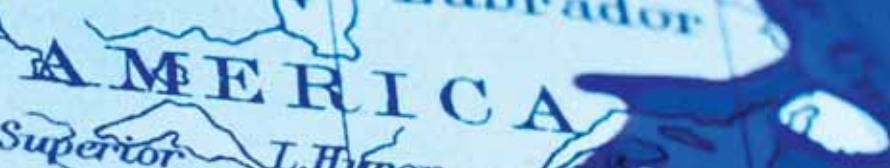
MPSPT 849 MARITIME PROVINCES-Marcel Boulet, 15 McQuade Lake Crescent, 2nd fl., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vermeir.

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TWU 924 STRATFORD, ON-Inez Khan, izkhan73@gmail.com; P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-508-0955) Bus. Agt.: Mary-Lou Mason, ba924@hotmail.com.

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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-Scott Waldham, 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).

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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 - Scott Meikle, scott.meikle@iatse74.org; P.O. Box 9075, New Haven, 06532. (203-376-2544) (Fax: 203-516-2398) Bus. Agt.: John Shea, jshea@iatse74.org.

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

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

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 7248, Wilmington, 19803. (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-Ellen Popiel, 101 N Haven St., Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-223-3205) Bus. Agt.: David O'Ferrall.

TWU 772 WASHINGTON-Martha Timlin, Secretary@iatse772.org; 3940 Second Street, S.W., Washington, DC 20032. (703-402-8623) Bus. Agt.: Linda Boyland, BusinessAgent@iatse772.org.

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-Michael Gilotte, secretarylocal868@gmail.com; P.O. Box 58129, Washington, 20037. (646-319-8017) Bus. Agt.: Anita Wilkinson, Local868businessagent@gmail.com.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Diana Nelson, forgana69@hotmail.com; P.O. Box 1084, Pensacola, 32591 (850-390-6819) (Fax: 850-455-0135). Bus. Agt.: Dale Hawthorne.

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, jphillips@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

M 412 BRADENTON/SARASOTA-Rick Cannon, 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, P.O. Box 420404, Kissimmee, 34742-0404 (305-594-8585) (Fax: 954-440-3362) Bus. Agt.: William F. Moyse.

M 500 SOUTH FLORIDA-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Terrence McKenzie.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

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

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

MPVT/LT/AC&GE 780 (See also Illinois)-t-Debbie Bedard, 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, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

GEORGIA

M 320 SAVANNAH-Michael Little, mikelittle10@yahoo.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Wayne Roelle, iatse320@earthlink.net.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Terry Moody, tmoody@iatse479.org; 140 Charles W. Grant Pkwy., Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, makins@iatse479.org.

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

S 629 AUGUSTA-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk.

M 824 ATHENS-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

EE 834 ATLANTA-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30540. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Gail Harvard, gaharvard@aol.com; 2970 Leah Lane, Douglasville, 30135. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

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

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, BusRep@iatse665.org.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u2@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-9053) (Fax: 208-623-6496).

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

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

ILLINOIS

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

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

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@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l_jolir@hotmial.com.



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

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

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

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

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

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

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).

TBSE 762 CHICAGO-Tom Hoover, thomashoover@comcast.net; P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

TWU 769 CHICAGO-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-608-6884) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twu769@sbcglobal.net.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Debbie Bedard, debbie@iatse780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngtr.: 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/CON-NORSVILLE/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, davevtrgtt@yahoo.com.

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDS-

VILLE-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, iatselocal146@comcast.net (260-402-3257).

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/GOS-HEN/PLYMOUTH/CULVER, IN/NILES, MI-Catherine Smith, watchmake@aol.com; P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

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

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

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Joe Carter Lee, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, raba67@mchsi.com, (515-707-8567).

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

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/ DUBUQUE-Scott Wiley, sectreas690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, nehomesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202) Bus. Agt.: Scott Schmer, scott.schmer.prgru@statefarm.com.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPO-RIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, st190@iatse.kscocmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscocmail.com.

