

LATSE OFFICIAL Bulletin

FOURTH QUARTER, 2008

NUMBER 622

Drawn to It

More than a half-century of representation for Hollywood's best animation artists

IATSE OFFICIAL Bulletin

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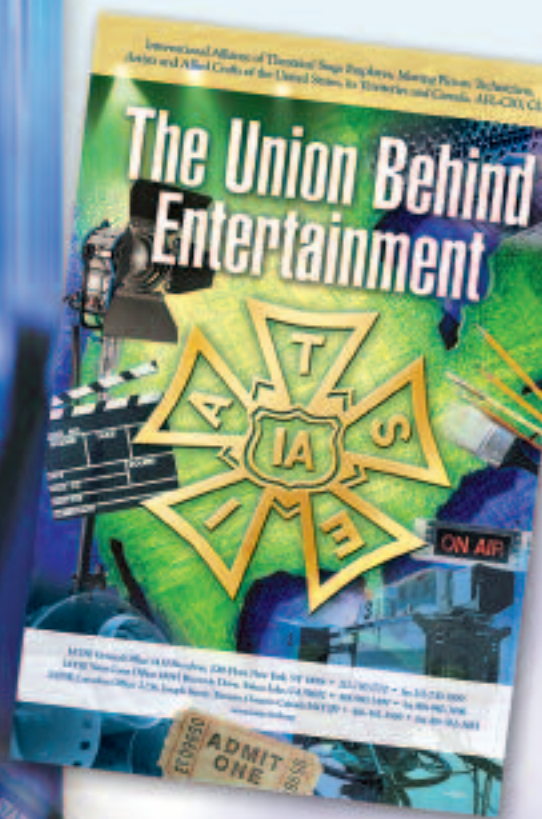
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CORRECTION

In the 3rd quarter issue of the Official Bulletin, the Minutes of the General Executive Board meeting in San Diego, California read that Local 142 is in Trusteeship. This was an unfortunate misprint. The IA extends its apologies to the Local.

The following is the corrected passage:

LOCAL NO. 142, MOBILE, AL.

International Vice President Brian J. Lawlor and International Representative Scott Haskell reported on the status of Local 142.

The Board was advised that effective June 16, 2008 International Representative Don Gandolini was assigned to assume the responsibility of working with the Local in terms of its organizing efforts.

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

JPEG or TIFF file formats only please.

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

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These Are Historic Times

This has been quite a year. Change and hope have finally come to us after years of an Administration in Washington that has been overtly anti-labor, and we now look forward to the Barack Obama years with renewed enthusiasm for working families across the country. The White House will again welcome a young family, and with it, the energy and excitement we hope to recapture after eight long years of conflict and cronyism.

Success in Senate and Congressional races will bring us closer to our goals as well. Pro-labor legislation is critical, and enactment of the Employee Free Choice Act should be high on the priority list of the 111th Congress. The Employee Free Choice Act is supported by a bipartisan coalition in the Senate and House and would enable working people to bargain for better wages, benefits and working conditions by restoring workers' freedom to choose for themselves whether to join a union. After years of a labor-unfriendly NLRB, it's time for Congress to stand up for our vanishing middle class and help working families across this country. It was one of Barack Obama's campaign promises and we're looking forward to it becoming one of his successes as president. We must also join in the fight against right to work legislation and support minimum wage increases. We have seen the corporate rich get richer on the backs of working families across this country and there is no better time to take action in support of our brothers and sisters.

We also know these are challenging economic times, and that the road ahead of us will be bumpy. There must be protections offered us when basic survival is at stake – the importance of keeping our homes and jobs secure. Historically in down times, audiences have sought entertainment as a way to boost morale and take a breather from the difficulties of everyday life. However, our industry has faced its own obstacles this year. All of our members, in every division have worked diligently to keep the industry up and running during times of great challenge. It is time for us to work together, all of us in every union, to ensure that we are able to continue to provide employment for our members, and provide the public with the films, television programs, stage shows, and exhibitions that will give them the entertainment that we all seek and need.

As the year 2008 comes to an end we have a great deal for which to be grateful. We are witnessing history in the making every day, and a profound transformation in the way we look at government and at our neighbors.

I wish you and your families good health, happiness, and productive work for the holiday season. May 2009 be the best year yet.

OFFICIAL NOTICE

This is to advise that the regular mid-winter meeting of the General Executive Board is scheduled to be held at the Sheraton Albuquerque Uptown, 2600 Louisiana Blvd., N.E., Albuquerque, New Mexico 87110 at 10:00 a.m. on Monday, January 26, 2009, and will remain in session through and including Friday, January 30, 2009. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with the Sheraton Albuquerque Uptown by calling the hotel reservations department at 505-881-0000 or 800-252-7772. Guest room rate for the IATSE is \$159.00, single or double occupancy, plus applicable taxes. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Reservations can also be made through the IATSE Web site (www.iatse-intl.org).

Cut Off Date: December 25, 2008

The Union Behind Entertainment

This time of year finds most people in a reflective mood. We look back at the year that was and review the broad range of events that occurred in our lives and in the world. As each of us proceeds through our own personal “year in review”, our thoughts slowly change from events that were to those that potentially will be.

This end of year of course is slightly different from more recent ones. The economy is slowing, unemployment is rising and measures of confidence are on the decline. Instead of the normal sense of hope and renewal that accompanies this time of year there is a level of trepidation and fear in the air.

The latter part of 2008 brought a conclusion to the national election campaigns taking place in both the United States and Canada. Those newly elected and those re-elected now take their place in government and must turn their attention to fulfilling the promises they made and providing solutions to the problems that we face.

In these uncertain times, the members of the I.A.T.S.E. will have a very important role to play. The public will tire of a constant barrage of negative news in the media and will turn to various forms of entertainment in order to escape. Whether they go to the movies, rent a DVD, attend a Broadway show, go to a convention or trade show or watch a sporting event from the comfort of their own home, our members will be on the job making sure that the audience gets entertained.

For many of these people the escape would be not be possible were it not for the involvement of the members of the I.A.T.S.E., yet many in the general public are unaware of the important contributions that you make. The skill and craftsmanship that our members bring to the workplace help make productions of all types happen. The fact that many people are unaware of your involvement is the ultimate compliment for a job well done and confirmation that we are “The Union Behind Entertainment”.

The upcoming year will also be an eventful year for the IA because delegates from 400 local unions will have the opportunity to attend our 66th Quadrennial Convention in Orlando, Florida during the month of July. The next two issues of the Official Bulletin will contain an abundance of convention information and both elected delegates and local union officers should review the information carefully. Credentials and other information will be sent in May to those local unions that are in good standing.

On behalf of the audiences that you helped entertain in 2008, thank you for your hard work and dedication and may 2009 bring you and your families much health and happiness.



2009 SUPPLIES

At the beginning of December, the General Office mailed the 2009 membership cards and supplies to those local unions that were in good standing with the International.

If your local union has not received their 2009 supplies, the Secretary/Secretary-Treasurer should contact the General Office immediately to determine what obligations have not been fulfilled.

2009 PER CAPITA

As a reminder, delegates to the 65th Quadrennial Convention voted to leave the per capita tax rate for 2009 at the same level as 2008. Therefore effective 1/1/09 there will be no increase in the per capita tax paid to the International.



LABOR DAY





2008

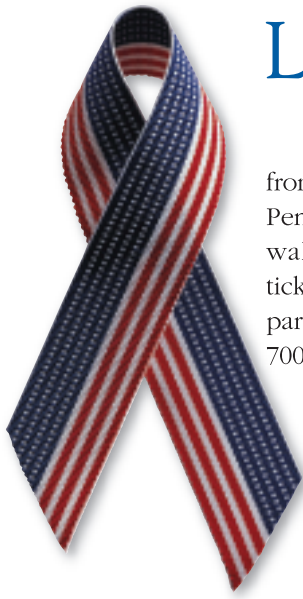
Officers and members from New York, Ohio and Toronto, Ontario, came out to celebrate this year's Labor Day.

PHOTO CREDIT: Local 600 Still Photographers





Locals Walk the Precinct for Obama



IATSE members traveled from New York to Allentown, Pennsylvania to help in precinct walks for the Obama/Biden ticket. Among the locals that participated were: One, 52, 600, 700 and 764.

Local 600 Business Representatives John Amman and David Blake went door-to-door.



PHOTO CREDIT: SARAH SHANTZ, LOCAL 800



Some of the officers and members who participated in the walks.

The IATSE held a phone bank for President-Elect Barack Obama, held at Local 80's hall on Thursday, September 25, 2008. Over 50 IA members manned the phones with a phone list provided by the Los Angeles County Federation, with a volume of over 3,500 calls. This all day event had food and drink supplied by Local 600, door prizes and raffles and fun time by all. The Locals in attendance were: 33, 44, 80, 600, 683, 700, 705, 706, 728, 800, 871, 884, 892, and IATSE West Coast Office officers and representatives

IATSE REPRESENTED AT CONVENTION



International Representative Joanne Sanders and Executive Assistant to the General Secretary-Treasurer Barbara Jackson at the Democratic National Convention in Denver.



Frank Lautenberg, United States Senator of New Jersey with International President Matthew Loeb at the District 10 Convention, October 4, 2008 in Weehawken, New Jersey.



PADRES WELCOME IATSE

A perfect photo opportunity for the IATSE – the San Diego Padres welcomed the General Executive Board at the Mid-Summer General Executive Board meeting in July.

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IA Salutes Tom Short

HONORED WITH A PROCLAMATION, A BUILDING NAME AND SINCERE THANKS

On October 1, 2008, a retirement luncheon was held at the Sheraton Universal Hotel in Universal City, California. Members of the Official Family, officers of West Coast locals and guests came to wish International President Emeritus Thomas Short a healthy and well deserved retirement. Frank Mancuso, Chairman, Motion Picture and Television Fund, Michael Apted, President, Directors Guild of America, Howard Fabrick, Attorney with Akin, Gump, Strauss, Hauer & Feld, LLP and Nick Counter, President, Alliance of Motion Picture & Television Producers were among the speakers who offered their well wishes and gratitude.

Prior to the Luncheon, a dedication ceremony was held in front of the IATSE West Coast Office to inaugurate its new name - The Thomas C. Short Building.



International President Matthew D. Loeb spoke highly of his predecessor and wished him well in his retirement.



Julie Gutman, Senior Labor Advisor to Los Angeles Mayor Antonio Villiaragosa, presented a proclamation to commend Mr. Short on his outstanding lifetime of accomplishment and to congratulate him on his retirement after 40 years.



Support the IATSE-PAC

To give you a voice in Washington, the IATSE has established the IATSE Political Action Committee ["IATSE-PAC"], a federal political action committee designed to support candidates for federal office who promote the interests of the members of IATSE locals and to support a federal legislative and administrative agenda to benefit those members.

If your Local is interested in holding a PAC fund raiser or obtaining documented material regarding the IATSE Political Action Committee, please contact, **in writing**, Deborah Reid at the IA General Office, 1430 Broadway, 20th Floor, New York, NY 10018.

Please complete this form and return it with your contribution to the IATSE General Office. Thank you.

YES! I want to support the IATSE-PAC and its efforts to make the voices of IATSE members heard. Enclosed is my voluntary contribution of:

_____ \$25.00

_____ \$50.00

_____ \$100.00

\$_____ (Other)

CONTRIBUTIONS EXCEEDING \$100.00 MUST BE MADE BY CHECK.
(IT IS UNLAWFUL FOR THE IATSE-PAC TO COLLECT MONIES FROM OUR CANADIAN MEMBERS)

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

*If you are currently between jobs, but usually work for a variety of entertainment industry employers, you may state "Various Entertainment Employers."

