

THE OFFICIAL
IATSE

www.iatse.net

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Bulletin

69th QUADRENNIAL CONVENTION

TO BE HELD VIRTUALLY
JULY 27-29TH, 2021

INSIDE: ► CONVENTION COUNTDOWN ► GENERAL EXECUTIVE BOARD MEETING MINUTES

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 attack. Everywhere from 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.

Help 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.



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)**

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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~ c/o 100 Centennial Street, #2186, LaPlata, MD 20646

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James B. Wood
Editor



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FINANCIAL RELIEF AVAILABLE FOR IATSE MEMBERS AFFECTED BY THE RECENT WINTER STORM IN TEXAS

IATSE members needing financial assistance should submit a written request to their local union. The local union will forward the request to the Walsh/Di Tolla/Spivak Foundation for review. For more information visit <http://iatse.co/disaster-relief>

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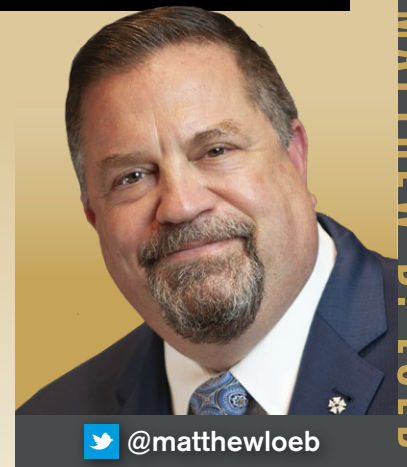
Our Flickr stream: www.flickr.com/groups/iatse



IATSE Training Trust Fund: www.iatsetrainingtrust.org

Hope For The Future

With the ramp up of the distribution of Covid-19 vaccines there is new hope on the horizon for an end to the devastation caused by the pandemic. As the vaccinations are more widely distributed society will shift back toward normalcy. Yet with all major historical events, this too will have lasting consequences and we must be prepared to meet new challenges to make sure the membership gets back on its feet, and stays that way.



In the meantime the union continues to fight hard for support of the members in these still trying times.

We have lobbied tirelessly in the U.S. and Canada to ensure that our members who work in a largely freelance environment were included in the various government relief programs. These programs provided crucial financial assistance to help bridge the gap while our primary industries virtually shut down. Lump sum payments, increased unemployment insurance, pension plan relief continuation of health coverage are among the hard fought victories achieved by labor. These important provisions were a result of power garnered from unity across the labor movement. Unions bound together, advocated for each other and used the power of our collective voice to protect workers.

The future will bring new challenges as we adjust to post-pandemic life. As restrictions ease more live events will take place, with bigger audiences being allowed to return. We must remain mindful to follow public health advice and guidelines throughout this transition to remain safe. The successful transition back to business will, to some degree, depend upon the comfort and confidence of audiences to feel safe. Only through strict adherence to the expert advice of doctors and scientists, and direction from government can we move the recovery process forward.

We must also remain aware and prepared for the aftereffects of the crisis. Changes in work flow, distribution of various product, technological innovations and the like will bring change. But along with change also comes opportunity. We will stay abreast of the new normal conditions and adjust to position ourselves to remain strong and exert our power on behalf of the members.

This crisis has brought out the best in so many people. Through pain and sorrow, fear, chaos and uncertainty we have risen to the task of healing through unity, solidarity and vision to better days ahead. We must not forget the issues that will remain in the aftermath. Mental health and substance abuse problems will persist. The effects of isolation have been difficult for many and may be lasting. It is essential we continue to provide services to those who will remain in need as the pandemic recedes.

The members have supported one another in too many ways to count, but this commitment stems from our core understanding that together we are better, stronger and more resilient. It is this spirit that drives us to succeed in the face of adversity, something we have been able to do since 1893. I expect that with your compassion and commitment to being good union members we will be solidly on our feet for many years to come.

Be safe and be well,



OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board Meeting will not be held in Toronto, Ontario but virtually at 10:00 am on Tuesday, July 20, 2021, and will remain in session through and including Thursday, July 22, 2021. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

The 69th Quadrennial Convention will convene the week immediately following the Board meeting. In accordance with Article Eleven, Section 9 of the International Constitution, the General Executive Board shall act as the Credential Committee.

In accordance with Article Thirteen, Section 1 of the International Constitution and Bylaws, a local union that is not in good standing with their District is deemed not in good standing with the Alliance and therefore not eligible to attend the International Convention. Local union officers are advised to verify with their District Secretary that the Local is in good standing

FINANCIAL ASSISTANCE FROM THE INTERNATIONAL

In 2020 the International recognized the financial impact on our Locals and allocated \$7.0 million for the waiver of all local union per capita obligations for the 2nd Quarter.

Additionally, \$2.5 million was contributed to various charities to assist individual members in need.

On November 25, 2020 the General Executive Board met and discussed what further support could be offered to Locals whose members have not only been impacted dramatically in 2020 but will continue to be during the first half of 2021. A waiver of the 1st and 2nd Quarter per capita obligations for 2021 is available for those local unions and is anticipated to result in another \$6.0 million of support for our local unions.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

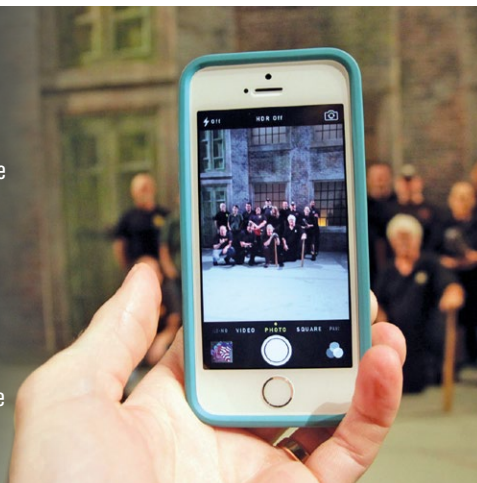
Please send your Bulletin submissions to bulletin@iatse.net.

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

JPEG or TIFF file formats only please.

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

Using a smartphone? Please turn it sideways for group shots. Get as close as possible to the subject, but avoid using your phone's zoom function. When emailing photos from a smartphone, please be sure and send the original size or the largest available.



Countdown To The Convention

As we approach our 69th Quadrennial Convention, you will find that this issue of the Official Bulletin contains a substantial amount of Convention-related information.



JAMES B. WOOD

Obviously this Convention is going to be very different than all that have come before it. However, our goal is to attempt to make it feel as close to a usual Convention as we can and follow established procedures whenever practically possible.

Answers to many of the anticipated questions and additional convention information is contained on pages 14 to 19 of this issue. In addition, all delegates are advised to review Articles Three through Five of the International Constitution in order to better familiarize themselves with Convention overall procedures.

The first step with any International Convention, and this one will be no different, is the mailing of delegate credentials. However, before these packages can be mailed, all local unions intending to send delegates to the Convention must fulfill two key requirements.

First, the General Office must have received all Quarterly Reports, up to and including the 1st Quarter Report for 2021. Although Article Nineteen, Section 7 of the International Constitution allows for that report to be filed as late as April 30th, we cannot complete our calculation of the average membership size between conventions until all Quarterly Reports are received. Therefore, Locals should submit the report as soon after March 31st as possible. Once the calculation is made, the number of delegates and votes each local union is entitled to can be determined and the appropriate number of credential packages can be assembled.

Second, Article Three, Section 5 of the International Constitution requires that local unions must purchase per capita stamps for all quarters up to and including the quarter that precedes the Convention. Since the 2nd Quarter Report for 2021 is not technically due until July 30th, the numbers reported on the 1st Quarter Report for 2021 are doubled and used as an estimate in order to calculate good standing for the Convention.

Once these two requirements have been met, the delegate credential packages will be sent to each local union. The package will contain the delegate's credential as well as a host of additional information. Delegates are encouraged to return the Duplicate portion of the credential to the General Office as soon as possible. Only when credentials are received in the General Office, will delegates be eligible for committee assignments.

The District Conventions (see page 15) precede the International Convention and will take place virtually on Sunday July 25, 2021. Each District Secretary will provide the Locals in their District with the appropriate information when it becomes available. Finally, there will be a Delegate Orientation session held from noon to 1:00 p.m. EDT on Saturday July 24, 2021. During past Conventions this was primarily for new delegates to familiarize them with the schedule and delegate responsibilities, but given the virtual format this year we are encouraging all delegates to attend this session.

Winning a Pro-Worker Trifecta & Advancing the IATSE Legislative Agenda

Our Alliance's political activism in the 2020 elections played a significant role in altering the course of history and setting the stage for our members and working people in the United States to prosper once more.

When Pro-Trump insurrectionists stormed the United States Capitol building in Washington D.C. on January 6th, we witnessed one of the most egregious assaults on our Democracy in American history. A dark and sinister end to a dismal presidency. As President Loeb said in a statement condemning the attack, “the American people deserve better because they voted for it.”

Fortunately, real American leadership was restored on January 20, 2021 when President Joe Biden was inaugurated as the 46th President of the United States. As International President Loeb said following the victory, “I believe that the Biden-Harris administration will be the most significantly pro-labor, pro-worker administration in modern American history.”

The 2020 elections are now in the books, and what better way to finish the cycle than with pro-worker candidates Rev. Raphael Warnock and Jon Ossoff winning Georgia's Senate runoff races on January 5th. These victories secured a pro-labor majority in the United States Senate that few thought possible, and the pro-worker trifecta that we worked so hard to achieve – winning

the White House and majorities in both chambers of Congress – has been realized.

2020 ELECTION RESULTS

With 306 electoral votes, over 81 million votes, and a final vote margin of over 7 million, Joe Biden and Kamala Harris were elected by the American voters to lead the United States as President and Vice President. Trump held a few toss up states in Florida, North Carolina, and Ohio but Biden flipped five states that Trump carried in 2016: Arizona, Georgia, Michigan, Pennsylvania, and Wisconsin.

In the Senate, heading into the election Democrats needed to net four seats to guarantee a majority — but could control the chamber if they netted

three seats and won the presidency. Despite Republicans holding onto most of their incumbencies in states like Maine, North Carolina, Iowa, and Montana and defeating incumbent Democratic Senator Doug Jones in Alabama, Democrats eventually flipped four seats – Mark Kelly over Martha McSally in Arizona, John Hickenlooper over Cory Gardner in Colorado, and Rev. Raphael Warnock over Kelly Loeffler and Jon Ossoff over David Perdue in the Georgia runoffs. This resulted in a net gain of three and split the chamber 50-50. An even split gives the tie-breaking vote to Vice President Kamala Harris, and thus secures a pro-worker majority.

In the House, we were surprised and, in the end, relieved to hold on to a slim pro-worker majority. Despite the

ultimate success of winning back the presidency – and prior to the runoff election in Georgia where the likelihood of winning control of the Senate seemed improbable – there was surely a sense of disappointment at the House results and a narrowing of the pro-worker majority. Republicans flipped fifteen seats and Democrats flipped three seats. This results in a net gain of twelve seats for Republicans and a narrow 222 – 213 Democratic majority. Among the defeated incumbents, we lost worker champions such as TJ Cox, Gil Cisneros, and Harley Rouda in California, Max Rose and Anthony Brindisi in New York, Xochitl Torres Small in New Mexico, Donna Shalala and Debbie Mucarsel-Powell in Florida, and Abby Finkenauer in Iowa. That said, we also helped Carolyn Bordeaux prevail in Georgia, and Deborah Ross and Kathy Manning flipped two seats in North Carolina due to redistricting.

At the gubernatorial level, Gov. Roy Cooper was reelected in North Carolina ensuring a pro-worker executive in Raleigh. Unfortunately, candidates Mike Cooney in Montana and Dan Feltes in New Hampshire were defeated. These gubernatorial results make Montana and New Hampshire the latest two Republican trifecta states, putting them on the frontlines of the right-to-work fight.

IATSE LEGISLATIVE AGENDA

We've spoken a lot in the last year about how elections have consequences. The election of President Joe Biden and pro-worker majorities in both chambers of Congress provides a clear mandate to pass comprehensive COVID-19 relief immediately. It also means the ability to confirm pro-labor

nominations to the Cabinet, the courts, the National Labor Relations Board, and broader administration. During his campaign, President Biden promised to be “the most pro-union president you’ve ever seen.”

**“I believe that
the Biden-Harris
administration will be
the most significantly
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administration in
modern American
history.”**

*International President
Matthew D. Loeb*

President Biden has already kept one of his primary campaign promises by proposing the American Rescue Plan, a \$1.9-trillion COVID-19 relief package, as his first legislative priority and said that a larger recovery package will follow. In addition to including a plan and funding to take on the virus, the proposal calls for direct payments of \$1,400 to most Americans, bringing the total relief to \$2,000, including December’s \$600 payments; increasing the federal weekly unemployment supplement to \$400 and extending it through the end of September; COBRA subsidies through the end of September; expanded paid leave; an OSHA emergency temporary standard for

infectious disease; increasing the federal minimum wage to \$15 per hour; extending the eviction and foreclosure moratoriums through the end of September; and \$350 billion in state and local government aid. IATSE supports this proposal and is working with Congress to see it enacted.

Following the relief package, we will join our brothers and sisters in organized labor in an all-out campaign to pass the Protecting the Right to Organize Act – a campaign promise made by President Biden – to bring comprehensive labor law reform to this country and tip the balance of power back toward workers.

Additional elements of the IATSE federal legislative agenda this Congress include – defending our pension funds and ensuring retirement security for members after a lifetime of work; restoring tax fairness for union creative professionals by passing the Performing Artist Tax Parity Act to update the Qualified Performing Artist tax deduction; advancing equity, diversity, and inclusion in the arts and entertainment industry through federal policy and passing the Equality Act; increasing federal funding for the arts; enforcing strong copyright laws to protect creative content; and safeguarding our hard-won health care benefits while working to realize a health care system that is affordable and accessible to all.

We plan to work with President Biden and the 117th Congress and hold them accountable on the promises made to entertainment workers.

Looking Forward to 2021

With 2020 finally in the rearview mirror, we are beginning to recover from the near total work stoppage of motion picture and television production for much of the past year. This unprecedented lack of work, and the need to continue to provide healthcare to those who would have otherwise qualified, took a sizable bite out of our health plan reserves in both the MPIPHP and the NBF.

Fortunately, although no one expected a global pandemic to serve as the stress test, the fact that we were able to weather this storm highlights the importance of being responsible in our financial and work projections, and prioritizing financing of the benefit plans. Because of what was achieved in the past round of negotiations, the plans were well-funded and we were able to allocate resources during the crisis. In addition to extending healthcare to members out of work due to the pandemic, the MPIPHP was still able to

provide the 13th and 14th pension check to pre-2009 retirees and will trigger the ten percent pension increase at the end of the first quarter. We must have at least eight months of reserves in the active and retiree plans to be able to access that pension increase.

This year, we will once again negotiate the Basic and Area Standards Agreements; protecting and bolstering our health and pension plans is more important than ever. In our last Basic Agreement negotiations, we were able to secure additional employer-paid benefit plan contributions for the MPI and NBF. Currently, our actuaries and benefit experts are working to evaluate what we will need to secure in the coming negotiations to address healthcare inflation, the months of low employment, and replace the millions we spent during the pandemic to maintain members' healthcare coverage.

One of the most impactful

improvements in working conditions in the last round of negotiations was the increase of at least one hour of turnaround for the vast majority of our crafts. We aim to build on that in the coming negotiations.

With everyone being told to stay at home during the pandemic, streaming services, including new offerings from HBO, NBC, Disney and others, were there to provide entertainment to millions of households. This was reflected in the increase of residuals paid for streaming content in 2020. The MPIPHP collected \$496 million in residuals in 2020, an increase of \$29 million from 2019. Both traditional supplemental markets and Post 60's residuals saw modest declines. However, streaming residuals more than made up for the difference, increasing over 20% from the prior year to \$216 million. In 2017, new media residuals totalled \$122.9 million, and have increased more than 75% since then. This does not mean that we do not need to address the



evolving nature of how entertainment is consumed. We are assessing potential proposals to address declining post 60's residuals (when a movie moves to television) and monitoring the trends and evolving business models for streaming platforms.

The Locals and the International, led by President Loeb, are formulating our shared proposals now, and hold regular meetings to refine and discuss our negotiating strategy. It is important

to recognize that everyone was impacted by the pandemic, and we must present a united front, with our most important proposals at the forefront. The Employers will most certainly claim that the millions they have spent due to the Return to Work Agreement that the Unions and Guilds negotiated with the Employers, including COVID-19 testing, new safety classifications, sick leave and quarantine pay, have negatively impacted their bottom line. We will push

back at this narrative and make sure we adequately fund our healthcare and pension plans, secure wage increases, help to address the financial inequity of our lowest wage earners, and continue to build on our working conditions and safety provisions. These will be negotiations like no other, following a year the likes of which our Industry has never experienced. Building on our successes in negotiations past, we are ready for the challenges ahead.

RETURN TO WORK UPDATE

Almost a year after productions shuttered for what was hoped to be a few weeks hiatus, motion picture, episodic and commercial production is back in business and employment is returning to pre-pandemic levels. The Zone system is now second nature, and on-set transmission remains very low due to the cornerstones of the Return to Work and AICP COVID-19 Safety Protocol Agreements: testing, masking and distancing.

Not to say there hasn't been a learning curve. COVID-19 Compliance Teams are not created equal as companies have had to train an entirely new workforce to ensure compliance with safety protocols on set. Also, proper contact tracing, while protecting the identity of those who have contracted COVID-19, has been tricky. The IATSE safety hotline and Locals field calls every week about these issues, and we spend time every day making sure that companies are being thorough and providing adequately trained COVID-19 Supervisors.

To help streamline and standardize contact tracing, some studios have begun using electronic tracking devices that are worn by each crew member. They only activate within six feet of another tracking device and record the length of time that the two devices are within close range of one another. If someone tests positive for COVID-19, the company can then access this data to determine the length of time others were within six feet of the infected individual. Instead of relying solely on time-consuming interviews with employees, this technology allows

the company to quickly alert crew of potential exposure and the need to quarantine.

The Return to Work Agreement requires a series of meetings to address emerging issues related to COVID-19. The IATSE, DGA, SAG-AFTRA and Teamsters/Basic Crafts continue to meet regularly with the AMPTP to update and improve the Agreement and address emergent issues. The turnaround time for COVID-19 test results has been tightened, companies must now notify the Unions of each positive COVID-19 case and in what zone and on what date they occurred. Extended holiday weekends and hiatuses testing cadence has been addressed and now we look towards the expiration of the Agreement in April. No one expects the pandemic to be resolved by that point, and the extension of the Agreement will need to be negotiated.

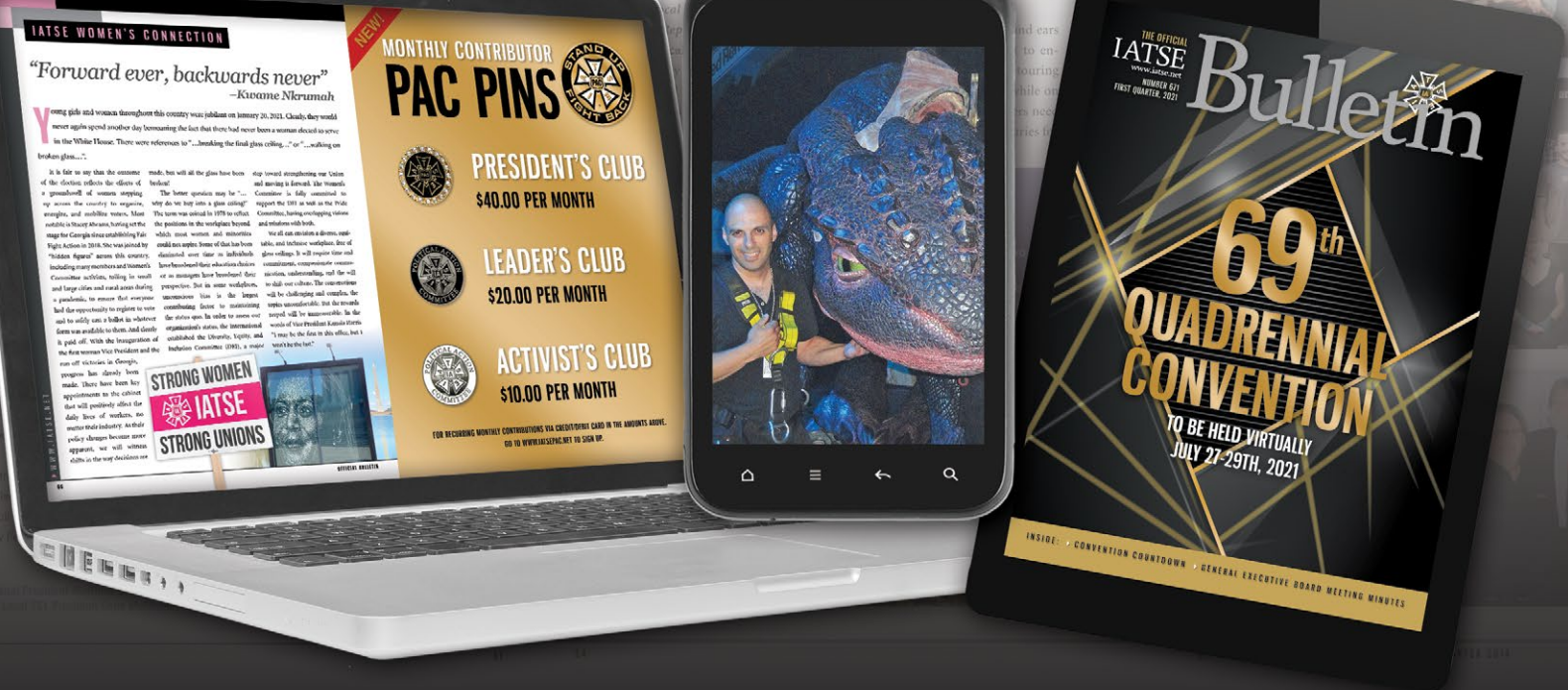
As vaccine accessibility expands, a time is coming when we will be able to return to a more normal routine both at work and home. However, for the foreseeable future, we need to continue to remain vigilant to avoid contracting this virus. By avoiding gatherings of unmasked groups and unnecessary trips to the store and travel, while maintaining our testing regimen and safety protocols on set, we will make it across the finish line. The Industry has proven we can go to work safely during this pandemic through the rigorous application of science-based protocols and protections, which were fought for in negotiations and have helped make our industry a model for anyone looking to protect their workforce.

GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

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

admin.iatse-intl.org/Bulletin.aspx





DID YOU KNOW?

- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
- IATSE PAC is non-partisan. Funds are intended to support candidates who stand with workers, and against politicians who consistently stand against us.
- Contributors to the IATSE PAC will receive a unique lapel pin to signify their commitment to standing up and fighting back!

WHO CAN CONTRIBUTE?

Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

JOIN THE FIGHT



"Labor unions are under assault, with politicians across the country undermining workers' collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse."

—Matthew D. Loeb, IATSE
International President

IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
- Defend our pension funds and health care benefits
- Eliminate so-called "Right-to-work" laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

HOW TO CONTRIBUTE:

- Visit IATSEPAC.net to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact iatsepac@iatse.net to inquire about payroll deduction options

IATSEPAC.net

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TO BE HELD VIRTUALLY JULY 27-29TH, 2021

COUNTDOWN TO THE CONVENTION

In accordance with Article Three, Section 1 of the International Constitution, this Alliance shall meet in Convention virtually from July 27-29th, 2021.

The following pages provide information which will be useful to delegates preparing to participate in the 69th Quadrennial Convention. Also be sure to refer to the Message of the General Secretary-Treasurer on page 7 of this issue of your Official Bulletin for additional Convention-related details.

DISTRICT CONVENTION SCHEDULE

Conventions of all thirteen Districts of the Alliance will be held virtually on Sunday, July 25, 2021. Each District Secretary-Treasurer will provide further information to the Locals in their District.

DISTRICT NO. 1

(Montana, Idaho, Oregon,
Washington & Alaska)
Secretary-Treasurer:
Delia Mulholland

DISTRICT NO. 2

(California, Nevada,
Arizona & Hawaii)
Secretary-Treasurer:
Ed Brown

DISTRICT NO. 3

(Maine, New Hampshire,
Vermont, Massachusetts,
Rhode Island & Connecticut)
Secretary-Treasurer:
John Gates

DISTRICT NO. 4

(Pennsylvania, Delaware,
Maryland, Virginia, West
Virginia & District of Columbia)
Secretary-Treasurer:
John Page

DISTRICT NO. 5

(Wyoming, Colorado,
Utah & New Mexico)
Secretary-Treasurer: Doug Acton

DISTRICT NO. 6

(Texas, Oklahoma & Arkansas)
Secretary-Treasurer: Steve Belsky

DISTRICT NO. 7

(Tennessee, Alabama, Georgia,
North Carolina, South Carolina,
Mississippi & Louisiana)
Secretary-Treasurer:
Andrew Oyaas

DISTRICT NO. 8

(Michigan, Indiana, Ohio & Kentucky)
Secretary-Treasurer:
Michael Lehane

DISTRICT NO. 9

(Wisconsin, Iowa, Illinois, Missouri,
Minnesota, North Dakota, South
Dakota, Nebraska & Kansas)
Secretary-Treasurer:
Chris Gauthier

DISTRICT NO. 10

(New York & New Jersey)
Secretary-Treasurer:
Greg Hancox

DISTRICT NO. 11

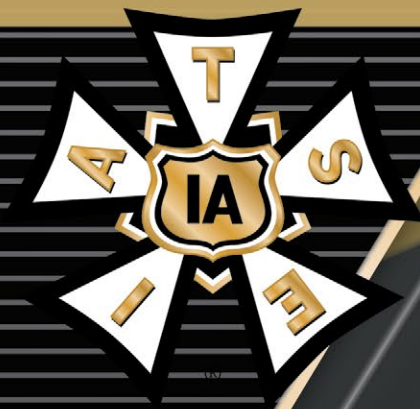
(Ontario, Quebec, Prince
Edward Island, Nova Scotia,
New Brunswick, Newfoundland
& Labrador)
Secretary-Treasurer:
Cheryl Batulis

DISTRICT NO. 12

(Manitoba, Saskatchewan,
Alberta, British Columbia,
Yukon, Northwest Territories
& Nunavut)
Secretary-Treasurer:
Peter Gerrie

DISTRICT NO. 14

(Florida, Puerto Rico &
the U.S. Virgin Islands)
Secretary-Treasurer:
Kimberly Holdridge



CONVENTION RESOLUTIONS

Locals must make certain that any Convention Resolutions are submitted to the General Office by Monday, July 12, 2021 which is fifteen days prior to the opening of the Convention.

Resolutions must be properly submitted, in accordance with Article Three, Section 8 of the International Constitution. This allows them to be compiled and made available for the Delegates; and provides the Delegate sufficient time to study them. Only in this manner can resolutions be properly handled.

The submission of all resolutions to the General Office at least fifteen days prior to the opening of the Convention will also enable the resolutions to be referred to the proper committee in order that they will have sufficient

time to act upon them and report to the Convention in a timely manner.

It is not necessary to hold your resolution for a District endorsement. However, if your Local wants that endorsement you should still send the resolution to the General Office at least fifteen days prior to the opening of the Convention so it can be ready for committee referral. Then take it to your District meeting for its possible endorsement.

In order for the Convention to act upon a resolution supported by a District, the resolution must be sent via email by the District Secretary to the General Secretary-Treasurer by no later than 6:00 p.m. EDT on Monday, July 26, 2021.

All resolutions must be submitted in type-written form and signed by a majority of the Local's delegates in order to be acceptable.



PAST CONVENTIONS

1st.....New York, NY	1893	35thLouisville, KY.....	1940
2ndChicago, IL.....	1894	36thColumbus, OH.....	1942
3rdBoston, MA	1895	37thSt. Louis, MO	1944
4thDetroit, MI.....	1896	38thChicago, IL.....	1946
5thBuffalo, NY	1897	39thCleveland, OH.....	1948
6thOmaha, NE	1898	40thDetroit, MI.....	1950
7thCincinnati, OH.....	1899	41st.....Minneapolis, MN	1952
8thBrooklyn, NY	1900	42ndCincinnati, OH.....	1954
9thToledo, OH	1901	43rdKansas City, MO	1956
10thNorfolk, VA.....	1902	44thSt. Louis, MO	1958
11th.....Columbus, OH.....	1903	45thChicago, IL.....	1960
12thMilwaukee, WI.....	1904	46thLas Vegas, NV	1962
13thPittsburgh, PA.....	1905	47thLouisville, KY.....	1964
14thBoston, MA.....	1906	48thDetroit, MI.....	1966
15thNorfolk, VA.....	1907	49thKansas City, MO	1968
16thMinneapolis, MN	1908	50thCincinnati, OH.....	1970
17thSpringfield, OH.....	1909	51st.....Milwaukee, WI.....	1972
18thWashington, DC	1910	52ndLos Angeles, CA.....	1974
19thNiagara Falls, NY	1911	53rdMinneapolis, MN	1976
20thPeoria, IL.....	1912	54thHollywood, FL.....	1978
21st.....Seattle, WA.....	1913	55thHollywood, FL.....	1980
22ndChicago, IL.....	1915	56thWinnipeg, MB.....	1982
23rdCleveland, OH.....	1917	57thBal Harbour, FL.....	1984
24thOttawa, ON	1919	58thHollywood, FL.....	1986
25thCleveland, OH.....	1920	59thReno, NV	1988
26thCincinnati, OH.....	1922	60thHollywood, FL.....	1990
27thCincinnati, OH.....	1924	61st.....New York, NY	1993
28thCleveland, OH.....	1926	62ndMiami, FL.....	1995
29thDetroit, MI.....	1928	63rdToronto, ON.....	1998
30thLos Angeles, CA.....	1930	64thChicago, IL	2001
31st.....Columbus, OH.....	1932	65thHonolulu, HI	2005
32ndLouisville, KY.....	1934	66thOrlando, FL	2009
33rdKansas City, MO	1936	67thBoston, MA.....	2013
34thCleveland, OH.....	1938	68thHollywood, FL	2017

CONVENTION FAQ'S

WHAT ARE THE DATES OF THE CONVENTION?

The Convention will convene on Tuesday, July 27 and conclude on Thursday, July 29, 2021. There will be a General Executive Board meeting the week preceding the Convention from July 20-22, 2021.

WHAT IS THE CONVENTION TIME ZONE?

All sessions in the 69th Quadrennial Convention are listed in Eastern Daylight Time (EDT).

HOW WILL THE VIRTUAL CONVENTION BE DIFFERENT?

All Delegates and Officers will miss the comradery and interaction that happens during an in-person Convention. However, every effort is being made to accommodate all Caucus meetings as well as appointed Committee meetings in an attempt to allow for as much interaction as possible. A schedule of all events will be contained in the Delegate package. In addition, all Constitutional business will be conducted in a well-organized and democratic manner just as it would be during a regular Convention.

WILL THE CONVENTION BE BROADCAST?

Only duly elected Delegates that have completed the registration process will be provided links to observe and participate in the Convention. Links for different sessions will be sent to Delegates as the Convention proceeds.

WHEN DO I GET MY CREDENTIALS PACKET?

Credentials packets will be mailed in late April to local unions that have submitted the Quarterly Report for the 1st Quarter 2021 and are in good standing having purchased all necessary per capita stamps, including and up to the 2nd Quarter of 2021.

DELEGATE ORIENTATION SESSION

The Orientation for Delegates session will be held virtually on Saturday, July 24, 2021 from noon to 1:00 pm. This meeting will provide all Delegates with an

overview of the schedule for the Convention, a review of procedures that will be in place for a virtual convention, as well as provide a forum for Delegate's questions to be answered regarding procedures and policies of the Convention.

LOCAL UNION REPRESENTATION

Article Three, Section 3 of the International Constitution states in part: "Each affiliated Local in good standing shall be entitled to one Delegate for its charter and one additional Delegate for every one hundred members, or major portion thereof, based on the average membership upon which per capita tax has been paid for the period between Conventions."

The following chart can be utilized for easy reference:

Average Membership	Delegates
up to 50	1
51-150	2
151-250	3
251-350	4

(continue in similar fashion)

Special Department local unions should be aware that although the number of votes they are entitled to is in accordance with the above, only one-third (rounded to the next higher whole number) of the number of delegates are entitled to be sent to the Convention at the expense of the Alliance.

HOW TO COMPLETE CREDENTIALS AND REGISTER

The President and Secretary of the Local as well as the Delegate must sign the credential certificates. The Original (white) credential certificate is to be given to the Delegate and the Duplicate (gold) credential certificate must be mailed to the General Office as soon as possible. Failure to complete the credentials in their entirety will result in the credentials being returned.

Do not enter both the name of the Delegate and the alternate Delegate on a single credential. If an alternate

CONVENTION FAQ'S

represents the local union, the Local must request a new Delegate's Credential or, if there is insufficient time, a letter from the Local designating the alternate as a Delegate must be provided.

In order to complete the registration process, Delegates will be required to scan the original (white) credential certificate to the Office of the General Secretary-Treasurer (registration@iatse.net) once final registration opens.

ALTERNATE DELEGATES

Alternate Delegates must be elected in the same manner as primary Delegates i.e. by secret ballot. In a situation where both the primary and alternate Delegates are unable to attend the Convention, the Local can, by secret ballot, elect another Delegate. If there is insufficient time to hold another election, the membership of the Local may assign the vote(s) of the absent Delegate to another duly elected Delegate, or if there is none, may designate the next highest candidate for Delegate to attend the Convention.

WHEN CAN I REGISTER AS A DELEGATE?

Final registration begins on Thursday, July 22, 2021 at 10:00 am and will continue until Wednesday, July 28, 2021 at 6:00 pm. Hours of the Registration office will be 10:00 am to 4:00 pm.

WHAT HAPPENS AFTER I COMPLETE REGISTRATION

Soon after you complete the registration process and submit the Original (white) credential certificate you will be emailed a username and password to be used on the Convention website. These will allow you to access the documents section of the website and any other sections that will be specifically reserved for Delegates. The email used for registration will also be the email that is used for sending various access links.

CAN I BE LOGGED ON WITH MULTIPLE DEVICES?

Although multiple types of devices may be used to access the Convention, you may only login as one user and therefore will be limited to using one device per login.

CAN I SHARE MY LINK?

Only duly elected Delegates are allowed to participate in the Convention therefore the sharing of links with non-Delegates is prohibited.

WILL THERE BE A HELP DESK?

There will be a Help Desk for Delegates to assist with problems logging in or lost passwords, links etc. This information will be posted on the Convention website prior to the start of final registration.