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67202. (785-342-6786). Bus. Agt.: Bill Tuzicka, wtuzicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Mark Ferree, electrix17@aol.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

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

TWU 897 LOUISVILLE-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, 47130. (502-491-1071) (Fax: 812-282-4057) Bus. Agt.: Rita Gagliardi, rgaglia123@aol.com.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, miloeiko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/ FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Bobby Griffie, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, d.saterfield@yahoo.com; 1427 Cedar Street, West Monroe, 71291. (318-355-0522). 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/BAN-GOR-Stephen Price, sprice@maine.rr.com, P.O. Box 993, Portland, 04104 (207-657-7100) Bus. Agt.: Dave Herrman, hardtail@maine.rr.com.

TBSE 926 AUBURN-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, bruce1ATSE@aol.com.

S 022 WASHINGTON DC SUBURBS, MD/WASHING-TON, DC/NORTHERN VIRGINIA-John Page, 1810 Hamlin



Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

MPP,0&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N Haven St., Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-223-3205). Bus. Agt.: David O'Ferrall.

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, local591atse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

TBSE 833 BALTIMORE-James Coxson, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Brenda Strauss, raybrenda@verizon.net, 4870 Melody Drive, Manchester, 21102 (443-507-5851). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-795-1590).

MASSACHUSETTS

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

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, vla-rese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net

M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

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

M 195 LOWELL, MA/NEW HAMPSHIRE-Dwain Hammett, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 888-207-3092) Bus. Agt.: Carol F. Colantuoni.

MICHIGAN

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

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

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

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequindre 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.

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M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Scott R. McGee, P.O. Box 9095, Rochester, 55903-9095. (651-235-7737) Bus. Agt.: Paul Sund, ba416iatse@embarqmail.com, (507-753-3262).

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

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

M 674 BILOXI/GULFPORT-Darrel Volesky, 6030 S. Vista Drive, Gulfport, 39507. (228-313-6865) Bus. Agt.: Bobby Saucier.

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

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfizner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

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

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M 240 BILLINGS-Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-962-3655). Bus. Agt.: Dave Bakker (406-855-1664).

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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.

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S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA- Jonathan Tortorice, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

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

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S 059 JERSEY CITY- Warren Gonzales, P.O. Box 3122, Se-caucus, 07096. (973-769-6187) (Fax: 201-863-8551) Bus Agt.: Richard Hancox

M 077 ATLANTIC CITY/VINELAND- Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-335-7532) (Fax: 609-350-6335) Bus. Agt.: Wilfredo Custodio.

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

M 632 NORTHEAST NEW JERSEY- Judy Feltus, jfeltus.iatse632@verizon.net; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

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

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

SM 480 STATE OF NEW MEXICO- J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

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NEW YORK

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M 121 NIAGARA FALLS/BUFFALO- John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

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M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA- Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON- Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

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

M 311 MIDDLETOWN/NEWBURGH/KINGSTON- Franklin DenDanto, fdendanto@hvc.rr.com; P.O. Box 192, Washingtonville, 10992. (845-283-7387) Bus. Agt.: John Bradshaw, jabradshaw@hvc.rr.com

O 324 ALBANY- Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

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M 499 POUGHKEEPSIE- Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, turbomoon1@gmail.com.

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M 592 SARATOGA SPRINGS- James Farman, jfarman592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Rick Daus, iatse592@hotmail.com.

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OHIO

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TWU 864 CINCINNATI-Jeanne Mueller, jmuellertwu864@hotmail.com; P.O. Box 14742, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, raffertyhouse@yahoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Glosser, cc886@att.net.

OKLAHOMA

S 112 OKLAHOMA CITY-Tina Saxton, iatse112tina@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Stephen Rysted, iatselocal112@att.net.

S 354 TULSA/PONCA CITY-Paul Clear, secretarylocal354@att.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown, 354brown@aol.com.

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

TWU 904 TULSA-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

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

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

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-554-1771) (Fax: 541-344-6306) Bus. Agt.: Rocky Haffner.

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

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PENNSYLVANIA

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

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Jonathan Tortorice, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

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

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

S 098 HARRISBURG/HERSHEY/CARLISLE-F. Joseph Spackman, jspack01@verizon.net; P.O. Box 266, Hershey,



17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

S 113 ERIE-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-323-2744) 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-David Garone, iatse200sec@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-360-4705) (Fax: 610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANOV CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, rlvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 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.: Dan Wiley, Jr., iatse283@gmail.com.