All contributions to the IATSE-PAC are voluntary, and not tax-deductible.

Individual's contribution to the IATSE-PAC may not exceed \$5,000.00 per year. The contribution amounts listed are suggestions only, and you may contribute more or less than the suggested amount.

Federal Law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of the employer of individuals whose contributions exceed \$200.00 in a calendar year.

The amount contributed, or the decision not to contribute, will not be the basis for the IATSE or any of its locals to benefit or disadvantage the member or his/her family. You have the right to refuse to contribute without any reprisal.

Local 839 has sketched out more than a half-century of representation for Hollywood's best animation artists, writers and technicians, helping their ranks to "turn the page" through each new wave of innovation and change.

Drawn

Tom Sito, the former three-term president of Motion Picture Screen Cartoonists Local 839, (renamed The Animation Guild in 2001) paints a portrait in his book, *Drawing the Line*, a history of animation unionism, of the stark divide Hollywood animators felt between the magical worlds created on their drawing tables, and the pay scales and working conditions they once toiled under.

As Sito (only slightly tongue-in-cheek) writes in his introductory chapter about why there is even a need for a book about animation unionism:

"In 20,000 B.C. Stone Age man attempted to draw movement on cave walls by drawing mammoths with multiple legs. The artists worked until their eyes went bad, they got no pay, they got no credit, and they were eventually eaten by wild animals.

Animation was born."

Sito, whose long career as storyboard artist, animator, and director, includes films like *Who Framed Roger Rabbit*, *Beauty and the Beast*, and *Shrek* makes no minor point: the large influence and (generation of income) movie and television animation artists have produced relative to their small size (less than 6,000 across the U.S.) has been under-recognized for too long. Sito's book makes clear that precious few Americans know the names Ub Iwerks, Grim Natwick, and Glen Keane, even though they designed Mickey Mouse, Betty Boop, and Ariel, *The Little Mermaid*. It's an even safer bet that the names of animation union champions down through the years, like Dave Hilberman, Moe Gollub, and Sadie Bodin, are less known, even within their own industry! But since an animator's number one job is to make people smile, some fun trivia to bounce around at our child's next birthday party should go something like this: What do Bugs Bunny, Snow White, Daffy Duck, Donald Duck, Goofy, Tweety, Mr. Magoo, Fred and Wilma Flintstone, Simba, and *Shrek* all have in common besides living in the collective consciousness of children and adults for most of the 20th Century and beyond?

That's right.

They were all drawn and created by union men and women, a legacy Local 839 members take pride in passing

down to each new generation. That club, as *Drawing the Line* makes so elegantly clear, is unique, even within the rarefied air of the entertainment business. "What other industrialized art form can you name," Sito writes, "that requires hundreds of skilled support staff (working for years in close proximity) to create an entirely imagined product that looks like it was drawn by a single hand?" Or as the acknowledged father of early animation, Winsor McCay, once said: "Any nut that wants to spend hundreds of hours and thousands of drawings to make a few feet of film is welcome to join the club!"

A GUILD IS BORN

IATSE Local 839 was chartered in 1952 but its roots, and the art form it protects, dates back decades before. Animated films dawned with the 20th Century as "advertising" for the era's most popular comic strips; the first animators, like Winsor McCay, were newspapermen who singlehandedly (or with an assistant) would create some 25,000 drawings, background and characters on the same page. That changed in 1914 with John Randolph Bray, who after securing a contract to create animated short films for Pathé movie theaters, devised an assembly line approach modeled after Henry Ford's success in the auto industry. Bray's system broke cartoon production down into separate jobs: story creation, character design, animator, clean-up artist, in-betweeners, ink and painters, background artists, and finally someone to photograph the drawings onto film. By the 1920s, as Tom Sito writes, "the jobs of animation checker (QC and numbering), storyboard artist, and layout artist (to stage the sketches created by the storyboard artist) had been added..." to the assembly line. Bray's system proved so time-tested, it's still the model for animation production today!

So it went that out of an industrialized art form a labor force in need of a protective union was born. On January 18, 1952, Local 839 was born, and as longtime 839 business representative Steve Hulett points out, "the new Guild was able to organize 99 percent of all the animation in town. This [Local 839's charter] occurred about 10 years after the Disney strike, which even to this day is considered a land-



to It

By David Geffner

mark in the history of our industry.” In fact, as Hulett notes, 1941 was a pivotal year for this slightly oddball labor force. Pro-union animators like Bill Littlejohn and Chuck Jones had successfully organized artists at MGM and Warner Bros., the latter after enduring a six-day lockout of the Looney Tunes and Merrie Melodie staffs, where animation pioneers like Friz Freleng and Tex Avery worked. On the heels of those successes, union organizers set their sights on the Walt Disney Studios, where more than 800 artists were employed and enjoyed the best working conditions (and most capricious pay scales) in the industry. Led by the man who had created Goofy, top-paid animator Art Babbitt, Disney artists hit the picket lines for a sixty-day strike that still reverberates six decades later.

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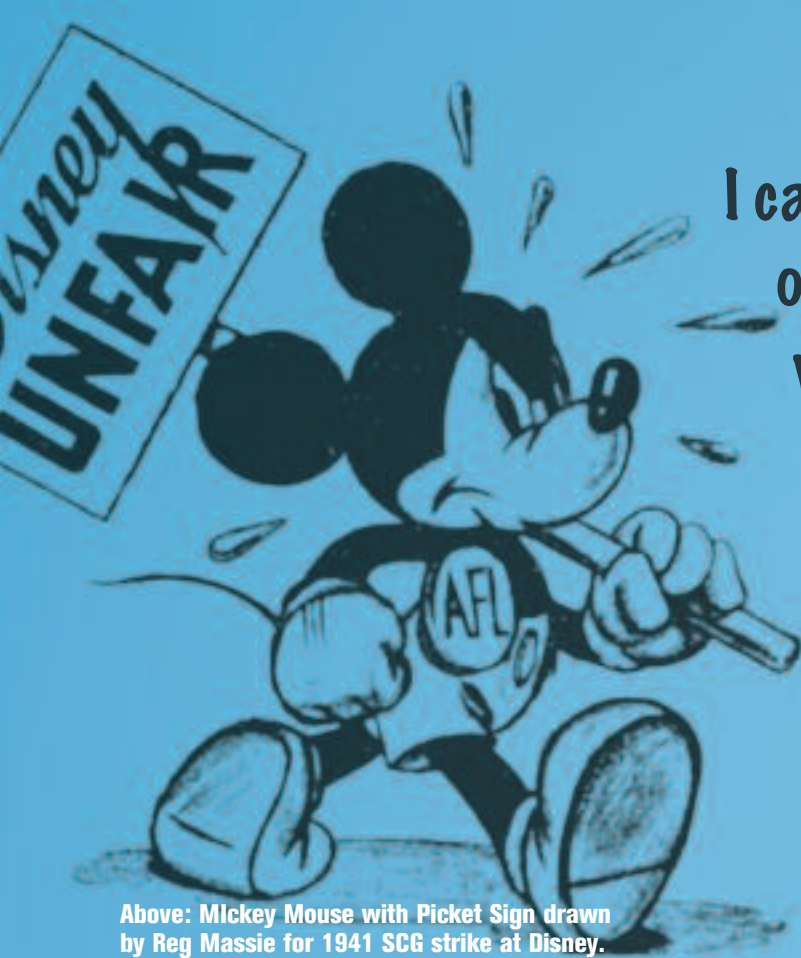
Former Local 839
President Morris
"Moe" Gollub drawn
by Dave Tendlar



Mark Kirkland, director, *The Simpsons*, at his sketch pad in Burbank prod. offices



Tom Sito and sketch pad, Walt Disney Feature Animation Studios circa 1990



Above: Mickey Mouse with Picket Sign drawn by Reg Massie for 1941 SCG strike at Disney. Courtesy of the Animation Guild Collection, Urban Archives Center, Oviatt Library, California State University Northridge. Mickey Mouse and Donald Duck © Walt Disney Productions.

Below: Animation camera stand at Walt Disney Studio, circa 1936 (Photo courtesy of Tom Sito)



I came to know a lot of artists on both sides of the strike when I worked at Disney

those successes, union organizers set their sights on the Walt Disney Studios, where more than 800 artists were employed and enjoyed the best working conditions (and most capricious pay scales) in the industry. Led by the man who had created Goofy, top-paid animator Art Babbitt, Disney artists hit the picket lines for a sixty-day strike that still reverberates with animation veterans six decades later.

“I came to know a lot of artists on both sides of the strike when I worked at Disney,” Tom Sito describes, “and I found it surprising that so many gifted animators maintained this life-long animus because of a single summer in 1941. For example, Maurice Noble, who created the beautiful layouts for the Road Runner cartoons, refused to come have lunch with me on the Disney lot because he was worried he would run into Frank Thomas, who had been on the opposite side during the strike.” Local 839 recording secretary Jeffrey Massie concurs, noting that his father, a one-time shop steward for George Pal, left the animation business in 1948, and forever after refused to let his son read Dennis the Menace! “My dad said Hank Ketcham [creator of Dennis the Menace] had been a sewer rat during the Disney strike and he never forgave him.”

Hard feelings aside Hulett says IATSE had tried to organize Disney in 1941 but was unsuccessful. “Ten years later, after the Conference of Studio Unions (CSU) had collapsed, the Screen Cartoonists Guild was an orphan union,” Hulett continues. “There was an election to determine who would represent the large animation studios, and with the help of stalwart unionists like Les Clark and Ken Anderson, and Walt Disney himself, the IA triumphed. Walt had come to recognize that trade unionism was Hollywood’s destiny and IATSE, with its pension and large membership across many crafts, was the most stable option for his studio. As for the SCG, they never did recover from the dissolution of the CSU. With their membership dwindling down through the years, they affiliated with the Teamsters before closing up shop in the late 1970s.”

GROWING PAINS

The year Local 839 was chartered its membership stood at 1,000 members, the bulk of which worked at Disney, where layoffs were unheard of and the quality of animation was second to none. Sister IA animation locals later grew in New York

City (Local 841), Chicago (Local 732) and Orlando (Local 843), but by 1958, just six years after Local 839's formation, the industry had changed dramatically, and not for the better. Cartoon shorts that ran before movies became too expensive to produce; MGM closed down its animation department, while Warner Bros. also shredded its staff. Following the weak box office of *Sleeping Beauty*, Disney's longtime animation rolls went from 500 to 75 employees, essentially reducing Local 839's membership by almost 50 percent. The light at the end of the tunnel came from two laid-off MGM animators, Bill Hanna and Joe Barbera, who set up shop near Universal Studios to usher in a new age of "limited animation," to accommodate the growing popularity of Saturday morning TV. Hanna-Barbera grew to become the General Motors of Hollywood animation. Although many longtime Disney veterans pooch-pooched the quality of its product, H-B was the largest animation employer in Hollywood in the 1960s and helped Local 839 rebound its rolls to 1,100 active members by decade's end.

TV animation provided steady work, but as Tom Sito points out, "it was seasonal, which left half the membership unemployed four months out of the year." There was also another problem: at its peak in 1978 Hanna-Barbera churned out some 10,000 feet of film a week, and employed more than 2,000 in its Los Angeles headquarters - yet the studio still had to farm out 75 percent of its work to meet demand. By 1979, studios in Taipei, Poland, South Korea, Japan, and Spain were all pumping work into the HB pipeline. Although Local 839 rolls were at their peaks, so was runaway animation production. Local 839 president Morris "Moe" Gollub, who had helped lead the 1941 Disney strike, and business representative Harry "Bud" Hester, saw the writing on the wall; they pushed for contractual clauses to keep work in Hollywood. In a surprise August 1979 action, the local struck several of the key major cartoon producers, earning a swift and stunning capitulation to their runaway production demands. "It was a great victory," Hulett recalls, "but it was short-lived. Almost immediately the TV producers began planning for 1982, when the new contract ran out, vowing never to be caught with their pants down again."