CAN I LEAVE THE CONVENTION EARLY?

The Election of Officers will be held on Thursday, July 29, 2021 from 3:30 pm to 4:30 pm. In order to be eligible to collect compensation, if the Delegates determine that any compensation will be provided given the virtual format, a Delegate must have voted in the election if one has been held.

NOTICE TO 50-YEAR DELEGATES

Any member of the Alliance who was a Delegate to the 1970 International Convention in Cincinnati, OH and will also be a Delegate to the upcoming 2021 Convention, is urged to send in your credentials as early as possible in order that your 50-year Delegate Award can be prepared. Please include a note along with the credential indicating that you will be a 50-year Delegate.



69th QUADRENNIAL CONVENTION

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE NOVEMBER 25, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 12:00 noon on Wednesday, November 25, 2020 via teleconference.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR., Fourth Vice President and Director of Motion Picture and Television Production

DANIEL E. DI TOLLA, Fifth Vice

President and Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President

and Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER, Tenth Vice President

COLLEEN GLYNN,

Eleventh Vice President

JAMES J. CLAFFEY, Jr.,

Twelfth Vice President

JOANNE M. SANDERS, Thirteenth Vice President and Director of Tradeshow and Display

In addition to the members of the Board, present for the meeting was General Counsel Samantha Dulaney.

The Board continued to address pressing matters related to the worldwide coronavirus, COVID-19, pandemic which has continued its unrelenting devastating impact across the globe, including within the United States and Canada. The disease has taken a significant toll on the economies of America and Canada. Government officials have imposed economic and health restrictions on businesses and the general public—including school closures, venue closures, event cancellations, and other initiatives—designed to stem disease exposure by dramatically limiting crowds and public gatherings. These necessary actions have disrupted daily life and created difficulties for members of the Alliance. While the IATSE continues to push government officials and agencies to take dramatic action to protect and to provide for our members and others in the entertainment and arts industries in response to the threats surrounding this unprecedented illness, the Board took the following action.

To address the outbreak's impact and strain on the finances and operations of IATSE local unions—most notably Locals that work in stagecraft, live performances, tradeshow and display—the Board

unanimously approved a temporary, emergency plan to assist all local unions that have experienced decreased revenue and income. Specifically, the International proposes to issue per capita credits for the first and second quarters of 2021 to Locals that apply for relief. These credits also apply to members of the Associated Crafts and Technicians, Computer Generated Imagery, Telecharge, Radio and Television, and Special and Allied Crafts Departments. The credits are valued at over \$6 million. Along with the relief the Board passed in 2020, the International—with the action taken today—has approved over \$15 million in aid to IATSE local unions. President Loeb explained that prudent management of the International's resources, including the reigning in expenses, along with strong investment returns have helped the International weather this inexorable storm. General Secretary-Treasurer Wood noted further that the IATSE is continuing to increase its membership even against some of the strongest headwinds the Alliance has ever endured. He reported further that the Defense and Convention Funds are both holding steady and are being monitored closely. After members of the Board discussed the application process for the new relief package, President Loeb summed up the relief provided to date. Specifically, the Board unanimously approved millions in contributions to The Actors Fund, the Actors Fund of Canada, and the Motion Picture and Television Fund to assist members in need; the waiver of per capita for the second quarter of 2020 for all Locals (with those that had paid previously receiving a credit to apply against future per capita obligations); and

the waiver of per capita for the first and second quarters of 2021, upon application by a local union. General Secretary-Treasurer Wood advised that he would immediately alert all Locals about this additional relief available to them.

President Loeb expressed his appreciation to General Secretary-Treasurer Wood and to members of the Board for their support in the face of significant obstacles and difficulties presented by COVID-19. He extended warm greetings to the Board for a safe holiday season.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE JANUARY 5, 2021

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 12:00 noon on Tuesday, January 5, 2021 via teleconference.

ROLL CALL

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

MATTHEW D. LOEB,
International President
JAMES B. WOOD,
General Secretary-Treasurer
MICHAEL BARNES, First Vice President
THOM DAVIS, Second Vice President
DAMIAN PETTI, Third Vice President
MICHAEL F. MILLER, JR., Fourth Vice President and Director of Motion Picture and Television Production
DANIEL E. DI TOLLA, Fifth Vice President and Director of Stagecraft
JOHN R. FORD, Sixth Vice President
JOHN M. LEWIS, Seventh Vice President and Director of Canadian Affairs
CRAIG P. CARLSON,
Eighth Vice President
PHIL LOCICERO, Ninth Vice President
C. FAYE HARPER, Tenth Vice President
COLLEEN GLYNN,
Eleventh Vice President
JAMES J. CLAFFEY, Jr.,
Twelfth Vice President
JOANNE M. SANDERS, Thirteenth Vice President and Director of Tradeshow and Display

In addition to the members of the Board, present for the meeting was General Counsel Samantha Dulaney.

The Board continued to address urgent matters related to the worldwide coronavirus, COVID-19, pandemic which has continued its extraordinary, unprecedented economic and health impacts across the globe, particularly in the United States but also in Canada. While the approval of vaccines to protect against COVID-19 is promising, the actual administration of the vaccines has proved to be disastrous. Until the pandemic is under control, the industries in which the IATSE works and operates

will continue to suffer. In response to the threats surrounding this unprecedented illness, the Board took the following action.

To address the outbreak's impact and strain on the International, its local unions and members; and taking into consideration the uncertainty surrounding COVID-19, governmental requirements regarding travel, public gatherings and safety, the Board unanimously approved moving the 69th Quadrennial Convention to a virtual platform, pursuant to Article Three, Section 1 of the IATSE International Constitution.

President Loeb reported that General Secretary-Treasurer Wood has already begun to research virtual, electronic, paperless conventions. President Loeb, General Secretary-Treasurer Wood and the Board observed that the move to a virtual platform was necessitated by the realities of COVID-19 and the unprecedented devastation it has had and continues to have on Locals that have not had any work in nearly a year and the members—many of whom have not had any employment in ten months.

President Loeb expressed his appreciation to General Secretary-Treasurer Wood and to members of the Board for this unfortunate but necessary decision, and their support in the face of significant obstacles and difficulties presented by COVID-19.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA ZOOM WEBINAR JANUARY 26 – 27, 2021

CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 11:00 a.m. on Tuesday, January 26, 2021 via Zoom Webinar.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR., Fourth Vice President and Director of Motion Picture and Television Production

DANIEL E. DI TOLLA, Fifth Vice

President and Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President and Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER, Tenth Vice President

COLLEEN GLYNN,

Eleventh Vice President

JAMES J. CLAFFEY, Jr.,

Twelfth Vice President

JOANNE M. SANDERS, Thirteenth Vice President and Director of Tradeshow and Display

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas ; CLC Delegate Siobhan Vipond; Director of Communications Jonas Loeb; Co-Directors of Broadcast Steve Belsky and Fran O'Hern; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Justin Conway, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, John Gorey, Benjamin Hague, Krista Hurdon, Kent Jorgensen, Brendan Kierans, Mark Kiracofe, Brian Lawlor, Daniel Little, Tanya Mahn, Rachel McLendon, Peter Marley, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Special Representative David Garretson, Don Martin, Brian Munroe and Joseph Short.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Ham-

ilton-Fairfield-Springdale-Oxford, OH; 6, St. Louis, MO; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 9, Syracuse-Rome-Oneida-Utica, NY; 11, Boston-Waltham, MA; 12, Columbus-Marysville-Delaware-Newark, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-MT. Clemens-Port Huron, MI; 42, Omaha-Fremont, NE/Council Bluffs-Sioux City, IA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 53, Springfield-Pittsfield, MA; 56, Montreal, QC; 58, Toronto, ON; 59, Jersey City, NJ; 60, Pensacola-Pana-

ma City-Destin, FL; 63, Winnipeg, MB; 69, Memphis, TN; 74, Southern Connecticut; 85, Davenport, IA/Moline-Rock Island, IL; 97, Reading, PA; 99, State of Utah/Noise-Nampa-Caldwell-Twin Falls-Sun Valley, ID./Southern Idaho; 100, New York, NY; 101, Niles-Warren-Youngstown, OH; 105, London, ON; 107, Alameda City-Oakland-Berkley-Contra Costa City-Solano City-Richmond, CA; 110, Chicago, IL; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 121, Niagara Falls-Buffalo, NY; 122, San Diego, CA; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 158, Fresno, CA; 160, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 187, South Bend-Mishawaka-Elkhart-Goshen-Plymouth-Culver, IN/Niles, MI; 205, Austin, TX; 209, 210, Edmonton, AB; 212, Calgary, AB; 220, Sioux Falls/Mitchell/Huron, SD; 251, Madison-Columbia-Sauk County, WI; 262, Montreal, QC; 295, Regina-Moose Jaw, SK; 300, Saskatoon, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 331, Temple-Killeen-Bryan-Waco, TX; 354, Tulsa-Ponca City, OK; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 442, Santa Barbara County-Ventura County-San Luis Obispo County, CA; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New

Mexico; 481, New England Area; 484, States of TX and OK; 485, State of Arizona; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 490, State of Minnesota; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 523, Quebec, QC; 536, Red Bank-Freehold, NJ; 578, North Central West Virginia; 600, United States; 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredericton, NB; 690, Iowa City, IA; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 719, Denver, CO; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 748, State of Arizona; 750, Chicago, IL; 751, New York, NY; 753, Boston, MA; 764, New York, NY and Vicinity; 769, Chicago, IL; 772, Washington, DC; 775, Boston-Plymouth-Cape Cod, MA; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 787, Pittsburgh, PA; 792, Plymouth, MA; 793, Pacific Northwest; 795, San Diego, CA; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 803, Dallas-Fort Worth, TX; 810, Kansas City, MO; 822, Toronto, ON; 824, Athens, GA; 828, Prov-

ince of Ontario; 829, New York, NY; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 863, Montreal, QC; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 874, Sacramento, CA; 883, Cleveland, OH; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 896, Houston, TX; 906, Charlottetown, PE; 917, Atlantic City, NJ; 923, Anaheim, CA; 927, Atlanta, GA; USA829, United States; ADC659, Canada; B46, Chicago, IL/Milwaukee, WI; B173, Toronto-Hamilton, ON; and B192, Hollywood, CA.

GENERAL EXECUTIVE BOARD MEETING MINUTES MID-SUMMER MEETING – JULY 28-29, 2020 – ZOOM WEBINAR SPECIAL BOARD MEETINGS – NOVEMBER 25, 2020 AND JANUARY 5, 2021

President Loeb called upon the General Executive Board to approve the Minutes of the regular Mid-Summer meeting of the Board held via Zoom Webinar July 28-29, 2020.

Upon motion duly made and seconded, the Board voted unanimously to approve the Minutes.

President Loeb called upon the General Executive Board to approve the Minutes of the Special Board Meeting – Teleconference Meetings that were held on November 25, 2020 and January 5, 2021.

Upon motion duly made and seconded, the Board voted unanimously to approve the Minutes.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer Wood began his report by acknowledging the continuing stellar performance of his staff. From paying bills, to processing applications, to servicing Locals, to keeping the IT systems running both in the offices and remote locations, to distributing the 2021 supplies and membership cards, the entire team has consistently delivered.

Covid-19 Per Capita Relief

During 2020, the General Executive Board approved a waiver of the 2nd Quarter per capita payments for all local unions. This amounted to approximately \$7.9 million dollars of assistance of which \$7.4 million has now been used.

At the end of November, the General Executive Board made the determination that additional per capita relief would need to be offered for local unions that experienced and were expected to continue to have substantial reductions in work opportunities for their members. A total of 224 Locals applied for and received approval for relief for 1st and 2nd Quarter 2021 per capita payments.

As with the first waiver of per capita, this additional per capita relief is being credited on the Local's account and is generated when the 4th Quarter Report for 2020 is filed and again when the 1st Quarter Report for 2021 is filed. Thus far over \$1.5 million of credits have been granted to 151 local unions with more to come when the remaining 73 Locals file their 4th Quarter Report. These amounts will double when the following quarter's credit is applied.

Locals are reminded that they need to email Wesley Vega at wvega@iatse.net when they wish to use the credit. The system cannot recognize a negative value order and therefore cannot provide notification. Vega needs to be made aware in order to manually override the system.

69th Quadrennial Convention Preparations

On January 5, 2021, President Loeb convened a special meeting of the General Executive Board to discuss the upcoming Convention and whether the International should proceed with an in-person convention or change course and conduct a virtual convention in light of the continuing COVID-19 pandemic.

After reviewing the current situation as well as the expectations of what limitations may be in place in July—particularly for those who would be traveling to Toronto from within Canada and from the United States—the Board made the unanimous decision that the Convention should be conducted in a virtual format. The officers of every local union were advised of that decision via letter from President Loeb and General Secretary-Treasurer Wood on January 5th.

While many details remain to be determined, the overall plan will be to stay with the originally scheduled last two weeks of July for the mid-summer meeting of the General Executive Board and the Convention. However, due to the virtual nature and the strain on attendees who will have to focus on screens for hours during the meeting and Convention, the General Executive Board meeting will be condensed to three days from July 20 to 22 and have hours similar to the virtual meetings in July 2020 and

January 2021. The Convention will also be condensed to three days from July 27 to 29, 2021. There will be an Education Session and Delegate Orientation on Saturday July 24th and all District meetings will take place on Sunday July 25th and be scheduled and conducted by the Districts. During the Convention, all Constitutionally required actions will be conducted, and best efforts are being made to schedule various committee events and caucus meetings, but they will be in a condensed timeframe.

As with past practice, delegate credential packages will start being sent to local unions in late April and by that point more Convention details will be provided. In order for local unions to receive delegate packages, they must have paid all 2020 per capita and submitted per capita payments for both the first and second quarters of 2021 (an amount equal to twice the number of members reported on the 1st Quarter Report for 2021). Locals will be able to apply per capita credits for any payments due.

Even though this will be a virtual convention, delegates for local unions must still be elected in the same format as an in-person convention, i.e. by secret ballot unless entitled to be a delegate by virtue of elective office. Locals will still be required to have delegates complete a Convention Credential certifying a secret-ballot election and there will be a registration process.

If Locals have questions regarding the number of delegates they are entitled to for the Convention, they should contact the Finance Department.

Local Union 2021 Supplies

The process of sending the 2021

supplies and membership cards to local unions began at the end of November. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2020 and purchased the necessary number of per capita stamps for 2020.

In mid-November, letters were sent to several Locals advising them that they were not going to receive their supplies. These Locals had not used the 2020 per capita waivers which would assist them in becoming current. The effort was well received and appreciated by affected local unions.

As of the commencement of this General Executive Board meeting, all but 67 of the IA's 361 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2021 supplies and membership cards.

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

Audited Financial Statements

In a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2021 year-end review and in keeping with past practice, these results along with the previous three years of financials will be published in the Report of the General Secretary-Treasurer that will be presented at the Convention.

It is expected that for the year ending April 30, 2021, the Convention Fund and Defense Fund will continue to be in healthy positions and the General Fund will show a loss because of the per capita tax credits passed on to local unions. In addition, stagecraft, tradeshow, live performances

remain temporarily shutdown due to the pandemic. However, the General Fund should return to a positive position the following year when work rebounds.

The finances have been able to weather this unrelenting and unprecedented storm because of surpluses accumulated from previous years, significant expense reductions, and a close monitoring of the remaining expenses. In addition, the membership numbers have thus far remained fairly steady with no significant reductions.

Official Bulletin

For many years the IA has offered members the ability to receive the Official Bulletin in electronic form. An email blast is sent periodically to the membership offering them the ability to register for future electronic distribution.

At present, 18,000 members receive the Bulletin in this format. In order to increase that number and acknowledge the efforts of our Green Committee, commencing on February 1st, all new membership applications that are processed will be opted in for electronic distribution of the Bulletin if an email address is supplied on the application form.

President Loeb thanked General Secretary-Treasurer Wood for his report and his stewardship of the International's finances. President Loeb highlighted the relief offered to the Locals and members, amounting to \$15 million. He discussed the upcoming 2021 Convention and noted that although it will be truncated, due exclusively to the COVID-19 pandemic, it will remain professional and effective, while keeping all attendees safe.

Next, President Loeb thanked the staff at the IATSE General Office and noted that operations have been seamless even with the increased administrative burden.

A motion to adopt the Report of the General Secretary-Treasurer was moved, seconded, and passed by unanimous vote of the General Executive Board.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of November 1, 2019 through September 30, 2020 to the General Executive Board. Trustee White reported that the Trustees both virtually and at the General Office in New York from October 26, 2020 through October 29, 2020 had reviewed the books, records, financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their work.

APPEAL: STEVE BRANSON V. IATSE LOCAL NO. 28, PORTLAND, OR

The General Executive Board considered Steve Branson's appeal of the Local 28 membership's verdict finding him guilty of conduct unbecoming a member. After reviewing the record, relevant correspondence, facts and submissions, the General Executive Board unanimously denied Branson's appeal and resolved to communicate this decision to Branson in writing. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

METROPOLITAN OPERA

Vice President James J. Claffey, Jr. provided a status report to the Board on

New York's Metropolitan Opera. Local One has had a collective bargaining agreement with the Opera for over a 100 years. The most recent agreement expired in July 2020. Although the Local opened negotiations for a successor contract in January 2020 and tried in good faith to reach an agreement, its actions were to no avail.

In early December, the Metropolitan Opera made the decision to lockout Local One shop crews. Workers have been sidelined since March 2020 as a result of government shutdown orders to curb the spread of COVID-19. Their employer—not wasting an opportunity to take advantage of the worst economic event in the history of the IATSE—is seeking to gut the hard fought working conditions in Local One's agreement; conditions which, in part, have existed for years while the Metropolitan Opera has consistently remained one of the finest venues for live performances in the world. During a year that saw unprecedented upheaval for Met Opera crews who have been left with no work—the Opera's decision will go down as one of the most avaricious, brutish attacks on the IATSE and its workers. The Local is pursuing all available legal options as a result of the lockout and will keep the Board apprised of developments as they occur.

President Loeb expressed his exceptional disappointment with the Met Opera, which has taken a union-busting, recalcitrant, and disrespectful position by exploiting the impacts of this global health crisis at the expense of working people. He committed the resources and the support of the International in this fight.

IATSE STAGECRAFT DEPARTMENT

International Vice President and Director of Stagecraft Department Daniel Di Tolla reported on the Department's activities since the previous General Executive Board Meeting.

Vice President Di Tolla provided a summary of the major activities of Vice Presidents Michael Barnes and Craig Carlson, Assistant Director Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Allison Smartt, Peter Marley, Stasia Savage, Daniel Little, and Special Representative David Garretson.

Negotiations concluded on national contracts with The Broadway League-Disney Theatricals Agreement, as well as the Live Nation National Amphitheater Agreement. Assistance from the Department resulted in successful completion of contract negotiations involving Locals 26, 82, 97, 99, 110, 191, 442, 504, 705, 710, 787, 862, and 917. Negotiations involving Locals 15, 154, 190, 200, 205, 416, 488, 675, 772, and 887 are still ongoing.

The following Locals have recently either won elections or received voluntary recognition from an employer with their jurisdiction: Locals 2, 3, 12, 13, 18, 21, 28, 489, 787, 798, 799, 874. There are ongoing organizing drives involving Locals 33, 51, 205, 706, 768, 857, and 884.

Vice President Di Tolla reported on training initiatives implemented by the Department. A special online OSHA-10 course has been developed and shared with Locals in the national contract with Spectra Venue Management. The training has resulted in 540 certificates awarded to members. The Department is also

working on an online Stewards Training class for members traveling under the Pink Contract. An online Continuing Organizing Member Education Training class is also in development.

The Stagecraft Department has been engaged in activism on several fronts. Locals have been encouraged to reach out to facility managers to turn arena and convention centers into COVID-19 testing/vaccination facilities. Other activism initiatives include phone banking during the Presidential Election, Get Out The Vote campaigns in the Presidential and the Georgia Senate Races Elections, food banking to assist members experiencing food insecurity, Go Fund Me campaigns to raise money for food distribution to families and Operation Warm to provide winter coats for children. Department members have participated in the Los Angeles Mayor's Office program to mentor first generation entertainment industry workers and the Coalition of Broadway Unions and Guilds diversity initiative. The Department is also deploying Action Builder to facilitate various activism programs.

Vice President Di Tolla also reported on the Democratic National Convention and the work of Local 284 with support from Local 8 making the event a success under difficult circumstances.

President Loeb extolled the Department for its tremendous work in training, activism, and organizing even though stage and live events workers have been largely sidelined since March 2020. He noted that safety protocols are being negotiated and developed with industry employers and stakeholders (similar to what was done with television,

broadcast and motion picture producers and employers). President Loeb singled out work of the Department and Locals 8 and 284 for their amazing success on the Democratic National Convention.

With regard to retrofitting arenas and venues for large-scale vaccination sites, he advised that he had contacted the Biden administration, and spoke to AFL-CIO President Richard Trumka on behalf of Stage Locals. He added that the International would remain vigilant in its efforts to secure work for Stage Locals.

In conclusion, President Loeb expressed his great appreciation to all members of the Department, but most especially Vice President Di Tolla whom he described as thoughtful, compassionate, and extremely hardworking. He observed that the structure and leadership of the Department are ongoing successes.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the summer Board meeting.

The most significant development noted in the report is the successful resolution and implementation of the Return to Work Agreement ("RTW Agreement") between the industry's Unions and Guilds and the Alliance of Motion Picture and Television Producers this past September. Led by President Loeb, along with the leadership of the DGA, SAG-AFTRA, the Teamsters and Basic Crafts, and after over four months of virtual negotiations, the industry now

has the most stringent pandemic-specific safety protocols for workers in North America.

The RTW Agreement includes standardized payment for COVID-19 testing, sick leave and quarantine pay, craft-specific safety protocols, an entirely new department committed to safety, and applies to all features and dramatic and non-dramatic episodic television and streaming productions.

As reported in the last Bulletin, by building layer upon layer of safety rules and protocols, sets and places of work are able to quickly identify COVID-19 cases, perform contract tracing, and isolate anyone who may be infected. This is accomplished by adhering to distancing protocols, wearing of masks (and, when required, other personal protective equipment (PPE), frequent testing for those most at risk of infection due to the requirements of their job, thorough contact tracing and containment of potentially at risk employees, with a sick leave policy that compensates them for time away from work due to potential illness or exposure.

The RTW Agreement is in place through April 2021. The Producers and Unions meet regularly to discuss emerging scientific and practical concerns and adjust the RTW Agreement as necessary. As of this reporting, the industry has not experienced any outbreaks at the workplace. However, high rates of community infection have been concerning. In Los Angeles in particular, due to the rise in community rates of infection and a lack of available hospital beds, many productions chose to extend their winter hiatus. The IATSE

continues to be in close contact with the LA County Department of Health and have also offered to work with the Producers to address any issues that arise from extending their hiatuses. To monitor productions, Producers must supply the Unions with a daily list of positive COVID-19 test results with details about date and zone, and the Union is constantly evaluating productions for any concerning trends.

After the RTW Agreement went into effect, the Department turned to the Association of Commercial Producers (AICP) to negotiate a similar agreement. In lock step, once again, with the DGA and Teamsters/Basic Crafts, it took many meetings over the fall of 2020 to find common ground. Although the protocols closely follow the RTW Agreement, there were some adjustments due to the differences inherent to commercial production, including the resources available to smaller producers and shorter production timelines. As of December 15th, there are now mandatory testing protocols, compensation for time spent testing, sick leave and quarantine pay, and the use of a Zone/Pod system on set. Standardizing the safety regulations in this industry was a great benefit to IA members, who were frustrated by the wide variance of rules and compensation from job-to-job prior to the implementation of the Unions/Guilds and AICP safety protocols.

The employment situation in Motion Picture and Television Production has improved substantially since the last report to the Board. Using contributed hours into the Motion Picture Plan as

a reference, unemployment hit its peak in May-June and then slowly began to recover until October. Regular levels of employment returned by October, consistent with the average weekly employment numbers pre-pandemic. At one point in November and December, there were several local unions that were referring stagehands and other live-event IA members to work in the MPTV crafts. The employment numbers for December and January are not final, but are expected to drop off from 2020 due to the extended hiatus periods caused by the COVID-19 surge that continues to affect production and employment. The Department is confident that once the surge passes and the infection and hospitalization numbers stabilize or fall, production levels will recover to 2020 levels, with the potential for built up demand to increase employment in the short term. This was glimpsed in November when there were three weeks that exceeded the highest employment levels of any week in 2020.

The theatrical distribution schedules have also been completely upended by the pandemic. The closing of movie theaters and the rescheduling of release dates will have an impact on the theatrical production schedules going forward. A number of companies have released product intended for a 2020 theatrical exhibition directly or concurrently to streaming services. Warner Media released its 2020 slate to HBO Max, a move that has caused consternation among the unions and guilds. Fortunately, for the IATSE, the provisions negotiated into the Basic Agreement to address streaming will result in significant residual contributions

for these pictures, but on a different schedule than the normal release pattern would provide. This is an area that will be watched closely.

The Film and Television agreements with the Studios expiring in the first seven months of 2021 include the B.C.C.F.U. (Local 669 and 891), Local 873 in Toronto, Local 52 in New York, the Area Standards Agreement and the Basic Agreement. Negotiations are underway in Canada and the impact of the pandemic remains a concern. The details of what these negotiations will look like in the midst of such an unprecedented shut-down for most of 2020 remains in discussion.

This past year, the IATSE Safety Hotline, which was established in the summer of 2015, has served to monitor productions and improve safety protocols. The volume of calls to the hotline increased noticeably once members began returning to work and Local 80's Kent Jorgensen, Local 728's Alan Rowe, and the Department's Representatives have been busy fielding these calls. The input from members has been an invaluable tool in correcting workplace issues before they become more widespread.

The Department has held virtual meetings three times a week since the start of the pandemic to discuss problems and solutions the Department has encountered in the IATSE's various jurisdictions. Consistent communication has been essential to maintain consistency and identify any trends or problem areas that need addressing.

Organizing Update:

Beginning in November, as projects went back into production, organizing

saw a marked increase. Low budget films signed included "Bosco" and "The Immaculate Room".

Workers on low budget non-dramatic web series and cable projects were also interested in organizing. Representative Lyle Trachtenberg was able to bring "The Bake Squad", and "Ellen's Next Great Designer" under contract.

Representative Wade Tyree, working closely with Brother Joe Miller of Local 38, Local 600 Central Region Director Theresa Khouri, and Local 600 representative Winona Wacker, successfully organized large commercial productions for GMC and Chevrolet.

Vice President Miller was happy to report that the IATSE's density continues to grow in Puerto Rico. Working closely with Local 494, 600, and 800, Representative Tyree was able to organize a major commercial production company on the island and then a low budget feature film.

The Southern U.S. continues to be a hotbed for organizing. On a feature in Alabama, after a recognition strike and an active two days of negotiations, the Department was able to negotiate for benefits, working conditions, and a pay raise to the crew. The International and its Locals have several fresh targets lined up for early 2021.

Despite the challenges of organizing remotely during this pandemic, Representative Fry worked with Local 488 to organize a micro-budget internet series in Montana. This was Local 488's current Business Agent's first organizing drive and it was a success.

The Live Event/award show business continues to employ IATSE members but

with little or no audience as they have reconfigured their productions to account for COVID-19. These productions employ hundreds of camera, audio, and stagehand crews, and they follow the RTW Agreement.

VFX/Game Workers/ Animation Update:

Like the rest of the motion picture and television industry, production VFX workers have been mostly back to work since the early fall. They are benefiting from the safety protocols the IA and other entertainment unions were able to negotiate, but it is rare for them to receive paid sick leave, testing days, and required quarantine periods like their union-represented kin.

In addition, many of them are working even longer days than usual to meet productions' demands to make up for lost time in the schedule. However, generally they do not receive overtime pay or any safety benefits like minimum turnaround or rides and rooms and are therefore very vulnerable especially with the recent COVID-19 spikes.

Facility-based VFX workers and video game workers have worked steadily through the pandemic, albeit remotely, which was formerly unheard of in both those industries. The video game industry has had an unprecedented year, with revenue expected to surge 20% to \$180 billion, which makes the industry now bigger than the motion picture and North American sports industries combined.

Organizing efforts continue to move forward in both VFX, video games, and, more recently, the IATSE has

partnered with Local 839 to work on new organizing in animation as well. Special Representative Brendan Kierans is taking the lead on this joint effort and is excited to be working with animation workers to help them build the power necessary to address the issues they face at work and in their lives. Especially with the recent victory at Titmouse Animation Studios in Vancouver, interest from animation workers across North America has increased dramatically.

In summary, 2021 is shaping up to be yet another challenging and busy year for the Department. While the Department continues to address safety concerns on set, the Locals and the International are also preparing for the negotiations of the Union's largest contracts. On top of this, organizing during a pandemic has required the Department to modify its traditional strategies and adapt to new ways of outreach to protect the health of both the crew and Local representatives. The Department will face any challenges head on, and continue to both prepare and be prepared for what lies ahead.

Finally, Vice President Miller reported that Buffy Snyder has announced her retirement as Office Manager of the West Coast Office effective at the end of January. Vice President Miller thanked Sister Snyder for her long and exemplary service to both the International and her local union.

Vice President Ford thanked the Department for its work in negotiating the safety protocols for the commercial industry.

President Loeb thanked Vice President Miller and the Department for its report. President Loeb noted

that the industry-wide safety protocols are among the most important work the Union and Department has ever done. The negotiations required a tremendous amount of time, as meetings or negotiations took place nearly every day over a four-month period. Solidarity worked, as the group of industry unions worked with a single mind throughout the negotiations. President Loeb highlighted the quarantine and sick pay guaranteed by the RTW Agreement. These benefits are essential to maintaining a safe workplace and to support workers when they are prevented from working due to the virus. The comprehensive safety plan has worked, keeping infection rates low when compared to other industries. The Unions and AMPTP continue to meet to ensure that the protocols are up to date. It is significant that government health agencies are adopting the negotiated safety protocols.

President Loeb expressed his thanks to the motion picture and television Locals that are offering work opportunities to stage members that are suffering from a prolonged loss of employment. Stage Locals should contact the International if they need help in this area.

The Union continues to prepare for upcoming negotiations. The Department continues to meet frequently to enforce the safety protocols and collective bargaining agreements and protect the Union's jurisdiction through continued organizing. President Loeb recognized the heavy load placed on the Department during this difficult period. There was no playbook for how to deal with a pandemic, but the Department has met the challenge.

Finally, President Loeb thanked Buffy Snyder for her dedication to the Union and wished her a long, happy, and well-earned retirement.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders provided an update of Departmental activities to the General Executive Board since the 2020 Mid-Summer meeting.

Outreach to Locals

The Tradeshow Department continued its efforts to provide outreach to the Locals with which each Representative had been assigned. Since the last General Executive Board meeting, most Locals continued to confront the same problems—postponed or cancelled shows, dwindling resources, issues with unemployment claims, adopting online platforms to maintain connection with members, and transitioning membership meetings to those platforms.

Most of the Locals continue to provide some form of outreach to their members, assisting all referents with their needs during these unprecedented times. Many have to rely on community services like United Way and 211.org. Most, if not all Locals have transitioned to virtual membership meetings since all states are at some level of restriction relative to meetings in person. Food Banks have now become a norm for Locals—working together with United Way, central, area, and state Federations, and area food pantries to garner supplies to assist members. Some have set up their own pantries in their union halls if they have the resources.

Tradeshow Representatives worked with numerous Locals to raise awareness of COVID-19's impact on the industry. Locals worked with production companies, suppliers, venues, and hospitality workers to stage #Red Alert in September. "Save our Stages" was an ongoing theme for months as Locals engaged in peaceful demonstrations pushing empty road boxes and setting up fields of empty chairs representing workers who lost their jobs, and using other art forms and visual aids to illustrate the impact of the pandemic on members and all workers in the entertainment industry.

Representative Dan'l Cook continued to provide assistance to Locals 13 Minneapolis, 15 Seattle, 28 Portland, 33 Los Angeles, 50 Sacramento, 336 Phoenix, 415 Tucson, 423 Albuquerque and 665 Hawaii. He also volunteered in Las Vegas with the Local 720 Food Bank, transported voters to the polls on election day, and assisted members with paperwork for eviction relief assistance and employment benefits.

Trustee Carlos Cota routinely worked with Locals 15 Seattle, 16 San Francisco, 33 Los Angeles, 50 Sacramento, 107 Oakland, 122 San Diego, 134 San Jose, 504 Anaheim, 611 Santa Cruz/Monterey, and 614 San Bernardino. He was instrumental in working with the San Diego Labor Council to coordinate community wide food distributions feeding thousands of members and their families in Southern California. The San Diego Labor Council posted a YouTube Video capturing the drive-thru distribution.

Representative Donald Gandolini worked in conjunction with Locals

17 Louisville, 31 Kansas City, 39 New Orleans, 51 Houston, 76 San Antonio, 126 Ft. Worth, 127 Dallas, and 205 Austin. Each of the Locals has suffered varying degrees of financial stress and have worked to find creative solutions. Examples include Local 17 where they have exhausted benefits under the Local's Health and Welfare Plan and are exploring participation in the National Benefit Plans. Local 127 was facing major issues in maintaining operations and was able to shore up their resources in an effort to continue to serve their members.

Representative John Gorey actively assisted Locals 99 Salt Lake City, 115 Jacksonville, 321 Tampa, 500 South Florida, 631 Orlando, 647 Naples, 720 Las Vegas, and 835 Orlando. In August, Representative Gorey and Local 720 participated in the "Right to Return" rally outside of the County Commissioners' offices to urge the commission to place a "right to return" ordinance on its September agenda. The ordinance would require employers to offer union and non-union workers throughout Las Vegas the right to return to their jobs when the business reopened or resumed if they were laid off due to COVID-19.

Thereafter, Local 720 concentrated efforts on providing the basics to their members, committing funds and establishing a committee to set up an onsite Food Bank. The committee immediately began to transform the union hall into a storage area for all the supplies and to develop a drive-thru plan to distribute food safely. Although the Food Bank was advertised only to members and referents, no one was turned away. Local 720 scheduled several two-day drive-thru

events since November and by now has likely fed thousands. Everyone involved was engaged and thankful to be a part of such gratifying activism.

Representative Ben Hague assisted Locals 2 Chicago, 11 Boston, 18 Milwaukee, 19 Baltimore, 22 Washington DC, 27 Cleveland, 30 Indianapolis, 38 Detroit, 110 Chicago, 251 Madison, 470 Green Bay, and 618 Bloomington. Local 2 collaborated with the Chicago Federation of Labor, Machinists Union, and the Illinois AFL-CIO to distribute food for the aviation workers at O'Hare and Midway Airports. Representative Hague then assisted the Milwaukee Area Labor Council and Local 18 to plan a food distribution for their area in December. At least fifty members of Local 18 were able to take advantage of this opportunity.