M 329 SCRANTON/PITTSBURGH-Patricia Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin, martinlite@aol.com, (570-650-3607).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Charles Eccles, ba@iatse489.org.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com/.

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

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16804. (814-883-0769) Bus. Agt.: Jessica Kush, businessagent636@yahoo.com.

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TWU 787 PITTSBURGH-John McCormick, wardrobocal787@yahoo.com; P.O. Box 22173, Pittsburgh, 15222. (412-944-5060) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

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TBSE 804 PHILADELPHIA-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (856-784-9843). Bus. Agt.: Debbie Harris.

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

T&T 862 PITTSBURGH-Ryan Clark, 528 Knoll Street, Pittsburgh, 15212. (412-606-3298) (Fax: 412-231-0951) Bus. Agt.: Luke Doyle.

TBSE 902 JOHNSTOWN/ALTOONA-Jody Vavrek, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Bob Fleegle.

PUERTO RICO/VIRGIN ISLANDS

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

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M 023 STATE OF RHODE ISLAND-Louis DeSousa, st@iatse23.org; P.O. Box 23044, Providence, 02903. (401-419-9500) (Fax: 401-295-3009) Bus. Agt.: Mike Araujo, ba@iatse23.org; 11 Gibbon Court, Providence, RI 02909.

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

TW, MA&HS 830 STATE OF RHODE ISLAND-Jacqueline Keegan, jckkgn@yahoo.com; 10 South Bend Street, Pawtucket, 02860. (401-489-0886) (Fax: 401-728-8251) Bus. Agt.: Frances Howe, fhowe830@yahoo.com; 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

SOUTH CAROLINA

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

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

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

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON-Walter Luedtke, P.O. Box 2040, Sioux Falls, 57101. (605-951-2531) Bus. Agt.: Andrew Burman.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Harlan Scherich.

TENNESSEE

S 046 NASHVILLE-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Buford Manley.

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

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

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Charles J. Flenniken, stage197@yahoo.com; P.O. Box 946, Knoxville, 37901. (865-256-6001) Bus. Agt.: Ronald Carrell.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: 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) Bus. Agt.: Judy Resha (615-590-7544).

TEXAS

S 051 HOUSTON/GALVESTON-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Jim Capfer.

S 076 SAN ANTONIO-Daniel Vivier, spurson44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-5115) Bus. Agt.: Raymond G. Sewell, raymondgsewell-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.: Tyler Alberts.

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

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

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

M 205 AUSTIN-Bon V. Davis, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Lupe Perez, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-599-1517) Bus. Agt.: Coleman Bennett.

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

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

SM 484 STATE OF TEXAS-Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

M 604 CORPUS CHRISTI/HARLINGEN/McALLEN/BROWNSVILLE-John Jones, 4901 Branscomb, Corpus Christi, 78411. (361-548-0472) Bus. Agt.: Simon Zambrano, zshouse@aol.com.

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

TWU 803 DALLAS/FORT WORTH-Vicki Ruth Cole-Perrin, wrp@aol.com, P.O. Box 570574, Dallas, 75357 (817-832-9090).



Bus. Agt.: (Forth Worth) Kathy Neel Gentry; (Dallas) Barbara Proska barbaraproska@yahoo.com, (817-734-5607).

M 865 ODESSA/MIDLAND/LUBBOCK-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (432-661-8917) (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.

UTAH

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

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

VERMONT

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Madalaine A. Baer, sec.local919@gmail.com; P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Ron Finch, ba.local919@gmail.com (802-355-4541).

VIRGINIA

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

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-Charles J. Hartsook, Jr., P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-746-1601) (Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMS-BURG-Dawn Nicely-Hicks, P.O. Box 7467, Hampton, 23666. (757-825-9685) (Fax: 757-825-9685) Bus. Agt.: Dorian Nicely.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N Haven St., Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-223-3205). Bus. Agt.: David O'Ferrall.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, local591iatse@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLING-

HAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Katy Fogg, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agt.: Paul Bigman, stagerep@ia15.org.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u2@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-9053) (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&E 793 PACIFIC NORTHWEST-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

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M 064 WHEELING, WV/STEBENVILLE, OH-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

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

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge, wrdelbridge@gmail.com, (703-868-3154).