The West Coast animation industry's next major work action was given the okay by Local 839's membership by a two-thirds margin in August of 1982. But instead of picketing just a few TV producers, pressure was applied across the board. Unlike the one-week slam-dunk of 1979, the strike in the anti-union Reagan Era dragged on for more than two months, resulting in a negative outcome. As Sito writes, "[After 1982] the active roster dropped from a high of 2,079 to 715 members in 1987. Hollywood producers used the strike as a pretext to ship as much work out of town as pos-



Top - Story meeting for "Mother Goose Goes to Hollywood" cartoon short at at Walt Disney Studios, circa 1936. Joe Grant, pointing with pencil, right (photo courtesy of Tom Sito)

Middle - Donald Rumors cartoon drawn by Walt Kelly for 1941 strike at Disney Studios. Courtesy of the Animation Guild Collection, Urban Archives Center, Oviatt Library, California State University Northridge. Mickey Mouse and Donald Duck © Walt Disney Productions.

Bottom - Local 839 Recording Secretary Jeff Massie and Business Representative Steve Hulett, picketing Nickelodeon in 1998. Photo by Enrique May

sible. The impact [of the strike] on our membership didn't really end until 1988, when the industry experienced a renaissance of traditional hand-drawn animation...the public's love affair with pencil-drawn stories peaked in a way not seen since the 1940s."

THE HOUSE THAT WALT BUILT

To call The Walt Disney Company the "gold standard" in the animation business is a bit of an understatement. You'd be hard pressed to even find an animation veteran in Hollywood who wasn't trained in the Disney style. Even men like John Lasseter and Brad Bird, who have spearheaded the age of "paperless" animation, where artists render characters on digital Cintiq writing tablets, went through an internal Disney training program in the early 1970s, led by one of Disney's Nine Old Men, one-time strike sympathizer and Guild president Eric Larson. The nation's most famous school for animation - California Institute of the Arts - was created by the Walt Disney Company in 1969, and virtually all of its early graduates went straight to the company's Burbank lot, assuming there was a job available. Some, like layout master Ed Ghertner, were still studying at Cal Arts while working on their first industry assignment.

By the early 1984 the company was drowning in red ink. After Roy E. Disney and Frank Wells seized control from Walt's son-in-law, Ron Miller in a well-chronicled boardroom

battle, they brought in Michael Eisner and Jeffrey Katzenberg, who immediately set about reinvigorating the company's feature and television animation units. The Fox and the Hound, released in 1981 before the new regime arrived, was the last film any of the Nine Old Men worked on, and it was the first Disney animated film that bore none of its founder's imprint. "It was a turning point," Sito describes, "because it marked the passing of the torch from the animators who worked on Bambi and Pinocchio to the baby boom generation, which is now a virtual who's who of today's animation stars." Those names included Glen Keane, Tim Burton, John Musker, Ron Clements, John Lasseter (current head of Disney Animation) Henry Sellick, Andy Gaskill, and Brad Bird among many others. Future Local 839 officers Steve Hulett and Earl Kress were writers on the film.

Few can argue that Jeffrey Katzenberg's energetic leadership put Disney back in the vanguard of feature animation. Who Framed Roger Rabbit? earned four Oscars and more than \$150 million at the North American box office. The Little Mermaid, released the following year, in 1989, had an even more lasting impact, garnering multiple Oscars and more than \$220 million in worldwide grosses. Mermaid's formula - gorgeous traditional hand-drawn animation coupled with Broadway musical show tunes and an ageless fairy tale story - proved wildly successful throughout the 1990s. The Disney films it spawned - Beauty and the Beast, Aladdin,

The biggest advantages to working in 3D are found in CG (computer graphic) animation



3D Animation feature "Bolt" Courtesy of The Walt Disney Studios



**Left - Walt Disney Feature Animation Studios:
Robert Nauman, Adolph Lusinsky, Mike King**

**Right - Adolph Lusinsky, Director of Look and
Lighting - "Bolt"**

The Lion King, The Hunchback of Notre Dame, Pocahontas – earned billions at the box office, and more importantly restored the chip to Hollywood’s animation shoulder that had once been the envy of the world.

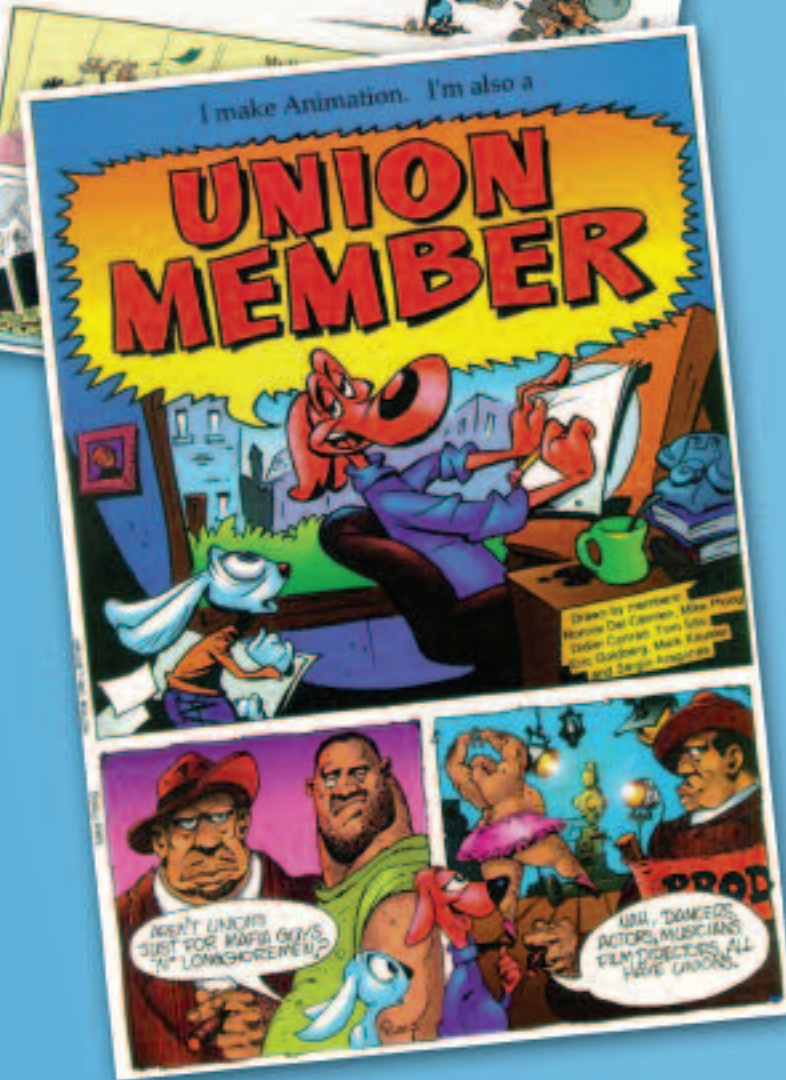
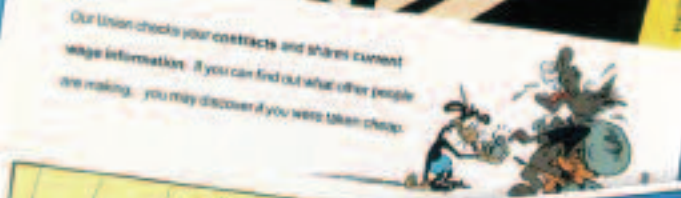
That pride is still evident to this day. Meeting with a new generation of Local 839 artists at the Walt Disney Feature Animation Studios, aka “Mickey’s Hat building,” in Burbank just before the release of the company’s newest 3D feature, Bolt, is a crash course in the future of the art form. “The biggest advantages to working in 3D are found in CG (computer graphic) animation,” explains stereoscopic supervisor Robert Nauman. “Most of the problems [in 3D] come from bilateral asymmetries – anything being different between the left and right eye. But in our world we don’t have any problems with registration and can get any type of intraocular distance we want, because unlike 3D live-action films, we’re using a virtual camera.”

Nauman, who started at Disney in 1997 as a layout artist on the computer-modeled Dinosaur, says that one of the challenges of creating animation stereoscopic release (yes, audiences will still be wearing glasses for many years to come due to the loss of resolution with auto-stereoscopic presentations) is that the format reveals even the slightest bit of cheating. “Bolt is a travel film and has many one-off painting shots – locations or landscapes that we only see one time,” Nauman outlines. “For a stereo release, we have to build in geometry to project those paintings onto so they don’t appear flat. Quick paint fixes take on their own dimension in stereo, because if you do something for one eye, it has to be done for the other; everything must be set with the proper parallax so it puts it in space at the correct depth.”

Adolph Lusinsky, director of look and lighting, says one of the unique things about Bolt’s workflow was that as scenes were laid out for the mono version, the 3D camera was set up and shooting concurrently. “In fact, the stereo version of the film finished rendering just a few days after the mono version,” he notes. “We set up depth of field in our compositing package, instead of rendering it into the image, which allowed Robert to go in and tweak the depth of field for stereo.”

Lusinsky, who studied illustration at Cal State Fullerton and started at Disney Interactive cleaning up backgrounds for a 3D-modeled gargoyles game, is typical of the modern animation artist, whose background is multi-disciplinary. “After the games, I went to Disney Imagineering to work on pre-visualization for theme park rides, and then visual effects on the live action side,” he says. “Traditionally in CG you’ll paint a brick building and you’ll see an infinite amount of bricks receding into infinity and they all look the same. Here the level of detail in the textures was more like a painting. Bolt’s look was influenced by Edward Hopper, so most of the buildings have a sense of a brushstroke around the edge.”

The converse was true for the naturalistic quality of Bolt’s lighting, derived from Lusinsky and his colleagues travelling to the locations the characters visit in the film. “Kentucky and Ohio had much more humidity in the air so the sky was this turquoise color,” the artist continues. “For New York City, we went to these old buildings in the garment district, where the textures are all de-saturated. In some ways, we’re using digital animation to return full circle to the warm, painterly feeling of hand-drawn animation. It takes work to take the CG out of CG animation,” Lusinsky



In 2001, members of Local 839 collaborated on a comic book to aid in the Guild's organizing efforts

Top Image: Eric Goldberg (top); Mark Kausler (middle); Tom Sito (bottom)

Bottom image: Ronnie Del Carmen (top); Mike Ploog (bottom)

Coloring (all images) by Narry Khang

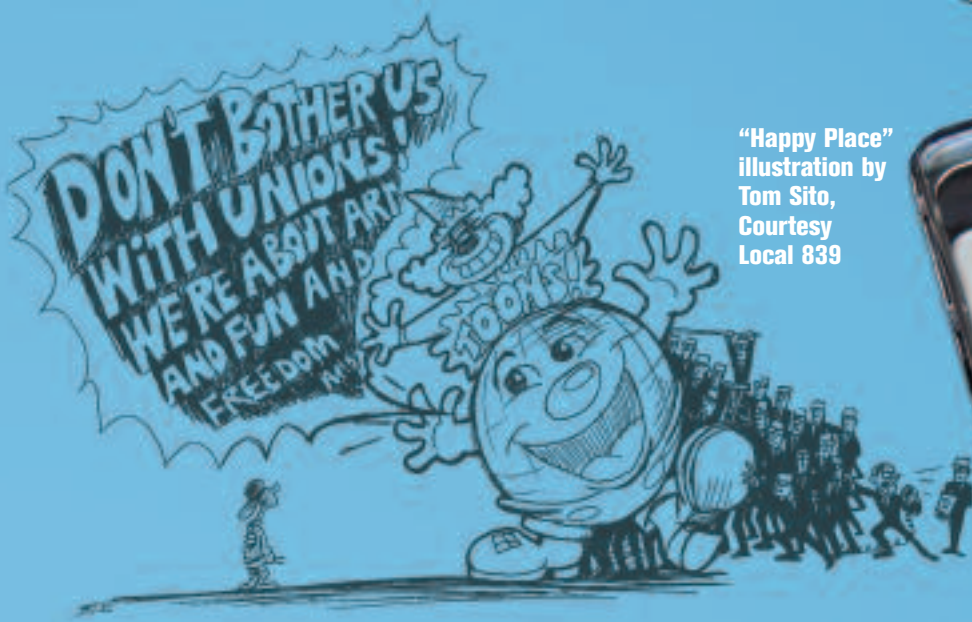
chuckles, "because the computer is perfect for a hyper-real approach; it wants to put all those details back in."