Vice President C. Faye Harper assisted Locals 78 Birmingham, 99 Salt Lake City, 417 Durham/Chapel Hill, 834 and 927 Atlanta. On behalf of Local 78 officers and members, Business Agent Barron Melton expressed thanks to President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for waiving the Local's per capita payments and supporting them during this crisis. Local 99 continues to bring members together and maintain connections virtually while continuing to host Town Hall meetings on Zoom and make member welfare check phone calls. Local 417 members who participate in the IATSE National Health and Welfare Plans expressed their gratitude to the IA National Benefit Plan Trustees for their efforts in providing relief that ensured their health coverage was maintained at a time when it was most needed.

Representative Mark Kiracofe has been assisting Locals 5 Cincinnati, 7 Denver, 12 Columbus, 46 Nashville, 53 Springfield, 69 Memphis, 99 Salt Lake City, and 140 Chattanooga. Local 7 restructured their finances in anticipation of providing member services without normal income through the 3rd quarter. The officers have expressed their appreciation for the International's per capita payment formula which will greatly assist in meeting their objective.

Canada

Representative Jim Brett continued outreach to Locals 56 Montreal, 58 Toronto, 63 Winnipeg, 105 London, 118 Vancouver, 210 Edmonton, 212 Calgary, 822 Toronto, and 863 Montreal.

In virtually every jurisdiction, stringent COVID-19 protocols have remained in place for the last several months. Convention and Event Centres remain shuttered to the traditional uses that typically see many of IATSE members employed in crafts related to tradeshow work such as AV and rigging. Some venues are, however being put to good use by local health authorities.

A section of the Metro Toronto Convention Centre (MTCC) has been used as a venue for Jury Selection which provided work for two AV technicians represented by Local 58. A large section of Winnipeg Manitoba's Royal Bank of Canada (RBC) Convention Centre under contract with Local 63 is now being used as a Vaccination Super Site with a capacity of up to 10,000 injections per week. The Save on Foods Memorial Centre, a hockey arena serviced by Local 168, has been used as housing for former homeless

residents of a tent city. The Edmonton Convention Centre serviced by Local 210 is also being used as a homeless shelter that the city and the province hope will serve as a transition for people into more permanent housing of their own.

EVRAZ Place is home to many facilities all operating under a single Local 295 collective agreement. Mosaic Stadium, home to the Saskatchewan Roughriders of the Canadian Football League, has recently been turned into a very popular skating rink thanks in no small part to labour provided by the Local. The International Trade Centre is the hub for the Saskatchewan Health Authority with Hall A remaining the emergency center for a COVID-19 field hospital which has not yet been pressed into service. The Sask Milk Hall was activated as a community Flu Shot clinic and Hall C is home to the Regina COVID-19 Drive-Thru Testing Site.

The Conexus Arts Centre, Regina's largest soft seat proscenium house, has been booked as a venue for jury selection. The court system is taking advantage of the large amount of square footage available on the stage, in lobby areas and meeting rooms to provide for ample social distancing during the registration and selection process.

Return to Work Safety Protocols

Since the last General Executive Board meeting, some Locals have had the opportunity to work small shows. The Orange County Convention Center in Orlando was one of the first venues to reopen, hosting a small hybrid show in July followed by some high school sports tournaments. Local 835 welcomed the

work and has been vigilant in abiding by COVID-19 safety protocols.

In California, Representative Cota continued to participate in the California Convention Center Coalition. The group is updating their re-opening plan to cover all of California's convention centers. With the uptick in cases across the state, no shows are likely to test out the protocols until the fall of 2021. Representative Cota remained engaged with the State Industry Guidance Workgroups collaborating with representatives from the Governor's Office, the California Federation of Labor, the California Department of Public Health and Cal OSHA. The group released safe re-opening guidelines for outdoor stadiums, sporting events, and theme and amusement parks in October. Upon release, Trustee Cota and Representative Marley hosted a Zoom meeting with California Locals 16, 33, 50, 107, 122, 134, 158, 215, 442, 504, 611, 614, 923 and B-192 to introduce the guidelines and field questions.

Association Partnerships

Exhibition Services and Contractors Association (ESCA)

ESCA's regular Winter Awards Meeting was cancelled and its Summer Education Conference catering to the tradeshow industry was cancelled. The Labor Management Council, a subgroup, met via Zoom in October and January. Vice President Sanders and Representative Gandolini both of whom sit on the Council, participated in the Council subgroup's drafting of safety protocols which since have been adopted by or incorporated in protocols developed by both employer and union members of the association.

The subgroup continues to review the protocols and seek feedback and will likely be meeting in March to further discuss any revisions to those protocols.

Go Live Together!

Freeman continued to facilitate Go Live Together! activities and coordinate the lobbying efforts of the more than 1,400 organizations involved. Their main goal was to represent the interests of the Tradeshow Industry in passage of the Heroes Act. Vice President Sanders has attended regularly scheduled virtual meetings of a subcommittee, addressing issues as they arise and exchanging protocol information as CDC guidelines evolve.

Events Management Group

In recent months, Vice President Sanders has participated in event management virtual meetings twice a month to discuss tradeshow industry business models in light of the COVID pandemic with a particular focus on the labor relations implications of any return-to-work initiatives and the safety protocols associated with them.

Regular Work of The Department

Local 7 Denver, CO

Representative Mark Kiracofe assisted Local 7 in extending their expiring contracts without concessions through December 2021. In addition, the Local restructured its finances in anticipation of providing member services without normal income through the 3rd quarter. The officers expressed their appreciation for the International's per capita waiver formula which assisted in making that objective attainable.

Local 15 Seattle, WA

Representative Cook has been assisting Local 15 in its long running negotiations with PSAV on behalf of its hotel technicians.

Local 17 Louisville, KY

Representative Gandolini is assisting Local 17 in its negotiations for a renewal of its agreement with Genesis Exposition Services, LLC which expired on December 31, 2020.

Local 31 Kansas City, MO

Representative Gandolini assisted Local 31 in renewing its agreement with Fern Expositions which expired December 1, 2020 for an 18-month term ending June 30, 2022, with wages, benefits, and conditions remaining at 2020 levels.

Local 33 Los Angeles, CA

Local 33, with the assistance of Trustee Cota, successfully completed negotiations for a first term agreement with Sofi Stadium, doing business as Performance Company LA, LLC. On top of housing two NFL teams, SoFi Stadium hosts every major concert tour, award show and Esports competition and is also slated to host Super Bowl 2022, FIFA World Cup 2026, and the 2028 Olympic Games Opening and Closing Ceremonies. Highlights of the agreement include area standard wages, benefits, and conditions.

Local 39 New Orleans, LA

Representative Gandolini assisted Local 39 in revising its Constitution and Bylaws. Those revisions have since been passed by the membership and endorsed by the President Loeb.

Local 46 Nashville, TN

Throughout the pandemic, Representative Kiracofe has been working

closely with Local 46 which serviced the Presidential Debates, and the Awards and Christmas specials for Country Music Association (CMA), Academy of Country Music (ACM), and Country Music Television (CMT) in the fall of 2020.

Local 53 Springfield, MA

The Mass Mutual Center, which is under contract with Local 53, has continued to provide work opportunities for Local 53 members by hosting some college sports during the pandemic. The American Hockey League Thunderbirds are also scheduled to return to the ice in February which will provide additional work opportunities for Local 53 members.

Local 69 Memphis, TN

Representative Kiracofe made several attempts to extend the expiring contract between Local 69 and Motor Trend Auto Shows. In the last year, Motor Trend was purchased by Discovery Network and claimed that they will no longer engage in tradeshow. Having refused to bargain, charges were filed with the NLRB in December and remain active.

Local 99 Salt Lake City, UT

Local 99 was fortunate to receive a few small Tradeshow calls. Vice President Harper and Representative Gorey worked with the Local's Tradeshow Business Agent to make sure that members, referrals, and the employers followed COVID-19 safety guidelines.

Representative Kiracofe assisted Local 99 to negotiate one-year extensions on its contracts with Modern Exposition Services and JP Display through December 31, 2021. ASM Global has also contacted Local 99 to schedule a return to work for their event services staff in

anticipation of some scheduled business in March. Training on machinery certifications in anticipation of this work will begin in February at the employer's expense.

Local 127 Dallas, TX

Representative Gandolini worked with Local 127 to file and then settle a grievance with the Dallas Symphony Orchestra. Local 127 Business Agent Gregg Pearlman initiated regular Zoom meetings with the Local's main employers to discuss the implementation of pandemic protocols. The Local began providing weekly safety protocol training to its members which was conducted in small, masked and socially distanced groups.

Local 321 Tampa, FL

Representative Gorey continues to assist Local 321 with, among other things, its preparations for Super Bowl LV on February 7, 2021. Local 321 has reached out to the Orlando and Sarasota Locals for additional workers and credentialing has begun for all workers.

Local 415 Tucson, AZ

Representative Cook assisted Local 415 in securing a one-year extension to its agreement with Global Experience Specialists (GES), which expired at the end of 2020. Highlights of the extension include language for a specialty pay rate for forklift operators and a wage bump for ETCP electricians. The Local has now commenced negotiations with CSI as well.

Local 500 South Florida

Representative Gorey worked with Local 500 to reach a three-year renewal agreement with Fort Lauderdale Convention Services. Highlights of the

renewal agreement include wage increases and preservation of terms and conditions of the agreement.

Local 720 Las Vegas, NV

Local 720 has held virtual town hall meetings throughout the pandemic. Topics included updates on the completion of the Las Vegas Convention Center expansion, return to work, and access to resources in the community.

Local 720 signed a new hotel agreement with the Downtown Grand Hotel & Casino. This is the first property to sign an agreement in the Fremont Street area.

Local 835 Orlando, FL

In early 2020, the Local secured additional space near their current office to expand office space and create a Training Center. They anticipate a grand opening in the next few months. Work has picked up in Orlando with a few tradeshow which were scheduled in December including a locally sponsored Auto Show. There is a relatively large show scheduled for March as well. The Local is sending members to Tampa for Super Bowl LV through their agreement with Freeman Decorating.

Tradeshow Canada

Local 58 Toronto, Ontario

The one million square foot Enercare Centre, in Toronto which operates under the Local 58 contract with the Board of Governors of Exhibition Place has most recently been used as a motion picture sound stage. Producers, including Amazon, Sony Pictures and CBS utilized over 70,000 sq feet. A scenery construction shop on the premises continued to

employ upwards of 100 carpenters and scenic workers at peak times. This unique situation and this creative use of the convention centre has brought together workers represented by Locals 58, 411, 667 and 873.

Local 63 Winnipeg, Manitoba

The Royal Bank of Canada (RBC) Convention Centre has been home to an art installation entitled “Imagine Van Gogh”, a multi-media presentation of the work of the artist. This unique event would normally be presented in a smaller venue but needed the volume of space to meet local health authority social distancing guidelines.

Hall A of the RBC Convention Centre was used as television studio for “Indigenous Day Live 2020”. Although this event would regularly take place outdoors every year on the Summer Solstice with an audience of between eight to ten thousand people, it was rebranded the “Winter Solstice” this year and was recorded for the Aboriginal Peoples’ Television Network (APTN-TV) and aired on December 21.

National Agreements

AV Tranquility

Representative Hague successfully negotiated a one-year extension of the AV Tranquility National Agreement expiring on December 31, 2021. The agreement now includes Locals 127 Dallas, 205 Austin and 927 Atlanta. This brings the total number of Locals covered by the agreement to fourteen.

Freeman AV

Vice President Saunders successfully negotiated a one-year extension to the

Freeman AV National Agreement expiring on December 31, 2021. The agreement covers thirty-six Locals.

Organizing

Encore (formerly PSAV) Organizing, Elections, and Contract Negotiations

Despite furloughs and lack of work, organizing campaigns relating to Encore employees have remained active. Encore contract negotiations with Local 22 and Local 58 continue while Local 107 continues its efforts to maintain bargaining rights with Encore and Local 720 awaits an NLRB bargaining unit ruling in its effort to secure bargaining rights.

Local 122 San Diego, CA

After the successful election in San Diego, Representative Cota has been assisting Local 122 in its negotiations for a first contract with Encore/PSAV.

Local 611 Santa Cruz/Monterey Bay, CA

Local 611’s ongoing efforts to secure bargaining rights with Encore/PSAV, which included appeals of earlier decisions, recently resulted in the National Labor Relations Board confirming that the bargaining unit sought by the Local was appropriate. An election hearing followed in December and but resulted in the NLRB’s unfortunate dismissal of the Local’s petition on the basis that there was no clear expectation of recall to employment for the affected employees due to the impact of the pandemic on the industry in that area.

Tradeshow Participation

United States:

The following shows are scheduled

for 2021 (subject to change based on the pandemic):

USITT	InfoComm
03/10-13/2021	06/12-18/2021
Virtual	Virtual
SIGGRAPH	EXHIBITORLIVE!
08/1-5/2021	10/31-11/3/2021
Virtual	Mandalay Bay CC, Las Vegas
LDI	
11/19-21/2021	
Las Vegas CC, Las Vegas	

Canada:

The Canadian Tradeshow and Live Entertainment Sector events that the Department would normally participate in remain cancelled or postponed. However, in conjunction with the British Columbia Locals, the International will be participating in the two-day ActSafe BC Virtual Safety Conference in February.

Political Activities

Vice President Sanders along with Representatives Cook, Cota, Hague and Kiracofe participated in phone banks, text banks and door to door canvassing with affiliates including Local Federations, the AFL-CIO, and the IATSE GOTV. On Election Day, Vice President Sanders served as Ward Chair and covered twelve precincts. Representative Hague served as an Election Judge in his precinct. Both Representatives Cook and Kiracofe applied to work the polls but were not called on to do so.

Local 824 Atlanta, GA

In early September of 2020, IATSE Local 834 member Angela Gavin started working as a coordinator for the Black

Women's Round Table in Clayton County, under the direction of its chair, Felicia Davis. Sister Gavin recruited more than sixty volunteers, a majority being Local 834 members, their families and friends from the community. These volunteers became part of the statewide operation known as the Georgia Coalition for the Peoples' Agenda, augmenting outreach in Clayton, Cobb, Dekalb and Fulton Counties and the City of Atlanta. Their efforts were successful in engaging black voters and encouraging their participation in the state and Presidential elections.

Local 927 Atlanta, GA

Vice President Harper reported that Local 927 was engaged politically, working several general and senatorial election events, including Biden in Warm Springs and Lakewood, Harris in Macon and Atlanta, and Obama at Georgia State. Republican events were added in Acworth and Rome, Georgia. The senate run-off events included Biden at Georgia State and Pullman Yards and Harris in Columbus. Events for then candidates Rev. Raphael Warnock and Jon Ossoff in conjunction with the Central Labor Council were staged. These included a nine hundred car rally at the Starlight Drive-in.

In addition to political events, the Local participated in actions with the Central Labor Council at the offices of candidates David Perdue and Kelly Loeffler. Local members were engaged as International relief staff for the senate run-off elections.

Staff Development

Members of the Department have

continued to take advantage of online training offered by the International, the Training Trust Fund, and other sources to further enhance their ability to better service IATSE members working in the Tradeshow Industry.

President Loeb thanked Vice President Sanders and the entire Tradeshow Department for its hard work throughout the pandemic to assist Locals and their members during this particularly difficult time for the tradeshow industry. He also commended the Department and all the Tradeshow Locals for their creative efforts to secure not only work but also renewal agreements in the midst of such adversity.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb provided an update on the significant activities of the Department since the Mid-Summer Meeting of the General Executive Board.

The report offered a summary of the Department's tools and capacities covering six areas: social media, email, press relations, websites, text messaging, and print (e.g., The Official Bulletin). During the ongoing COVID-19 pandemic, the Department has used new tools, data-informed tactics, and collaboration with other departments of the Alliance to maintain effective engagement as the challenges surrounding this crisis continued in the second half of 2020.

Data and metrics showed the unprecedented recent growth of the IATSE's social media channels. Increasing individuals from the membership, press, public office, and the labor movement have followed the Union's online presence. Several accounts and pages on Facebook,

Instagram, LinkedIn, and Twitter exhibited strong growth throughout the past six months. The IATSE LinkedIn page and Twitter page, in particular, have grown exceptionally. Followers of both increased forty percent more on January 1, 2021 compared to July 1, 2020.

Though the Alliance's presence on LinkedIn is relatively new, its growth outpaces most other IATSE social accounts. LinkedIn is a natural platform for labor unions because the site is specifically designed for working professionals to connect and identify their work and interests. In this way, it offers an additional avenue for building community and engaging the membership.

The @IATSE Twitter became one of the most popular labor accounts in the United States when several prevalent tweets pertaining to the 2020 U.S. federal elections spread expansively. In the month of November 2020 alone, IATSE tweets reached over 18.4 million newsfeeds. This was nearly five times as many impressions as the account received in all of 2019. As a consequence—in addition to connecting members—the Alliance's twitter presence gained a broader, lasting audience with attention from politicians and public figures. One of three followers are new since November 2020. Twitter will allow the Alliance to share its vision with this newly engaged audience and provide a more effective tool in public organizing and bargaining campaigns.

Statistics measuring the reach and deliverability of the IATSE email program have also grown. Email remains a valuable tool for distributing information to members and allies. The Department continued to build its public advocacy

email list, which allows individuals to connect when they participate in IATSE-sponsored online actions (e.g., petitions, letter-writing campaigns, etc.). Participation in this list is significant, and data shows that thousands of users and allies open messages generated for this list with each email blast.

The Department also launched a new digital weekly newsletter at the start of 2021. It includes and summarizes important union-related news such as recent press releases, organizing news, and other features. Responses have been overwhelmingly positive, with thousands signing up to receive the newsletter during its initial weeks and opening the distribution emails at significant rates. Allies and kin who wish to receive the weekly newsletter were advised to sign up at iatse.co/newsletter.

The Department's ongoing efforts to secure press placements and earned media have continued to develop since the Department first expanded into these areas in January 2020. The IATSE's press relations strategy has continued to evolve in the second half of this year. The Department's efforts helped ensure the issues facing union members have appeared in prominent industry outlets such as *Variety*, *The Hollywood Reporter*, *PlayBill*, *The Los Angeles Times*, *The Wrap*, and others.

Carefully monitoring the abundant media coverage of the entertainment industry and the Union also remains important. Doing so offers several indispensable strategic benefits. The Department's work here allows for added analyses, access to engaging articles for posts on social media, and access to

journalists who may focus on the Union's issues. There is emerging consensus among communications counterparts at other AFL-CIO affiliates that reporters increasingly value workers' voices and view labor unions more positively than in years past. This has made effective press relations a more powerful practice.

The Communications Department has continued to expand the use of text messaging. Text messages are widely deliverable and often effective in strategic campaigns. The texting program has shifted to a 'peer-to-peer' approach, which allows each message to be individually dispatched and fosters more natural two-way conversations. Peer-to-peer messaging has been employed in connection with general political election and voter registration information surrounding the 2020 United States election cycle. Additionally, preliminary tests—in collaboration with the IATSE's Disaster Response Committee—were conducted to determine the effectiveness of peer-to-peer texting in reaching members in or near areas affected by natural disasters. Peer-to-peer text messages on these topics may prove to be more effective than email.

The Communications Department continued to improve website capabilities. The IATSE Coronavirus Active Response and Engagement Service (C.A.R.E.S.) site has remained a resource to test and deploy more modern web technologies. The site, which the Department launched in March with only a few pages containing resources and the home of the Alliance's COVID-19 focused mutual aid program, has expanded to feature over one hundred unique pages or posts. As the next-

generation all-purpose IATSE website remains on the horizon, groundwork and designs have been deployed in the process of building the IATSE C.A.R.E.S. site as well as other various micro-sites. The Department has been able to build these sites in-house on the same infrastructure. The next-generation International website is expected to emerge during the current calendar year.

The Department's report also described its popular member stories program, which highlights the unique and diverse perspectives of IATSE members. These stories, which are curated by the Department, help to highlight the issues facing behind-the-scenes workers and inform the public of the union's issues. They have been centered on a wide range of topics, including activism and the impact of COVID-19. The stories are published regularly on the IATSE C.A.R.E.S. website and routinely featured in the weekly newsletter, the Official Bulletin, and AFL-CIO daily briefing emails. Going forward, the Department intends to expand beyond written articles by incorporating recorded video interviews.

The Communications Department assisted General Secretary-Treasurer Wood in compiling and curating content for recent editions of the IATSE Official Bulletin, including editions covering the third and fourth calendar quarters of 2020. The Department's involvement, which began in the first quarter of 2020, has added various ties to the existing digital program. For example, graphics and articles historically included in the Bulletin may also provide content on IATSE social media or websites.

With its broad array of tools, the

Communications Department continues to collaborate with all the Union's committees and departments on numerous campaigns and objectives. This has recently included, for example work on negotiation campaigns with the Stagecraft Department assisting treasurers and ticket sellers; work with the Broadcast Department to attain regular COVID-19 testing for broadcast technicians; and assisting the Motion Picture and Television Production Department in publicizing the "safe way forward" agreement related to COVID-19.

The Department also provided considerable support to the Political and Legislative Affairs Department during the 2020 U.S. election cycle on a wide array of voting information and various communications pieces (e.g., mailings, social media posts, press releases, emails, and text messages) to help inform and mobilize members. These efforts have brought additional pro-worker candidates to the legislative and executive branches of the U.S. government.

The Department collaborated with the Education Department to promote new learning opportunities for IATSE members. It has publicized recent mental health webinars and resources promoting safety and health as the Alliance continues to navigate this difficult period. Additionally, the Department's promotions of the annual Walsh/Di Tolla/Spivak Foundation scholarship yielded a record number of applications. The Department also remains involved in the IATSE C.A.R.E.S. mutual aid program, which continues to connect members and attract volunteers. Thousands of volunteers have visited the

web platform each month. Many have offered their support to fellow members and the Department encourages people to continue to seek assistance.

The Communications Department continues to support Locals' efforts to establish and expand their own digital communications. To date, thirty-four Locals have received training on Action Network, the email and action tool provided to the Alliance and its Locals through the AFL-CIO at no cost. Locals wishing to revamp their email distribution, newsletter, digital organizing, or similar digital capabilities may contact the Department at comms@iatse.net. In several instances, the Communications Department assisted local unions in reclaiming idle social media accounts or otherwise navigating platform restrictions. Director Loeb encouraged Locals who encounter similar issues to reach out for assistance.

In the second half of 2020, the Department also took part in unprecedented external collaborations, including coordinating with other Hollywood guilds and unions concerning industry-wide efforts on COVID-19 safety. Additionally, Director Loeb remains in close contact with communications counterparts at the AFL-CIO and other union affiliates through email and weekly meetings.

President Loeb thanked the Department for its work and noted that the data and numbers concerning social media speak for themselves. The Alliance's presence on these platforms has grown exceptionally and our issues and materials are now reaching a wider audience. The IATSE has more people following and learning about its vision and mission.

The International will gain allies and a broader following into the future. Notably, over 2,500 journalism articles have also mentioned the Union recently, signifying the success of the Department's press program. Communications offers support to all the Union's departments and our communications are more important than ever due to the current pandemic. Both before and during the COVID-19 pandemic, these programs have offered valuable and effective means of connecting IATSE members.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia White reported on the recent activities of the Education and Training Department, also incorporating the activities of the IATSE Training Trust Fund. The Department works in three main areas—Union Skills Development for Leaders and Members, Craft Skills and Safety training, and Student Outreach.

UNION SKILLS DEVELOPMENT TRAINING

IATSE Officer Institute

With in-person IATSE Officer Institute sessions on pandemic hiatus, December 2020 brought the unveiling of "Officer Institute Online", presented in partnership with the University of Wisconsin School for Workers. This is a series of courses for currently serving IATSE Local Union Officers, Officials, Trustees, and Board members and was designed as a virtual complement to the in-person IATSE Officer Institute. It is focused on effective leadership principles to help attendees build

high-capacity local unions, effectively represent workers, communicate clearly, and set and achieve long term goals. Content is both for those who have attended an in-person Officer Institute and want a review and those who have not been able to attend in person yet and are seeking a strong foundation. Don Taylor, Professor, University of Wisconsin School for Workers is the main instructor.

The virtual classes are online and asynchronous, so Local leaders may attend at times that fit their own schedule and study at their own pace. Lessons include short readings, videos, recorded PowerPoints, quizzes, and discussion boards where reflective questions are posed, and students post responses and comments for the instructor and classmates.

The series of four week-long courses was developed by the University of Wisconsin School for Workers, with added IATSE-specific content designed to help union leaders learn key components and considerations for leading their local unions. Most students can complete a module in 6-8 hours over the course of a week.

The first module, "Foundations of Union Leadership", which includes segments on both U.S. and Canadian Labor Law, sold out the day it was announced, and has been presented twice so far. Module 2, "Leadership Theories and Leadership Styles" is set to begin on Thursday, February 4, and is already sold out. More sessions will be scheduled. Module 3, "Internal Organizing: Building Capacity in Your Local Union" will take place February 18-25, 2021, and Module 4, "Strategic

Planning" is scheduled from March 8-14. Local Leaders are notified through email from the IATSE Communications Department when enrollment is open, so watch your inbox for details. Additionally, interested Local leaders may email officerinstitute@iatse.net to be notified when new class announcements post.

Director White noted that regardless of when travel and gatherings are possible again for trainings, Officer Institute Online will continue as a complement to, rather than a replacement of, in-person learning.

Webinars for IATSE Leaders and Members

The Education and Training Department is committed to providing online learning on a range of topics and has presented twenty webinars since the summer 2020 GEB Meeting, with a total of 6,186 attendees.

The Sessions Open to All were:

The IATSE Road Show: Why Unions Still Matter makes the case that strong unions are an essential component of a strong and stable economy.

Planning a Safe Show? This is What You Need to Know teaches guidelines for evaluating job hazards, developing safety plans, and executing and maintaining plans in the time of COVID-19.

Mental Health & Suicide Prevention detailed the tools and resources for mental and emotional wellbeing that are available to individuals seeking help for themselves and for those seeking to help others.

Ergonomics for IATSE Workers was created to provide IATSE workers with a general overview of ergonomics.

The Impact of Elections on Labor

Law, Unions, and Their Members (originally presented in June of 2020) presented the consequences of presidential appointments to the Department of Labor, the National Labor Relations Board, the Pension Benefit Guaranty Corporation, and other agencies on the health, work, and security of working people now and in the future.

Developing a Craft Skills & Safety Training Program in Your Local Union covered how to plan a program strategically by Identifying Training Needs; Recruiting Instructors; Access Resources; Getting Support from the I.A.T.S.E. Training Trust Fund; and more!

Webinars for IATSE Leaders Only

Communications Cornerstones taught local leaders key skills to help build connections, create alliances, mobilize union power, and engage members.

Best Practices for Local Union Secretary-Treasurers & Trustees covered the critical duties of Secretary-Treasurers and Trustees and the ways those officers can work together to create solid foundations for strong, healthy, and effective local unions.

Labor Law Basics emphasized the practical, day-to-day application of the law.

Transactions to Transformations: Building Strong IATSE Local Unions addressed the challenges of leading local unions through uncertain times and encouraged local leaders to find opportunity in moment of crisis.

Stress, Mental Health and Bullying Hazard Awareness for Local Union Leaders raised awareness of psychological hazards that workers in the entertainment industry may face and provided tools

to promote emotional wellness and psychological safety on the job.

Situational Leadership taught local leaders about different leadership styles and gave ideas on leading through the pandemic and beyond.

Recordings of some of these classes are available by emailing officerinstitute@iatse.net. To date, the videos have been viewed 1,239 times.

Through the end of the summer, the Department also continued to collaborate with the IATSE Political and Legislative Department on the District Convention Education Sessions.

Behind the Scenes Mental Health and Suicide Prevention Initiative

Reviewing the list of webinars and courses it is impossible not to note the strong emphasis on psychological safety for IATSE workers. Much of this work is rooted in participation in the Behind the Scenes Mental Health and Suicide Prevention Initiative. Local 849 Business Agent Shelley Bibby and IATSE Education Department Director Pat White serve on the Steering Committee, and work to keep a strong focus on the IATSE and members. Since the last GEB meeting in July the resources of the initiative have expanded to include template toolbox talks, online graphics and publicity material for locals and members to use in their workplaces, more listings on the online Entertainment Industry Therapist Finder, and more.

Many members, whether working under difficult circumstances or out of work, are worried about finances, and struggling. Many may be dealing with anxiety, grief, feeling overwhelmed, an

inability to concentrate, changes in eating, drinking or substance use patterns, and other issues affecting daily functioning. This initiative can be a lifeline.

For more information about the BTS Foundation and to access their Mental Health and Emotional Wellness resources, please visit their website: <https://wp.behindthescenescharity.org/mental-health-and-suicide-prevention-initiative/>.

Labor Education Assistance Program (LEAP)

The Labor Education Assistance Program continues to provide reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. As of December 31, 2020, local leaders were reimbursed for a total of \$109,883.58 in Canada and \$266,982.39 in the United States for a grand total of \$376,865.97 since the program began in the fall of 2009. Local officers are reminded that this benefit is available through the International and are encouraged to visit <http://www.iatse.net/member-education/leap> where they can find information and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Training and Outreach Materials

The IATSE Steward Training course, as well as all the IATSE outreach materials designed for local union use are still available and ready for Locals to use either online or when social distancing restrictions ease in person. Now may be a good time for local unions to review materials and prepare for future training, while work is limited.

The Department has distributed “Passion and Pay”, a presentation for student outreach to local union leaders in the five years since it was first developed. Local unions began to also use it for new workers when organizing. As of January 26, 2020, two brand-new versions of Passion and Pay are available for local union use: One for Student Outreach and One for Organizing new workers. A trainer guide is also available. Assistant Education Department Director Robyn Cavanagh and Education Outreach Coordinator Jennifer Halpern will present a “Train the Trainer” webinar to describe and demonstrate best practices for using the material, and the session will subsequently be available as a recording for those who want to use the materials to best advantage.

For information on any outreach materials, email officerinstitute@iatse.net.

STUDENT OUTREACH

The new version of “Passion and Pay” was workshopped virtually at two presentations this fall—at Montclair State College in New Jersey and George Washington University in DC.

The Roundabout Theatrical Workforce Development Program fellows have stuck out the pandemic with virtual learning and are now in the process of being paired with mentors from Locals One and 764.

CRAFT SKILLS AND SAFETY TRAINING

Annual Events

OSHA’s Annual Safe + Sound Week was held from August 10-16, 2020. This year to observe the week the Education

and Training Department presented two webinars to represent this year's theme—Physical Safety (Safe) and Mental Health (Sound). ICAP members spoke at the first of many “Planning a Safe Show” webinars, and the following day, Members of the Behind the Scenes Mental Health and Suicide Prevention initiative gave a virtual class on those topics. The IATSE Communications Department and the Training Trust Fund posted information on social media all week, and many Locals held virtual training events to commemorate the week.

The Seventh Annual National Safety Stand-Down to Prevent Falls Week took place on September 14-18, 2020. The IATSE observed the event with virtual Ergonomics Training which attracted 629 attendees, including OSHA Alliance Coordinator Christina Morgan, who complimented the IATSE on the session, and on our frequent safety education outreach to workers.

Event Safety Summit 2020: The New Abnormal (Virtual)

This year, the Event Safety Alliance's annual Event Safety Summit was held virtually from December 7-11, 2020. Safety and Training Outreach Coordinator Hannah D'Amico attended seventeen sessions in total and brought back information on a variety of issues

OSHA/USITT/IATSE Alliance

OSHA's 3rd Annual Alliance Forum (virtual) was held on Thursday, September 10. Department Director Patricia White and ICAP Chair Alan Rowe were in attendance, and heard updates not only from OSHA, but from representatives from the National Safety Council, National Institute for Health,

and other Alliance partners. The IATSE has a strong presence as part of the OSHA Alliance. The International's most recent OSHA Alliance Biannual Report (for April 1-September 30, 2020) showed 93 OSHA/Safety & Health Related Trainings and 112 OSHA/Safety & Health Related Communications: Facebook, Twitter, Instagram, Email Blasts, IATSE Official Bulletin. Thanks to the Training Trust Fund and IATSE Communications Department staff, who collaborated in promoting and conducting these trainings.

The former presidential administration in Washington was not friendly to OSHA, and it is hoped that with a new administration, the International can resume delivering training sessions for OSHA staff. But even through the past four years, the IA's Alliance has stayed vibrant, enabling the IATSE Craft Advancement Program and the Education and Training Department to receive regular updates on COVID-19 directly from OSHA. These are incorporated into Department trainings and sometimes shared broadly on IATSE social media, helping to keep the IA's workforce safe.

The Department is always working with many partner trainers and organizations to present current, interesting, useful education and information to Locals and members. Handouts are constantly created and updated, from topics as wide-ranging as “What's the Difference? Cleaning, Disinfecting, Sanitizing” to an expanded “Diversity, Inclusion and Belonging” LinkedIn Learning course collection resource, to a “COVID-19 Mental Health Self-Care” Tip Sheet. An updated resource booklet on how to create a train-

ing program for craft skills and safety in your local union is available. Local unions should ask when they are unable to locate a resource, and the Department will do our best to assist. Emails may be sent to officerinstitute@iatse.net.

IATSE Craft Advancement Program (ICAP)

The key players in much of this work, of course, are the members of the ICAP: Joe Aldridge, Local 720, Peter Donovan, Local One, IATSE Safety Director Kent Jorgensen, Local 80, Sheila Pruden, Local 873, Eddie Raymond, Local 16, and Chairperson Alan Rowe, Local 728. This group works tirelessly assisting the Education and Training Department and the Training Trust Fund with many of our training resources and courses. Much of the work on safety and training mentioned in this report has had ICAP members on the development team or guiding the project.

IATSE Training Trust Fund

The IATSE Training Trust Fund had a busy year ramping up new programs and expanding capacity to reach IATSE members. One of the first things they did after offices closed was to make as many program applications as possible available online and through local union distribution.

Safety First! remains an incredibly popular program. The COVID-19 Safety course has been updated, and an instructor-led version of this session is in the works. Significant updates include information about psychological effects/ COVID-19, the difference between Quarantine and Isolation, and differences between various COVID-19 testing methods. A new course, “Recommended

Best Practices in Hair and Makeup Sanitation”, is available now, and a much-requested course on “Wardrobe and Costume Department Safety” will be available soon. 6936 new Safety First! Accounts were created in 2020, for a grand total of 9684 Safety First! account holders.