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

WISCONSIN

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M 141 LaCROSSE-Kit Mayer, kmayer218@gmail.com; 625 Riders Club Road, Onalaska, 54650. (608-792-2710) Bus. Agt.: Trygve Zielke, trygvez@aol.com.

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.

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S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

BPTS Ball Park Ticket Sellers

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

TSA Ticket Sales Agents

CALIFORNIA

T B18 SAN FRANCISCO-Johnny Moreno, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

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

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

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T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

T B906 CHARLOTTETOWN, PE-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, C1A 1J1. (902-628-1864) (Fax: 902-566-4648).

COLORADO

T B7 DENVER-Lindsay Bergstrom, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216). Bus. Agt.: Katie Murphy.

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TSA B868 WASHINGTON-Vecica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Agt.: Antonio Bullock.

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

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

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T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

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T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

AEE 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.

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

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

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

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

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

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

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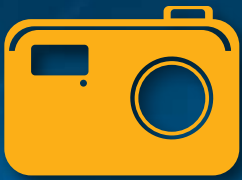
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Send Us Your Photos!

The new IATSE website features photos of our members at work...every kind of work. Work on stages, sets, locations, offices, trucks, box offices, theaters, arenas, stadiums, shops, and everywhere else the IATSE goes, as well as workers running shows, setting up, tearing down, loading in and out, planning, editing, taking breaks, constructing, shooting—you name it.

Send us pictures of your union meetings and your locals in the community—involved in political action, marching in parades, charity work, and community service.

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We are using Flickr to collect your photos! Find us on Flickr at <http://www.flickr.com/photos/iatse/>.

You can upload your photos to us through the Flickr group called "IATSE." (<http://www.flickr.com/groups/iatse/>). Flickr is free and allows you to connect with other IATSE and union members through media online.

DON'T HAVE A FLICKR ACCOUNT?

1. Go to www.flickr.com and click "Sign Up." Follow the instructions to create your account.
2. Go to the group called "IATSE" via our website, or at <http://www.flickr.com/groups/iatse/>
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5. To send us your photos, go to the photo's page and click the "Add to a Group" link in the actions menu. Then choose the "IATSE" group, and you're done!
6. If you have any questions, visit <http://www.flickr.com/help/faq/> for answers to frequently asked questions on Flickr.

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- Please send in the highest-resolution photo possible – if the photo is too low-quality, we cannot use it on the website. But if you have any doubts, just send your photo along.
- Make sure your photo is not edited and is the largest size possible – it's better for us to work with.
- If you have professional photographs, we are also looking for high-res images to feature on the website front page. Please submit these as raw images or high-res .jpgs, preferably with a width of 2500px (minimum of 1500px).

CREDITS AND ORGANIZING PHOTOS:

- Tag your photo with your craft and Local so we can identify which belongs to what!
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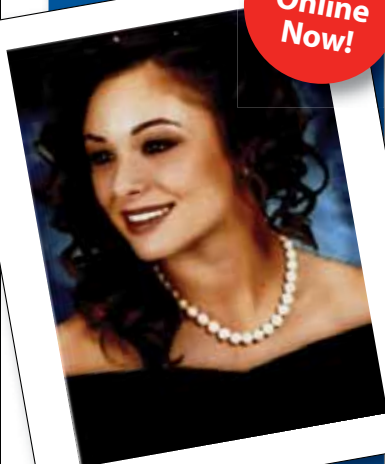
Union Plus Scholarships

Online application now available!

Believes that the responsibility of the union is to "ensure its members receive equal treatment, fair pay and hours, health and welfare benefits

Jessica Hatch

**Apply
Online
Now!**



Jessica Hatch

of St. Augustine, FL, parents Shelley Hatch and Charles Hinson are members of IATSE Local 478, has been awarded a \$1,000 scholarship

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Who can apply:

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What kind of school is eligible:

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

Scholarship amounts:

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Deadline to apply:

January 31, 12pm (noon), Eastern Time

Scholarship recipients announced:

May 31

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UnionPlus.org/Scholarships

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