While Disney artists say drawing skills are still essential in the age of digital animation, they can only soar as high as their software will allow. CG Supervisor Mike King, who began at Disney in 1995, working tech support on *The Hunchback of Notre Dame*, and then later in CG production for Pixar on *Toy Story 2*, has been working on several unannounced Disney projects to create not only a smaller, more cost-efficient CG footprint, but one that truly puts engineering at the service of the artist, and not the other way around. "You can make pretty pictures off-the-shelf with software like Maya or Lightwave," King remarks. "But you try to do 2,000 shots and those packages break down. The amount of collaboration that has to happen between all the different disciplines to get Disney quality imagery up on the screen is huge, so we have to write a lot of our own code. Everything from the leaves on trees to the way a character's hair is shaded looks different in a Disney film, and software is integral to that process."

LET US ALL BASK IN TELEVISION'S WARM GLOWING WARMING GLOW

As noted, the history of the Hollywood animation industry has been a series of cresting waves and ebbing technological tides, and since inception Local 839 members have been trying to ride each new wave to the sand. Many have fared well, like the many animators who retrained in CGI for a now "paperless" industry. Others, uncomfortable with the digital workflow, repurposed their skills, i.e., trading layout drawings on animated features for hand-drawn storyboard work in live action. Some union animators, like director Mark Kirkland, never had to make a choice. Kirkland, a three-time Emmy winner, has worked continuously on *The Simpsons* for nineteen years! He holds the show's record for directing the most episodes at sixty-two.

"I was at CalArts in the mid-70s," Kirkland explains over lunch at The Hill Street Café in Burbank, "and Ed and I (Simpsons' colleague Ed Ghertner) were both in layout studying under the great Disney art director Ken O'Connor. [O'Connor's many Disney creations include the "marching cards" in *Alice in Wonderland* and the "dancing hippos" in *Fantasia*.] My first industry job was at Hanna-Barbera, where I worked on many different styles of shows – *Scooby Doo*, *The Flintstones*, *Superman*, you name it. Moe Gollub, whose career went all the way back to *Snow White* and *Bambi*, was my mentor. I also took figure-drawing classes from Moe at the union. We had a saying that at Disney the animators were king, but in television it was the layout artist. Staging shots was always my favorite part of the process and working at Hanna-Barbera, with all of the time and budget constraints, taught me how to make every drawing count."



"Happy Place"
illustration by
Tom Sito,
Courtesy
Local 839

It's an interesting challenge because [television animators] are going to have to start thinking more cinematically instead of just head shots and limited depth of field.

Kirkland says the main difference between animated features and television is the volume and speed of work. It typically takes two years to create a 90-minute animated feature, versus the 22 half-hour episodes of *The Simpsons* that are produced in a single season. At BRC Imagination Arts, Kirkland produced a short for Disney called *Back to Neverland* that detailed how the company created its animated features. The next year he directed and storyboarded an IMAX-sized animated film for a World's Fair in Osaka, Japan. "I was 33 years old with a family to support when *The Simpsons* began looking for directors," Kirkland recalls. "David Silverman [supervising director and producer] asked me if I had ever worked in Saturday morning TV, and I said I'd been a layout supervisor at Hanna-Barbera, and he said that's perfect!"

Since he first came on-board, Kirkland says creator Matt Groening always told his directors to seek out "half-gags", opportunities that add extra humor, even if it only generates a smile. Kirkland describes one such episode early in his *Simpsons* career where the script called for Homer to say "tomorrow I'm going to punch Lenny in the back of the head." "It wasn't called for in the script, but I literally staged Lenny at the power plant, innocently sipping hot coffee, then Homer's hand came into frame and hit him in the back of the head causing Lenny to do a spit take," Kirkland recalls smiling. "The show was long and we were looking for scene cuts. I called up the producer to confess that I had added a gag and he ended up cutting their own material and keeping my gag in!"

The hang-loose, family-friendly production offices of *The Simpsons* occupy a special place in the animation world. The show's style of animation is a "hybrid", blending the 2D color palette of television with a single-camera approach that's typical of live-action filmmaking. Visitors to the Burbank facility will see rows of artists working at traditional animation stands, complete with disks and light tables. But only a few years ago, each episode moved over to digital painting (rather than with ink and paint on acetate cels); the show's front end is now transitioning to the computer as well. Even after 20 years (!), staying true to *The Simpsons'* iconic characters, through staging and layout, remains Kirkland's biggest challenge. That can be as profound as satirizing classic movies like *Citizen Kane*, or as simple as showing Homer with his arms full of groceries and using his hip to close the door, a la Jackie Gleason. "The *Simpsons* style of comedy is a melting pot: low-brow, high-brow, slapstick, sit-com, satire and even pathos, and as a director, I'm mindful of all that stuff," Kirkland adds, "while still being an effective project manager. A typical episode has 20,000 to 30,000 drawings."

Character layout artist Ed Ghertner came to *The Simpsons* in a relief capacity, after much of the main staff was pulled away to work on *The Simpsons Movie*. His background includes long stints at Disney Feature Animation, including six years on a single film, *Atlantis*. His broad expertise with layout (he started when the multi-plane camera was still in use) gives him a big-picture look on TV ani-

mation, literally. "I was with Atlantis when we prepared that film for a 70mm wide-screen release in the theaters," Ghertner explains. "The Simpsons is now being done wide-screen, high-definition, which means there is more room for the characters to move around, fewer cuts and fewer camera moves. It's an interesting challenge because [television animators] are going to have to start thinking more cinematically instead of just head shots and limited depth of field."

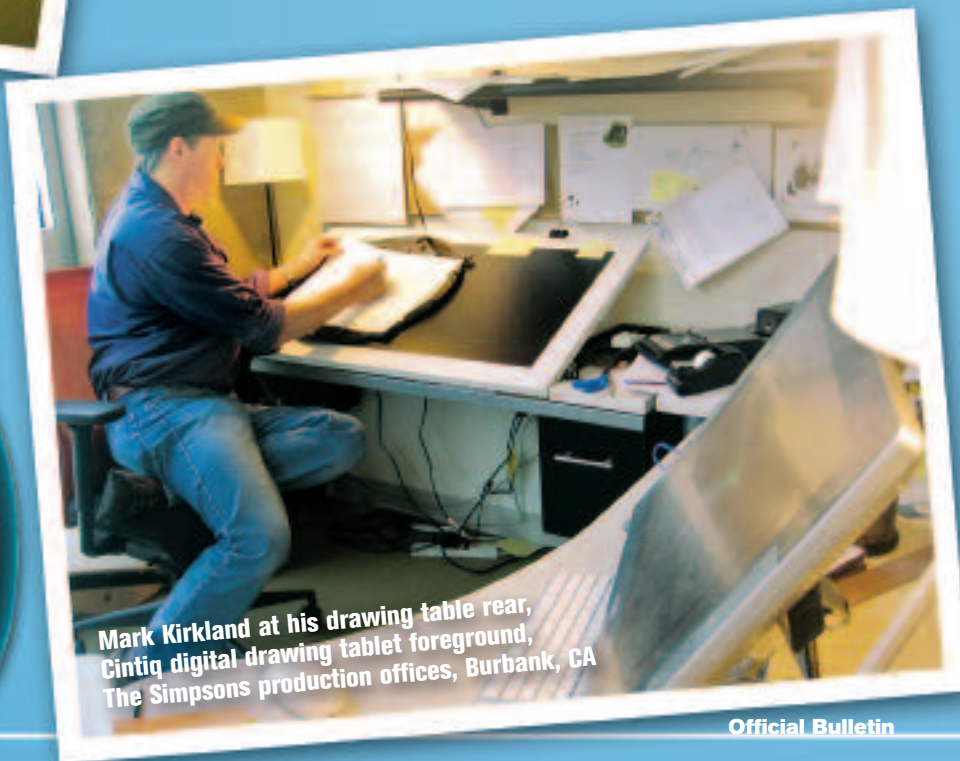
Ed Ghertner's specialized role has included a crash course in layout for new hires during production of The Simpson Movie, as well as incorporating computer graphics like those in the feature. "I see this show as a modern-day Warner Bros.," Ghertner reflects. "Disney was about using the in-betweens to soften things up, while Warners would snap from pose-to-pose. The Simpsons is more about creating those strong character statement poses, and letting the in-betweens carry that." "When Ed and I got out of CalArts," Mark Kirkland concludes, "the options were so limited. Now there's animation everywhere, in every single medium and that's exciting. I did my first storyboard on a Cintiq recently and it was like having a word processor for drawing, which is pretty cool. At the very least [digital] will save more trees!"

TO INFINITY AND BEYOND

As Tom Sito points out in *Drawing the Line*, the most recent "golden age" of animation, what Jeffrey Katzenberg called "Camelot", peaked around 1994, when Local 839's membership reached an all-time high of 3,000. The "Camelot" era also saw a reverse of runaway production, with the finest animation talent in the world flocking to Hollywood. But, like so many mountains in animation before, the valley was not far away. The dissolution of Saturday morning children's program-



Left - Mark Kirkland, director, *The Simpsons*,
Right - Ed Ghertner, Character Layout Artist,
The Simpsons



Mark Kirkland at his drawing table rear,
Cintiq digital drawing tablet foreground,
The Simpsons production offices, Burbank, CA



ming, speeded in part by the federally imposed Childrens Television Act of 1996, created a broad non-union playing field of cable, foreign, and low-budget independent production. When the major studios all dropped their hand-drawn animation departments, beginning in 2003, many long-time veterans were plunged into a professional abyss. The last decade has seen audiences embracing digitally animated films from upstarts like Pixar, and DreamWorks, whose Shrek won the first-ever Academy Award for Best Animated Feature Film in 2001. Local 839's current president, Kevin Koch, whose credits as a digital animator include Shrek 2, Over the Hedge, and Madagascar, has worked for the all-union DreamWorks for more than a decade.

So, where is animation headed? "Our membership was depleted by nearly 50 percent after the last big technological shift," Steve Hulett says. "But now we're back up to 2,400 members because we also represent CGI artists in live-action. Eighty percent of the industry is digital, so that transition is pretty much complete. And yet John Lasseter, at Disney, recently began *The Princess and the Frog*, the first all hand-drawn feature since 2002. So we may see some sort of combination of traditional and paperless animation for many years to come."

Ed Ghertner says animation is in a "muddy" place, because big-budget CG features, like *Harry Potter*, *Spiderman*, are basically live-action cartoons. "The popularity of those films has forced animators to become more exaggerated in their approach," Ghertner bristles, "when what's needed, in my opinion, is for studios to let animation to be animation again. That can be traditionally hand-drawn or modeled in 3D on a computer, it doesn't matter, as long as the emphasis is on story and character development, and not on trying to be like live-action."