LinkedIn Learning is also popular. In addition to the many popular craft classes, there is now a Self-Care Collection that was shared through social media and can be found in everyone’s LinkedIn Learning account by navigating to Browse>MyOrg>Mindfulness (under tags). Over 5,280 people applied for new LinkedIn learning accounts this year for a grand total of almost 17,000 people across the IATSE who have accounts and took 81,470 courses this year.

The TTF offered twenty-seven distance learning OSHA 10 General Entertainment Safety courses throughout the year and provided reimbursement funds for another seventy-six locally offered OSHA courses. In total it provided reimbursement for 235 locally offered courses in 2020.

In March 2021, the Training Trust Fund will be offering a new distance learning Train the Trainer course that is being taught by Esther Ramirios. Information can be found on the Training Trust Fund online course calendar.

When the Motion Picture and Television Department negotiated that workers in that part of the business would take the Contract Services C19 COVID-19 Safety course, the TTF collaborated to develop a process by which 2,346 workers outside of Hollywood could complete that training.

The TTF increased their communications and digital presence this year. Everyone is encouraged to visit the TTF website <https://www.iatsetrainingtrust.org> and see the wealth of resources available. All the information you need about their programs is there. Sign up for the TTF newsletter and follow them on social media. All the new courses and course sessions are advertised on TTF social media. It is the best way to get fast notice when new classes are offered, and new programs launch. Local leaders are encouraged to contact the TTF with their specific training needs so that the Trust can work with them to find the best solutions to meet those needs.

In 2020, over 201,654 courses (of all kinds) were taken by more than 71,450 people through the Training Trust Fund, for a cumulative total of more than 656,813 total hours of training last year.

Other Programs and Education Initiatives

The Department has grown to a point where, in a short report, the programs are literally too numerous to discuss. The International is still active with AVIXA (and will be active with InfoComm 2021, scheduled for the week of June 12-18), audio-visual and computer training, as well as the Entertainment Technician Certification Program (ETCP). The ICAP is active in industry standards-writing, attending meetings of the National Fire Protection Association (NFPA) and ESTA Technical Standards meetings. The Department is standing by to assist the Union’s new Equity, Diversity, and Inclusion Committee, and is already providing resources on outside

conferences and trainings to the group. The Department assists local unions with their learning questions and does its best to be sure that everyone in the IATSE has an unlimited horizon when it comes to learning. Through Education and training, the IATSE Pillars of Success continue to grow and get stronger, even during the pandemic.

Vice President John Ford thanked Director White, the Department, and Laurie Rubenstein for the assistance they provided to Local 52.

President Loeb expressed his great satisfaction with the Department and its exponential growth and outreach. He noted that the Department adapted speedily to the requirements imposed by the pandemic by switching to an online format/delivery of courses. He highlighted the timeliness of the mental health initiatives noting that the emotional and mental health reckonings brought on by this pandemic have yet to occur. He observed further that the Department is active and meeting the needs of other Departments as well as members.

Regarding the TTF, President Loeb advised that the pandemic has adversely impacted contributions, yet the Fund has continued to provide safety and educational courses to members. He credited TTF Director Liz Campos and the entire staff of the Fund for their agility in moving to an online platform and for their work these last months in the face of tremendous headwinds.

He thanked the ICAP for their consistent invaluable work.

Assistant Director Cavanaugh and Coordinators Halpern and D’Amico have

enabled the Department to thrive and are integral to its functioning.

Finally, President Loeb observed that the Education and Training Department began a mere eleven years ago and is now delivering thousands of hours in yearly training and serving thousands of members in two countries. He extended sincere appreciation to Director White, crediting the success of the Department's programming to Director White's indomitable leadership.

IATSE BROADCAST DEPARTMENT

Co-Directors Fran O'Hern and Steve Belsky on behalf of the Broadcast Department, including International Representatives Kevin Allen, Justin Conway, and Rachel McLendon presented a report on the recent activities of the Department.

As was reported previously at the Mid-Summer General Executive Board meeting broadcast technicians have returned to work on live sports in various markets. After approximately four months on pause, Major League Baseball completed a shortened season from July through October 2020. The Department worked with employers leading up to the start of baseball to ensure that appropriate protocols were considered and put in place. Department Representatives monitored conditions in respective baseball markets to track compliance with safety protocols and assist Locals in addressing unexpected issues that emerged throughout the season. The Department additionally focused on the challenges created by the single-feed production model utilized during the baseball season by advocating

for equitable treatment of crewmembers in specific classifications and positions that were affected by this production model.

Golf Channel technicians were some of the first IA broadcast members to return to work following the initial pandemic shutdown. The Department and members monitored Golf Channel's safety and testing practices and as the 2020 golf season progressed, Golf Channel technicians increasingly drew attention to the lack of regular COVID testing for workers who are constantly travelling. The Department contacted the company to discuss a comprehensive testing plan, but discussions did not produce initial results. In order to protect members from the possibility of further economic hardship, the Department continued to push for regular testing. Working with the Communications Department, the Department developed an outreach strategy to develop broader awareness of this issue. These efforts drew support from thousands of IA members and other workers who shared our testing concerns. Members speaking out and raising public awareness also brought the attention of traditional media. In January, the company introduced a program of comprehensive testing protocols. This includes regular testing for travelling crews and locally hired freelance technicians. The Department thanked President Loeb and the Communications Department for their support with these efforts. While advocating for safer conditions, the Department has continued to work with Golf Channel technicians to strengthen their activism, build solidarity across a geographically

dispersed group, and prepare them to meet the challenges of evolving changes in golf broadcast productions.

Vice President Daniel Di Tolla assisted in negotiations with Purple Tally Productions to bring certain work for that employer under a nationwide contract. This contract covers remote switching and mixing of video and audio signals for live-streamed productions using new technology. Sports broadcast technicians are suited to this type of production due to their technical expertise and experience with live production. This is a growing field, and as this technology expands it will likely also appear in sports. The Department is working to develop training programs for this technology (and other forms of remote work) to ensure that IATSE technicians will be poised to adapt.

In the fall, the Big Ten Conference announced plans for a limited slate of football games and as result, Big Ten Network operations resumed at remote sites and MICR studios. The network has implemented COVID-19 safety protocols, which satisfy the requirements and guidelines developed by the Department, in some cases exceeding the Union's safety expectations. When the Big Ten Conference announced its men's college basketball schedule a week before play was to start, the Network scrambled to find personnel in some covered markets, leading to some non-signatory crews performing covered work. The Department is discussing terms of a settlement with the network over those violations.

The Department continues organizing efforts in various areas. The report de-

scribed the status of a campaign organizing technicians working for the National Hot Rod Association, which began over four years ago. This employer has widely resisted its obligation to bargain, and is currently pursuing a legal challenge in the federal courts, effectively seeking to overturn the IA's NLRB election victory. As of early 2020, the Department remained in contact with these crewmembers to reassess working conditions and develop further strategies. The pandemic lockdown stifled those plans. When the employer returned to finish its broadcast season, the broadcast footprint was significantly reduced and a new event schedule has been released for 2021. Meanwhile, the IA remains involved in the legal case resisting the employer's efforts to avoid its bargaining obligations. The Department will closely monitor legal developments and continue to stay connected to these technicians.

The report provided an update on the status of various collective bargaining agreements covering broadcast technicians. With the return of professional basketball and hockey events in local arenas in late 2020 and continuing into 2021, the Department remained focused on protocols for safe work environments for all broadcast technicians working under IATSE contracts. The Department has continued its efforts to secure fair COVID-related sick pay from various employers. Upon the conclusion of those talks surrounding baseball in 2020 the Union proposed similar programs to other employers and successfully expanded the reach of these benefits. The protocols of some sports leagues have

mandated significant testing for certain technicians in order to gain access to their work areas. The Department has secured compensation agreements for broadcast technicians subject to required testing. With several employers, including Golf Channel as described elsewhere in the Department's report, the Department continues to urge regular testing for all crew members. While some employers are receptive to these efforts, some companies can do more to protect crews from the dangers of this pandemic through regular testing.

Fox North contracts covering Locals 745 in Minnesota and 414 in Wisconsin, respectively expired June 30, 2020 and with a head start on bargaining objectives, the Department together with representatives of the Locals successfully completed renewal negotiations on a virtual platform. These contracts were renewed shortly after Sinclair Broadcast Group acquired this network and several other regional sports networks from Fox. Each Local achieved increases in wages and benefits, additional staffing and jurisdictional gains, and work flow improvements. Both contracts were ratified by each respective Local's members.

The Department expects to continue negotiations over several additional open collective bargaining agreements as the COVID-19 pandemic persists. Continued negotiations are ongoing for a recently organized unit in South Florida. While these negotiations began with a slow and complex start, the current employer of these technicians ultimately began exchanging contract drafts last April. Employer efforts to impose new

conditions or new interpretations of standard industry understandings slowed progress. As of late fall, discussions have proceeded and the Department expects to continue bargaining in the first week of February. The multi-jurisdiction agreement including Locals in the southwest, Texas, and Indiana—in total covering the jurisdiction reach of nine Locals is expiring later this year and the Department is currently setting forth plans together with the Locals to set functional goals. The Department has been in touch with the covered Locals individually and early objectives will take shape by the end of April.

In the San Francisco Bay Area, Local 119 now has multiple agreements expiring at the end of March. The Local began preparing for negotiations last February and has significantly modernized their proposals with a goal of aligning Bay Area contracts with other broadcast jurisdictions. The Local's leadership is committed to these negotiations and recently hired a new Business Agent.

Working with Vice President Di Tolla, the Department was able to bring Rush Media, an employer with a presence in several media markets, under contract in the jurisdiction of Local 100 in the New York City area. Work previously done non-union will now be covered by this IA contract. Around the same time, the Local executed a one-year contract with another prominent crewing contractor in the New York area, which coincides with the terms secured from other crewers in the greater New York market.

In Chicago, Local 762's negotiations for a successor agreement covering a major crewer in Chicago have successfully

concluded. While these renewal talks were complicated in this market due to changes at one of the major baseball clubs, after a brief wage freeze the Local bargained successfully and regained lost ground on wages, plus received a stipend to address those losses, sizeable benefit increases, plus three percent wage increases per year. The contract was overwhelmingly ratified.

In Local 793's jurisdiction covering two states and separate markets in the Pacific Northwest, the Department has continued to offer guidance to the Local and its leadership on the best practices to address the needs and concerns in both the Portland and Seattle markets.

The Department's report also described several industry developments. Most notably, the Sinclair Broadcast Group-owned Fox regional sports networks are slated to become known as Bally's Sports networks later this year, under a naming rights deal. The Department's report described the background surrounding past changes for these networks and future projections. Similarly, NBC recently announced an intention to cease operations of the NBC Sports Network and transition content to another network or streaming service. Significant professional sports broadcast agreements are also scheduled to end this year, opening the possibility that broadcasts will be split among multiple distribution outlets.

In closing, the Department discussed additional details about changes confronting the broadcast industry in connection with emerging technology; new distribution models (e.g., streaming, ultra-remoting, hubbing, or bunkering);

and increased content directly from sports leagues and conferences. Technical aspects of sports broadcasting were evolving quickly before COVID-19 and may now be accelerated by the pandemic. Rumors of further consolidation in the industry, and technological advances that threaten our traditional work are among the long-term challenges the Department faces. The Department will continue to monitor emerging trends and work to protect jurisdiction and the interests of IA members on these altered productions.

President Loeb observed that the Alliance has significant contract renewal negotiations coming up while maintaining a commitment to new organizing. Organizing will remain critical as the industry continues to change and evolve. The Department has the capacity to manage its work effectively while remaining on top of the challenges the industry has confronted surrounding COVID-19. In cases where the employers have not complied with safe and thorough practices, our publicity and awareness has led to the right result. The Alliance is the Union that broadcast technicians want to be represented by. While there are multiple markets to manage across the country, President Loeb acknowledged the work of the Department in carrying out the International's objectives.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis reported to the General Executive Board on Canadian matters since the 2020 Mid-Summer General Executive Board meeting.

COVID-19 Work

The entire Canadian Office staff continues to work closely with Locals across the country to address issues that arise during these truly unprecedented times. The entertainment industry Return-to-Work (RTW) protocols agreed to in September 2020 are working well in Canada. The Canadian Office assisted Locals in successfully dealing with various issues that arose in the roll out of these RTW protocols. The live performance sector has faced more significant challenges to any RTW given the public gathering aspect of sector. Canada has seen a few success stories with drive-in concerts, such as Local 105's work in London, Ontario on the Ontario Country Music Awards or Local 295's work on the Brett Kissel concert in Regina, Saskatchewan.

The Canadian Office, with the assistance of Locals, has been lobbying all levels of government to work on live venue re-opening plans. International Representatives Jim Brett and Jason Vergnano have worked with Locals across the country to get accurate monthly wage loss data, which has been invaluable in our lobbying efforts. In addition, the Department has also assisted local unions with the negotiation of new agreements and letters of understanding to keep members employed or returned to work. It has also supported the work of IATSE Committees on RTW protocol initiatives which included the compilation of employer-issued safety protocol documents. The broadcast and/or streaming of pre-recorded performances to keep audiences engaged during the pandemic continues to present challenges

to all stage crafts while live streaming of performances continues to present possible work opportunities.

Communication

The Canadian Office continues to host bi-weekly national stage and motion picture calls with leadership from Canadian Locals that include IATSE Canadian lobbyist Isabel Metcalfe and Canadian Legal Counsel Ernie Schirru. These calls continue to keep Locals up-to-date on the work of the Department while also providing an opportunity for Locals to provide information and exchange ideas. Guest speakers on these weekly calls have included President Loeb, General Secretary-Treasurer Wood, International Vice President and Motion Picture Department Director Michael F. Miller, Jr. and International Vice President and Stagecraft Department Director Daniel E. Di Tolla, International Vice President and Trade Show Department Director Joanne M. Sanders as well as Co-Directors for Broadcast Fran O'Hern and Steve Belsky.

The Canadian Office's social media and internet presence remains strong in both English and French and continues to provide members with updated IATSE and COVID-19 related industry and wellness information in addition to providing various member engagement volunteer and lobbying opportunities. The IATSE Canada website also now allows members to access either the English and French versions of the IATSE Roadshow.

Politics & Lobbying

The Canadian Office has continued its focus on political engagement and

advocacy on behalf of members with the assistance of IATSE Canada's lobbyist Isabel Metcalfe and International Representative Krista Hurdon. Lobbying efforts to date have focussed on COVID-19 related health and safety return-to-work protocols and COVID-19 related government financial aid to entertainment industry employees and employers. With the motion picture industry back on line, efforts are now focussed on the live production and trade show industries. The IATSE's efforts have been bolstered by its membership in the Creative Industries Coalition that includes Canadian Actors' Equity, the Canadian Federation of Musicians, and the Associated Designers of Canada ("ADC"), whose membership recently voted to join the IATSE and form IATSE Local ADC659.

Since March 2020, IATSE Canada's participation in organized labour's lobbying efforts resulted in the Federal Government introducing the Canada Emergency Response Benefit (CERB) which provided workers, including gig economy workers, with \$2,000 in financial aid per month for 28 weeks. Lobbying has also given rise to important changes to the nation's Employment Insurance benefits and the introduction of the new Canada Recovery Benefit, which provides workers with \$500 in financial aid for an additional twenty-six weeks following the conclusion of the CERB. The Federal Government's Canadian Emergency Wage Subsidy program available to employers has also been extended to March 2021.

IATSE Canada's live entertainment industry focused lobbying efforts have

also gotten traction as well. In the Federal Government's Fall Economic Statement, the Federal Government increased its support for the live entertainment industry and its workers with the introduction of the Highly Affected Sectors Credit Availability Program. The program provides government-backed loans at below-market interest rates with extended repayment terms of up to ten years for Canada's hardest-hit businesses in the tourism, hospitality, and arts & entertainment industries. In addition, the Federal Government announced that it will be providing \$181.5 million to the Department of Canadian Heritage and the Canada Council for the Arts to expand the Council's funding programs for 2021 and 2022. IATSE Canada has also partnered with other motion picture unions and guilds as well as the Canadian Media Production Association to secure \$50 million in insurance back-stop funding which will be administered by Telefilm to assist the motion picture industry producers in dealing with potential COVID-19 related work stoppages.

In June 2020, the focus pivoted to lobbying for the extension of the CERB beyond sixteen weeks. After weeks of intensive lobbying efforts, the Federal Government announced an eight week extension of the CERB program, which for most people, meant a continuation of benefits to the end of August. Although IATSE was encouraged by the success of its lobbying efforts to extend the CERB, lobbying continues for further extensions of the CERB and amendments to the EI program, which are particularly important to members working in the live performance industry.

Organizing

As previously reported, IATSE Canada continues to aggressively pursue organizing opportunities during the COVID-19 Pandemic. Applications have been filed for certification in British Columbia, Ontario, Quebec and Nova Scotia using electronic membership evidence during the Pandemic. Efforts in this regard have been extremely successful and resulted in the addition of 3,000 new members and a 10% in IATSE Canada's overall membership. Organizing efforts have been bolstered through Continuing Organizing Membership Education Training (COMET) training modules being presented by International Representative Jason Vergnano to Locals across Canada and International Representative Jeremy Salter's boots-on-the-ground organizing campaign coordination.

Organizing successes include the recently chartered Animation Guild, IATSE Local 938's certification as bargaining agent for over 165 animation workers employed by Titmouse in British Columbia. The recently chartered Arts and Cultural Workers Union, Local B778 was also certified as the bargaining agent for employees working at the Gallery Gachet and the Contemporary Art Gallery, both of which are located in Vancouver British Columbia, as well as the Canadian Artists' Representation/Le Front des Artistes Canadiens, a non-profit corporation that serves as the national voice of Canada's professional visual artists, and Cineworks, which is a an artist-run production and exhibition centre that supports independent filmmakers and media artists. In addition,

Local B-778 has secured voluntary recognition agreements with VALU-Co-op, Love Intersections and the Sewing Co-op. Local 891 has also been busy on the organizing front, having recently filed two certification applications seeking to represent COVID-19 categories on two productions, both of which remain outstanding before the British Columbia Labour Relations Board. Finally, Local 411 in Toronto, Ontario, has taken on an expansion of its jurisdiction to include production assistants. Local 411 has filed certification applications seeking to represent production assistants with several productions in recent months with all of those applications resulting in almost immediate voluntary recognition agreements.

Since the last General Executive Board meeting, IATSE has also welcomed over 250 new members from the Associated Designers of Canada into the newly chartered national Local, ADC659. The ADC Canada was formed in 1965 to represent the set, costume, lighting, projection, and sound designers in live performance throughout English Canada.

Finally, the most significant victory IATSE Canada has had in terms of numbers is the merger of AQTIS into the IATSE. After organizing successes in the early 2000's, the IATSE shared jurisdiction for work in the film industry with AQTIS, a Quebec based union of technicians and artists. Relations between the two organizations was often tense and resulted in various legal disputes over the years despite the fact many workers were members in both organizations. In 2019, the IATSE and AQTIS filed various applications seeking to displace

one another under Quebec legislation. In the midst of impending litigation, individuals on both sides showed tremendous leadership and reached out to each other to start discussions of the best interests of their respective memberships. Those initial discussions turned into intensive bargaining over the coming months and resulted in a merger agreement with Local 514, AQTIS and Local 667. Finalizing the terms of the merger required the parties to recognize the unique aspects of each organization while at the same time identifying areas of mutual interest. In the end, the successful merger of Locals 514 and 667 with AQTIS to form successor organization to AQTIS IATSE Local 514 has given rise not only to formal recognition by the Quebec Labour Relations Board but also the influx of 2,600 new IA motion picture members engaged in both scripted and reality productions, commercials, music videos and in-house TV broadcasts. With a total membership of over 5,000, the new Local 514 is Canada's second largest Local. International Representatives Vergnano and Salter played an integral role in this historic unification of the entertainment industry labour force in Quebec.

Bargaining

The Canadian Office continues to assist Locals with collective agreement negotiations across the country through video conferencing. For example, International Representative Julia Neville assisting Locals 669 and 891 in their preparations for upcoming bargaining, along with the Teamsters, for a renewal of the BC Council of Film Unions Master Agreement with the Alliance of

Motion Picture and Television Producers (AMPTP).

International Representative Vergnano assisted Local 461 in reaching a renewal collective agreement with Brock University in St. Catharines, Ontario. Highlights of that renewal agreement included maximum annual wages permitted by Provincial legislation and significant pay equity raises for wardrobe workers.

International Representative Jim Brett assisted Local 295 in reaching a renewal collective agreement with the Conexus Centre for the Performing Arts and the IMAX Theatre at the Saskatchewan Science Centre. Both renewal agreements contemplate wage increases as well as improvements in language, the latter of which is awaiting ratification.

Community Outreach

Canadian Locals continue to engage in community outreach initiatives during the pandemic. Of particular note, is Local 58's partnership with the Toronto Star Santa Claus Fund toy drive which resulted in every entertainment working in the Toronto area in need, regardless of union affiliation, being able to provide their child with gifts over the holidays and Locals 669's and 891's participation in the Reel Thanksgiving Challenge which, with \$5,000 in support from the International, resulted in over \$200,000 in donations for the Greater Vancouver Foodbank. Responding to the call of President Loeb, members of Local 56 helped to build temporary shelters for the homeless with COVID at the Stade De Soccer De Montreal. Vice President Lewis also extended a note of appreciation to Canadian Motion Picture Locals which

have reached out to Stage Locals looking to provide work their members.

President Loeb thanked Vice President Lewis and the Canadian Department members for all of their hard work. In doing so, President Loeb noted that the Department's organizing efforts in traditional and non-traditional crafts and/or workplaces which have increased the Alliance's membership by over 3,000 members during a pandemic is particularly extraordinary. He concluded his remarks by commending the Department for its well thought out and aggressive advocacy and activism on behalf of members with all levels of government during these particularly trying times.

IATSE LEGAL AFFAIRS

On behalf of the Legal Department, General Counsel Samantha Dulaney updated the General Executive Board on recent developments in legal matters and affairs.

National Labor Relations Board

General Counsel Dulaney began by updating the General Executive Board on developments at the National Labor Relations Board (NLRB) since the last General Executive Board meeting.

President Biden took two actions on Inauguration Day to correct the course of the NLRB. First, he appointed Board Member Lauren McFerran as NLRB Chairperson. McFerran is the sole Democratic appointee to the Board and replaced Republican appointee John F. Ring as chair. However, Republicans still maintain a 3-1 majority on the Board. Control of the Board will not flip to the Democrats until after Member William J. Emanuel's term expires on August 27, 2021.

Second, President Biden demanded the resignation of NLRB General Counsel Peter Robb. Robb refused to resign and was subsequently terminated. Peter Ohr has been named acting NLRB General Counsel until the Senate can confirm a Biden-nominated replacement. Robb had nine months remaining on a four-year term. He becomes the first NLRB General Counsel to be forced from office since 1950. The NLRB General Counsel has wide latitude in determining the types of cases pursued by the agency.

General Counsel Dulaney then reported on several NLRB decisions issued by the Trump NLRB since the last GEB meeting. NP Texas LLC, 370 NLRB No. 11 (2020), concerned a representation petition filed by a group of workers at Texas Station Casino in Nevada on May 28, 2020. After the Regional Director issued an order directing an election via mail-ballot, the employer sought review by the Board. The employer argued that there were no eligible voters in the proposed unit because the casino had laid off its employees and closed indefinitely due to the pandemic. The NLRB sided with the employer and ordered that the petition be dismissed. The Board concluded that, because of the pandemic, the casino employees had "no reasonable expectation of recall" and would therefore not be eligible to vote in an election. This decision will severely hamper efforts to organize workers in industries that have been temporarily shuttered due to the pandemic.

In LiUNA, Local Union No. 91, 370 NLRB No. 42 (2020), the Board found that a local union violated the National Labor Relations Act when it removed a worker

from its non-exclusive hiring hall referral list in retaliation for making Facebook posts that were critical of the local's business manager. The Board ordered the local union to pay backpay, with interest, to the worker for work opportunities lost because he was removed from the referral list.

The Board issued an important decision in *Audio Visual Services Group, LLC*, 370 NLRB No. 39 (2020). In this case, the union sought to represent audio-visual technicians at four locations in northern California. The employer argued that technicians at sixteen other job sites should have been included in the unit. The Board disagreed, finding that there was insufficient interchange among employees at the four locations and the sixteen other job sites. Further, the locations covered by the Union's petition were in close geographic proximity, while the other locations were 70-110 miles away.

In *Aspirus Keweenaw*, 370 NLRB No. 45 (2020), the NLRB provided guidance to Regional Directors when deciding whether to order a mail ballot election during the COVID-19 pandemic. The Board listed the following situations where mail ballots may be used because of COVID-19:

1. The Regional Office conducting the election is under "mandatory telework" by the NLRB;
2. Either the 14-day trend in new COVID-19 cases in the county where the voters workplace is located is increasing, or the 14-day testing positivity rate in that location is 5% or higher;
3. An in-person election site cannot be

set up without violating mandatory state or local gathering restrictions;

4. The employer refuses or fails to commit to the NLRB's in-person election protocols;
5. There is a current COVID-19 outbreak at the workplace or the employer won't reveal its current status; or
6. Other "similarly compelling considerations"

In addition, mail voting remains suitable where other factors—unrelated to COVID-19—make in-person elections difficult. For example, if employees are scattered over a wide geographic area; do not work at the same fixed facility; or have widely varying work schedules; mail-ballots will likely be appropriate.

Finally, in *IUOE, Local Union No. 150*, 370 NLRB No. 40 (2020), the NLRB declared its intention to reevaluate whether Unions should be permitted to erect stationary banners and inflatables (e.g., "Scabby the Rat") in front of neutral employers. Neutral employers are employers not directly involved in the labor dispute. Often these so-called neutral employers are doing business with the primary employer. Under current law, Unions are permitted to erect banners and inflatables in front of neutral employers to advise the public of the labor dispute with the primary employer and/or request that the public not patronize the neutral employer. A decision in this case is likely to issue before control of the Board switches to the Democrats in the fall of 2021.

United States Department of Labor

General Counsel Dulaney then updated the GEB on developments at

the United States Department of Labor. In early January, the in-coming Biden administration announced that Boston Mayor Marty Walsh would be nominated to be the next Secretary of Labor and head the federal Labor Department. Mayor Walsh is a longtime union member, and former head of the Boston's Building and Construction Trades Council before entering public office.

President Biden also announced plans to nominate California Labor Secretary Julie Su for Deputy Secretary of Labor, effectively the second-in-command at the Labor Department. Secretary Su has accepted the administration's nomination offer which is another welcome announcement given Secretary Su's career as an impressive advocate and a proven history as an effective labor standards leader with a pro-worker record in California.

In addition, President Biden announced that former United Steelworkers official James Frederick will be appointed as Deputy Assistant Secretary at DOL's Occupational Safety and Health Administration and Jessica Looman, the outgoing executive director of the Minnesota State Building and Construction Trades Council to serve as deputy administrator of the DOL's Wage and Hour Division. All of these selections make it very clear that President Biden will move DOL policy in a far more pro-worker direction.

A. Office of Labor Management Standards

OLMS Director Appointed

As of January 21, as soon as President Biden took office, the Administration

appointed Jeffrey Freund as Director of the DOL's Office of Labor Management Standards (OLMS). A highly experienced union-side labor attorney representing unions in a variety of industries, and most recently serving as Senior Counsel at the Washington, DC law firm Bredhoff & Kaiser, he is a welcome addition to the OLMS. This position does not require Senate confirmation, so Director Freund assumed that position immediately.

B. U.S. DOL Independent Contractor Rules

Elsewhere in the DOL, the Department's Wage and Hour Division, which is responsible for enforcing the government's position on the minimum wage and overtime provisions of the Fair Labor Standards Act issued a proposed regulation in September that would significantly revise the standard for determining who is a covered employee and who is an independent contractor for wage and hour purposes. The proposals' employer-friendly approach to the interpretation of the term 'employee' under the law would have a multi-billion dollar impact on thousands of U.S. workers.

The DOL found that the revised rules would cost workers more than \$3.7 billion annually (in reduced pay and benefits and statutory insurance like social security). Overall, the rule would make it easier for employers to classify workers as independent contractors, if not effectively presume workers are not covered employees. While the proposed rule would not generally have direct effects on current union-represented workers covered by collective

bargaining agreements, it would incentivize independent contractor relationships. By doing so, this anti-worker proposal would not only narrow worker protections under the Fair Labor Standards Act, it would also strip from individuals (classified as independent contractors) Social Security and Medicare contributions; unemployment insurance; workers' compensation; protection from discrimination—and (most importantly) make it more difficult to organize a union and collectively bargain.

The administration attempted to fast-track the rule by opening a mere 30 days for public comment on the proposed changes. The comment period closed on October 26, 2020, and the AFL-CIO along with several unions—including the IATSE—issued comments on the proposed rule, denouncing the revisions and urging the DOL to withdraw the proposal. Nonetheless, on January 7, thirteen days before the Trump Administration ended, the DOL issued final regulations incorporating all its proposed changes, which are currently set to take effect on March 8, 2021. However, due to President Biden's swift action on administrative rule changes upon taking office the Legal Department expects that the rule will be put on hold before that date.

C. DOL-Related Executive Actions and Appointments By President Biden

As of Wednesday, January 27, President Biden had taken thirty-seven executive actions in his first six days in office, many of which directly undo or reverse Trump Administration policies.

Significantly, on Inauguration Day President Biden issued a broad instruc-

tion to Executive agencies—including the Department of Labor—to put a 60-day freeze on new regulations. The agencies are also directed to halt any other regulation activity and await approval from the Biden administration before moving forward.

Additionally, among his initial Executive actions after his inauguration, the President issued an Executive Order on Protecting Worker Health and Safety—which directs the DOL's OSHA to issue revised guidance for employers concerning COVID-19 and urging the agency to reconsider emergency temporary standards for businesses to follow during the pandemic. The Department of Labor was directed to issue revised guidance for employers within two weeks. Under the Trump administration, OSHA refused to issue emergency temporary standards and largely shirked its duty to protect workers under the Occupational Safety and Health Act by failing to issue binding, specific safety measures. This order signals a significant reversal of the Trump administration's strategy to occupational health during the pandemic.

United States Supreme Court

Next, General Counsel Dulaney updated the General Executive Board on developments at the United States Supreme Court. Justice Ruth Bader Ginsburg died in September, a heartbreaking loss which was followed by an even more stunning Senate response in filling the Court's vacancy. Justice Ginsburg died on September 18th and President Trump announced his nomination of Judge Amy Coney Barrett

eight days later. Judge Barrett's hearing before the Judiciary Committee started nineteen days later and the full Senate voted 52-48 to confirm her nomination on October 26, just eight days before the federal elections on November 3.

Notably, Senate majority leader Senator McConnell completely reversed the position he took in 2016 when he refused to allow consideration of President Obama's nominee, Merrick Garland, for the seat that was left vacant after Justice Scalia's death. Here, in contrast, Justice Barrett—a lifetime appointment—was rushed through the Senate in a little more than month, at a time when the American people were already voting in large numbers in a presidential election. The speed with which Judge Barrett's nomination proceeded to confirmation is offensive and violates the very same sense of fairness McConnell allegedly relied upon in 2016. With the confirmation of Judge Barrett, the Court now has a clear conservative majority and is set to become perhaps the most corporate-focused Supreme Court in history.

While there are no blockbuster labor or employment cases before the Court for the October 2020-21 term, unions won a victory in connection with fallout from the 2018 Janus decision concerning fair-share agency dues in the public sector. On January 25, the Court rejected claims from former government workers who were trying to recover fees they paid to public-sector unions before the 2018 Janus ruling. By refusing to hear these cases, the Court has left lower court decisions in place which declined to allow public-sector workers to retroactively recover agency fees.

Volunteer Voter Protection and GOTV Efforts

General Counsel Dulaney updated the Board on volunteer voter protection and Get Out the Vote (GOTV) efforts by IATSE attorneys during the 2020 election. Counsel Adrian Healy engaged in remote voter protection efforts in Pennsylvania and Georgia. Counsel Jacob White engaged in remote voter protection efforts in Georgia, and GOTV efforts in Georgia, Arizona, and Wisconsin. Counsel Michael Short engaged in in-person voter protection efforts in Cleveland. All IA attorneys participated and contributed to fundraising efforts in support of the Biden-Harris campaign and the Georgia Senate runoff campaigns of Reverend Raphael Warnock and Jon Ossoff. General Counsel Dulaney specifically and sincerely thanked President Loeb, as well as General Secretary-Treasurer Wood and IA Political Action Committee members Vice Presidents Davis, Ford and Carlson for their support in her efforts to raise funds to support the Georgia runoff elections.

President Loeb thanked General Counsel Dulaney for her report. He noted that he is hopeful that the recent changes at the Department of Labor and National Labor Relations Board will help to undo some of the damage caused by the relentless assault on Labor over the past four years. Clearly the people running these agencies during the Trump Administration did not believe their duty was to protect working people. President Loeb thanked the Department for its tireless work over the past four years in an incredibly difficult legal environment. The Department continued its routine

duties while also dealing with a constant, unrelenting barrage of legal attacks on Unions and working people and did so in an effective and sophisticated manner that brings credit to the Alliance. President Loeb specifically thanked General Counsel Dulaney for coordinating those efforts and providing a strong backbone for the Legal Department.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

Political and Legislative Department Director Tyler McIntosh reported on the Alliance's 2020 political program and the United States federal election results. The report further provided a COVID-19 relief and omnibus legislation update and a legislative outlook for 2021 at the federal level in the U.S.

The Alliance's political and legislative activism over the last six months played a significant role in setting the stage for our members and working people in the United States to again have worker-friendly federal leaders. The start of 2021 included one of the most egregious assaults on democracy in American history when insurrectionists stormed the United States Capitol building in Washington D.C. on January 6, 2021. Leadership and decency were restored fourteen days later when President Joe Biden was inaugurated as the 46th President of the United States, bringing an end to the most anti-worker administration in generations.

Despite the worst pandemic in a century and deliberate voter suppression efforts, working people contributed in record numbers to the 2020 elections. In the short time since inauguration, the IATSE-endorsed Biden-Harris administration is putting the U.S. on the path to further

COVID-19 relief, and overcoming the COVID-19 pandemic, which will ultimately get IATSE members back to work. With pro-worker candidates Rev. Raphael Warnock and Jon Ossoff winning Georgia's Senate runoff races on January 5, 2020 support in both houses of Congress has been realized together with a labor-endorsed President in the White House. In President Loeb's words, "I believe that the Biden-Harris administration will be the most significantly pro-labor, pro-worker administration in modern American history."