Jeff Massie believes his Guild has stayed ahead of the technological curve in many respects. "Storyboard artists were the last job category to go digital," Massie picks up, "and that's only taken hold in the last two years. Local 839 had training classes in digital storyboarding back when the studios were still insisting on having a hard copy storyboard. We began training traditional artist in computer graphics with just a few classes in 1998 and it exploded into an ongoing program that's retrained more than 1000 of our members. Training has always been a part of our contribution to the craft, going back to the 1930s, when you'd show up at the

Guild headquarters to take a class from [legendary art instructor] Don Graham just to improve your drawing skills."

Tom Sito adds that the skies are still the limit for animation, despite fears that a new era of runaway production will send Hollywood jobs to India and China. "The only megahits on the feature animation side have all been made in California," Sito insists. "All the overseas stuff hasn't made an impression with audiences. And there are new areas like 3D video game creation and Flash animation that will impact our industry. My last job was directing Click & Clack's *As The Wrench Turns*, which was all done with Flash 2D software."

To a pencil (or should that be light-pen?), Local 839 veterans all say the biggest challenge remains educating each new generation on the importance of being part of a union. Ever since the dawn of the art form animators have bought in to the notion of a large paternal company, run by fellow artists like Walt Disney, Max Fleischer, Paul Terry, Walter Lantz, Chuck Jones, Don Bluth, John Lasseter, and others who, because of their love for the medium would place quality above industry and simply leave workers alone to draw. That fanciful notion of the animator as an independent artist, rather than a part in a commercial machine has left a legacy of tension between art and commerce in the cartoon world that continues to this day. "Animation workers are simply not a captive audience like other film crafts have been," Jeff Massie concludes. "You have to keep reminding artists that we live in a corporate age where job stability is not a given."

Maybe Tom Sito sums it up best in *Drawing the Line*. Speaking to the first generation of CGI animators in 1993 as Local 839 President, Sito recalls asking, "What are your issues?" "They replied, 'We want to be able to multitask and not be pigeonholed into archaic traditional job classifications that are not relevant.' A year later, I asked again," Sito writes, "'What are your issues?' In the main, they replied, 'We want the right to patent and own anything we create.' Still later, I asked again, 'What are your issues?' This time, the artists were over thirty years old. They complained, 'We want a life. We want to go home on weekends and see our families!'"

Funny how that works, even in a funny business: those same families a new generation of artists were craving to spend more time with are the audiences and viewers union animators have created magic for, more than five decades and counting.

What's needed, in my opinion, is for studios to let animation to be animation again.



Honorary Gold Card Bestowed on New Jersey Official

At its September 6, 2008 union meeting, the membership of Local 632 unanimously approved an Executive Board recommendation to bestow an honorary IATSE Gold Card to Secretary of the New Jersey Senate-Emeritus, Honorable John J. (Jack) McCarthy.

Jack McCarthy served as Assistant Secretary of the New Jersey Senate for fourteen years, from 1970 to 1984. He was then elected by the New Jersey Senate to serve as its Secretary for a full eight years from 1984 to 1992. Local 632 has been privileged to have had two of Secretary McCarthy's sons in its ranks, Brother John W. McCarthy (deceased) and Brother Michael J. McCarthy, currently Local 632's Legislative Director.

More recently, Jack McCarthy has been instrumental in steering Local 632 through the labyrinth-like maze of government in New Jersey's capitol, Trenton. His advice has been immeasurable, from what to say and what not to say when in the statehouse... to more importantly, whom to speak.

Jack McCarthy's reputation for community service is well-known throughout the state. Among other posts, he has served as past-president of Shelter Our Sisters, Inc., a shelter for battered women and children.

At District 10's Convention this October in Weehawken, New Jersey, International President Loeb presented Jack McCarthy with an honorary Gold Card.



From left to right: General Secretary-Treasurer James Wood, International President Matthew Loeb, honorary Gold Card recipient John J. McCarthy, Secretary of the New Jersey Senate-Emeritus, Michael J. McCarthy, Legislative Director, Local 632 and President of Local 632 Kevin M. O'Brien.



On November 3, 2008, Niagara Falls-Buffalo, NY Local 121 swore in new members at its regular membership meeting. Congratulations!

From left to right: Jackie Polka, Andrew Wrobel, President of Local 121 Robert Gardner, Tom Wrobel, Mike Hoffert Jr., Don Moyer Jr, and Jeramie Granger.

Historic Events for Alabama Local

Local 142 members, Brother Rex L. Wilson and John Wayne Araszkievicz, received their 30-year membership pins from General Secretary-Treasurer James B. Wood and Local 142 President Emanuel C. "Bud" Cook, III.



Pictured from left to right: General Secretary-Treasurer James Wood, Brothers Rex L. Wilson and John Wayne Araszkievicz, and Local President Emanuel C. "Bud" Cook, III.



Celebrating 100 years of their Charter, Mobile, Alabama Local 142's Executive Board, General Secretary-Treasurer James B. Wood and International Representative Donald J. Gandolini pose with the Local's original Charter.

Pictured from left to right: International Representative Don Gandolini, Local 142 Executive Board: Business Agent Philip H. Tapia, President Emanuel C. "Bud" Cook, III., Secretary Treasurer Helen P. "Mickey" Megginson, Vice President Dwight B. Henley, with IATSE General Secretary-Treasurer James Wood.

THE MOTION PICTURE EDITORS GUILD SELECTS TOM SHORT AS THE RECIPIENT OF THE 2009 FELLOWSHIP AND SERVICE AWARD



The Motion Picture Editors Guild has selected International President Emeritus Thomas C. Short to be the recipient of the Guild's Fellowship and Service Award for 2009. The Fellowship and Service Award was established by the MPEG to recognize an individual who has demonstrated professionalism, collaboration, mentorship, generosity of spirit and a commitment to the labor movement. The distinguished honor will be presented to Mr. Short at the MPEG Annual Board of

Directors Installation Dinner on January 10, 2009 at Loews in Santa Monica.

"Tom Short has dedicated his career to the labor movement with integrity and exemplary leadership. He serves as a positive example to everyone in the entertainment industry and beyond," said MPEG President, Lisa Churgin, A.C.E. "Tom embodies everything that the MPEG Fellowship and Service Award represents, and I am delighted that he will be this year's recipient."



Local 173 & The Toronto International Film Festival

The Toronto International Film Festival (TIFF) was certified recently by the projectionists of IATSE Local 173. For the first time, IATSE projectionists were working for TIFF, the second-largest film festival in the world, under benefit of a union contract. The Festival opened in 1976 and at the 2008 Festival in September, screened almost 400 films across 23 screens throughout the city, all of them now manned by IATSE projectionists.

In addition to this certification success, Local 173 has also seen a major change with its recent merger into other locals. Because the Local had province-wide jurisdiction with members spread across Ontario, the merger saw Local 173 members welcomed into Locals 58, 105, 357 and 471. Congratulations to all on a smooth transition!



Local 173 projectionists meet with TIFF representatives in preparation for the 2008 Festival

NEW OFFICER FOR COSTUME DESIGNERS GUILD

International President Loeb swore in Local 892's new Treasurer Marilyn Matthews at the office of Local 892 on October 29, 2008 during a visit to Los Angeles.

From left to right: Rachael Stanley, Assistant Executive Director; Mary Rose, President, International President Matthew Loeb, Cheryl Downey, Executive Director; Marilyn Matthews, Treasurer, Costume Designers Guild, IATSE Local 892.





Manlifts: An Old Tool with Hidden Risks

By Kent Jorgensen,
Chairman, IATSE Safety Committee



For a number of months I have been contacted by members about the continuing problems with “man lifts” (vertical personnel lifts). A number of accidents have occurred recently to once again remind us of the potential dangers that exist with these pieces of equipment.

Vertical personnel lifts are the single person lifts used throughout industries and businesses. They are efficient and economical means for getting up in the air to do a job. They can be more stable than ladders, are faster and more mobile than most scaffolds, and can have a reach from 20 to 100 feet.

But, these lifts have limitations. Only one person can be in the basket at a time. Most are only supposed to be used indoors on a flat and level floor. Their lifting capacity is low. They also have stabilizing devices which can limit the mobility of the lift.

Because of the utility and economy of these machines we often see them in places where IATSE sisters and brothers work. Theaters, banquet rooms, convention halls, sports venues, movie and television sets, concert halls, rental facilities, and traveling shows all have them and use them. They are a great tool, but when used improperly they will tip over injuring or killing people.

Some workers say, “I’ve used these things for years. I’ve never seen one that went over.” Well I have, more than once. It is unnerving to come to work one morning and see the lift, fully extended, lying on the floor. You know that someone you work with was in it when it went over.

The lifts go over for many reasons:

- They are not on level ground.
- The outriggers are not being used.
- Workers are pushing the lift while elevated.
- The person in the basket is pulling themselves along while elevated.
- The lift is made unlevel by the improper use of the leveling jacks.

- The basket is overloaded.
- A piece of equipment is being pulled up to the basket by someone on the ground, and they pull the lift over.
- It is used outside in the wind.
- The person in the basket over reaches the guardrail and causes a tip hazard.
- An unstable floor or platform causes a tip over.
- Using something other than the manufacturer recommended method for leveling.
- Tying something off to the basket and then lowering or raising the lift.

These are all risks to the stability of these lifts. This is not a complete list of potential risks, but for the most part these things are preventable. Here are some things you can do to protect yourself:

- Attend any employer training on these pieces of equipment.
- Read and follow the operating instructions which are supposed to be provided on every machine.
- Always use the outriggers or stabilizer as recommended by the manufacturer.
- Use the machine on a stable surface capable of supporting its weight.
- Stay under the lift’s rated capacity.
- Be aware that a side load can make the lift unstable.
- Do not move the lift in an elevated position unless the manufacturer intended it to be used in that way.
- Never disable a safety device.
- Take any equipment out of service that an inspection shows to be damaged or otherwise unusable.

The entertainment industry has been changing over the years in regards to safety. Our employers are telling us that the ways of doing things and equipment that have been used for years have to give way to safer methods and equipment. Many people do not like these changes. They question the motives. They complain that the changes take too much time or they cost too much money or there is no other way to do the job. To protect ourselves and those we work with, we have to find the way. At the end of the day we want to walk away in one piece.

Broadway Goes Green

October 2008 not only marks the five-year anniversary for *Wicked Broadway* but also the announcement of the *Wicked Goes Green* campaign. Not content with their success, the production wants to give back to their domestic as well as international community.

At the 92Y Tribeca a new performance space in conjunction with the 92Y, *An Evening with Wicked* was performed. The event began with a lecture by Gregory Maguire, the author of the novel, and David Stone the producer. *Broadway's* current *Elphaba* and *Glinda* treated attendees to performances proving that the show is still "Popular."

Stone announced that as of date there are eight productions of *Wicked* worldwide and the cast, crew, and management decided they wanted contribute to making the world a better place. After seeing Al Gore's *An Inconvenient Truth*, he knew what their mission would be.

As of date the productions have worked with parks, started green campaigns and in New York City have sponsored the following initiatives: *Wicked Goes Green* hybrid taxis, environmentally impacting changes in the Broadway theatres and other upcoming ventures.

With its timeless message and generous spirit, *Wicked* continues to prove that it will be around for a long time to come.



Attending A Stage Caucus

The IATSE usually holds a Stage Caucus at every summer General Executive Board meeting and at the IATSE Quadrennial Conventions. Check the IATSE Bulletin to confirm the dates and times of the Caucus.

The general purpose of the Stage Caucus is to bring together IATSE Stage Locals to:

- discuss matters of mutual concern
- educate
- develop and improve relationships with other Stage Locals

Given these modern times of theatres, arenas, and convention centers being managed by large global companies, the need for improved communication and developing sound strategies between the Stage Locals has never been more important. Very significant matters regarding our contracts that cover wages, benefits, and working conditions that our members work under are dramatically affected by the actions of these large employers. These employers do use the terms and conditions of one local's contract to leverage against another local's contract to obtain a better deal for themselves and at our member's expense. One way to help protect your Stage local is by creating a strong communication with other Stage locals, taking advantage of meeting and educational opportunities, and developing successful group strategies through coordination with the International.

If you haven't attended before, consider attending a Stage Caucus. Don't forget that there may be opportunities to meet other Stage locals by attending IATSE District meetings as well.

Reports Concerning Litigation to the International President

In conjunction with International President Loeb's on-going effort to open the lines of communication between the General Office and our locals, the Stagecraft Department would like to make our locals aware of Article Nineteen, Section 11, of the International Constitution and Bylaws—Reports Concerning Litigation to the International President. It is mandatory to report the start of any litigation to the Office

of the International President.

After hearing a number of reports from our locals at the Stage Caucus, it is obvious that there is not a full appreciation of this policy. The real value of sharing such information with the General Office is that the General Office holds a wealth of information for the Local. Its over-all network of cases, decisions and settlements represents a formidable base of knowledge that can only assist the Local in its

cause. International President Loeb's in-house counsel may be of direct help in the prosecution or defense of your case and is building a database of legal cases affecting the IATSE.

By reaching out as soon as possible and sharing your information with the General Office, you may be able to save your membership, or the membership of a sister local, thousands of dollars and assure a positive outcome for your case.

UPCOMING NEGOTIATIONS

Please be advised that the Traveling Pink Contracts for VEE Corporation (Sesame Street Productions) and Feld Corporation (Disney on Ice and Disney Live) are due to expire in July.

Negotiations with these two employers will occur in the Spring. If you are a traveling member with

either VEE or Feld, and have any contract suggestions for the new agreement, please forward your ideas to the General Office.

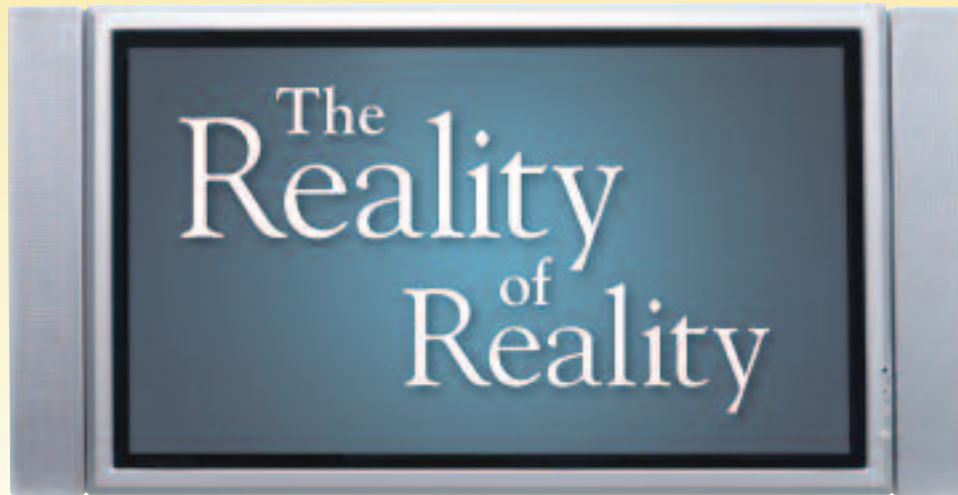
These proposals should be sent to either Vice President Anthony DePaulo or Vice President Brian Lawlor.

LET US KNOW IN ADVANCE

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

RÉSUMÉS

The Stagecraft Department is occasionally asked whether we know of any member who is interested in traveling. Although the General Office does not provide referrals as a matter of course, we are prepared to accept résumés via the stagecraft email for these purposes. If you have prior road experience and are seeking employment via a pink contract, you can forward your résumé to us at stagecraft@iatse-intl.org. We will subsequently keep them on file and forward them to employers as appropriate.



The new economics of television production continues to fuel the burgeoning reality television segment. The unexpected and geometric increase in the volume of reality programming has caught some locals flat-footed, leaving the membership uncertain as to how their employment, the union and the reality production all relate to one another.

While there are some nuances, the bottom line is that reality programming relies on the skills of our highly-trained professionals and must not be done without us. The challenge comes from the fact that due to the lower production values of reality programming versus serial television, many producers try to get by with less-qualified workers in many of the positions. Those employers rely on the fact that there are proportionally many more lower-skilled, non-union workers hence making organizing more difficult.

It may be true that these individuals—who often lack any experience with the IA in motion picture, other television or commercial work—are easy for the employer to replace or

difficult for the union to convince to organize. The fact still remains that our department heads are providing the training, leadership and expertise necessary to make this group into a fully-functioning, reality television crew.

When you are hired on to a reality program, make every effort to promote work opportunities for your fellow union members. If none are able or willing to take the job, perhaps you can recommend a non-union acquaintance who you know will support IA organizing efforts. Once on the job, in addition to providing the technical training, spend some time talking to the non-union crew about the differences between the show you're on and one under union contract. Ask them what they're doing for health insurance and retirement saving. Then take time to explain your own health coverage and retirement.

Most importantly, call in your reality programming jobs. We cannot force reality producers to pay their fair share unless we know about it.

NOTHING ON THE SIDE

As the credit markets have imploded, we are seeing cash-strapped producers becoming increasingly more “creative” in how they administer their collective bargaining agreements.

One growing problem is the issue of “side deals”. These are agreements between the producers and individuals—or sometimes entire departments—to rewrite the negotiated agreements. This practice threatens the

integrity of the collective bargaining process and hinders the union’s ability to make necessary adjustments in bargaining strategy.

Often times, these side deals arise of necessity. Circumstances dictate a change in the agreed upon conditions. In most, if not all cases when compelling circumstances dictate a need to alter the terms of the contract the IA will meet with the producer and discuss an appropriate change if warranted.



COMPLIANCE –THE NEXT FRONTIER

You take a low budget feature job. Your rate is discounted to reflect the reality of such a low budget. All of a sudden, lots more fancy equipment starts to show up. Multiple cameras are added on certain days. Big special effects are scheduled in and an “A list” actor appears for a couple of days.

What gives? The producer said this was a \$1.5 million dollar budget.

In some ways, the IA has become a victim of its own success. After more than a decade of relentlessly organizing in the industry, fighting when we had to negotiating when we could- far fewer low budget producers dare to try to shoot non-union. Instead they take a more subtle, but equally dishonest approach. They under-represent the budget of the production in order to get a more favorable rate.

While this approach doesn't net the cost savings of a non-union job, it can still save producers hundreds of thousands of dollars.

All low budget agreements have provisions for companies that exceed their budget. But the difficulty lies in identifying which projects may be deliberately or inadvertently exceeding their budgets.

When you see signs that a company's spending maybe more than its stated budget, you should take the following action:

1. Document it. Write down what you see and note dates, times, etc. It may be invoices, additions of equipment, personnel, shooting day, etc.

2. Report it. Take your documentation to your Shop Steward. The Steward will either aggregate information received or reach out to other departments to determine what potential cost increases in their departments might be.
3. The Shop Steward will then pass the information along to his or her Business Agent.
4. The BA will review the issue with an International Representative.
5. The International will then make a determination as to whether the evidence warrants a full audit of the company's books and records.
6. If a decision is made to audit, a team of accountants and auditors will examine the production's books and assure that they're in compliance with the budget limits of their agreement.

Now that the job of organizing low budget production is largely handled, compliance enforcement represents the next frontier. Remember, unless our agreements are being properly administered and enforced it diminishes all of the hard work, sacrifice and progress we've made in the last decade.

It will be done in consultation with the Steward and will generally mean that the crew will get something in return.

When a crew member or a department agrees to something other than what the contract calls for it is harmful for two reasons. First, everyone has worked very hard to set and hold the current standards. Undermining these standards makes it harder to hold the line in future negotiations. Many times producers cited the fact that crews routinely agree to do something less than what the con-

tract calls for as justification for eliminating it in an agreement. Second, if crews do not value a current work condition and we're pressured to modify it at the bargaining table, then we can bargain for something more important to us in exchange.

If you're asked to do something other than what the contract calls for, raise the issue with your Shop Steward. Doing a “favor” for the producer may not be a big deal for you but it has a ripple effect that you may not be aware of.



This is a picture of the Local 632 "MADONNA RUNNING CREW" during rehearsals! The set ups and rehearsals took place in during July & August, utilizing many 632 members, along with lots of help from nearby Locals. The Madonna crew took the production to Europe for shows and the returned back to the IZOD Center at the end of September, for yet more rehearsals and the kickoff to the US tour in October at the IZOD Center.

Members of the IATSE run crew and Local 122 stagehands proud to be running "Spring Awakenings" as the first yellow card show at the newly renovated Balboa Theater in Downtown San Diego, around the corner from the General Executive Board meeting in July.



President-Elect Obama at a commercial filming with Local 477 members Matt Lebeau, Al Malatesta, Dan Harvey, and "Digger" Wilson.



Here is the crew photo for the tour "A Bronx Tale" at the new venue in Austin, Texas, the Long Center for the Performing Arts. The star of the show, Chazz Palminteri, is sitting center step.

Pictured here are several members of stagehand Local 158 and animation crew from the "Walking with Dinosaurs," celebrating the 400th performance in the United States, at the Save Mart Center Arena in Fresno, California.





NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John Coleman September 26, 2008	4	Dolph Stonecipher July 6, 2008	44	James M. Alderson, Sr. August 29, 2008	470	Violet Ortiz June 15, 2008	706
William Konopka September 25, 2008	4	Peter Oliveri August 8, 2008	46	Jose Duarte August 24, 2008	477	Evelyn Trimmer August 17, 2008	706
John Bodner September 29, 2008	8	Daniel R. Hermann July 10, 2008	48	Kelley Collopy-Hankins July 18, 2008	484	Don E. McCaw, Jr. July 9, 2008	702
James Breen July 3, 2008	8	Joseph Banks September 5, 2008	52	Robert G. Redd	484	Eustace C. Wooten August 1, 2008	728
Leon Rosenbaum June 12, 2008	8	James M. Breen July 3, 2008	52	James Revelle September 30, 2008	487	Arlene Coffey September 14, 2008	764
Larry Tisdale August 28, 2008	12	Paul L. Dahistrom July 26, 2008	52	John V. Beatty September 16, 2008	500	Caroline Attanaseo August 30, 2008	769
David E. Murphy July 11, 2008	16	Elliot Kaiser July 14, 2008	52	Gary Darling, Sr. July 19, 2008	500	Sidney Bartholomew	800
Stephen N. Scanlan July 15, 2008	17	Jack Kanaplue September 1, 2008	52	Howard Simpkins September 27, 2008	500	Ignacio Canales	800
Brad Rector June 20, 2008	30	Harold H. Lion August 7, 2008	52	Wayne Bandy July 30, 2008	504	Claudio Guznab	800
John Anderson September 21, 2008	33	Charles Meere September 14, 2008	52	Bobby Davis August 30, 2008	504	Scott Weiss	800
John Barnhart Jr. September 25, 2008	33	Thomas P. Phox July 24, 2008	52	Darin McCurrie September 19, 2008	504	William Ferguson August 30, 2008	812
Charles Lewis July 26, 2008	33	Arthur Tausig August 30, 2008	52	Frank Jones October 18, 2005	534	Allan Schneider August 18, 2008	824
John Balog	38	Vern Jeffrey September 12, 2008	58	Alfred Paulsen November 22, 2007	534	William Yeretz September 2008	829
Charles Bonham	38	Sam Williams June 30, 2008	78	John Peter Phillips July 3, 2008	592	Mark Buxton September 29, 2008	835
William A. Ferguson September 1, 2008	38	Michael Johnson May 16, 2008	87	Earl Bennett October 4, 2007	700	Cathy Gambogi July 13, 2008	835
Al Brown August 6, 2008	42	Jan Goodwin September 1, 2008	126	John Boyle July 10, 2008	700	Rose Di Bucci May 28, 2008	839
Lloyd Apperson July 21, 2008	44	Ralph C. Graft May 16, 2008	146	Robert Bratton April 29, 2008	700	Diana Dixon July 27, 2007	839
Gordon Brown August 9, 2008	44	Michael Milligan September 4, 2008	146	Raymond Desmond August 24, 2008	700	Charles Downs July 21, 2008	839
Frank Calvert July 31, 2008	44	William G. Dolan May 20, 2008	160	Nina Eishtadt September 22, 2008	700	Gary Mooney August 5, 2008	839
Melissa Cohen August 29, 2007	44	Henry A. Dondrea, Sr. January 11, 2007	160	James T. Heckert July 11, 2008	700	William Perez November 26, 2007	839
Morris Fleck May 20, 2008	44	Arthur Lucas August 2, 2008	163	Charles Ireland May 28, 2008	700	Denis Rich November 26, 2007	839
Johnny Goss July 5, 2008	44	Karl Blakney May 12, 2008	193	Leada McKelvey August 29, 2008	700	Brent Ballard September 1, 2008	891
Merle Jones July 15, 2008	44	Don Lee May 2, 2008	193	Michael Lemp July 29, 2007	700	Alan Davis September 1, 2008	891
Sam Loreno August 30, 2008	44	Rubin Cruse May 2008	199	Tony J. Magro November 17, 2004	700	Mark Henderson August 26, 2008	891
Billy Myatt September 12, 2008	44	Fred B. Erwin September 10, 2008	204	Joanne Rufo-Stanard May 17, 2007	700	Henry Charles Robinson September 16, 2008	891
Fred Nelson September 13, 2008	44	Philip Tafelsky July 6, 2008	274	Gerard Wilson June 2, 2008	700	Christopher Woodland August 23, 2008	891
Niki Pedersen June 28, 2008	44	Jarvis Wilsher August 20, 2008	284	Linda Alderete July 13, 2008	705	Frank Kenley	ATPAM
Gilbert Recchia August 2, 2008	44	Rich Ferry May 12, 2008	353	Robert Harris July 8, 2008	705	David Wyler	ATPAM
Robert Reed August 1, 2008	44	Ted Garrison September 10, 2008	412	Albert Murrieta August 19, 2008	705		

REMEMBERING JOHN COLEMAN

On September 26, 2008, Former Business Manager of Local 4 John Coleman passed away.

After serving in the Navy during the Second World War, John became a member of Local No. 4 in May, 1947. He was elected Vice President in 1957. John became Business Manager of Local No. 4 in 1959, a position he would hold for the next 36 years.

During his 36-year tenure as Business Manager, John rendered service to both the I.A.T.S.E. and the AFL-CIO in many different capacities above and beyond his service to Local No. 4. In 1960 he became Vice President of Union Label and Trades. In 1962 John became Chairman of the Entertainment Union Council for the 1965-1965 World's Fair held in Flushing Meadow Park. In 1964 he became the Legislative Chairman for the I.A.T.S.E. 10th District. In 1966 he was named Vice President of the New York State AFL-CIO. John attended the I.A.T.S.E. Conventions as a delegate for Local No. 4 for 38 years. He also served as a Judge of Elections for many of these conventions. John also served as a Trustee for the I.A.T.S.E. National Benefit Funds.

As Business Manager, John was responsible for initiating the Local No. 4 Pension Fund, Annuity Fund, and the Health and Welfare Fund. He would serve



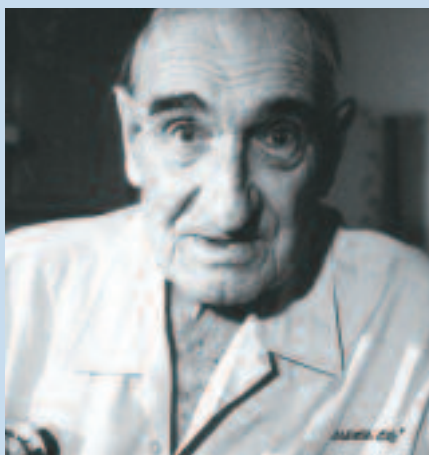
as Fund Administrator and Trustee for 33 years. Many a member of Local No. 4 receives a decent pension because of his efforts. In 1975, John was responsible for purchasing the office building which Local No. 4 presently occupies. Through John's efforts, the members of Local No. 4 prospered during his 36 years.

*"From a life of joy and gaiety
To the scene of peace and rest
An Act of God has taken you
To the set of everlasting rest.
Oft do we think of days gone by
When we still toiled together
A shadow o'er our stage is cast
Our Brother gone forever."*

REMEMBERING FRED RUSSELL

Fred Russell, a 50 year, Gold Card recipient of Local 80, passed away on June 29, 2008. "Freddy", as he was known by his fellow grips, was born in Saskatchewan, Canada, ultimately immigrating to the United States as a young man. Fred landed work as a caddy at Hollywood Country Club where he remained until the age of twenty.

Russell's big break into the motion picture industry came during the Depression in 1935, when he was hired as a day laborer of Mascot Studios (now CBS). Taking any shift he could get, Fred-



dy learned the trade of the studio grip.

Russell joined Local 80 in 1937 and after ten years of refining his craft, he finally earned his #1 card and a chance to work on a set. His film credits include "Devil's Cargo," "The Vicious Circle," "Appointment with Murder," "Blonde Ice," "The Prairie," and "The Bulldog Drummond Series."

Even at the young age of 94, he still went to Local 80 membership meetings to see if he can help. He will be sorely missed.



Remembering Abraham Morrison

AUGUST 18, 1967 - AUGUST 18, 2008

The membership of Local 417 is saddened by the loss of one of their brothers, Abraham Morrison. With love, generosity, and a great deal of wit, Abe shared his spirit with the world. He climbed ruins in Pompeii and Ephesus, rode camels and explored pyramids in Egypt, took a balloon ride across the Serengeti, explored catacombs of Rome and Turkey and the largest cemetery in Paris, and played Baccarat in Monte Carlo in full tux and tail.

Abe toured every corner of America with different Broadway shows before settling in NYC as a Broadway stagehand. His career allowed him to work alongside the likes of Dame Judi Dench, Linda Lavin, Valerie Harper, Brian Dennehy, Christopher Plumber, Julianne Moore, Rosie O'Donnell, Alan Alda, and Julia Roberts in both successes and flops.

But the highlight of his life was the friendships he made along the way, and Abe's love of family and kids. He has left indelible memories for all who have been lucky enough to be warmed by his charm, his wonderful sense of humor, and free spirit. Abraham Morrison is survived by his mother,



father, brother, cousins, and many amazing friends he would prefer to call family.

Donations in Abe's honor can be made to Broadway Cares/Equity Fights AIDS or The Shira Ruskay Center.

REMEMBERING WILLIAM FERGUSON

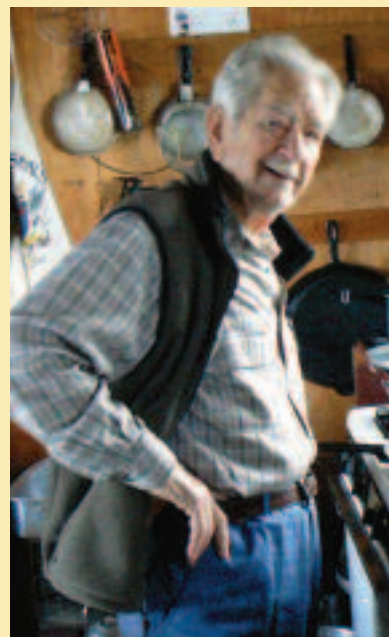
Longstanding Local 38 member William "Fergie" Ferguson passed away August 30, 2008, after a long and illustrious career. He was initiated into Local 38 in January 1959.

Fergie's stagehand career began as a carpenter at the Jam Handy Organization, during the early heyday of industrial and commercial filming in Detroit. He later worked as Head Carpenter at Cobo Conference Center, and the Joe Louis Arena.

A very active and loyal member, Fergie was instrumental in the purchase and renovation of Local 38's current office. He was also active socially within the Local, hosting legendary Christmas parties, and the annual "Fergie's Feast" Summer Picnic.

An avid fisherman, he spent time with family and friends on the water, both in Michigan and in Quebec, at a remote fishing camp he co-founded.

His wife, Florence, survives Fergie. Two of his children, Ken and Laurie, are active members of Local 38.



Remembering Jim Alderson

Jim "Pappy" Alderson, age 82, a Gold Card life member, died July 29, 2008. He became a member of Local 167, a mixed local of stagehands and projectionists, in March 1963. In 1973, the stagehands formed their own local, No. 470. The new local was born in Jim's living room as most of the organizational meetings took place there.

Local 470 was chartered in August 1973. The 12 charter members included Jim and his son, Mick. Jim served as secretary in the first years of Local 470, then as an executive board member for many years. He was instrumental in establishing the Local's apprentice training program and helped write the original qualification test for prospective journeymen, a test which continues in expanded form to the present day.

He was very proud that all five of his children, his wife, three children-in-law and two grandchildren all have worked with the union. Three of his children still are current members. He brought in and mentored dozens more stagehands through the years.

For more than 50 years, he was an actor, director and technical director for college and community theater groups, including an internship at Milwaukee Repertory Theatre; was a founder of Jolly Jester Children's Theatre for the Oshkosh Recreation Department; and a founding member of The Company for Wisconsin Arts Inc., presenting dinner theater and other performances for more than 15 years.

He taught for 27 years; was a drama coach; stage manager of the Oshkosh Civic Auditorium for 17 years, doing scene design, lighting design, set construction and stage crew duties; and stage manager and technical director of the Miss Oshkosh and Miss Wisconsin pageants for many years.



REMEMBERING JEANETTE HELLER

In the First Quarter 2007 issue of the Official Bulletin, an article featured Jeanette Heller, World's oldest Rockette. Sadly, Sister Heller passed away on October 16, 2008. She was 97.

Heller spent 45 years with her one and only true love - show business. She had a colorful life as a dancer, producer, wardrobe manager; met celebrities from Frank Sinatra to B.B. King, and was a great family person. She will be missed.



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 of you 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.