In the 2020 election cycle, IATSE's enhanced political infrastructure allowed our members to build upon previous electoral work and make a difference in electing pro-worker candidates who share our views. The Department primarily focused on supporting U.S. Locals with the tools and resources necessary to ensure their members were registered to vote and educated on ways to vote safely and engage politically in spite of the COVID-19 pandemic. The Department worked closely with District Secretaries and political coordinators throughout the country on significant voter registration efforts and get out the vote campaigns. In addition, the programs of individual Districts, Locals, and committees contributed to countless other mobilization efforts.

IATSE participated as an affiliate of the AFL-CIO with their annual electoral mobilization program, Labor 2020. The International sponsored IATSE members to work with the AFL-CIO in battleground states. Twenty-eight members, who worked over 600 days combined, worked as release staff for their respective AFL-

CIO state federations. These were both record numbers. The Department commended those individuals who tirelessly helped to win races up and down the ballot. In addition, numerous International staff members volunteered to place phone calls during AFL-CIO phone banking in the final weeks before November elections.

The International launched an expansive mail program to communicate with members in thirteen battleground states in the weeks leading up to the election. The Department reached 17,686 members and sent 35,372 mail pieces focused on voter registration; education on pandemic-related changes to election deadlines and rules; the labor records of presidential candidates; and getting out the vote.

The 2020 IATSE political program also included a first-time messaging campaign utilizing a text-messaging platform. IATSE staff communicated one-on-one via text with 20,805 members, received 7,420 responses, and sent 26,598 texts through the program. The Political and Legislative and Communications Departments further collaborated to communicate with the U.S. membership about the election via email and social media, which have traditionally been utilized.

In another first-time initiative, the IA partnered with an outside organization to recruit members as poll workers to ensure a safe, fair elections in various locations around the U.S. Three hundred and thirty-five members signed up to serve as poll workers in their local communities through this partnership, supporting the democratic process.

IATSE volunteers consistently mobi-

lized our membership in support of the Biden-Harris ticket by sponsoring get out the vote phone banking. President Loeb was joined by U.S. Senator Sherrod Brown (D-OH) to kick off these efforts together with a few hundred union member volunteers.

The Alliance has also been significantly engaged with the Biden-Harris transition team following the election. Together with Joe Hartnett, Assistant Director of the Stagecraft Department, Director McIntosh served on the Arts for Biden campaign policy committee. Assistant Director Hartnett was appointed as one of two policy co-chairs, where he contributed to an arts policy proposal produced by the committee and passed on to the transition team. President Loeb spoke with personnel leading the operations of the Biden transition team to provide IATSE input on the transition. Director McIntosh participated in meetings with the agency review teams affiliated with the incoming administration. During the transition period, President Biden and his team continued to show concern about the effects of the pandemic on behind-the-scenes workers. Local 834 Vice President Jessica Gavin joined President-elect Biden for a virtual roundtable to speak about the unemployment and economic hardship that COVID-19 has caused IATSE members. The Biden team also solicited input on personnel recommendations to fill administration roles, which the Department submitted with input from IA officers and staff.

Both Senate races in Georgia advanced to a runoff election on January

5, 2020 to determine control of the U.S. Senate. Director McIntosh thanked President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for the support and resources they dedicated to a two-month plan in Georgia focused on those elections. Five IATSE members in Georgia worked over 130 days combined as release staff for the Georgia AFL-CIO in support of labor's efforts. Over 60 members from across the country volunteered to make calls during weekly AFL-CIO phone banks focused on Georgia. The International again utilized mail pieces detailing runoff election information, which reached 5,340 IA members in Georgia. The Department also again launched a peer-to-peer text messaging campaign that reached 4,228 members, sent 8,934 texts, and received 1,121 responses.

Director McIntosh commended the dedicated work of IATSE members and Locals in Georgia. The International's collaboration with and support of established grassroots organizations, like Stacey Abrams' 'Fair Fight', helped to deliver a win for working people in these critical runoffs. In addition to the Georgia U.S. Senate seats, there are many pro-worker lawmakers now in office, or remaining in office, who may not have been there without IATSE political support.

Director McIntosh reported that with 306 electoral votes, over 81 million votes, and a final vote margin of over 7 million, Joe Biden and Kamala Harris were elected to lead the United States as President and Vice President. Trump held the toss up states of Florida, North Carolina, and Ohio. Biden

flipped five states that Trump carried in 2016: Arizona, Georgia, Michigan, Pennsylvania, and Wisconsin.

In the Senate, Republicans held onto most of their incumbencies in states like Maine, North Carolina, Iowa, and Montana and defeated an incumbent Democratic Senator in Alabama. Democrats flipped 4 seats—Arizona, Colorado, and both Georgia seats. This resulted in a net gain of 3 senate seats for Democrats and split the chamber 50-50. An even split gives the tie-breaking vote to Vice President Kamala Harris and secures a pro-worker majority.

In the House, a slim pro-worker majority was maintained but narrowed. Republicans flipped 14 seats and Democrats flipped 3 seats, with one result still outstanding in NY-22 where the outcome is being contested in court. This results in a net gain of at least 11 seats for Republicans and a narrow 222 – 212 Democratic majority.

Director McIntosh reports many results were a shock. In many cases, polling favored Democratic candidates in the months leading up to the election. However, some now doubt whether supporters of Donald Trump cannot be reliably captured via traditional polling methods and his presence at the top of the ticket had significant implications down-ballot.

At the state level, Gov. Roy Cooper was reelected in North Carolina ensuring a pro-worker executive in Raleigh. Candidates Mike Cooney in Montana and Dan Feltes in New Hampshire were defeated. These gubernatorial results make Montana and New Hampshire the latest two Republican "trifecta" states,

putting them on the frontlines of the right-to-work fight.

The election of President Biden and pro-worker majorities in both houses of Congress provides a clear path to pass comprehensive COVID-19 relief immediately. It also means the ability to confirm pro-labor nominees to cabinet positions, the courts, federal agencies, and broader administration. President Biden promised to be "the most pro-union president you've ever seen." He wasted no time making good on that commitment. Secretary of Labor nominee Marty Walsh will be the first union member to serve as Labor Secretary in nearly half a century. President Biden announced plans to nominate California Labor and Workforce Development Agency Secretary Julie Su as Deputy Secretary of Labor. President Biden also appointed worker safety expert and former Steelworker Jim Frederick to head the federal Occupational Safety and Health Administration (OSHA), released a national strategy to combat COVID-19, directed OSHA to release specific guidelines for workplace COVID safety, extended the eviction and foreclosure moratorium, and issued a range of additional executive orders to eliminate discrimination for our LGBTQIA+ kin, advance racial justice, and address climate change.

2020 Legislative Update

Following the Coronavirus Aid, Relief, and Economic Security (CARES) Act relief package and push for the Senate to take up the House-passed Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, the Department continued to engage Congress for months,

raising awareness about the interests of entertainment workers and the need for comprehensive aid. The Congressional letter campaign “Top Priorities for Entertainment Workers in Subsequent COVID-19 Legislation” was the IA’s primary call to action for legislative relief. It has generated nearly 40,000 member letters to Congress.

The Department has also pursued opportunities to partner with employers and allied organizations to advance shared legislative goals. IATSE’s primary joint effort is the #SaveLiveEventsNow campaign. IATSE is a partner of this campaign, joining its collective voices with entertainment workers, talent, employers, venues, and others working together in favor of American live events. The Department contributed significantly to the legislative framework for the #SaveLiveEventsNow campaign and many of our IATSE legislative priorities for subsequent COVID-19 relief are focal points of the campaign. IATSE is also a partner of the Go LIVE Together campaign. This coalition is focused on relief for the events industry, in particular tradeshow and exhibitions. The IA, though not an official partner, is supportive of the ExtendPUA and #WeMakeEvents grassroots campaigns.

Congressional obstruction and claims that additional COVID-19 relief was not needed delayed further federal action until late-December 2020 when Congress passed a \$900 billion COVID-19 emergency economic relief package as part of the year-end omnibus government funding bill. The Consolidated Appropriations Act of 2021 fell short

of the relief needed but was a welcome lifeline for entertainment workers. Among the relief was an extension of the unemployment insurance programs from the CARES Act through March 14, 2021, including partially restoring the \$600 weekly federal enhancement that expired in July at \$300 per week and benefit eligibility for self-employed workers and freelancers through the Pandemic Unemployment Assistance Program; a second round of economic impact payment checks at \$600 per person and a \$600 payment for each child dependent; and \$15 billion in dedicated funding for live venues, independent movie theaters, and cultural institutions—known as the Save Our Stages Act—with a certification that eligible venues must adhere to the certain collective bargaining obligations and union neutrality.

Before supporting the Save Our Stages campaign, the Department led a lobbying effort to add worker protections to the bill with the goal of ensuring union-busting bad actors will not be eligible for the grants. The Department achieved these goals by working with Senator Amy Klobuchar and Senator Chuck Schumer. Director McIntosh acknowledged Vice President Carlson’s assistance in identifying issues that District 9 had recognized in connection with this law and participating in a discussion with Senator Klobuchar, President Loeb, and Director McIntosh which led to the addition of these labor protections.

Director McIntosh was a member of the working group that drafted bipartisan legislation, the Protect Lawful Streaming Act, that was passed into law as a provision of the omnibus spending bill. The bill

modernizes criminal copyright law by enhancing enforcement and making felony penalties available for illegal streaming—ensuring that penalties are available only against those who operate commercial streaming services designed for illegal streaming of copyrighted content. This provides a new tool to deter the theft of copyrighted works that threaten IATSE members hard-won health care benefits and retirement security.

The omnibus bill increased federal arts funding for the National Endowment for the Arts and National Endowment for the Humanities. Funding levels have increased to \$167.5 million each, a \$5.25 million increase over FY 2020 levels. The bill provides over \$284 billion for forgivable Paycheck Protection Program (PPP) loans and expands PPP eligibility to 501(c)(6) nonprofits but failed to extend that support to 501(c)(5) nonprofits. This makes chambers of commerce and trade associations eligible for federally funded economic support and not labor organizations. The Department made IATSE’s discontent on this issue well known on Capitol Hill and it remains a top priority for a subsequent bill.

2021 Legislative Outlook

The current Senate split and narrow Democratic majority in the House will make ambitious legislation difficult without bipartisan support. The Senate Majority Leader will control which bills are brought to the floor and Senate Republicans can still filibuster, which requires sixty votes to defeat. However, it is expected that Democrats may approve certain bills with a simple majority vote in the budget reconciliation process and could take advantage of that by quickly

passing a reconciliation bill for the current fiscal year, leaving opportunities to pass reconciliation bills for fiscal 2022 and 2023.

President Biden has kept a major campaign promise by proposing the American Rescue Plan, a \$1.9 trillion COVID-19 relief package and said that a larger recovery package may follow in February. The proposal calls for direct payments of \$1,400; increasing the federal weekly unemployment supplement to \$400 and extending through the end of September; COBRA subsidies through the end of September; expanded paid leave; an OSHA emergency temporary standard for infectious disease; and \$350 billion in state and local government aid, among other features. The IA supports this proposal and is working with Congress to see it enacted.

The Department expects to dispatch a 2021 update to the IATSE Federal Issue Agenda in coming weeks and expects to continue advocating for COVID-19 relief that protects workers returning to the workplace; extend unemployment insurance provisions; preserve access to affordable healthcare with a 100% COBRA subsidy; allow all nonprofits, including labor unions, access to financial relief the Paycheck Protection Program; protects our healthy pension plans; ensures tax fairness for middle class creative professionals; and provides economic support for organizations in the arts, entertainment, and media industries. The Department will continue to support labor in the broader campaign to pass the Protecting the Right to Organize Act to bring comprehensive, favorable labor law reform to the United States.

In February, President Loeb and IATSE Diversity, Equity, and Inclusion Committee Co-Chair Liz Pecos will participate in a press call hosted by the AFL-CIO's Department for Professional Employees to announce an equity, diversity, and inclusion policy agenda by DPE and its affiliated unions in the arts, entertainment, and media industries (AEMI) – including IATSE. Legislative and policy staff from twelve AEMI unions contributed to this policy agenda collectively over the past six months in order to identify these issues for the incoming Congress.

IATSE PAC Report

Political and Legislative Director McIntosh updated the Board on the status of the IATSE PAC. For the period of July 1, 2020 to December 31, 2020, the PAC received \$122,109.73 in contributions and made disbursements of \$259,500.00. The available balance as of December 31, 2020 was \$127,462.31. The disbursements of \$259,500.00 from the IATSE PAC were contributed to 112 different campaigns and committees.

There were 1,309 monthly credit card and payroll contributors during this period and contributions were made by members of 137 different local unions in the full calendar year.

The pandemic presented new obstacles for IATSE PAC fundraising, but virtual meetings and events have replaced traditional in-person fundraising events. The first virtual IATSE PAC fundraising reception, which followed the Mid-Summer General Executive Board meeting in July 2020, with special guest Congressman Brendan Boyle, raised

\$10,235. Several Districts also held virtual fundraising events in coordination with their District Conventions this past year.

The Animation Guild, Local 839 turned its 2nd Annual Post-It Note Show fundraiser into an online event and raised approximately \$2,000 for the PAC. The Motion Picture Costumers, Local 705, and the Costume Designers Guild, Local 892 collaborated on an event, incorporating a designer face mask auction. The event, which featured one-of-a-kind face masks that met the requirements for personal protective equipment to keep members safe during the ongoing pandemic, raised about \$2,800. Theatrical Wardrobe Union, Local 764 held a Quiltmania Raffle, which yielded \$8,742 in contributions. Virtual events have been made available online for the entire IATSE U.S. membership who are eligible to participate with IATSE PAC. Director McIntosh hopes these innovative events can serve as a model, or spark ideas for other Locals to benefit the IATSE PAC.

IATSE PAC utilized over \$550,000 of invaluable member contributions to support candidates in the 2020 election cycle who stand with workers and support the issues important to IATSE members.

Lastly, Director McIntosh concluded his report with a reminder that a virtual IATSE PAC fundraising reception would be held at the conclusion of the Board's meeting with special guest, Senator Ben Ray Lujan of New Mexico.

President Loeb noted that Director McIntosh joined the Alliance in the midst of a chaotic political environment and nonetheless has effectively carried out the Department's objectives together with Assistant Political/Legislative Director,

Jackson Reese. In the past months, we have witnessed unprecedented elections that are critical for the future of IA members, an insurrection at the U.S. Capitol, and the challenges of continuing the Department's electoral efforts during a pandemic. The Alliance has become a steadily active organization at the federal level and our efforts have ramped up at a critical time. Thanks in part to the hard work of the Department and countless IA volunteers and staff, there is now real hope. Working people now have hope in the Senate and House but we must hold elected officials accountable. We must make sure our issues are at the forefront and will continue to do so. President Loeb concluded by expressing his appreciation for the tremendous work of the Department.

IATSE DISASTER RESPONSE COMMITTEE

On behalf of the Disaster Response Committee, International Trustee Andrew Oyaas reported on activities and events since the Committee's last report in July 2020. The Committee has been active in monitoring a variety of emergency situations affecting IATSE members, including the continuing COVID-19 pandemic crisis and recent natural disasters.

Prior to the Thanksgiving holiday in the United States, the Committee began preparations to provide assistance in connection with a potential surge of new COVID-19 cases, which was commonly anticipated by health officials. The IATSE C.A.R.E.S. website was updated, and previous volunteers were contacted to confirm their continued willingness to participate in the Alliance's mutual aid

program. Many volunteers reported that they valued their experience helping fellow members and elected to continue their participation in the program. Anyone aware of another member in need of assistance (e.g., to obtain supplies, or other needs) is still encouraged to direct those individuals to the IATSE C.A.R.E.S. website.

The Committee noted that people in the general public and our workplaces may begin experiencing complacency surrounding the COVID pandemic. While members working in motion pictures and television production received positive news when protocols stimulating a safe return to work were signed with industry participants, the Committee has discussed the importance of good judgment and safety practices both at work and outside of work. The Committee encourages all members to continue following now well-known recommendations of health officials, including wearing masks, washing hands, and maintaining a minimum of six feet of physical distance. People should remain prepared to adjust their social lives to limit risks that might expose themselves or others to the virus or spread the outbreak (e.g., avoid crowded public spaces and similar risky activities).

As the pandemic persists, the Committee has also recognized that more societal mental health needs will likely need to be addressed. Complacency surrounding COVID may continue to make it more difficult to envision a return to normalcy. Newly emerging information about various COVID-19 strains or vaccine rollouts may exasperate this problem. Information

on mental health and support resources can be found on the IATSE C.A.R.E.S. website or through the Behind-the-Scenes Foundation. Trustee Oyaas urged those who may need assistance (or know someone who does) to use the resources provided on these sites.

While the pandemic continues, natural disasters have also hit North America. The Committee noted that the 2020 Atlantic hurricane season was record-breaking. Since the Committee's last report to the Board, eight named storms had emerged. At the end of the season on December 1, 2020 a record thirty named storms had been active and thirteen of these achieved hurricane strengths. A record twelve named storms made landfall in the continental United States. Virtually the entire eastern U.S. coast, including the Gulf of Mexico and Atlantic Ocean, was at some point in the season under a tropical storm watch. Also, at some point in the season, residents from the Ohio River basin to New England were affected by a tropical storm or hurricane system. The Committee highlighted these details to emphasize that hurricanes and tropical storm systems do not only affect coastlines. Inland remnants may bring wind and flooding. The Committee encourages every Local to be aware of these risks and prepared to assist members in their geographical jurisdiction.

IATSE members along the Gulf Coast, especially along the Louisiana coast, experienced the most significant storms. Several storms crossed those shores including Hurricane Laura, a category-four storm. While damage was significant, the Committee noted that

fortunately no members were injured. During AFL-CIO disaster response meetings after this event, the Committee discussed plans for members in the New Orleans area to offer food services in Lake Charles, Louisiana to support both our members and other union members in need. With the involvement of Local 478 and support from District 7, after some logistical problems were overcome, an event was later staged. Later in the season, Hurricane Delta crossed the coast in virtually the same territory as Hurricane Laura, again causing damage in the Lake Charles area. Logistics were in order to provide over 300 meals to IA members plus members of other unions and first responders. Trustee Oyaas commended Sisters Dawn Arevalo and Simonette Berry for their involvement in this event, which supported members in need, offered solidarity with other unions, and extended community outreach.

Planning for this event occurred prior to the District 7 virtual convention in September 2020, and given the challenges that had been discovered, a series of resolutions were introduced and passed by delegates establishing a District 7 disaster response fund. Funding may now be used to support members of Locals in future disaster locations, with significant funding set aside to facilitate needs immediately after an event. The delegates recognized the importance of this preparedness since the territory of District 7 attracts a significant number of tropical storms and hurricanes. Trustee Oyaas advised that designating funds for relief in this way may offer a model for other Locals or Districts that are particularly prone to similar events.

The Committee was also actively involved with responses to wildfires in the Pacific Northwest and Northern California. The Committee envisioned aiding Locals in the affected areas by offering information about available resources directly to the members in those areas. Through collaboration with the Communications Department, the Committee has identified this as a key step in responding to natural crises. Following creation of the IATSE C.A.R.E.S. program, it became clear the Communications Department's tools, including email and text messaging services would offer the Committee the ability to conduct needs assessments and distribute urgent information during natural disasters and emergencies. These tactics can be quickly and easily applied to unexpected developments like the COVID-19 pandemic and more regular disasters, such as hurricanes or wildfires. The Communications Department's existing systems can be used to locate members based on geography in an affected area, reach them through text messages, and provide information. While the Committee continues to refine these efforts, it encourages members to update their contact information in order to be reached in connection with future correspondences. This procedure may be used effectively by also distributing advance information to Local leadership. Again, Trustee Oyaas reiterated that members are encouraged to provide up-to-date contact information to increase the effectiveness of this form of messaging. He further encouraged Local leaders to urge their members to

do so through the International website or by text messaging "IATSE" to 21333 on a mobile device.

As the Committee previously reported, it has identified earthquake events in Puerto Rico and Southern California. While the Committee monitored those events, it did not recognize immediate needs necessitating further responses in those areas. The Committee also became aware of a volcanic eruption in Hawaii and contacted Local 665 in order to coordinate with the Local on any possible response. To date, the Committee has not deployed direct messaging surrounding this event because the Local and public authorities have remained in near constant contact with members in the affected area.

In its last report to the Board, the Committee described Local 8's efforts to illustrate the capabilities of IA members on field hospital installations for COVID-19 treatment. It was noted that a potential need for these facilities may still exist and there may be a coming need for COVID-19 vaccination sites. President Loeb has contacted Locals advising of the opportunity to coordinate with employers and government officials on utilizing venues as vaccination sites. That correspondence included a sample letter to introduce the Local to their elected officials and details the types of services IA members can offer. Trustee Oyaas emphasized that setting up both field hospitals and vaccination sites falls within the skills of IA members. Individuals in stagecraft and exhibition in particular, who are not working due to shuttered entertainment events, are particularly encouraged to explore these

prospects. Locals may find work opportunities in these areas as the pandemic continues.

The Committee has continued to publicize the Walsh/Di Tolla/Spivak Foundation and its available assistance in recovering from natural disasters. Trustee Oyaas thanked the Trustees of the Foundation (President Loeb, General Secretary-Treasurer Wood and Vice President Di Tolla) for their dedication and patience during the past six months regarding the availability of relief related to recent disaster events. The Committee also hopes that in the future, if members or Locals wish to make charitable donations to a worthy cause, they consider the Foundation. This is a charity organization designed to help IATSE members in times of need.

President Loeb recognized that members will continue to experience natural disasters aside from the COVID-19 crisis and preparedness for these events is crucial. The Committee is in place to offer support in appropriate ways and guide members, Locals, and Districts. He reiterated that the IATSE C.A.R.E.S. program remains active and volunteers are available to provide mutual aid assistance. He encouraged members in need to utilize this resource. Organizations like Behind the Scenes, which are well-known to the Alliance, can continue to address mental health needs during taxing and stressful events. He thanked the Committee for refining its programs and noted the Board will continue to support its work. He thanked Trustee Oyaas for the comprehensive report and his dedicated leadership of the Committee.

IATSE DIVERSITY, EQUALITY, & INCLUSION COMMITTEE

IATSE Diversity, Equality & Inclusion (DEI) Committee Co-chairs Kimberly Butler-Gilkeson (Local 764) and Liz Pecos (Local 480) updated the General Executive Board on the work of the Committee.

Land Acknowledgement

Committee Co-chair Kimberly Butler-Gilkeson began by acknowledging that the General Executive Board meeting is occurring virtually, and viewed across the United States of America, its territories and Canada, on the traditional lands and territories of Indigenous peoples who have stewarded the lands throughout generations past and present. Co-chair Butler-Gilkeson acknowledged and gave thanks to the original inhabitants spanning across the 630 First Nations communities, 53 Inuit communities and Métis Aboriginal communities of Canada, the 574 federally recognized American Indian tribes and 245 non-federally or state recognized tribes of the United States, including the Kanaka Maoli of Hawaii, and the Indigenous people across U.S. Territories including Samoans, Chamorros, Taino, and Indo-Caribbean. Meeting attendees were encouraged to honor these ancestral grounds and pay respect to those who are the original occupants of the vast and beautiful landscapes.

DEI Committee Activities

2020 will be long remembered as one of the most tumultuous and challenging years in history, full of unprecedented moments. As IATSE members, their loved ones and acquaintances braced against the unknown amidst growing concerns

of a global pandemic coupled with the abrupt and total shutdown of the arts and entertainment industry, many long existing conflicts rose to the surface and hit a boiling point. The viral and disturbing images of the brutal killing of George Floyd by a Minneapolis police officer thrust a horrified United States into protest and propelled the Black Lives Matter movement to international prominence. Hundreds of thousands marched in protest against racially motivated violence and police brutality. Many organizations and companies took a stand in solidarity and support for the Black Lives Matter movement. On June 29, the IATSE International General Executive Board issued a statement titled "The Ground We Stand On":

"We acknowledge that we have not always lived up to our own values and ideals of unionism, through our action, inaction, apathy, and at times ambivalence. For too long, we have turned a blind eye to the need for our workspaces to represent all members of our society, and for all workers to have an equal opportunity to enter the entertainment industry...We can do better. We must do better. We will do better...Upending systemic racism in the arts and entertainment industry will demand humility, ownership, accountability, and a lot of hard work. It's going to take our entire community coming together to create real, lasting, change."

The Board kept true to their word and in an effort to increase diversity and inclusion within our union and community, President Loeb reconstituted the International's Diversity, Equity and Inclusion

Committee in September. The Diversity Committee was formed by Convention Action in 2005. The DEI Committee is comprised of members from across the United States and Canada who were recommended to the DEI Committee based on their prior activism, leadership within their home locals' and commitment. Special care was taken to ensure invitees to the Committee represented a cross section of the IATSE. On September 29th, the committee convened for the first time.

Members of the International Diversity, Equity and Inclusion Committee are:

Daniel Ambrose, Jr. - Local 39
 Sheridan Braxton - Local 52
 Don'Shea Brown - Local 748
 Toni Burns - Local B-27
 Kimberly Butler-Gilkeson - Local 764
 David Calhoun - Local 18032 ATPAM
 Brittny Chapman - Local 705
 Patrice Davidson - USA 829
 Dejon Ellis, Jr. - Local 80
 Carla Farmer - Local 706
 Patrick Gapusan - Local 115
 Jonquil Garrick-Reynolds - Local 471
 Jessica Gavin - Local 834
 Deirdra Govan - Local 892 & USA 829
 Megan Greene - IATSE
 C. Faye Harper - International Vice President; Local 834
 Edward Hohman - Local 487
 Nancy Luna - Local 835
 Lorenzo Mack - Local 322
 Julia Miller - Local 44
 Donald Morgan - Local 600
 Liz Pecos - Local 480
 Bryant Preston - Local 7
 Ken Rapier - Local 110 & B-46
 Jeremy Salter - IATSE Canada
 Tuia'ana Scanlan - Local 665

Robert Score - Local One
 Derek St. Pierre - Local 489
 Siobhan Vipond - Canadian Labour Council Delegate; Local 210

In October, the DEI Committee held elections for an Executive Committee with the following results:

Co-Chairs

Kimberly Butler-Gilkeson
 Liz Pecos

Secretary

Julia Miller

Members-at-Large

Tuia'ana Scanlan
 Dejon Ellis, Jr.
 Jonquil Garrick-Reynolds
 Deirdra Govan
 Derek St. Pierre
 Jessica Gavin

In December, the Committee accepted a nomination for Brother Edward Hohman to become the next Secretary after Sister Julia Miller resigned. The DEI Committee meets biweekly and has established a framework to move forward with measurable action towards creating a diverse, equitable, inclusive and anti-racist worker organization. The Committee has partnered with Right Sized Media to spearhead these efforts. Right Sized Media is a Diversity, Equity and Inclusion consulting firm that works within media and entertainment to make the creative process more inclusive. Through the guidance and leadership of the professionals at Right Size Media, the DEI Committee members have been engaged in productive steps over the past several months to create an outline of

comprehensive and prioritized proposals and action items for consideration for the General Executive Board.

Committee Co-Chair Liz Pecos reported that members of the Committee have shown a deep level of commitment and dedication to their work from the outset, often spending hours on Zoom meetings in ancillary working group meetings with Right Size Media, the Executive Committee, or otherwise as the Committee built its working structure. Right Size Media guided the Committee through a Phased approach to first identify three major areas of focus.

During Phase 1, Committee members discussed and submitted ideas and then voted on the final categories in October. At the conclusion of Phase 1, the Committee decided on three banner areas to focus its proposals: "Learning and Development," "Leadership Training," and "Who We Are" also known as "Visibility Matters". During Phase 2, the Committee worked to develop specific action item proposals under each category. Over several weeks, members discussed and debated submissions until the Committee reached a comprehensive and prioritized "roadmap" of proposals under each category heading. The list was presented to President Loeb and the General Executive Board, and the Committee hopes this will become the building blocks of its agenda to initiate the change in culture of the arts community and create a lasting framework for all IATSE members.

For the "Learning & Development" category, the Committee proposes outreach to underrepresented individuals and communities on pathways to membership to foster growth in the IATSE and

access for underrepresented individuals to training. The Committee recommends the development of training and accessibility in curriculum covering diversity, equity, anti-oppression, anti-racism, and anti-sexism topics. Internal organizing and development of training on basics of union structure, purpose and functionality will be key. It is also recommended that the IATSE Roadshow and IATSE pamphlet be revised to be inclusive of diversity and inclusion topics. It is the Committee's hope to see the development of a webpage dedicated to DEI resources made available to all members and the translation of the glossary of commonly used terms into Spanish, French, and American Sign Language.

Under "Leadership Training" the Committee proposes the inclusion of bias and diversity training for all International officers and staff. It recommends that courses in implicit bias, diversity and inclusion be offered as part of the IATSE Officer Institute curriculum. These courses should also be offered at the GEB meetings and District Conventions. Additionally, the Committee proposes that training modules on privilege, implicit bias, microaggressions, anti-racism, anti-sexism, etc. are developed and made available to Locals and members.

For its third and final category, titled "Who We Are" and also known as "Visibility Matters," the Committee suggested the revision of the IATSE Equality Statement to use more inclusive and equitable language. The Committee also proposes the creation of a non-discrimination and anti-racist union policy. To discover "Who

We Are," the Committee recommends the development of membership and leadership surveys that will capture broad demographic and identity-based data. The Committee proposes a public relations and advertising campaign featuring the IATSE's black, Indigenous, and people of color (BIPOC) and Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, and Asexual/Ally (LGBTQIA+) workers and leaders and a "Visibility Matters" campaign to bring attention to the evolving membership demographics of the IATSE. In efforts to increase visibility, the Committee also hopes to see a portion of the IA Bulletin dedicated to celebrating BIPOC and LGBTQIA+ members and recommends a page on the IA website that can highlight members of the DEI committee and contain a digital photo album of notable underrepresented members. Co-Chair Pecos acknowledged that this robust goal list may take time to fully accomplish and shared the Committee's eagerness to begin work on initiating the proposals included in the recommendations.

The Committee felt it was important to note that it is aware of the statement released by the BIPOC-led theater collective "We See You White American Theater" (WSY) in July. WSY is a collective of artists, students, managers and executives formed to address the scope and pervasiveness of anti-Blackness and racism in the American theater. In their statement, WSY called forth labor unions, including IATSE, for an immediate increase in visibility and BIPOC staffing and artists across all levels and positions, especially in decision-making roles, as well as the implementation of anti-

racist policies. The Diversity, Equity and Inclusion Committee recognizes the importance of acknowledging the WSY statement and the ever-growing movement of entertainment workers who demand and deserve true equity in the industry. Several of the Committee's proposals include actionable items related to those outlined in the WSY statement.

The nation and industry are going through an immense moment of cultural change. Co-Chair Pecos expressed pride in being able to examine opportunities for growth and representation. This work would not be possible without the incredible support, collaboration, engagement and guidance of President Loeb, Vice President Harper, observers and advisors and the many International Departments. The Committee looks forward to working closely with the Education & Training Department, Communications Department, Pride and Women's Committees, and the General Executive Board. Co-chair Pecos expressed her pride in the work done thus far and looks forward to the next steps.

President Loeb thanked the Committee for its report, noting that they should be proud of the incredible amount of work they have already done. The Committee's robust work has created a roadmap for its work going forward. President Loeb forcefully declared that all people must be treated with dignity and compassion. The IATSE can do better in this area and must recognize that diversity makes the Union stronger. The Committee's work and commitment to date has been exemplary. And, while the Committee is clearly committed, the General Executive Board and all IATSE

members must also be committed to these efforts. Through this work and these conversations, the IATSE will become a better organization.

President Loeb specifically thanked Vice President C. Faye Harper for the tremendous insight she has provided to the Committee in its infancy. He thanked the members of the Committee, who are all volunteering their time in this effort. He then recognized the efforts of Co-Chairs Butler-Gilkeson and Pecos, who took the reins and guided a large committee through an open and democratic process. That process resulted in an impressive list of recommendations to the General Executive Board in a short period of time. President Loeb reported that the General Executive Board reviewed and discussed the recommendations and was prepared to offer the Committee the resources and support necessary for implementation.

A motion to endorse the Committee's recommendations was made, seconded, and unanimously approved by the General Executive Board.

IATSE PRIDE COMMITTEE

IATSE Canadian Office Operations Manager and Chair of the IATSE Pride Committee Nate Richmond provided the General Executive Board with an update on the IATSE Pride Committee's activities since its last report at the 2020 Mid-Summer General Executive Board meetings.

The Committee has continued to hold regular virtual town hall meetings on various topics of interest to LGBTQ+ community and Committee members. The virtual town hall entitled "How to be an Ally" canvassed ways individuals can be supportive of their LGBTQ+ kin and

included access to a guide that is available on the IATSE Pride website (www.iatsepride.net). The virtual town hall entitled "Beyond the L and the G" included a panel discussion with IATSE members representing other parts of the rainbow beyond lesbian and gay in an effort to highlight the Committee's openness and support of the diversity within the LGBTQ+ community. A glossary of terms was made available as part of this town hall which again is available on the IATSE Pride website. Another virtual town hall focused specifically on LGBTQ+ health issues and coverages available to members in Canada and the United States and included presentations by representatives from the Motion Picture Industry Pension and Health Plans, the National Benefit Fund, Canada Life, and the IATSE Canada Health Plan. The Committee's virtual town halls for the year were rounded out with a session focused on navigating the holiday season and included Canadian and American representatives from Parents and Friends of Lesbians and Gays (PFLAG) and once again included resources made available on the IATSE Pride website.

Committee Chair Richmond reported that he was invited to speak at the UNI Americas virtual youth conference in December 2020 on ways that unions can support their LGBTQ+ members. He was then subsequently invited to give the same talk by UNI Global as part of its virtual launch of its UNI LGBTI network as well.

Committee Chair Richmond concluded his report by once again expressing thanks to IATSE, and in particular President Loeb, for the unwavering support of

the IATSE Pride Committee's efforts to cultivate an awareness and understanding of issues faced by LGBTQ+ members as well as the acceptance and inclusion of all IATSE LGBTQ+ kin members.

President Loeb thanked Committee Chair Richmond for his report. The Committee, under Chair Richmond's leadership, has offered valuable resources and benefits to the IATSE's LGBTQ+ kin members. President Loeb said he appreciates that the Committee is developing and implementing practical and meaningful ways to help IATSE members. The fact that the IATSE is being thought of as an important voice in this area is crucial and key. The IATSE is dedicated to supporting all members and ensuring that all members are treated with dignity and respect.

IATSE WOMEN'S COMMITTEE 2020 Political Program

Vice President Joanne Sanders updated the General Executive Board on the activities of the Women's Committee since the Board's July meeting. As reported last summer, the Women's Committee focus during 2020 was to raise awareness of the Suffrage Movement and, in doing so, build momentum for the United States General Elections in November. The Committee hosted a virtual meeting of more than 100 women from across the U.S. via Zoom on September 16, 2020. The principal officers presented an historical perspective of the Women's Committee activities since its inception in 2015 and unveiled the 2020 Political Program.

The Program was designed so that everyone could be involved. The Women's Committee was actively involved in

outreach to ensure that everyone had the opportunity to register to vote and further, to safely cast a ballot in whatever form was available to them. The Committee collaborated with the Coalition of Labor Union Women, When We All Vote, The League of Women Voters, and other like-minded organizations to educate voters on the issues most affecting unions, their members and working families everywhere. The Committee's political plan mirrored the International's with added emphasis on mobilizing women to vote their economic and workplace issues.

A packet was distributed to the 100 women who participated in the September 16th meeting. It included resources on voter registration by state, links to online registration, guidelines on developing a Voter Registration Campaign, tips for phone and text banking, IATSE Political Department Handouts, and tips on how to carry out all activities virtually, if necessary. District Coordinators collaborated with District Secretaries and Local union political coordinators to disseminate information. Once deadlines for registration passed, the group moved on to develop a Get Out the Vote (GOTV) program.

A postcard was designed and became the focal point of the GOTV Campaign. Coordinators distributed nearly 10,000 post cards to Local Women's Committees and union members. Once distributed, the groups scheduled postcard signing parties virtually and in person, helping to build solidarity among women members. Individuals wrote personal messages about why they vote and urged all women to vote their interests. Although there is no metric on the impact of the program,

it is fair to say that the outcome of the election reflects their efforts.

On an International level, the Women's Committee has been participating in Union Network International (UNI) GLOBAL and the Media Entertainment Industry committee work of UNI GLOBAL. Vice President Sanders presented at two UNI meetings in the last year. In August, she presented to the UNI Global Women's Committee on the growth and role of women in the IATSE. In December, she provided a video report to the UNI Americas Region on the current status of the #MeToo movement.

The Women's Committee has been working to grow local union committees throughout the last five years. At this writing, at least fifty-four local union Women's Committees have been established. In addition to developing their own programs, each of these groups successfully implemented the activities undertaken by the International's Committee.

The Local committees that currently exist adopt activities based on the needs of their members and their communities. Thus far, projects have included: sponsoring attendance at Union Women's Summer Schools; establishing child-care onsite for meetings; supporting attendance at the annual DC Women's March and local marches; researching and developing Parental Benefit plans; sponsoring drives for the homeless collecting backpacks and purses filled with toiletries, socks and water; and in some cases, amending their constitutions to give status to Women's Committees as Standing Committees.

Local 720 spearheaded an engaging

visual example of activism. As part of the Summer of Suffrage, the Local's Women's Committee held an event on August 26, 2020 called "Lighting the Path to Equality". Prior to the event, the group distributed white, illuminated umbrellas that each individual could decorate to their taste. These were to symbolize the Suffrage movement, Women's Equality Day, and Equal Rights for All. On the evening of August 26th, the Committee marched throughout downtown Las Vegas spreading the message of equality. Pictures of the event are found at Cue the Vote on Facebook – the visual is impressive.

As each of these Local committees adopts or develops programs, they share that information through the District Coordinators, empowering others to customize the plans for their Local. This certainly answers the call to activism and community engagement.

There is no denying that in the Labor Movement, swag matters. To that end, the Committee collaborated with President Loeb and General Secretary-Wood to add items to the online store that provide women with choices beyond t-shirts. The scarf design and socks were a big hit at the 2020 Winter GEB in Dallas. The Committee hopes to debut a hoodie for women. Simple as this sounds, it is another example of the importance of inclusion. When providing members with swag with which they identify, we strengthen our solidarity.

Those working together on this Committee get more out of it than they put in. Watching women from across the country as they gain the confidence required to move up in their workplace

and to become active members in their Locals is truly gratifying. The impact of the committee and the solidarity it brings helps to unleash the unlimited potential of the women who help to make this International the vibrant, active, diverse Union that it is growing to be. #IATSEWomenUP

President Loeb stated that he could not be more pleased with the progress and activities of the Women's Committee and those of the Locals. He noted that the International's Committee under the stewardship of Vice President Sanders and the IAWC Executive Committee has assembled a powerful, effective network. He congratulated Vice President Sanders on her election as National Secretary of the CLUW observing that post further raises the International's profile as a credible messenger in the area of advancement of women's rights.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice President and Motion Picture and TV Department Director Michael F. Miller, Jr. reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

When the pandemic hit the Motion Picture and Television industry in March, the Labor Directors of the Motion Picture plans, chaired by Vice President Thom Davis, recognized that there was going to be significant risk to IA members losing their healthcare due to the lack of work opportunities. The MPI eligibility is granted in six-month increments based upon hours worked. In addition,

members may bank hours to be used towards qualifying if their work hours in the previous period fall short of the necessary 400.

There have been numerous of MPIPHP participants diagnosed with COVID-19. Through November, MPI had over 1,800 known COVID cases based on claims data. This data has a significant lag and does not include Kaiser or Healthnet. This number is projected to increase significantly once the final claims' data for the year has been processed. Additionally, this only includes those that sought care from a doctor or hospital.

Vice President Miller previously reported to the Board the Health Plan changes that were implemented to assist IA members. Through the November qualifying period, over 5,500 MPI Health Plan participants with less than the required number of hours have been granted or offered extensions to their health care due to the exigent circumstances related to the COVID crisis. To assist IATSE members with the economic impact, the Directors also waived premium payments for participants through the end of 2020. Other Plan changes that have been previously reported were also implemented to guide MPI participants through this crisis. As the year-end financial analysis is still being determined, one thing is clear—tens of millions of dollars have been spent by the Plans to address COVID-related issues for the participants.

Contributed hours for 2020 are at 78.5 million for 2020 or about 28% below 2019 and 14 million under the bargaining parties' assumption of 92.5 million.

Residuals into the Plans for 2020 are significantly above 2019 at \$496 million. This increase is entirely attributed to the increase in supplemental markets payments from New Media. There have been declines in traditional supplemental markets and Post 60's in each year of the term of this current collective bargaining agreement. The New Media residuals' portion of Supplemental Markets has increased from \$137 million in 2018 to \$216 million in 2020.

The Plan professionals expect a negative impact in 2021 due to the delayed theatrical release of films that were originally slated to be exhibited in theaters in 2020, which would normally result in residuals flowing into the Plans several months after release. Due to New Media residuals negotiated into the Plans in the last several contract cycles, these contributions will flow into the Plans for both delayed theatrical releases as well as those released either concurrently or exclusively to streaming services. However, these contributions will likely be delayed due to the chaotic release schedule.

The Motion Picture Industry Pension and Health Plans had in excess of twenty months of reserves at the beginning of 2020 and that provided an ample safety net to the Plan participants which allowed for all of the previously referenced COVID assistance.

The minimum reserve level was met in the fall of 2020 to provide for 13th and 14th checks to pre-2009 retirees and it is anticipated that at the end of the first quarter of 2021, the actuaries will certify that reserves in excess of the amount necessary to trigger the 10% pension

increase to be applied retroactively to 2017. As of October 31, 2021, the MPI anticipates that approximately fifteen months of reserves will remain in the active health plan as of December 31, 2020 and nine months in the retiree plan. However, the numbers will be adjusted downward once the 2020 actual experience is applied, rather than the projections.

The economic health of the MPIPHP and its ability to not only weather this crisis but also extend eligibility to those who would have otherwise lost it is a testament to the governance of the Board of Directors, and the effective negotiation of the contract, which put the Plans on firm economic footing.

The pandemic has had a significant impact on the finances of the MPIPHP, the final tally of which will not be known until the pandemic is over and the costs of care, additional eligibility, benefits changes, and healthcare utilization can all be calculated. A more comprehensive report regarding the actual impact of the pandemic on healthcare costs will be provided at the next Board meeting. While COVID-19 requires a high level of hospitalization and that is extraordinarily expensive, overall healthcare utilization was down substantially in 2020 due to various stay at home orders, shutdowns and delays in non-essential, elective treatment.

The 2020 year-end numbers are not yet available but as of October 31, the combined value of Plan assets is approximately \$10 billion. The Pension Plan held \$4 billion in assets, followed by the Individual Account Plan with \$4.9 billion. The Active and Retiree Health

Plans held \$980 million and \$84 million, respectively. The MPI Pension investment returns for 2020 are anticipated to be 6.1%.

The IAP will see an estimated return of 6% for 2020. The overall amount invested in the IAP has been reduced by over \$117 million because of the COVID-19 hardship withdrawal program that was implemented by the Directors. Approximately 8,000 participants utilized this program with an average draw of about \$14,000 per person.

There were 55,595 active participants in the Health Plan as of October 31, 2020, which is 582 more people than December 31, 2019. The increase in active participants was caused by individuals becoming eligible for healthcare prior to the pandemic. But more importantly, the Directors were able to keep thousands of participants covered in the health plan through the pandemic. Health care today is one of the most important benefits and ensuring that IATSE members can maintain theirs through this pandemic has been a priority for the Labor Directors of the MPIPHP. Vice President Miller acknowledged Vice President Davis for his efforts as Labor Chair of the MPIPHP and Local 695 Business Representative Scott Bernard, who serves as the Labor Chair of the Benefits Committee, for their efforts to address issues caused by the pandemic.

As the pandemic continues to affect the production and distribution of motion pictures, continued diligence will be required to guide the plans through these difficult times. There is no question that the negative impact to the plans will

be significant, however, the plans are well positioned due to the previous planning and strategic negotiating. The Labor Directors and the affected Locals are unified in their commitment to protect the benefits through the next cycle of negotiations.

President Loeb thanked Vice President Miller for his report. President Loeb noted the importance of the work done to bridge the gap for health coverage and address premiums. The contributions from the Post 60's was down, but an increase in the New Media Supplemental Markets contributions made up for the Post 60's decline. The up-coming negotiations will take place against very different economic backdrop which may be seen as an opportunity to take advantage of workers. The International will protect its hard-fought and hard won agreements, the provisions of which have proved buoys against this COVID-19 pandemic.

Finally, President Loeb extended his appreciation to the Labor Directors, observing that they are extremely responsible and have worked diligently during this difficult time to address the myriad issues presented by the pandemic.

IATSE NATIONAL BENEFIT FUNDS

On behalf of International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, Joanne Sanders and International Trustee Patricia White, General Secretary-Treasurer James B. Wood presented to the Board a report on the IATSE National Benefit Funds.

As of January 4, 2021, the Fund Office remained closed for in-person work. All employees, with the exception of mailroom

employees, continue to work remotely. All calls, emails and website contacts are being answered as quickly as possible. All functions continue and participants should not detect any interruptions in service. However, the fastest way to reach staff continues to be through email and through the website at www.iatsenbf.org.

As a result of the pandemic and the resulting reduction in work opportunities in our various industries there was a reduction of 43.5% in employer contribution receipts for 2020 compared with 2019. With the recovery in the motion picture industry in the last half of the year, the Funds began to see substantial increases in contributions from what had been the case for most of 2020. Prior to that contributions were down over 80% for many months.

Net assets of the Funds as of December 31, 2020 were \$1.3 billion which is an increase of 3.08% from a year earlier. This was primarily the result of positive investment returns.

In recognition of the impact that the lack of work is having and therefore

the lack of contributions in participant accounts, the Trustees continue to take a number of significant actions.

Annuity Fund Participants

The Fund continues to allow COVID-19 hardship withdrawals in accordance with the Coronavirus Aid, Relief, and Economic Security (CARES) Act.

Health Plan A Participants

All participants have been credited with ten days of work per month since March 2020. Most recently, the Trustees approved continuing this crediting for the months January to March 2021. Credit is available to anyone active in Plan A in March 2020 or who became active through July 2020 and who had a contribution to the Plan in 2020.

Health Plan C Participants

The Trustees have granted relief every quarter since April 2020. At the most recent meeting in early January, relief for the April 2021 quarter was approved. All participants in C2, C3 and C4 will be credited the amount needed as a copayment to remain in their current

coverage selection. For those in C1 they will be credited an amount equal to the amount needed to copay for C2 single or family coverage corresponding to their current enrollment.

Pension Plan

The Fund will review any participant who had four consecutive years of breaks-in-service prior to 2020 and who incur a break-in-service in 2020 due to the pandemic. Provided these individuals return to work in 2021, their accounts will not suffer a permanent break in 2020 caused by the lack of work.

President Loeb noted that due to proper management of the plans, plus the reserves, the Trustees have been able to offer relief, and keep the members covered during this unprecedented time. President Loeb thanked all the Trustees who made the continuation of the benefits possible.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:38 p.m. on January 27, 2021.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE ZOOM WEBINAR • JANUARY 26, 2021

Since the last meeting of the Defense Fund Committee in New York, NY on July 28, 2020 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) – Legal	\$3,549.20	Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) – Legal	6,954.20
Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) – Legal	10,308.20	SUB TOTAL \$ 239,325.04	
INTERNATIONAL			
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) – Legal	4,444.00	IATSE – Article Fourteen, Section 8(c) and (d) - Animators Union, Chart. of New Locals, Commc’n/Campaign Servs. Sinclair, Gallery Gachet Soc’y, Int’l/Audio Visual Servs., Maraudage Org., Nat’l Hot Rod Ass’n – Legal	103,268.62
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	22,262.00	IATSE – Article Fourteen, Section 8(d) – Legal –AQTIS	38,413.11
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) – Legal	18,103.43	IATSE – Article Fourteen, Section 8(c) – Legal – Basic Agreement	90.00
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	7,906.25	IATSE – Article Fourteen, Section 8(c) – Legal – Miscellaneous	12,282.28
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) – Legal	34,937.00	SUB TOTAL \$154,054.01	
LOBBYING AND CONSULTING			
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	18,246.44	Article Fourteen, Section 8(c) – Thorsen French Advocacy	60,000.00
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	7,350.00	SUB TOTAL \$60,000.00	
EDUCATION			
Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) – Legal	21,066.09	Article Fourteen, Section 8(f) – LEAP Reimbursements to Locals/Officers	7,956.00
Local No. 611, Santa Cruz, CA, Article Fourteen, Section 8(d) – Legal	16,325.00	Article Fourteen, Section 8(f) – Misc. Training/Instructors	39,483.66
Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) – Legal	2,183.00	SUB TOTAL \$ 47,439.66	
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	8,593.75	GRAND TOTAL \$500,818.71	
Local No. 848, Sydney, NS, Article Fourteen, Section 8(d) – Legal	19,686.16	Respectfully submitted by:	
Local No. 868, Washington, DC, Article Fourteen, Section 8(d) – Legal	36,810.32	s/Matthew D. Loeb s/Colleen A. Glynn s/James J. Claffey, Jr. s/John M. Lewis s/Daniel Di Tolla	

“Forward ever, backwards never”

—Kwame Nkrumah

Young girls and women throughout this country were jubilant on January 20, 2021. Clearly, they would never again spend another day bemoaning the fact that there had never been a woman elected to serve in the White House. There were references to “...breaking the final glass ceiling...” or “...walking on broken glass...”.

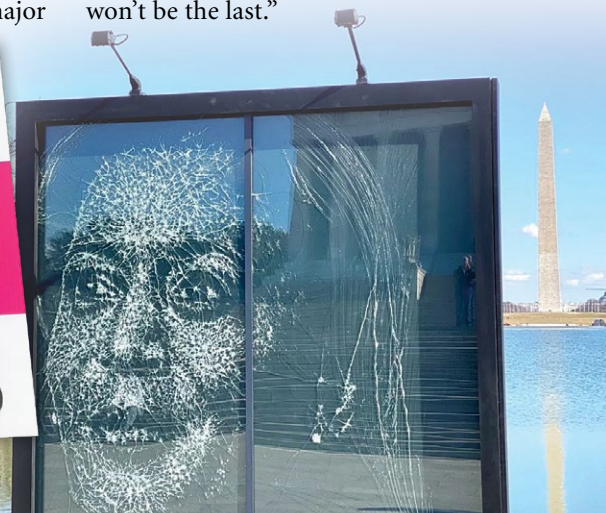
It is fair to say that the outcome of the election reflects the efforts of a groundswell of women stepping up across the country to organize, energize, and mobilize voters. Most notable is Stacey Abrams, having set the stage for Georgia since establishing Fair Fight Action in 2018. She was joined by “hidden figures” across this country, including many members and Women’s Committee activists, toiling in small and large cities and rural areas during a pandemic, to ensure that everyone had the opportunity to register to vote and to safely cast a ballot in whatever form was available to them. And clearly it paid off. With the inauguration of the first woman Vice President and the run-off victories in Georgia, progress has already been made. There have been key appointments to the cabinet that will positively affect the daily lives of workers, no matter their industry. As their policy changes become more apparent, we will witness shifts in the way decisions are

made, but will all the glass have been broken?

The better question may be “...why do we buy into a glass ceiling?” The term was coined in 1978 to reflect the positions in the workplace beyond which most women and minorities could not aspire. Some of that has been eliminated over time as individuals have broadened their education choices or as managers have broadened their perspective. But in some workplaces, unconscious bias is the largest contributing factor to maintaining the status quo. In order to assess our organization’s status, the International established the Diversity, Equity, and Inclusion Committee (DEI), a major

step toward strengthening our Union and moving it forward. The Women’s Committee is fully committed to support the DEI as well as the Pride Committee, having overlapping visions and missions with both.

We all can envision a diverse, equitable, and inclusive workplace, free of glass ceilings. It will require time and commitment, compassionate communication, understanding, and the will to shift our culture. The conversations will be challenging and complex, the topics uncomfortable. But the rewards reaped will be immeasurable. In the words of Vice President Kamala Harris “I may be the first in this office, but I won’t be the last.”



NEW!

MONTHLY CONTRIBUTOR **PAC PINS**



PRESIDENT'S CLUB

\$40.00 PER MONTH



LEADER'S CLUB

\$20.00 PER MONTH



ACTIVIST'S CLUB

\$10.00 PER MONTH

FOR RECURRING MONTHLY CONTRIBUTIONS VIA CREDIT/DEBIT CARD IN THE AMOUNTS ABOVE.
GO TO WWW.IATSEPAC.NET TO SIGN UP.

The Importance of Research in Organizing & Negotiations

Spending time with the workers to discover what the key issues are in an organizing drive or negotiation has always been obvious, but now more than ever researching the employer is also key to success.

As we experienced in 2008, moving forward post pandemic will be challenging. Locals are dealing with wage reductions and freezes, lost benefits, reduced work opportunities and many employers are taking this opportunity to attempt to gut contracts and break unions. On top of all this many Locals are at the end of one- year extensions and while successful organizing drives are still occurring, sitting down at the table is not easy.

As a result, it is imperative that Locals do their research before they begin an organizing drive, negotiations or even a grievance. Doing research allows the Local to be prepared for employer limitations, ultimatums and the usual, crying poor.

If you have done your homework you can react better and maintain perspective of the big picture.

While not every situation will need to gain the same information, the following are ten things every Local should know about the employer as stated by Strategic Corporate Research.

1. **What type of employer are you dealing with?** Public or non-profit?

Is there a management company or is the venue managed by the city or state/province?

2. **History & corporate strategy of the employer?** Where have they been and where are they going.

3. **Management & the Board of Directors.** Knowing who you are dealing with is key. Not just who is at the table, but who sits on the Board, influences company decisions, familial and community connections

4. **Stockholders?** Who owns a majority?

5. **Access the finances.** If the company is publicly owned you can follow their stock on the SEC. An employers' Annual Report or 10-K Form can be a gold mine of information. If the employer is a non-profit a lot of information can be gained from their 990-tax return, including top paid leaders, vendors and financial health.

6. **Larger overall industry.** Is the company part of a larger overall entity that may influence their strategy or decisions?

7. **Vendors and clients vendors, clients**

and other community influencers are important to the overall picture when it comes time to apply pressure or gain support.

8. **Safety and Health data.** Check OSHA logs to see if the employer has any violations against them or issues that may impact your members.

9. **Environmental influence.** Much like safety information you should look for compliance with regulations and issues that may affect workers.

10. **Political Agenda and Affiliation** Does the company or key decision makers have an agenda?

Where do you find this information? The Stagecraft department has resources to utilize if in depth information is needed, but much of what you need to start with can be found on the internet. Always start with the employer website and move onto parent organizations, stockholders, city or county websites, travel bureaus, etc.

Specific financial information can be found on GuideStar for non-profit organizations in the U.S. or the Canada Revenue Agency in Canada. Publicly traded entities have a wealth of information on the SEC EDGAR website in the U.S. or the SEDAR in Canada. Yahoo Finance can be a great resource as is a general news search.

When conducting research engage the rank-and-file workers as much as you can. Engaging the workers creates a sense of community and sets the stage for future involvement. Making sure your group is diversified in, among others, craft, age, gender, and experience level will allow you to gain a full picture of the work environment. Make the experience convenient and fun and ensure that everyone's ideas are heard equally. Many Locals use Slack, Discord, Google docs or Dropbox to share ideas

and store information. It is best however to not store your research information on company computers or use employer issued email addresses.

Once you have information what do you do with it? Often, how you can use the information becomes clear as you move through your campaign or negotiation. Research can confirm what you already knew or point out areas you may need to investigate further. Research is also helpful to create strategy or identify pressure points you can

use in your campaign or negotiation. Be prepared to regularly evaluate your information and adapt to the evolving situation.

The highlights presented here are based off of the best practices presented by Tom Juravich of Strategic Corporate Research. For more information be sure to check out www.strategiccorporateresearch.org for charts, graphs and assessment tools to help you organize your research and tips on how to use it effectively.

DANIEL DI TOLLA, LONGTIME DIRECTOR OF IATSE STAGECRAFT DEPARTMENT, ANNOUNCES RETIREMENT

Stagecraft Department Director, Daniel Di Tolla, announced his retirement February 8, 2021. "It has been an honor and a privilege to have worked with and for the membership of the IATSE over the last forty-two years," said Director Di Tolla,

International President Matthew D. Loeb reflected on Director Di Tolla's distinguished tenure in one of the Union's key leadership positions, "Dan has been a staunch advocate for stagecraft workers for over four decades and is responsible for improving the lives of thousands of workers and families. He

will be greatly missed, and we wish him the best in his retirement."

In his place will be former Assistant Director of Stagecraft D. Joseph Hartnett, and 1st International Vice President Michael J. Barnes, who will serve as Co-Directors of the Department. Co-Director Hartnett is a former Business Agent and current member of Local 3 Stagehands in Pittsburgh, and Vice President Barnes was elected to the General Executive Board in 1988 and has served as an officer for Philadelphia's Local 8 since 1991, in addition to holding office as the Vice President for the New Jersey AFL-CIO.



MPTF | 
Caring is Infinite

MPTF IS PROUD TO ASSIST IATSE MEMBERS DURING THIS TIME OF UNCERTAINTY

"These charities have been assisting and supporting IATSE members and entertainment industry workers for a very long time," International President Matthew D. Loeb said. "They understand the needs of these workers, and, are perfectly situated to act as our partners to help those experiencing hardship caused by the current health crisis."

IF YOU ARE AN IATSE MEMBER IN NEED, PLEASE CALL OUR INTAKE LINE AT 323-634-3888 FOR ASSISTANCE.

EDUCATION AND TRAINING

Spring 2021 Safety and Health Observances

This past year has been difficult, but with brighter days on the horizon, the Education and Training Department encourages you to look ahead and take part in upcoming safety and health observances this spring.

APRIL

Workers' Memorial Day (U.S.)/

National Day of Mourning (Canada)

Every year, April 28 is celebrated as International Workers' Memorial Day (Workers' Memorial Day in the U.S.A./ National Day of Mourning in Canada). This day is a time of remembrance, where workers lend their support and prayers to those who have been killed or injured on the job, and their families. This year we also remember workers who have been lost to COVID-19. It is a time to reflect and look towards a better future, one where workers do not fear for their safety at work.

This year, President Loeb, will unite our union via Zoom in an online moment of silence. On Wednesday, April 28, 2021 at 10:00 am PDT/1:00 pm EDT all of us will pause at work, at home, or wherever we are for a short moment of silence. The link will be sent to local unions as the day approaches. If you are unable to join the virtual celebration, please pause on your own.

U.S. Workers' Memorial Day: <https://aflcio.org/about-us/conferences-and-events/workers-memorial-day>

Canadian National Day of Mourning: <https://www.ccohs.ca/events/mourning/>

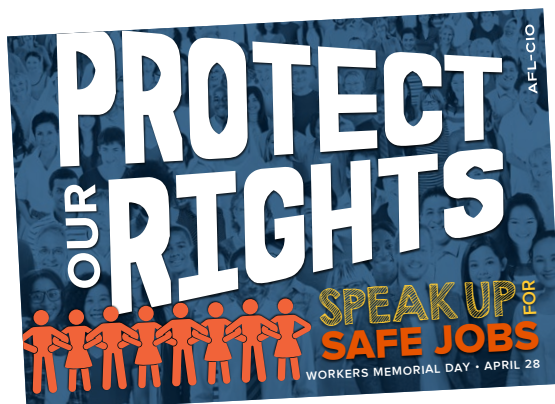
MAY

Three major safety and health observances will take place this May: Mental Health Awareness Month, NAOSH's Safety & Health Week, and OSHA's Annual National Safety Stand Down to Prevent Falls in Construction. The Education and Training Department plans to host several webinars to honor these observances. Webinar details will be released in mid to late-April on IATSE social media and through the Communications Department email blasts. Stay tuned for more information!

Mental Health Awareness Month

May is Mental Health Awareness Month. Mental Health Awareness Month is an annual event that was first observed by Mental Health America (MHA) and its affiliate organizations in 1949. The event has since expanded into a national movement with a clear purpose—to raise awareness of mental health challenges and to break the stigma associated with mental illness.

To kick-off Mental Health Awareness Month, the Education and Training Department will partner with the Behind the Scenes Foundation to host a "Mental Health and Suicide Prevention" webinar on May 3, 2021 from 1:00 pm to 2:30 pm EDT. More details will be released soon.



BEHIND THE SCENES

Mental Health and Suicide Prevention Initiative

www.btshelp.org/mentalhealth

The Behind the Scenes Foundation has developed a collection of mental health resources for workers in the entertainment industry. IATSE workers who are interested should check-out the Behind the Scenes Foundation, Mental Health and Suicide Prevention Health and Suicide Prevention Initiative webpage: btshelp.org/mentalhealth

Safety and Health Week (also known as NAOSH Week)

The 2021 North American Occupational Safety and Health Week will be held on May 2-8, 2021. The purpose of the campaign is to raise safety and health awareness in workplaces throughout Canada, the United States, and Mexico.

More information on Safety and Health week can also be found at the following links:

NAOSH website: <https://www.naosh.org/>

Canadian Society of Safety Engineering (CSSE):

<https://www.csse.org/site/events/naosh-week>



OSHA's Annual National Safety Stand-Down to Prevent Falls in Construction

Falls from elevation make up over a third of the deaths in construction workplaces. Many of these deaths are preventable and as a result each year the Occupational Safety and Health Administration (OSHA) hosts the National Safety Stand-Down campaign to raise awareness in hopes of reducing future accidents. This year's National Safety Stand-Down will take place from May 3-7, 2021. More information about this event can be found at the following link: <https://www.osha.gov/StopFallsStandDown/>



IATSE Workers can participate in this observance on their own by completing the Training Trust Fund's TTF Safety First! course titled "Fall Protection and Prevention," which aims to teach members about how to recognize potential fall hazards. Workers can complete this online module at their own pace. Local trainers can also teach this module as an online group course. After receiving approval from the Training Trust Fund, local trainers will gain access to the Instructor Led Training website. In fact, the Training Trust Fund provides 19 modules on safety that members and Locals can use to participate in any of these observances or at any time! For more information regarding TTF Safety First!© please visit the Training Trust Fund Website at: <https://www.iatsetrainingtrust.org/safetyfirst>.

IATSE Workers are encouraged to download the IATSE Safety App, which is available on iPhone and Android: <http://www.iatse.net/iatse-safety>

2021 Summer Safety and Health Observances

More 2021 safety and health observances will be in the next Official Bulletin. Remember, safety and health are not just workplace issues. Raising awareness of safety and health related issues and incorporating recommended practices into your daily life can help preserve the physical and mental wellbeing of everyone, both at home and in the workplace.

New – Online Officer Institute Launched

Each of our Four Pillars of Success: Leadership, Skills and Safety, Activism and Communications are under continual construction. This winter the Education and Training Department launched another new tool to apply to the pillar of Leadership Development with an online Officer Institute component. Even in the past complex and challenging twelve months our local unions have kept up with helping members and their families, keeping people safe and sound, learning new skills to help run your Local virtually and keep up with required tasks – filing government forms, holding elections, having meetings. The challenges are great.

To support the continued demands of Local union leaders, the Education and Training Department launched a four-part series of classes focused on the Essentials of Leadership: Foundations, Theories and Styles, Strategic Planning and Building Capacity: Internal Organizing. Each session is designed for currently serving Local Union Officers, Officials, Trustees, and Board members and is a virtual complement to the in-person IATSE Officer Institute. It is

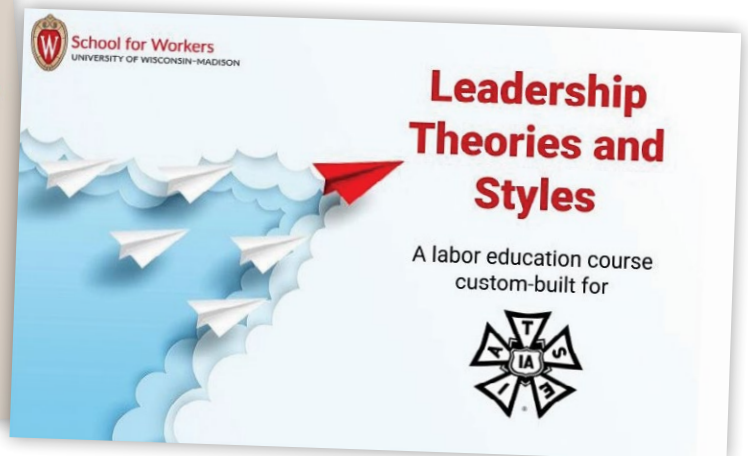
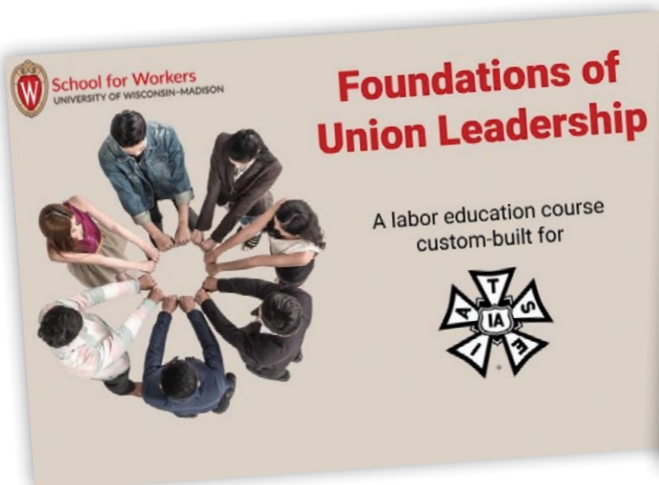
focused on effective leadership principles and tools to help attendees build a high-capacity local union, effectively represent workers, communicate clearly, and set and achieve long term goals. The courses were developed in partnership with and run by the University of Wisconsin School for Workers. Professor Don Taylor is the instructor for all of them. Whether you have attended an in-person Officer Institute and want a review or have not been able to attend in person yet and are

seeking a strong foundation with added IATSE specific content, these classes are for you.

While attendees certainly note looking forward to returning to in-person classes, most of them report that the online offerings are engaging, challenging, build connections with other leaders, and offer time to apply what is taught. Quotes from the evaluations include:

“I liked how it was broken into sections I could complete and then walk away from. Each section was really well-defined in terms of subject matter. I also liked how you broke out the Canadian and US sections so we could focus on what mattered to our Locals.”

“The discussions were great ways to share...ideas and observations about situations and circumstances we all face. All of the other materials, including the supplemental [resources], were valuable and pertinent.”



“This class put everything into a bigger perspective; I am quite familiar with the workings of my own Local, but to learn the basics of unions, the historic background, and the current role of unions in our country has given me a lot to think about.”

Module 1, Foundations of Union Leadership, is designed to help Union leaders understand key components and considerations for leading their local unions. Course topics include: Why Workers Join Unions, The Impact of Unions, The Decline of Unions, Signs of Hope, Union Functions and Duties of Officers, and more! The class has been held three times: December 3-9, 2020, January 4 – 11, 2021 and March 8 – 15, 2021.

The second module ran February 4 – 11 and due to popular demand, again on February 18 – 24, 2021. Leadership Theories and Styles explores different types of leadership and how they apply to labor unions. Participants study and evaluate the difference between managing and leading, assessed their strengths, interpreted key leadership practices, and

applied different leadership models and practices to their own situations.

The third module focuses on Strategic Planning and explores the process organizations undertake to do long-range planning. Students learn the components of a strategic plan and the process for developing one, with an eye toward constructing elements of a strategic plan relevant to their own situations. All of this lays out considerations for work in every Local and with any team to incorporate essential elements of a plan for progress.

The fourth module explores your Local's growth and strength. Building Capacity: Internal Organizing's goal is to make every Local stronger within – where members are connected to each other, to the local union and to the community in strategic ways that build connections for member strength, security, and growth. The class explores just how capacity-building can improve union effectiveness. Students evaluate both traditional problem-solving approaches and alternative approaches and learned the key components of union capacity

building. They also discuss how to step up to more impactful relationships and actions that build strength in their Locals.

Each course is designed so students can engage independently and learn at their own pace and on their own schedule for a total time of approximately 6-8 hours over the course of a week. Each module includes short readings, videos, recorded PowerPoints, quizzes, and discussion boards where reflective questions were discussed among the instructor and classmates. These popular courses will be offered again over the spring months. Local leaders will be notified via email from the IATSE Communications Department as dates are announced.



THE 2021 NEW WORLD RIGGING SYMPOSIUM – A VIRTUAL CONVERSATION: REGISTER NOW!

The New World Rigging Symposium (NWRS), produced by ESTA and USITT, will take place, online, on April 6, 7 & 8, 2021. The 2021 New World Rigging Symposium provides a virtual opportunity for riggers and those interested in the entertainment rigging industry to network, discuss current issues and new technologies, and help shape the future of the industry.

The three-day Symposium will cost \$99 to attend. Attendees can earn up to 9 ETCP education renewal credits for recertification. Registration is open! You can register for the 2021 NWRS until the April 6 start-date.

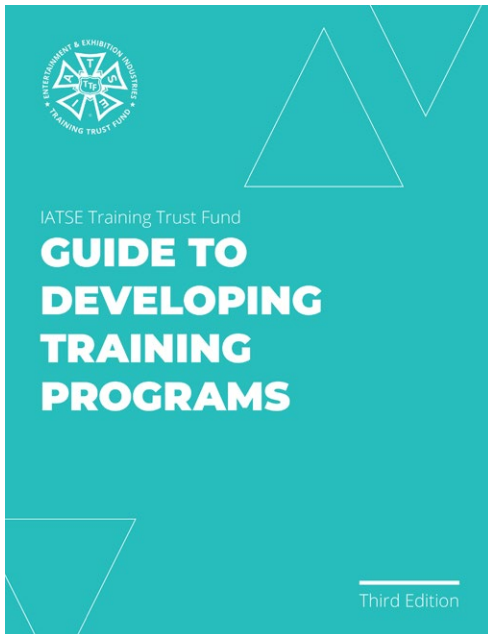
Participants will be given a range of opportunities to further their technical knowledge in sessions on video wall rigging, automation and motorization, performer flying and rescue, and types of ropes. They will have a chance to learn about how the installation of a tension grid is working in a major facility, to get their questions answered by a panel of the industry's most knowledgeable structural engineers, learn about working in cinema rigging, and how to be aware of and address the mental health impact of the pandemic. Visit www.esta.org/nwrs to see a complete schedule, session descriptions, and presenters.





IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE



IATSE TRAINING TRUST FUND GUIDE TO DEVELOPING TRAINING PROGRAMS

Our third edition of this popular guide is now available for local unions to request!

We strongly believe that continuous training and skills development is essential to maintaining the highest levels of expertise demanded of craftspersons working in the entertainment and exhibition industries.

This guide will help your local union identify training needs, develop a training plan, and measure the effectiveness of training. We encourage you to use this resource as a reference when you launch your local training program.

www.iatsetrainingtrust.org/publications

NEW AND IMPROVED WORKSHOP! IATSE TTF TRAIN THE TRAINER: TRAINING TECHNIQUES & COURSE DEVELOPMENT

We're excited to announce this new workshop, which combines the Teaching Techniques and the Course Development workshops into a three-day Train the Trainer intensive in a distance learning format.

This workshop is intended for individual trainers who actively teach craft skills or safety classes for their local and are developing those classes for their local. Local trainers will learn about active learning and critical thinking techniques for in-person and online delivery; online facilitation techniques; selecting materials that connect the learner to content in a meaningful way; and will get hands-on practice designing outlines and lesson plans.

March 17-19 | May 19-21 | July 14-16 | September 15-17 | December 1-3

www.iatsetrainingtrust.org/train-the-trainer-course-development



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IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

NEW TTF SAFETY FIRST! ONLINE COURSES

Wardrobe and Costume Department Safety | Coming Soon!

This awareness course was developed to provide workers information regarding craft-specific safety and health hazards that may occur in the workplace.

COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace

We updated this course with new information and resources including a section on Psychological Effects and COVID-19 Fatigue. We have also made it available for local trainers in the Instructor Led Training format.

Introduction to Basic Entertainment Safety | Biological Hazards | Hazard Communication: Workplace Chemicals | Chemical Protection | Electrical Safety | Fall Prevention and Protection | Mobile Elevating Work Platforms | Scaffold Safety | Ergonomics | Noise Exposure | Confined Space/Small Space Awareness | Firearms Safety | Hand and Portable Power Tools | Compressed Gases | Rigging Safety | Welding and Cutting | Hazard Identification and Safety in the Work Environment | COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace | Recommended Sanitation Practices for Make-up and Hair | Wardrobe and Costume Department Safety

www.iatsetrainingtrust.org/safetyfirst

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NO FEE OSHA 10/GENERAL ENTERTAINMENT SAFETY

The OSHA 10 training covers general industry safety and health principles and OSHA policies, procedures, and standards. These courses are offered in a two-day or three-day distance learning format to accommodate workers' schedules. Participants must attend all sessions to receive an OSHA completion card.

January 30-31 | February 22-24
March 26-27 | April 28-30
May 24-25 | June 26-27 | July 30-31

www.iatsetrainingtrust.org/osha-10-ges

The Year of the Pivot: COVID-19's Lingering Impact on the Trade Show Industry

The trade show and events industry began 2020 with the promise of record-breaking attendance and along with it, plentiful employment opportunities for our members. Each spring typically brought a cyclical comfort that everything was on track for another rewarding year. By mid-March, the impact of the COVID-19 pandemic brought the industry to a screeching halt as events began to cancel. These cancellations continued well into the first half of 2021 and further. With little federal leadership, states were left on their own to devise and implement plans to stymie the virus spread, albeit with mixed results.

Early on, convention facilities were transformed into medical centers and homeless shelters. Most still sit vacant with only the hope that their halls will bustle with activity as they once did. The immediate future does not look promising.

WHEN CAN WE EXPECT THE TRADE SHOW AND EVENTS INDUSTRY TO RETURN TO BUSINESS AS USUAL?

"As usual" is a curious term. Research by the Exhibitor Media Group provides a look into the COVID-19 crystal ball. Their findings reveal that a majority of exhibitors have reported budget cuts of at least fifty percent. Most companies have either been furloughed

or laid off staff. Exhibit managers have experienced pay cuts, the elimination of bonuses and additional compensation, and have been assigned additional responsibilities. Hiring freezes have been enacted and marketing budgets slashed. Eighty-four percent of exhibit professionals remain under company-wide travel prohibitions with no defined expiration dates. Although most exhibiting companies expect to return to live trade shows and events by the end of 2021, they reported that it would take at least three months before they could become fully operational if the pandemic ended today.

In the pre-COVID-19 world, exhibitors committed to events a year or two in advance. Many now will delay

committing to a live event until four months out or less. That will hamper the planning and implementation of show design and layout. Most exhibitors indicated that enhanced cleaning and sanitizing measures, mandatory mask wearing and social distancing, and new or improved air filtration systems installed in facilities helps to alleviate their concerns about contracting COVID-19 at trade shows and corporate events.

Current predictions suggest sporadic show activity throughout most of 2021 and a hopeful return to "normal" activity sometime in 2022. These forecasts have been moving deeper into the future. Over 60 percent of vendors and suppliers are now offering virtual/digi-

tal exhibit and event services. These options appear to be less expensive yet less effective than traditional, in-person events.

HOW WILL THE INDUSTRY REBOUND IN A POST-COVID-19 WORLD AND WHAT LONG-TERM CHANGES CAN WE ANTICIPATE?

What exhibit managers expect to see are more virtual/hybrid events, new cleaning and sanitation measures, wider aisles, more widely spaced booths, one-way directional signs, fewer trade shows, lower show attendance, fewer booth staffers, and a shift from large events to small, regional events. Temperature checks at show-floor entrances will become the norm at a lot of venues. There may be dedicated hours when specific groups of attendees can enter the exhibit hall. Organizers will consider using outdoor venues. With these changes come increased costs and the argument as to who will cover these costs. Likely, they will be shouldered by show organizers

and venues, but exhibitors fear they will ultimately pay in the long run.

For the time being, virtual and hybrid events will grow in popularity

Early on, convention facilities were transformed into medical centers and homeless shelters. Most still sit vacant with only the hope that their halls will bustle with activity as they once did.

because there are not many other options. Technology will continue to improve the experience. Although the industry is in a state of suspended animation, it will survive because

humans want to meet face-to-face. There is no virtual substitute for reality. Coming out on the other end of this pandemic will not look exactly like it did when we entered it.

The bottom line is that the ramifications of COVID-19 will continue impacting the face-to-face event landscape well into 2022. Research predicts that live events will continue to pop up throughout the first half of 2021 before hitting a high point in the second half. This means the industry could be stunted for another year and a half before fully reemerging. Many organizations within the live-events industry were not built to withstand a pandemic of this magnitude and duration. Those who survive will reap the rewards of a highly competitive post-COVID-19 landscape. The industry will be different. It will return as an evolved version of its former self.



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Behind the Magic: Broadcasting Sports

When you attend a major sporting event, notice the semi-truck trailer with network logos. It is normally parked at the loading dock, near the delivery trucks and garbage dumpsters. Inside this mobile control room, known as the “TV Truck”, sports magic happens.

While camera operators are the eyes of sports broadcast, and the audio department is the ears, the production department might be considered the brains of the broadcast. Their goal; inform. Most of the production department toils in the TV truck, including the Director, Producer, and the IATSE covered crafts of Associate Directors (AD), Technical Director, Capture Playback Technicians (Instant Replay) and Graphics Operators. Statisticians and stage managers work in the announce booth. They all work together to feed you facts.

Larry Smith is a Graphics Operator in Seattle and a member of Local 793. Hours before the Mariners play their home games, Smith is creating and

loading team and player stats. These informational elements provide context to the games we watch at home. Graphics operators can create any stat you can imagine and load them into a machine to be displayed onscreen in the most attractive and effective manner. The word “machine” is used because many different brands of graphics generators exist. The best IATSE Graphics Operators master them all. Because of Graphics Operators, we know at a glance that the count is full, with two outs in the bottom of the third and a runner is on second base. Informing you. Telling the sports story.

Early last year, when sports were halted because of the pandemic, many

networks decided to replay old games from various sports over the decades. You may have noticed that many of the same graphics elements we enjoy today were part of those vintage broadcasts too. In an industry where many things have changed, the basics sometimes remain the same.

What would a sports broadcast be without instant replays? BORING! When we see dramatic, slow-mo replays of our favorite athletes, they show us just how talented these athletes are. This is the job of Capture Playback Operators, working in the “Tape Room.” That is where you will find Devry Foss, a member of Local 745 and one of the youngest crew members on the Minnesota Timberwolves broadcast team. He describes his workspace as a long bench where the whole replay team sits. There are usually 3-4 operators sitting in front of monitors, keyboards, and remote panels that resemble an Atari



video game controller. (Because of the pandemic, operators are now separated by plexiglass partitions.)

Following a big play, NBA fans are used to seeing an instant montage of play-making highlights from the featured player. How do they do that so fast? Capture Playback Operators (CPO) have to master not only the intricacies of their machines, but of the events they cover. They are constantly working to anticipate the game's biggest stories. They dig through carefully organized archives of highlight clips and select the best moments. They combine the highlights to create video "packages." When the time is right, the director will call for that package to be played back.

In Milwaukee, before a Bucks game, Technical Director (TD) and Local 414's Michael Lange hovers over the most complex machine in the TV truck, the switcher, where all the video signals converge and turned into a TV program. He is "faxing", a daily routine to make certain that all systems are ready to go on the air. With literally thousands of buttons, commands, and dials, it takes thorough knowledge, experience, consistency and some muscle memory to master.

Just like the players on the field, the broadcast team must come together to win! In the truck, graphic and video

elements come together in the TD's switcher. After fax begins pre-production. TD Lange takes the individual elements from video, graphics, and capture playback, merging them together to tell the stories. Lange works hand in hand with other production teammates, adding split screens and box effects when multiple sources are on air at the same time. With the help of the Audio Mixer, the final product is a seamless meld of images, sounds, and information. LIVE SPORTS!

After spending about six hours preparing for the game technicians take a last break before being strapped to their seats until the end. In Seattle, "it's all business ...before the game," says Smith. "Pre-production can take a while, and nobody wants to delay lunch because it's the last break you get before the game starts." And once the game starts, you never know when it will end. This unpredictable aspect can make for a long workday. When extra innings are played in baseball, Smith often finds himself a fan of whoever scores next.

Live television can be a pressure cooker of an environment. It is widely known by broadcast technicians that to survive in this industry, you need thick skin. "I've worked with some screamers before-you can't dwell on the past." As a graphics operator, Smith's advice is "to

be a perfectionist, that way you don't have to see your mistakes on Twitter". Foss's approach to these high stress environments is "when a lot is being asked of you, be able to prioritize your tasks. Staying organized and communicating are key to getting the job done on time."

Second to being paid to watch sports, Smith is gratified when he can impress the game's announcers with unusual stats or funny anecdotes, working to illuminate the stories through information and graphics, enlivening the broadcast.

The game may end, but don't forget the postgame show. For the production department this can sometimes be a scramble. They work on the fly to recap important statistics, juggle highlight packages, incorporate postgame interviews and summarize the game's flow. In the tape room, the work of archiving clips begins. It is essential that clips are labeled correctly, so that any operator or producer can locate them in the future. These clips are put together in a giant file called a "melt" which is then transmitted back to the network's main control room. Capture Playback Operators don't leave their stations until this final transmission is complete. They are usually among the last to leave the TV truck.

A workday in live sports broadcasting can be long, but boy can it be rewarding. To many, being present for sports' greatest moments is a dream job. But along with that dream comes hard work, often requiring flawless performance under extreme pressure. After years of experience mastering their crafts, these IATSE technicians make what they do look easy. So, the next time you're watching and enjoying a game, don't forget to cheer for the team in the TV truck.



Broadway Green Alliance Introduces Green Re-Opening Toolkit

The Broadway Green Alliance (BGA) has released a Greener Reopening Toolkit, a free online toolkit outlining sustainable resources and practices for the theater community. Although great strides have been made over the years in sustainability, the impact of COVID-19 and the challenges created by return to work protocols are immense. The BGA comments that health and safety does not need to come at the expense of the environment and in fact highlights the need to keep workers safe from environmental factors.

The re-opening committee was made up of company managers, stage managers, actors, directors, wardrobe, stagehands, musicians and more, including Local One Secretary Robert Score and Local One Green Committee Co-Chairs, Sister Bridget O'Conner and Trustee Joe Valentino, III.

The committee utilized a number of resources including, the Green Production Guide from the Producers Guild of America and the Oceanic Global COVID-19 Live Events Plastic-Free Reopening Guide to use as a guideline for creating a toolkit for a greener reopening. Sister O'Conner and Trustee Valentino report that, "Our objective was to identify items, actions or processes that we could implement in conjunction with re-



opening theaters when Broadway returns; the idea being to normalize green practices and incorporate them as we restart. We'll be adjusting to a new normal when we return in regards to COVID-19, so it will be a perfect time to adapt to green practices. Much of the group's focus was specific to a green response to COVID-19, but some recommendations are just overall good green ideas!

Our work was divided into a few



specific areas (Backstage, Operations, Environmental) and we collaborated on the document in real time in focus groups, as well as in a larger collective. In between meetings we were able to add our input to the document on our own; this method was great for inspiration that came outside of the Zoom room. We received input from some environmentally-minded stagehand friends, who contributed some really great ideas (like the USB-charged headlamp)."

Although geared toward Broadway and the touring industry the Toolkit contains information helpful to all crafts. The Toolkit, as well as information about the Broadway Green Alliance and their programs can be found at www.broadwaygreen.com.

THE IATSE GREEN COMMITTEE OFFERS THE SPARK: YOUR SUSTAINABLE PRODUCTION PRIMER

The Green Committee is pleased to partner with Green Spark group to offer, The Spark: Your Sustainable Production Primer.

The Primer is an introduction to a sustainability mindset on production. In a short time, you can learn the basics of systems thinking and explore the topics of materials, food and hydration, energy, fuel, and waste to advance sustainable production!

This course was created to spark thinking and give the knowledge needed to assess a situation with a sustainability mindset. Green Spark believes in empowering people to make good decisions. The intention is to teach an individual how to think from a broader systems perspective, so that they walk away empowered to implement sustainable initiatives no matter what circumstances they are faced with.

A limited number of spots for this class will be offered to members. The class is online and is designed to be completed at your own pace at a time convenient to you. Register soon to save your spot!

To Register: Send an email to iatsegreen@iatse.net. Include the following information in the body of your email:

First and Last Name

Email Address

Phone Number

Local Union Number

Position at Local Union

Please copy your local union's Secretary-Treasurer on your application email. If you are the Secretary-Treasurer, please CC one of your Local's other primary officers. Once your application is verified you will receive information on how to log into Green Spark.

There is a limit of three (3) individuals per local union. When the class is full, additional students will be placed on the waiting list.

Please email iatsegreen@iatse.net with any questions.

GREENSPARKGROUP



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Local 632 Food Bank

Local 632 opened The Local 632 Stagehand's Cornucopia on January 13, 2021 for their members. Warehouse distribution space was provided by Brother David Martina, and Christie Lites and the Mayo Performing Arts Center, along with the membership contributed supplies and shelving. Local 632 Trustees Katherine Bogina (Head Trustee), Michael Bedrosian and Nicholas Lanzalotta, as well as Executive Board members Gerald Bakal (Recording Secretary) and Erica Payne (Executive Board At Large) assisted members of the Local in setting up and stocking for a successful opening.



Brothers and Sisters pictured Gerald Bakal, Michael Bedrosian, Jane and Michael Blum, Katherine Bogina, Felix Kutlik, Nicholas Lanzalotta, Anthony Marinara, David Martina, Erica Payne, Sven Ringwald, and Ernest Rogers



LOCAL 24 TAKES TIME TO PAY TRIBUTE TO FALLEN OFFICER

For the second time in six months members and extras of Local 24 Toledo donated their time for the set-up and tear-down of the service for a fallen Toledo Police officer.



SAVING WILDLIFE, ONE ANIMAL AT A TIME

Life is all about preparation and for John Ackourey he's been preparing for his purpose in wildlife as early as he can remember. Ever since he was a toddler, Ackourey says he can recall having an instant love and fascination for wildlife very early and as he got older this fascination only grew.

Fifty years later, Ackourey finds himself no longer preparing but walking in his purpose; by preserving the environment, nature and saving creatures big and small one day at a time.

"When I was about two-years old, my parents took me by the hand early on and taught me the importance of showing compassion for living creatures," Ackourey says. "It started opening me up to a world that was amazing to me. I was fascinated by everything I saw and to see all these creatures around us, for me was just exhilarating."

The stagehand and Local 82 member says although it's been challenging having no work to return to due to the COVID-19 crisis, he's taken this time to rescue distressed wildlife animals and get others involved in wildlife conservation too.

"Safety is always the number one priority when saving wildlife and domesticated creatures. I'm always promoting that," he added.

"I consult nationally and all over the world. I love when I get the opportunity to teach the youth on how they can contribute to wildlife. We are all stewards to this amazing planet, this is our home. I call different rescue centers to help get children involved, share the best organizations to join and the importance of taking care of the environment and the animals that live in it."

Ackourey says together we can make a difference whether big or small in our family, neighborhood and in wildlife.

"When you see an animal in danger as long as you don't put yourself in danger, do your part to help save and make life better not only for yourself but for all the living creatures around us and the habitats they roam. Big or small, we all can make a difference," he expressed.

John recalls his most memorable moment in wildlife conservation was in December 2017.

"A deer was trapped in a well twenty feet underground. There were wood planks going across this well and the wood gave out, causing the deer to fall in the water. There were rescue units, firefighters, I mean everyone united to save this one deer. In the beginning, they wanted to put the deer down because it had attacked the firefighters, but I stepped in and urged them to let me go down inside the well and save the deer.

I went down into the well using certain behavioral tactics that I know to calm the deer down. After climbing into the well, which was freezing cold," he laughs.

The deer was running around in circles panicking in this

ten feet bunker. However, I focused on the deer until the very last second. As I'm shivering, I began to nurture the deer and tied a harness around its body, tossed it to the firefighters and together we pulled the deer out of the well. It was a truly special day."

As a union card member since 2003, Ackourey says he specializes in video production, camera operation and up-rigger. However, as surprising as it may sound to many, the proud IATSE member says his life as a stagehand and passion for wildlife rescue is more parallel than one would think.

"Being a stagehand has been an incredible journey. I've met so many amazing people and we're no longer friends, but family," he says.

"I've been working on shows since 1999 and I miss everyone so much! From loading the show together in a high-paced lifestyle to working as a team, we continuously work hard to create a positive cause. COVID-19 has been a journey. Despite it all, we hold our heads up because we will rise again. It's our identity, it's who we are," Ackourey says.

He says the exciting thing about his IATSE Sisters and Brothers are the many talents and knowledge in their crafts. Ackourey urges his IA kin to use these skills for wildlife conservation because their expertise can save wildlife.

"Our Sisters and Brothers can contribute so much by getting in groups with wildlife rehab centers in their Local area or simply joining groups in their community that help distressed cats and animals on these streets," he added.

Amid the COVID-19 crisis, he says wildlife rescuing has brought him solace in this time of uncertainty.

"Life is so fragile. COVID-19 has reminded us that if life is so short, it's that much more important that we take care of one another," he said.

John says his hope for the sake of wildlife and all living creatures is that humans learn and understand that we are not on this planet alone.

"Just like you and I, animals want to live, raise their young and go through challenges too," he added. "I want to be remembered for doing my best to help wildlife, fulfilling the preparation for my purpose and ensuring the safety for all wildlife."



Taking COMET to New Heights

The COMET Training platform has been a staple of the various trainings offered to local unions. Designed as an internal organizing tool, the goal of COMET training is to highlight the importance of organizing in relation to the long-term success of a local by examining the Local's coverage and its density within its own jurisdiction. Although COMET is incredibly successful at establishing the need for an organizing plan, Canadian Locals wanted additional training on building, implementing and supporting that plan. Based on this feedback, Canadian Representatives have expanded

COMET into four concrete steps. These steps clearly provide Locals with the tools they require to plan, start, and execute an organizing plan from start to finish.

Canada's newly expanded COMET training, available in both French and English, now consists of these four steps, forming a ladder of engagement for your membership:

COMET Training – Why organizing is important.

Jurisdiction Mapping – What is your union density what are your potential organizing targets?

Setting Priorities and Making a Plan – How to prioritize organizing

targets and creating a plan for each target.

Organizer Training and Ongoing Support – Giving you the tools you need to start organizing, and then supporting you along the way.

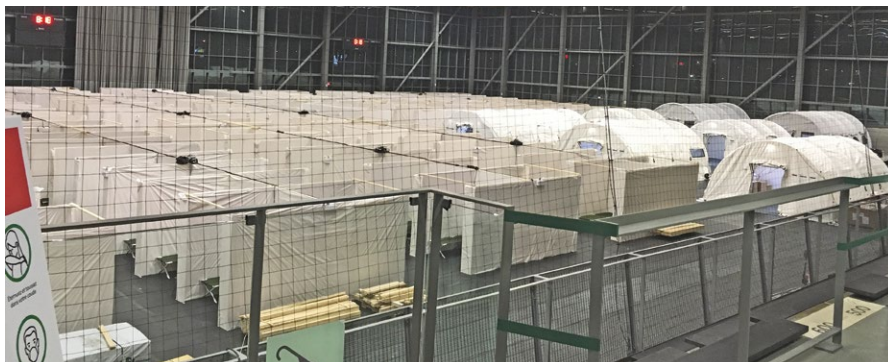
Each one of these steps is a separately scheduled session where participants are assisted by International Representatives as they build towards initiating a successful organizing drive.

All training can be customized to fit the unique needs of your Local. If your Local is interested in receiving this new COMET training, please contact the Canadian Office. Growth equals strength!

IATSE SKILLS HELPING TO REBUILD

Local 56 stagehands in Montreal used their skills to help The Red Cross convert le Stade de soccer de Montréal, an indoor soccer stadium, into a shelter for homeless people infected with COVID-19. The shelter will accommodate up to 150 people in individual, private units, providing service and safety to some of the community's most vulnerable citizens.

"Local 56 is very proud of its members and permit workers for their work assisting such an important cause. Red Cross Canada is extremely happy with the team they had. They also are very grateful towards Local 56," said Business Agent Roch Lavoie.



IATSE MEMBER STORIES

ANDREA GONZÁLEZ SHARES HER JOURNEY TO IATSE AND AMPLIFIES BIPOC VOICES

Meet IATSE Local 764 member Andrea González. She began her career in the entertainment industry in 1997, while she was living and moving around a lot between the suburbs of Massachusetts. However, it wouldn't be until 2002, when González would get the opportunity to work her very first show, Broadway musical "Into the Woods", after meeting and working alongside Wardrobe Supervisor, Alyce Gilbert.

Following this great opportunity, González began learning more about Broadway and the many ways she could contribute to the world of entertainment. Due to her work as a swing (a substitute for the regular dresser) on the show "Into the Woods" this moment led González to working with Wardrobe Supervisor Linda Lee, whom she would then work alongside for fifteen years.

"My connection to Linda has been the lynchpin towards my success in my Wardrobe career," says González. "In my career in entertainment, I have been a box office supervisor in regional theater; a swing, a full-time dresser, and an Assistant Supervisor on Broadway".

González says while working as a swing for two months on shows "Into the Woods" and jukebox musical "Movin' Out", during this time she was introduced to the International Alliance of Theatrical Stage Employees.

She added. "After 30 days of accumulating the required work hours, I joined the union".

Since becoming an IATSE Member in 2002, González who is an Ecuadorian-Canadian-American says the union has had a huge impact on her way of life as an immigrant in the U.S.

"Although the work hasn't always been stable, I've been lucky that my work has spoken for itself and I've been able to work fairly consistently since I started," says González. "I've had great teachers to show me the ropes and the standards are very high. People live for the magic we create, and it's been a special experience being in the union. The union has been a great place for health benefits, 401(k) and workable wage."

González says seeing all the activism from her fellow IATSE Sisters and Brothers during the recent presidential

election also made her so proud to be an IATSE member.

"It brought tears to my eyes to see my Sisters and Brothers actively getting involved with the election, spearheading things and union labors being so active. It was inspiring," she expressed.

"I became a U.S.

Citizen in 2016, just in time to cast my vote in the Clinton and Trump election. I had so many immigration experiences, it was really tough," she added. "Before you become a citizen, your right to be in this country is always called into question, particularly: Are you taking away an American's job? Latinos are lazy. You're stealing our jobs. How did you get this job? Most of us are so practiced in staying under the radar and not speaking up for not wanting to "rock the boat" or "cause problems".

Being an immigrant can be painful and isolating for some of us who didn't necessarily immigrate with any or a lot of family, particularly those of us who work in theater around the holidays."

For those fellow union immigrant members, González says it can feel intimidating as a stagehand, a hair person, wardrobe person, or anyone in so many entertainment sectors but it's important to take your power back and know that you aren't as alone as you may feel.

"You belong here". She added.

González says she was also excited to hear about IATSE's newly formed Diversity, Equity and Inclusion committee.

"The IA has become more diverse over the years and I'm glad it's happening now, but it's important that when the shows return, our voices continue to be heard". She expressed.



LOCAL UNION NEWS

LEAH OKIN IS AMONG THE 2021 LABOR 40 UNDER 40

Theatrical Wardrobe Union Local 764 Business Representative, Leah A. Okin has been named one of "New York's 2021 Labor 40 under 40" by City & State. A media organization dedicated to covering New York's politics and policy. The list describes its honorees as individuals who "aren't just on the front lines of the movement but are helping lead the charge." Born and raised in New York City Leah is proud to be part of the 764 team that represents workers at The Metropolitan Opera, Radio City Music Hall, Brooklyn Academy of Music, on Broadway, and at many other live performance venues in New York City, as well as on Motion Picture and Television productions shooting there.

"I am flattered to have been named to this list, along with so many impressive leaders. To work at Local 764 is to be part of an amazing team. The officers, staff and members are the true embodiment of solidarity. When our industry went dark due to the pandemic, our Local 764 workers put their craft skills to work, making thousands of masks for hospitals, essential workers, and domestic violence shelters. When volunteers were needed for the 2020 election, they became phone bankers and poll watchers. Their willingness to jump in at every opportunity inspires me. I know the members of Local 764, and all the New York IATSE Locals will play a significant role in the recovery of New York City.

I am thrilled to accept this honor on behalf of Local 764."



LOCAL 38 DEXTER SIEGER RETIRES



(L-R) Business Agent Joe Miller, President John S. Kinsora, 3rd Vice President Peter Zwolinsky, honoree Brother Dexter Sieger, 2nd Vice President Muktsar Ali, 1st Vice President John Ferry.

Local 38 member Brother Dexter Sieger was presented with his Gold Retirement Card on Friday, January 29, 2021. Due to pandemic social-distancing restrictions, the Officers of Local 38 honored Dexter in a private ceremony at the union office.

A second-generation stagehand, Dexter was a followspot operator at Detroit's Olympia Arena for ice shows and other events. In addition to his work at Olympia and other Detroit venues, he also worked extensively as a studio technician for local NBC, CBS, and ABC affiliates.



NICHOLAS LONG JR. CELEBRATES 100 YEARS OF LIFE

Nicholas (Nick) Long Jr. was the son of Italian immigrants, Nicholas and Marie, from Campobasso, Italy. They came through Ellis Island and settled in Greensburg, Pennsylvania where Nicholas was born March 15, 1921.

In 1933, at just twelve years old, Nicholas made his way across the country by himself from Greensburg, PA to California to join his brother Larry and his family, who lived in Long Beach.

Nicholas would grow up in depression era America in Long Beach and eventually Los Angeles just above the Max Sennett Studios where the great silent era movies would be filmed and attend Hollywood High School.

The country came calling Nicholas on Dec 7, 1941 when Pearl Harbor was bombed by Japan. Nicholas was shipped overseas with the men of the 10th Port Embarkment to join the Army and serve under General George S. Patton in North Africa and then the invasion of Italy from Sicily all the way up to Monte Cassino and Anzio. He gained a Good Conduct Medal, Campaign Medal and a Victory Medal.

The war would continue on for four years until Nicholas was finally released back to the United States at the end of 1945. He would use his GI bill to attend Woodbury University where he would graduate in 1950 with a Degree in Business.

The early 1950's would find Nicholas dabbling in different business ventures until he would join his brother Larry in the

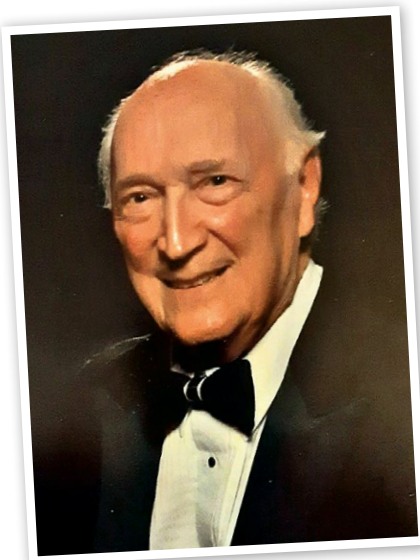
new form of entertainment media called Television. Nick started in Local 33 in 1955. He served as a member of the Board of Directors in the 50's and became Local 33's first Recording Secretary, voted in 1969. He was in that position until 1986 when he became Local 33's first Business Representative for the

Television side. Nick served as Chairman of the Negotiating Committee with the three networks for twenty-four years. He was on staff at ABC fourteen years, and CBS three years, prior to serving as an officer in the Union, most notably working as a Lighting Director for shows including, Playhouse 90, American Bandstand, Johnny Carson, Ernie Kovac Theater, The Lawrence Welk Show and Queen For A Day to name a few. He worked with Elvis, The Stones, Jerry Lewis, Jack Benny and every major talent you can think of. Nick is a Gold Card Member of Local 33 still maintaining his membership to this day.

Nick became an International Vice-President in 1990 and remained on the General Executive Board until he retired in 2006.

There are not enough pages to cover one mans life during all that time, all the adventures, the trials and the tribulations that one encounters are all too many to recount here. The names of people who Nicholas encountered in his 100 years, both friends and acquaintances alone would fill a book.

100 years is just a blink in relation to the universe but here on this planet in this world it is a lifetime and a life well lived.



SIGN UP FOR IATSE TEXT ALERTS

STAY UP-TO-DATE AND IN-THE-KNOW

TEXT IATSE TO 21333



IN MEMORIAM

REMEMBERING ARTHUR "ARTIE" SICCARDI II

Artie Siccardi, born on January 18, 1931, passed away from complications of pneumonia on December 23, 2020. Artie is survived by his son Drew (a Local One member), his daughter-in-law Lori and many grand children and great-grand children. He was born in Englewood, NJ and grew up in Fort. Lee where he excelled in athletics. This culminated in him playing in the minor league farm system from 1951-1953. He always told the story how he drilled Hank Aaron the first time he faced him and the second time he faced him that Hank Aaron hit a ball that may still be going.

Artie came back to New York to work at City Center as a carpenter and was asked to join the original tour of Gypsy. This started a career that he would be in for the rest of his life. In 1975, he started Arthur Siccardi Theatrical Services and went on to supervise over 200 Broadway shows and touring companies of those shows. He always gave credit to his career to his dear friend and mentor Peter Feller Sr.. Artie was awarded a Tony Honor in 2012. He was a Gold Card carrying member of the International Alliance of Stage Employees (IATSE) having joined the union in 1968.

Artie had a love of fine wine and good cigars but his greatest love was for his family and the crews that worked for him on all his shows. When you worked for Artie you became, of course after you earned it, a member of the family. Artie taught so many so much. He expected those who became leaders of his shows, head carpenters and more, to teach others what he had taught them. One of Artie's greatest legacies is that this is still very much going on today. The crews that worked for Artie will tell you there is no greater honor then to be called one of Artie's guys or gals. It is a badge of honor that they wear with pride.

Artie was very influential in leading the way for Pink contract employees to get paid fair wages and fair per diem. He would work with the crews and management to insure his team was being compensated fairly and in return his crew was loyal, not only to him but to management of the show. Artie had a way of making sure that the relationship of crews and the show were that of a family. They knew they had each other's back.



REMEMBERING DANIEL HOODLESS

It is with exceptional sadness that we announce the sudden passing of Brother Daniel Hoodless on September 8, 2020.

Born December 17, 1961 to Monica (nee Flynn) and John Hoodless, Dan spent his formative years in Stratford, Ontario before attending the University of Waterloo for Fine

Arts and History and settling down with his own family in the countryside near St. Marys.

Dan proudly continued the family vocation as a stagehand with the Stratford Festival Theatre for almost 40 seasons. He was a skilled and artful flyman with impeccable timing who was highly respected by his crew and could frequently be found on the fly floor reading books between cues.

Dan was endlessly creative in every sense of the word – from

his exceptional cooking and handyman skills, to learning and mastering every possible form of art he tried, including stained glass, sculptures, drawing, photography, woodwork and smelting (yes, smelting) – even his sandcastles were a work of art.

Dan never felt more at peace than when he was in nature, whether he was hiking, kayaking, working on his gardens or watching the sunset at the beach.

Dan was an endearing, loveable curmudgeon, with a quick wit and quirky sense of humour, deeply adored by his immediate and extended family, his stage crew at the Avon Theatre, Stratford, ON, his lifelong friends, casual acquaintances and sometimes even complete strangers - all despite his best efforts. He was too smart for his own good, did not suffer fools gladly and was annoyingly good at things like Trivial Pursuit, Scrabble and Frisbee.

He will be fiercely missed.



REMEMBERING FORMER INTERNATIONAL VICE PRESIDENT DANIEL J. KERINS

"Dan Kerins was smart, well educated, well read, well disciplined, tough, and a compassionate man. His successful, almost three-decade tenure as Business Manager leading Local Two is legendary, not only in Chicago, but throughout North America. Danny was tough enough to keep the membership focused on the goals at hand, kind enough that everyone liked him, smart enough to know when attorneys were needed, smarter still to know when they weren't, and shrewd enough to negotiate meaningful agreements for those he represented. Dan's impact bettering the lives of stagehands will never be forgotten, not only by his namesake gracing our Daniel J. Kerins Union Hall, but by the solid foundation he left for us, which we strive to build on today." - Craig Carlson, Business Manager Local Two and International Vice President

Daniel J. Kerins, 91, of Villa Saint Benedict in Lisle, formerly of Naperville 1964-2017, passed away on January 30, 2021. Dan was born February 28, 1929, to Thomas S. Kerins and Anne (Crotty) Kerins on Chicago's south side.

Dan's loving wife Barbara J. Kerins (Kelly) of almost 67 years, preceded him in passing on October 22, 2020. Dan is survived by his daughter Margaret (Tom) Cleary, sons Daniel Kelly (Roselyn) Kerins and Patrick Kerins, his loving grandchildren, Sam Kerins of Brooklyn, New York, Angela Cleary, Dan Cleary, and Peter Cleary, all of Chicago.

Dan grew up in the Rainbow Beach area of 75th street and graduated from Mount Carmel High School in 1946. At the age

of 17, Dan joined the United States Marine Corps and served for two years. After his service in the Marines, Dan was offered a football scholarship to the University of Detroit where he met the love of his life, Barbara Kelly.

Dan's father, his five uncles, and his older brother all preceded him as members of the International Alliance of Theatrical Stage Employees Local 2 Chicago. Dan was raised in that active union environment, understanding from an early age that labor had the right to a voice in the workplace. A 50 year gold card member of Local 2, Dan spent much of his professional life successfully representing working men and women as the Business Manager of Local 2 from 1967-1996 and as an International Vice President of the IATSE from 1987-2004. His wealth of friendships and contacts took root during his upbringing in Chicago, grew through his college and business years, eventually extending throughout the United States and Canada.

Dan was never idle in retirement. He continued to swim a mile almost every day through his 70's. Painful arthritis in his shoulders and elsewhere slowed him in later years but he never allowed himself to lose determination or stop trying. Danny was that guy. He was still swimming through most of his 80's. For many years he volunteered time at the Saint Patrick's Nursing and Rehabilitation Residence in Naperville. The friendships he developed at St. Pat's provided joy and the work made him proud.

Dan was a good man in so many ways. Above all else, he was a great husband, father and grandfather.



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

Colleen Paul

Local 59

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Brian Lawlor

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Krista Hurdon

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Arthur "Artie" Siccardi

Daniel J. Kerins

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IN MEMORIAM

A TRUE PIONEER: REMEMBERING MARJO BERNAY

It is with heavy hearts that our union, ADG Local 800, reports the passing of Marjo Bernay, trailblazer, groundbreaker, innovator, feminist, and labor activist.

Marjo Bernay lived a vibrant life that influenced countless individuals for the better, both in the entertainment industry and in her community. Marjo followed in her father Josef Bernay's footsteps and became a union leader, first as a Business Agent of the Illustrators & Matte Artists (Local 790) and Set Designers & Model Makers (Local 847) from 1979 until they merged with the Art Directors Guild in 2008. She was also Business Agent for the Story Analysts (Local 854), and eventually retired from the Art Directors Guild as Manager of Awards and Events in 2013.

An indomitable force, Marjo was a giant among labor executives, fiercely advocating for below the-line workers on the West Coast, all while developing positive relationships with studio labor relations executives who admired her spirit and respected her intelligence and commitment.

Always upbeat and positive, Marjo was the master of working a room, with the confidence and strength to match her amazing charm and sense of humor.

Bernay's leadership was acknowledged widely and she held an impressive list of honors. A former Trustee of the Set Designers



ers Council and member of the Board of Directors of the Art Directors Guild, she was appointed by various elected officials to the California Film Commission, the Los Angeles Film Development Committee and to the Los Angeles County Film Commission. Yet she was especially proud of her service as a trustee of the Motion Picture Industry Pension and Health Plans, where she was the first woman from the labor side to chair the Health Plan.

Bernay accomplished all of this during a time when there were very few women in executive positions. Along with her contemporaries she led the charge to expand opportunities for women and helped foster female participation in IATSE as a member of the Executive Committee of District 2 and the first Chairperson of District 2's Women's Caucus.

More than an executive, Marjo often said the union was her family and the members her children, vividly engaging with the details of their lives. She was also a great lover of art, travel and, of course, the Raiders football team. She was passionate about animal rescue, and she loved her puppies.

She is survived by her brother Mark, sister Casey, and brother-in-law Dennis Lotka who ask that any donations in memoriam be sent to the Lange Foundation for Animal Rescue, Care and Placement at <https://langefoundation.org/donate/>

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Edward V Camus October 27, 2020	1	Robin Tannenbaum October 18, 2020	1	Douglas J. McBrearty November 4, 2020	8	Michael Wangen January 23, 2020	13
Thomas J. Fagan December 24, 2020	1	Peter Wright November 12, 2020	1	James Wheelock November 17, 2020	8	C Rex Beaty March 4, 2020	15
Thomas Healy October 7, 2020	1	Micheal B Coleman December 30, 2020	2	James A George Jr December 8, 2020	10	Dallas J. Duell September 18, 2020	15
Roger F. Langan October 9, 2020	1	John C Fuller III December 22, 2020	4	Normand Morrisette December 22, 2017	11	Paul E Pembroke August 26, 2020	15
Daniel McCormack December 20, 2020	1	Robert A. Brusman, Sr. October 1, 2020	5	Robert J Pignatelli July 13, 2018	11	Christophe Tapping April 14, 2020	15
Fredrick O Olsson December 9, 2020	1	Cody Doss December 20, 2020	7	William J Rahilly September 6, 2020	11	Steve Wehr October 8, 2020	15
Kenneth Sheehan November 20, 2020	1	John T Callahan December 9, 2020	8	Jose A Rojas October 31, 2020	11	Collier Woods Jr August 1, 2020	15
Arthur P Siccardi Jr December 23, 2020	1	William Foster December 6, 2020	8	Vernie L Ward October 27, 2020	12	Jonathan M Davis July 11, 2020	16
John T Sullivan November 25, 2020	1	Nicholas Gentile October 24, 2020	8	Michael C. Long January 30, 2020	13	Scott Green November 2, 2020	16

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Paul Puppo	16	Tillman D. Copeland Sr.	46	Randolph J Verdugo	80	William Taylor	204
August 30, 2020		December 28, 2020		October 21, 2020		December 13, 2019	
Norman J Bergman	17	Harley R Lamoureux	46	Nicholas J Cavazos	85	David L Jameson	205
October 19, 2020		November 12, 2020		November 13, 2020		October 31, 2020	
Alison Haygood	19	Anthony J Pusateri	51	David R Cooper	87	Rick Baker	212
December 13, 2020		December 31, 2020		July 29, 2020		November 8, 2020	
Daniel A. Drew	21	John T Bobick	52	Paul Spain	87	Delisle Jacques	262
November 13, 2020		November 3, 2020		October 31, 2020		July 1, 2020	
Joan K. Lynch	21	Jesse C. Dublanica	52	Dennis E Wiseman	101	Lawrence E Johnson	274
November 1, 2020		October 27, 2020		October 21, 2020		December 20, 2019	
David J. Welsh	21	George R Gerlach	52	Danny Innes	107	Frances Eppy	306
October 17, 2020		October 2, 2020		February 15, 2020		June 6, 2020	
Charles E Tucker Jr	27	Jery Hewitt	52	Fordie Ramirez	107	Greg Woolard	306
October 9, 2020		November 21, 2020		January 31, 2020		September 7, 2020	
Stanley Harvey	28	Tim Pankewicz	52	James S Aiuppa	110	Louis R Tombarello	363
July 1, 2019		December 3, 2020		November 3, 2020		January 25, 2020	
Kenneth F. Briggs	33	Alexis Bluteau	56	Carmen Garcia	118	Tim Reilly	411
December 7, 2020		October 12, 2020		December 13, 2020		December 13, 2020	
Joseph F Doucette Jr	33	Marc A Leclerc	56	Marlon Bunch	122	John D Godsey	412
December 17, 2020		November 24, 2020		July 3, 2020		September 14, 2020	
Robert L Hughes	33	Robert F Burns	58	William Franklin	122	Collier Woods	412
November 17, 2020		December 28, 2020		September 1, 2020		August 2, 2020	
Terry D Klein	33	Kennyth G Calder	58	David Sears	125	Ronald D Little	416
November 4, 2020		December 24, 2020		December 17, 2020		October 22, 2020	
Ronnie S. Leal	33	Daniel Graham	58	Sue (Suzanne) Upton	129	Ryder Sturt	442
November 25, 2020		December 8, 2020		December 9, 2020		November 30, 2020	
Daniel D McElroy	33	Michael Jones	58	Robert W Allen	142	Matthew Agostini	476
December 16, 2020		November 9, 2020		March 13, 2015		November 24, 2020	
Roy E Seip Jr	33	Michael G Puhacz	58	Jerry L. Turner	142	David Rende	476
November 26, 2020		November 9, 2020		September 6, 2020		November 1, 2020	
Kerry Takahara	33	Joe Nittoso	59	Rene Seanez	158	James J. Ryan	476
December 14, 2020		January 28, 2021		November 6, 2020		December 9, 2020	
Eric Miller	39	Susan Groff	63	Matilde P. Bandini	161	James Weber	476
March 3, 2021		November 11, 2020		October 16, 2020		October 5, 2020	
Albert J. Weysham Sr	39	Leslie W. Moore	63	David C. Sears	187	Michael Goad	477
December 26, 2020		November 12, 2020		December 17, 2020		August 3, 2020	
John Dean Moody	42	Billy Bowman	66	Scott P Baker	199	Manuel E. Rodriguez	477
December 30, 2020		February 4, 2020		May 14, 2020		July 17, 2020	
Jack Evans	44	Patrick Donnelly	74	William A Finley	199	Nicholas Romanac	477
November 16, 2020		October 11, 2020		January 6, 2020		December 5, 2020	
Bettie Gottlieb	44	Steven V Vanburen	76	Richard Kemp	199	Gilbert Charbonnet	478
November 29, 2020		October 28, 2020		June 5, 2019		October 5, 2020	
Sheldon M Knight	44	Randall B Nations	78	Terry Vericker	199	Jason C Barnes	479
November 4, 2020		December 1, 2020		March 27, 2020		December 21, 2020	
Gary A Krakoff	44	Peter Breen	80	Keith Schwartz	200	Eric Brimer	479
October 6, 2020		November 20, 2020		November 21, 2020		November 30, 2020	
Steven Jay Monroe	44	Jim Chizmar	80	Dennis A Baxter	204	Adam W. Conner	479
August 5, 2020		July 24, 2020		January 23, 2020		October 9, 2020	
Wayne W Moseley	44	Joe Crowder	80	George L Green	204	Jason Maloney	479
October 11, 2020		August 13, 2020		September 14, 2017		December 13, 2020	
Paul E Paine	44	Jonas F. Lagunoff	80	Orville G Harrison	204	Sanika Peart-Donaghy	479
November 14, 2020		August 13, 2020		November 14, 2017		December 5, 2020	
Lazar J Samarzich	44	Dan Loner	80	Orville G Harrison	204	Chris L. Cheatham	480
December 30, 2020		October 21, 2020		November 14, 2017		December 14, 2020	
Tomas B Sierra	44	Virginia Naumann	80	Stephen Kyle Lewis	204	Phil Shirey	480
October 2, 2020		July 24, 2020		December 19, 2020		October 17, 2020	
Kenneth D Westcott	44	Paul Storino	80	James D Sanderson	204	David A Haller	481
November 17, 2020		August 19, 2020		November 27, 2017		November 27, 2020	

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Alison Haygood December 11, 2020	487	Roger W Finlay January 10, 2020	667	Debra Iacovelli-Wilson March 15, 2020	833	Kenneth Parsons November 15, 2020	891
Michael W Cassell December 24, 2020	488	Paul Mockler September 18, 2020	667	Eric L Scott March 9, 2020	833	Nu Quan November 22, 2020	891
Kari E Van Sickle October 24, 2020	488	Kenneth J Withers March 4, 2020	667	William G Strong February 5, 2020	833	Darrell Theriault October 13, 2020	891
Richard D. Thompson November 14, 2020	490	David Woods September 10, 2020	667	Bernardo I Amador December 26, 2020	835	Juli Lynn Bohn September 10, 2020	905
Charles W. Ingold December 9, 2020	491	Bradley J. Aaron November 1, 2020	695	Claudia Rhodes November 19, 2020	857	Mary Ehara Vaughan December 15, 2020	905
Francisco Lopez Franco September 17, 2020	494	Peter J. Hochberg December 28, 2020	695	Jacynthe Meunier August 15, 2020	863	Judy K. Frye November 6, 2020	915
Irl Bender November 1, 2020	500	Nicola Clegg November 1, 2020	705	Ellen Chung September 1, 2020	871	Nathaniel Bagley November 8, 2020	919
Bruce J Germann October 26, 2020	500	Sandra K Kenyon October 21, 2020	705	Mark S Ross-Michaels September 1, 2020	871	Don Beilfuss October 1, 2020	923
Mark F Levy October 17, 2020	500	Mimi Jafari December 1, 2020	706	Ken Laughland September 10, 2020	873	Joseph P Carlin May 24, 2020	18032
Norman T. Mathews November 20, 2020	504	Jerome E Quinn November 30, 2020	720	Bryan Roy Lee September 24, 2020	873	Diane A Judge November 21, 2020	18032
Nicolas Lemieux October 21, 2020	514	David Alvarado November 29, 2020	728	Tim Lidstone September 5, 2020	873	John M Kirby July 25, 2020	18032
Mike Battaglia October 17, 2020	600	Johnathan Brown December 18, 2020	728	Joyce Liggett October 21, 2017	873	Robert Ostini December 1, 2019	B18
Gregory S. Benitez October 30, 2020	600	Larry K Freeman December 27, 2020	728	Jane R. Meade September 9, 2020	873	Gary Sweet June 29, 2019	B18
Greg R Brunton July 12, 2020	600	Francis X Valdez Iii November 18, 2020	728	Don Morley December 22, 2020	873	Charles W. Baird November 15, 2020	B2
Michael C Chapman September 19, 2020	600	Daniel F Dettman September 21, 2020	745	Greg O'hara July 17, 2020	873	Jerry D. Brooks December 1, 2020	B2
Thomas R Cherry December 2, 2020	600	Carlin Blum September 1, 2020	751	Tim Reilly December 13, 2020	873	Ronald Olson November 1, 2020	B2
Joseph T Cranham July 11, 2020	600	Jennifer Anderson November 29, 2020	764	Kathy Vieira August 27, 2020	873	Alfred Holmes September 7, 2020	B29
Morton Goldenberg July 15, 2020	600	Sharon Sobel October 9, 2020	764	Juel Anderson October 14, 2020	884	James Merical December 1, 2020	B66
Jack T Hulén May 16, 2012	600	Duncan Campbell March 29, 2020	768	Honore Sato October 21, 2020	884	Arnold Abramson December 3, 2020	USA829
Ernie W Jew November 5, 2020	600	Julie W. Gordon January 31, 2021	780	Stephen Birchall November 27, 2020	891	Joe Gerson November 10, 2020	USA829
Mark A Lindsay July 21, 2020	600	William B Mcglone October 9, 2020	784	Scott Carroll November 10, 2020	891	John Halford November 23, 2020	USA829
J.D. Murray December 27, 2020	600	Christopher Groffman November 24, 2020	800	Cliff Cenerini December 30, 2020	891	Michael Hotopp November 10, 2020	USA829
Laurence D Solomon July 24, 2020	600	Norman R. Newberry December 1, 2020	800	Paule Guerin October 16, 2020	891	Ming Cho Lee November 10, 2020	USA829
Robert Werden October 31, 2020	600	Hazel Driskill April 8, 2015	803	Dale R Husuliak December 19, 2020	891	Carla Messina December 3, 2020	USA829
Adam Wilson March 1, 2020	600	Kathy Neel Gentry July 4, 2020	803	Michael Magyar December 13, 2020	891	Cheryl Wallace December 16, 2020	USA829
I Thomas Green June 18, 2020	634	John M Gecan January 4, 2013	819	Patrick J. Mclenaghan December 21, 2020	891		
Jon Olts December 6, 2020	634	Kevin P Conrad December 16, 2020	820	Jake Miller November 7, 2020	891		
Howell B Binkley August 14, 2020	635	Larry Horochov January 19, 2020	833	Herb Noseworthy December 31, 2020	891		

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

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

AE Arena Employees

AFE Arena Facility Employees

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

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftpersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

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

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

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

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

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

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

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS/C,C,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 Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TS Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

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S 210 EDMONTON, AB-Jacqueline Poissant, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

S 212 CALGARY, AB-Peter Hawrylyshen, 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

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S 118 VANCOUVER, BC-Glen Kruger, recsec@iatse118.com, #4-1768 William Street, Vancouver, BC V5L2R4 Bus. Agt.: Jordan Both.

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. Rep.: Monica Arthurs, businessagent@iatse168.com.

ICG 669 WESTERN CANADA-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: George Horie, george@icg669.com.

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T 8778 VANCOUVER, BC - International Representative In Charge - Julia Neville "Western Canadian Office" 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

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

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M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box

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ICG 671 PROVINCE OF NEWFOUNDLAND AND LABRADOR-David Rumley, c/o 229 Wallace Avenue, Toronto, ON M6H 1V5 (416-368-0072). Bus. Rep.: David Rumley.

M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR-Debbie Vatcher, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774).

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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-Raymond MacDonald, 617 Windmill Road, 2nd Floor, Dartmouth, NS, B3B1B6. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.

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S 129 HAMILTON/BRANTFORD, ON-Natalie Stonehouse, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON-Sean Poole, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Jennifer Pich, businessagent@iatse357.ca.

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S 467 THUNDER BAY, ON-Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North 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. (613-404-4717) Bus. Agt.: Ryan Bol.

M 580 WINDSOR/CHATHAM, ON-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3K2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

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M 295 REGINA/MOOSE JAW, SK-Josh Muz, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

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SM 478 MOBILE, AL/STATE OF LOUISIANA/SOUTH-ERN MISSISSIPPI-Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504 486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

M 900 HUNTSVILLE-Robbie Holcombe, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly McManus.

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S 918 ANCHORAGE-Danielle Evans, P.O. Box 100421, An-chorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Yeil Yadi Olson, ia918ba@gmail.com.

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S 050 SACRAMENTO/CHICO/STOCKTON/MARYS-VILLE-Betsy Martin, secretary@iatse50.org; 1914 Terracina Drive, Suite 120, Sacramento, 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglob.net.

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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-Stephan Shelley, mrsteff@sbcglob.net; P.O. Box 29284, Oakland, 94604 9284. (510-470-2424) Bus. Agt.: Stephan Shelley

M 215 BAKERSFIELD/VISALIA- Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bernon.

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Brady S. Perrin.

M 504 ORANGE COUNTY/PARTS OF CORONA-David Earrick, 601 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Georgia, Illinois and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Western Re-gion Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Theresa Khouri (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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

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MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Randy Sayer.

MPSELT 728 HOLLYWOOD-Patric Abaravich, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Greg Reeves, BA@iatse728.org.

MPSP&SW 729 HOLLYWOOD-Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

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TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD-Margaret Hearnan, 1182 Market Street, Suite 312, San Francisco, 94102. (415-861-8379). Bus. Agt.: Bobbi Boe.

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

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S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-John R. Clark, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

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S 647 NAPLES/FT. MYERS/MARCO ISLAND-Kerry Griffin, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

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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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M 665 STATE OF HAWAII-Robin Kekuewa Wong, 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

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M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA-Sarah Short, iatselocal193@ymail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (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-Steven Ray Dyer, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Chad Schwenk, cschwenk27@gmail.com.

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MPVT/IT/AC&GE 780 CHICAGO (see also Florida)-Jaroslav Lipski, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngt.: Jerry Lipski, jerry@iatse780.com.

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S 102 EVANSVILLE-Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Scott VanMeter, Joe Newman.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-Steven Choate, schoate62@yahoo.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8037) Bus. Agt.: Ruben Mendez, rmendez.iatse125@gmail.com.

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T 8194 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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M 195 LOWELL, MA./NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester NH 03108. (603-402-0099) Bus. Agt.: Lowell Davis.

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

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

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MICHIGAN

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S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Keith R. Braun, kbrown3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313 870-9570) (Fax: 313 870-9580) Bus. Agt.: E. Joseph Miller, jmiller@iatse38.org

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MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-786 4) (Fax: 248-399-7866) Bus. Agt.: David Pickering.

S 201 FLINT/OWOSSO-Steffan Minore, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-577-1541). Bus. Agt.: David Thompson.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-Nicholas James Eaton, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570), sectreas274@gmail.com. Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

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MID-ATLANTIC AREA

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MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL -Ben Pinc, recording_secretary@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Mat Terwilliger, business_agent@iatse13.org.

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M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Wyatt Berekvam, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Chris Martin.

SM 490 STATE OF MINNESOTA-Sammy Halabi, sammy@goforsammy.com, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-393-0550) Bus. Agt.: Brian Simpson.

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

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

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA MOBILE, AL-Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael Beckman, BA@iatse6.org

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M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

M 616 MERIDIAN-Benny Egger, abeggler@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker, jerryglynntucker@aol.com.

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

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/ STATE OF TENNESSEE-John Curtin, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

MISSOURI

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M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA-Amanda Solomon, secretary@iatse339.com, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Darrell Ogg, Local339@gmail.com.

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M 363 RENO/LAKE TAHOE-Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775-786-2286). Bus. Agt.: Stephen Ernaut.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

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S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

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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M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox, scox70@hotmail.com (732-492-7630).

M 632 NORTHEAST NEW JERSEY-Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

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S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell, karuss01@aol.com.

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-852-2196). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

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M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Malinda Miller, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

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M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE-Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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M 524 GLENS FALLS/SARATOGA-Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

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

OHIO

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

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M 064 STEUBENVILLE, OH/WHEELING, WV-Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457) Bus. Agt.: Robert Oxley.

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Michael Gibson.

S 101 NILES/WARREN/YOUNGSTOWN-Mark Chizmar, mchizmar@iatse101.net; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: Jeffrey Hall, ba@iatse101.net.

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

SM 209 STATE OF OHIO-Kimberly Novak, secretarytreasurer@iatse209.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-331-0299) Bus. Agt.: James Butler, businessagent@iatse209.com.

M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

TWU 747 COLUMBUS-Stephanie Keller, stephani.kell@gmail.com; 1813 Dorsetshire Road, Columbus, 43229 (614-329-8682). Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

T&T 756 CLEVELAND-Glenn Barry, glennbarry01@yahoo.com; 17157 Rabbit Run Drive, Strongsville, 44136 (216-407-1969) (Fax: 440-238-6963) Bus. Agt.: Michael Patton, mpat798184@aol.com.

TWU 864 CINCINNATI-Mary C. Berns, P.O. Box 14743, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Avenue, N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Stephanie Sweigard.

TWU 886 DAYTON-Robyn Thomas, rthomas@woh.rr.com; P.O. Box 124, Dayton, 45401-0124. (937-271-5389) Bus. Agt.: Andi Trzeciak, andi222@woh.rr.com.

T B27 CLEVELAND-Patrick Duffy, duffylocalb27@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010. (216 621 9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

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

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

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

OKLAHOMA

S 112 OKLAHOMA CITY, OK/WICHITA FALLS, TX-April Burkhalter, iatse112.finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.

S 354 TULSA/PONCA CITY-Emerson Parker, iatse354secty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Kerry Grisham.

SM 484 STATES OF OKLAHOMA/TEXAS-Laura King, 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-385-3466) Bus. Agt.: Laura King.

TWU 904 TULSA-Maegan Swick, P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Debbie Furgerson (918-809-0850).

OREGON

M 028 PORTLAND/SALEM-Emily Horton, secretary@iatse28.org, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Rose Etta Venetucci.

S 154 ASHLAND-Annette Buckley, secretary@iatse154.com; P.O. Box 141, Ashland, 97520 (225-964-3467) Bus. Agt.: Courtney Cunningham, ba@iatse154.com.

SM 488 PACIFIC NORTHWEST-Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. Bus. Agt.: James Flynn, iatse675@gmail.com.

TBR&SE 793 PACIFIC NORTHWEST-Chris Taylor, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

T B20 PORTLAND-Thomas Phelps, 3645 SE 32nd Avenue, Portland, 97202. (503-502-9602) Bus. Agt.: Christine Bachman.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST-Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

TBR&SE 793 PACIFIC NORTHWEST-Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (206-992-2910). Bus. Agt.: Joel Berhow (Oregon).

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-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

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

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

S 097 READING-Jason Miller, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Jason Wingenroth, ba.iatse97@gmail.com.

S 098 HARRISBURG/HERSHEY/CARLISLE-Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Mark A. Matlock, ialocal98@yahoo.com.

S 113 ERIE-Jillian Orr, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Ryan Patsy. 2402 Cherry St. Erie, PA 16502, business@erieiatse.com.

M 152 HAZELTON-Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM-David Caddoo, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Joshua Keller, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-John Breznik, johnbrez@epix.net; 62 N. Bridge Street, Ringtown 17961. (570 590-1766) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570 622 5720).

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724. (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY-Judi S. Miller, iatsepejudi@yahoo.com; P.O. Box 21585, York, 17402. (717 424-4439). Bus. Agt.: Robert Hooker, zouba@yahoo.com.

M 329 SCRANTON/PITTSTON-Latoya D. Martin, martin.latoya@comcast.net; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Benjamin Martin, (570-815-9370).

SM 489 GREATER PITTSBURGH AREA-Thomas W Strong, Jr., treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-926-6490) Bus. Agt.: Virginia Phillips.

S 501 LITITZ-Joseph Gigliotti, P.O. Box 56, Lititz, 17543 (215-952-2106). Bus. Agt.: Zachary Matt.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/ FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

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

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGROVE/INDIANA-Dustin Wagner, dwagner21@yahoo.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

T&T 752 PHILADELPHIA-Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus. Agt.: Stephen Nawalany.

TWU 787 PITTSBURGH-John McCormick, wardrobocal787@yahoo.com; P.O. Box 101847, Pittsburgh, 15237. (412-728-0503) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Susan Morris Barrett, susanjeniffermorris@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

TBSE 804 PHILADELPHIA-Steve Ledonne, 511 Michell Street, Ridley Park, 19078 (610-532-1038). Bus. Agt.: Edwin Diaz, 1diaz1@comcast.net.

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

T&T 862 PITTSBURGH-Joseph Gustafson, 655 Penn Avenue, Pittsburgh, 15222. (412-606-3298) Bus. Agt.: Timothy Smith.

TBSE 902 JOHNSTOWN/ALTOONA-Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Erik Grant.

T B29 PHILADELPHIA-Kathleen McCann, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

PUERTO RICO/VIRGIN ISLANDS

SM 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Michael Arroyo, michael@iatselocal494.org; Romerillo #8, Urb. San Ramon, Guaynabo 00969 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-David Allen, secretary@iatse23.org; P.O. Box 23044, Providence, 02903. (818-415-7018) Bus. Agt.: Charles Ryan.

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

TW, MA&HS 830 STATE OF RHODE ISLAND-James Ferreria, P.O. Box 16171, Rumford, 02916. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Michael Whay, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 833-873-9573) Bus. Agt.: Bryan Kopczynski.

M 347 COLUMBIA-Robert C. Lewis, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Robert Porter.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON-Jon J. Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpaterson1910@yahoo.com.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Steve Owen.

TENNESSEE

S 046 NASHVILLE-Daniel Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Patrick Hutchison.

S 069 MEMPHIS-Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-421-9847) Bus. Agt.: Bob Hasselle, businessagent140@gmail.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-David Rasnake, P.O. Box 946, Knoxville, 37901. (865-310-5898) (Fax: 423-282-5970) Bus. Agt.: Matthew Kryah, jckryah@yahoo.com.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492). Bus. Agt.: Peter Kurland.

M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA-Joseph Washburn, iatse699@yahoo.com; P.O. Box 442, Unicoi, TN 37692. (423-743-0945) (Fax: 423-743-0945) Bus. Agt.: David Adkins, iatse699@gmail.com.

MAHS 798 STATE OF TENNESSEE/NORTHERN MISSISSIPPI/NEW YORK-John Curtin, 70 West 36th Street, Suite 4A, New York, NY 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

TWU 825 MEMPHIS-1903 Young Ave, Memphis, TN 38114. (901-218-3449) Bus. Agt.: Glenda Conners, gconners@earthlink.net, (901)-605-5876.

TWU 894 KNOXVILLE-Susan Elford, susyelfrod@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, kingt3047@gmail.com

TWU 915 NASHVILLE-Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Nashville, 37076 (615-883-8023) Bus. Agt.: Tiffany Hutchinson, tiffanym1212@yahoo.com.

TEXAS

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

S 076 SAN ANTONIO-Timothy Gapinski, tagapinski@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

S 112 OKLAHOMA CITY, OK/WICHITA FALLS, TX-Heidi Hamilton, iatse112.finance@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Tina Saxton, iatselocal112@att.net.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Glenn Farmer, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Tyler Alberts.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Kristin Wise, secretary@iatse127.net, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: Gregg Pearlman.

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-Paul Arebalo secretary@iatse205.org; 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

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

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, itserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: William Sproul, billrat2@centurylink.com.

SM 484 STATES OF TEXAS/OKLAHOMA-Susan McGill, treasurer@iatse484.org, 4818 East Ben White Blvd., Suite 204, Austin, 78741 (512-385-3466) Bus. Agt.: Laura King.

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

TWU 803 DALLAS/FORT WORTH-Vicki Ruth Cole-Perrin, VRCPerrin@gmail.com P.O. Box 542932, Grand Prairie, 75054. (817-713-5233) Bus. Agt.: (Fort Worth) Terri Joyce, TLEEJOYCE@gmail.com; (Dallas) Mary Allen-Henry, maryallenhenry@gmail.com.

M 865 ODESSA/MIDLAND/LUBBOCK-Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618) Bus. Agt.: C Stefan L Williams, local865ba@gmail.com

TWU 896 HOUSTON-Isidro Rodriguez, Jr., P.O. Box 130774, Houston, 77219-0774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

T 8184 HOUSTON-Omega C. Villanueva, ovillanueva@fcsh.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, dfb184ushers@yahoo.com.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO-Trustees C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

VERMONT

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.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-Craig Mowery; P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

VIRGINIA

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

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-Rodger Moore, info.local87@gmail.com; P.O. Box 100, Sandston, 23150. (804-564-6698) (Fax: 804-746-1601) Bus. Agt.: John Fulwider.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/ WILLIAMSBURG-Kumi Blackwell, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. (757-237-5058). Bus. Agt.: William J. Clark, III. businessagent@iatse285.com, (757-675-5768).

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPOUR, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) (Fax: 423-743-0945) Bus. Agt.: David Adkins, iatse699@gmail.com.

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDRO WOOLEY/ PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/LONGVIEW-Kcarie Ingerson, secretary@ia15.org, 2800 1st Avenue, Suite 231 Seattle, WA 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Rep.: Rebecca Beatty, businessagent@ia15.org.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@aol.com, (509-999-5073).

SM 488 PACIFIC NORTHWEST-Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

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TWU 887 SEATTLE-Chris Moad, 2800 1st Avenue, #236, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, bus.rep@iatse887.org.

WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH-Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley

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-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

M 578 NORTH CENTRAL WEST VIRGINIA-Raquel A. Nethken, iatse.local578@live.com; P.O. Box 293, Morgantown, WV 26507 (304-296-7549). Bus. Agt.: Stephanie Setley, hiringhall578@gmail.com.

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WISCONSIN

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M 141 LaCROSSE-Peggy Sannerud, psannerud@gmail.com; 412 East 11th Street, Winona, MN 55987. (507-313-0659) Bus. Agt.: Paul Sannerud, sannerud@aol.com.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Rachelle Fenster, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-558-7315) (Fax: 608-251-6023) Bus. Agt.: David Gersbach, ba@iatse251.com.

TBSE 414 MILWAUKEE-Michael Lange, mike@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus. Agt.: Erik West.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/MARSHFIELD/WAUSAU-Joshua Cobbs, ia470secretary@gmail.com; P.O. Box 2421, Appleton, 54912. (920-479-5959) Bus. Agt.: Randy Darabosh, iatse470@gmail.com.

TWU 777 MILWAUKEE-Beverly Jaeger, rjaegerwi@gmail.com; N11163 County Road U, Tomahawk, 54487 (414-312-0646). Bus. Agt.: Beverly Jaeger.

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.

WYOMING

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.- Brandon Ingold, 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, Robhw@bresnan.net; P.O. Box 353, Casper, 82601 (307 235-5159) Bus. Agt.: Gary R. Vassos.

DISTRICT SECRETARIES

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District No. 2 (California, Nevada, Arizona & Hawaii)-Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Website: www.iadistrict2.org; Email: ebrown@iadistrict2.org.

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)-Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: pkeogh@iatse11.org.

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia & District of Columbia)-John Page, P.O. Box 92820, Washington, D.C. 20090. (301-943-2908) (Fax: 202-635-0192) Email: iatse-d4@comcast.net.

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District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)-Chris Gauthier, 1602 South Park Street, #224, Madison, WI 53715 (608-616-0251) (Fax: 608-251-6023) Email: ia251sba@tds.net.

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District No. 14 (Florida, Puerto Rico & the U.S. Virgin Islands)-Kimberly Holdridge, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: Kimberly.ABowles@gmail.com.

NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who informs the union by making a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the

union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must specify the person's full name and home address and be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection and specify the person's full name and home address. Objections may be renewed annually or considered continuing in nature if specified by the objector. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.

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