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U N I O N - M A D E A U T O S

<p>UAW CARS</p> <p>Buick Lucerne</p> <p>Cadillac CTS</p> <p>Cadillac DTS</p> <p>Cadillac STS</p> <p>Cadillac XLR</p> <p>Chevrolet Cobalt</p> <p>Chevrolet Corvette</p> <p>Chevrolet Malibu</p> <p>Chrysler Sebring</p> <p>Dodge Avenger</p> <p>Dodge Caliber</p> <p>Dodge Viper</p> <p>Ford Focus</p> <p>Ford Mustang</p> <p>Ford Taurus</p> <p>Lincoln MKS</p> <p>Mazda 6</p> <p>Mercury Sable</p> <p>Mitsubishi Eclipse</p> <p>Mitsubishi Galant</p> <p>Pontiac G5</p> <p>Pontiac G6</p> <p>Pontiac Solstice</p>	<p>Pontiac Vibe</p> <p>Saturn Aura</p> <p>Saturn Sky</p> <p>Toyota Corolla*</p> <p>UAW SUV'S / CUV'S</p> <p>Buick Enclave</p> <p>Cadillac Escalade</p> <p>Cadillac Escalade ESV</p> <p>Cadillac SRX</p> <p>Chevrolet Suburban*</p> <p>Chevrolet Tahoe/ Tahoe Hybrid</p> <p>Chrysler Aspen</p> <p>Dodge Durango</p> <p>Dodge Nitro</p> <p>Ford Escape</p> <p>Ford Expedition</p> <p>Ford Explorer</p> <p>Ford Taurus X</p> <p>GMC Acadia</p> <p>GMC Yukon/ Yukon Hybrid</p> <p>GMC Yukon Denali</p>	<p>Hummer H1</p> <p>Hummer H2</p> <p>Hummer H3</p> <p>Jeep Commander</p> <p>Jeep Compass</p> <p>Jeep Grand Cherokee</p> <p>Jeep Liberty</p> <p>Jeep Patriot</p> <p>Jeep Wrangler</p> <p>Lincoln Navigator</p> <p>Mazda Tribute</p> <p>Mercury Mariner</p> <p>Mercury Mountaineer</p> <p>Mitsubishi Endeavor</p> <p>Saturn Outlook</p> <p>UAW PICKUPS</p> <p>Chevrolet Colorado</p> <p>Dodge Dakota</p> <p>Dodge Ram Pickup*</p> <p>Ford Explorer Sport Trac</p> <p>Ford F-Series*</p> <p>Ford Ranger</p> <p>GMC Canyon</p>	<p>Isuzu i-Series</p> <p>Lincoln Mark LT</p> <p>Mazda B-series</p> <p>Mitsubishi Raider</p> <p>Toyota Tacoma*</p> <p>UAW VANS</p> <p>Ford E-series</p> <p>Chevrolet Express</p> <p>Chevrolet Uplander</p> <p>GMC Savana</p> <p>IUE SUV'S / CUV'S</p> <p>Chevrolet TrailBlazer</p> <p>GMC Envoy</p> <p>GMC Envoy Denali</p> <p>Isuzu Ascender</p> <p>Saab 9-7X</p> <p>CAW CARS</p> <p>Buick Lacrosse</p> <p>Chevrolet Impala</p> <p>Chrysler 300</p> <p>Dodge Challenger</p>	<p>Dodge Charger</p> <p>Ford Crown Victoria</p> <p>Lincoln Town Car</p> <p>Mercury Grand Marquis</p> <p>Pontiac Grand Prix</p> <p>CAW SUV'S / CUV'S</p> <p>Chevrolet Equinox</p> <p>Chrysler Pacifica</p> <p>Dodge Magnum</p> <p>Ford Edge</p> <p>Lincoln MKX</p> <p>Pontiac Torrent</p> <p>Suzuki XL7</p> <p>UAW / CAW Pickups</p> <p>Chevrolet Silverado*</p> <p>GMC Sierra*</p> <p>UAW/CAW Vans</p> <p>Chrysler Town & Country</p> <p>Dodge Caravan</p>
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*Vehicles marked with an asterisk are produced in more than one country, but all models made in the United States are assembled by UAW members.

Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

ADG,ST&GA,SD,MM&SA Art Directors Guild, Scenic Title and Graphics Artists, Set Designers, Model Makers and Studio Arts

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

AMPE Airline Motion Picture Employees

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

C Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

E,S&CST Electronic, Sound & Computer Service Technicians

EE Exhibition Employees

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

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

LF/VT/C Laboratory Film/Video Technicians/Cinetechicians

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

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

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

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

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

MPP,O,VT&CT Motion Picture Projectionists, Operators, Video Technicians & Computer Technicians

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

O Operators

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

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

S Stage Employees

SA&P Scenic Artists and Propmakers

S&FMT Sound & Figure Maintenance Technicians

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

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

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

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

T&T Treasurers & Ticket Sellers

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists

ALABAMA

S 078 BIRMINGHAM-Allen Langston, P.O. Box 10251, Birmingham, 35202. (205-251-1312) (Fax: 205-458-8623) Bus. Agt.: Terry Wilkins.

S 142 MOBILE-Helen Megginson, P.O. Box 2492, Mobile, 36652. (251-675-1451) (Fax: 251-675-9090) Bus. Agt.: Philip Tapia.

M 900 HUNTSVILLE-David Hendricks, 820 West Arbor Drive, Huntsville, 35811. (256-551-2243) (Fax: 256-533-6686) Bus. Agt.: Brian Boggs.

ALASKA

S 918 ANCHORAGE-Ann Reddig, P.O. Box 103904, Anchorage, 99510-3904. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Brian MacMillan.

ARIZONA

S 336 PHOENIX/PRESCOTT-Pamela Boyd, 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy.

M 415 TUCSON-Renee Hill, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Reg E. Williams.

SM 485 STATE OF ARIZONA-Rose Lujan, 4741 W. Mallow Lane, Tucson, 85743. (520-743-8407) (Fax: 520-743-8427) Bus. Agts.: (North) William J. Randall; (South) Ray Padilla.

TBSE 748 STATE OF ARIZONA-Toby J. Finch, P.O. Box 1191, Phoenix, 85001. Bus. Agt.: Greg Thomas.

TWU 875 PHOENIX-Kay Harmon, 11328 E. Renfield Avenue, Mesa, 85212. (480-380-3933) Bus. Agt.: Sandy Allen, 11306 E. Ramona, Mesa, AZ 85212 (480-298-2216) (Fax: 480-380-9403).

ARKANSAS

M 204 LITTLE ROCK-Nikki M. Kelly, P.O. Box 848, Mabelvale, 72103 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Francis X. Crowley, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0901) Bus. Agt.: Francis X. Crowley.

S 033 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA-Jane E. Leslie, 1720 W. Magnolia Boulevard, Burbank, 91506-1871. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Peter Marley; (Legit) James M. Wright.

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-1739) Bus. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-2263) Bus. Agt.: John Kelly.

MPSG/CS 080 HOLLYWOOD-Rick Schunke, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Marc Campisi, 8130 Baldwin Street, #124, Oakland, 94553. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Mark Thompson.

TBSE 119 SAN FRANCISCO BAY AREA-Daniel Nicholson, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Daniel Nicholson.

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

M 134 SAN JOSE/SANTA CLARA-Elizabeth Overstreet, P.O. Box 28585-Parkmoor, San Jose, 95159-8585. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather.

O 150 LOS ANGELES/SAN BERNARDINO/RIVERSIDE/POMONA/REDLANDS/LONG BEACH-Ricardo Costa, P.O. Box 92548, Pasadena, 91109-2548 (818-557-1677) (Fax: 310-398-8734) Bus. Agt.: Carl Belfor.

S 158 FRESNO/MODESTO/STOCKTON-Scott Ellis, P.O. Box 5274, Fresno, 93755. (559-224-3151) Bus. Agt.: Eddie Williams (559-432-3277).

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/MARIN COUNTY-Mark Woodall, 1221 E. Cypress Avenue, Spc. 29, Redding 96002 (530-224-9994). Bus. Agt.: Donald E. Johanson, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977).

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Jason Mottley, P.O. Box 29284, Oakland, 94604-9284. (415-515-3387) Bus. Agt.: Jason Mottley.

M 215 BAKERSFIELD/VISALIA-Jodi Robinson, P.O. Box 555, Bakersfield, 93302. (661-862-0215) (Fax: 661-863-0569) Bus. Agt.: Lynn Gillette.

O 297 SAN DIEGO COUNTY-Gary Livengood, 4579 Lisann Street, San Diego, 92117. (858-270-1196) Bus. Agt.: Dale Hyder.

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) (Fax: 805-937-3342) Bus. Agt.: Pat Barsocchini.

SM 495 SAN DIEGO-Ed Pyne, 1717 Morena Blvd., San Diego, 92110-3635. (619-275-0125)(Fax: 619-275-2578). Bus. Agt.: Jack Shepherd.



M 504 ORANGE COUNTY/PARTS OF CORONA-Jerry Omasta, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7684) Bus. Agt.: Leslie Blanchard.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Florida, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Western Region Director, David Behm, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-876-6383) Eastern Region Director, Chaim Kantor (New York: 212/647-7300); Central Region Director, John Hilsman (Chicago/Orlando: 847-692-9900 / 305-538-9226).

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Steve Retsky, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) (Fax: 831-401-2379) Bus. Agt.: Bob Williamson.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J.M. Arias, P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 909-882-4393) Bus. Agt.: Robert Szoke.

LF/VT/C 683 HOLLYWOOD-Marvin Davis, 9795 Cabrini Dr., #204, Burbank, 91504. (818-252-5628) (Fax: 818-252-4962) Bus. Agt.: Scott George.

PST,TE,VAT&SP 695 HOLLYWOOD-Elizabeth Alvarez, 5439 Cahuenga Boulevard, North Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Jim Osburn.

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

MPC 705 HOLLYWOOD-Paul DeLucca, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Buffy Snyder.

MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/ELSINORE/29 PALMS-Trustee: Robert Trombetta, 73280 Highway 111, Suite 105, Palm Desert, 92260 (760-568-5700) (Fax: 760-568-5755).

MPSELT 728 HOLLYWOOD-Patric Abaravich, 11500 Burbank Blvd., North Hollywood, 91601. (818-891-0728) (Fax: 818-891-5288) Bus. Agt.: Patric Abaravich

MPS&S-W 729 HOLLYWOOD-George Palazzo, 1811 W. Burbank Blvd., Burbank, 91505. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: George Palazzo.

FAE 767 LOS ANGELES-Margaret Budd-Loa, P.O. Box 6309, Burbank, 91510-6309. (818-842-7670) (Fax: 818-982-3364). Bus. Agt.: Rana Jo Platz-Petersen (310-352-4485) (Fax: 310-352-4485).

TWU 768 LOS ANGELES/LONG BEACH/ PASADENA/SANTA MONICA/CERRITOS-Mary B. Seward, 13245 Riverside Dr., #300, Sherman Oaks, 91423. (818-789-8735) (Fax: 818-789-1928) Bus. Agt.: Ann Kelleher.

TWU 784 SAN FRANCISCO/OAKLAND/ BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/ CONCORD-Andrea Pelous, 1182 Market Street, Suite 213, San Francisco, 94102. (415-861-8379) (Fax: 415-861-8384). Bus. Agt.: David Besser.

TBSE 795 SAN DIEGO-David Robertson, 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-335-0795). Bus. Agt.: Darin Haggard.

ADG,ST&GA,SD,MM&SA 800 LOS ANGELES (See also Illinois, New York and North Carolina)-Lisa Frazza, 11969 Ventura Boulevard, Suite 200, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Exec. Dir.: Scott Roth; Assoc. Exec. Dir.: John Moffitt.

USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) - 5225 Wilshire Blvd., #506, Los Angeles, 90036. (323-965-0957) Bus. Agt.: Charles Berliner.

AG&AOE&GA 839 HOLLYWOOD-Jeffrey N. Massie, 4729 Lankershim Boulevard, North Hollywood, 91602-1864. (818-766-7151) (Fax: 818-506-4805) Bus. Agt.: Steven Hulett.

T&T 857 LOS ANGELES/ORANGE COUNTIES-Eric Bolton, 13245 Riverside Dr., #300C, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Sergio A. Medina.

SS,CC,A&APSG 871 HOLLYWOOD-Babette Stith, 11519 Chandler Blvd., N. Hollywood, 91601. (818-509-7871) (Fax: 818-506-1555) Bus. Agt.: Missy Humphrey.

TWU 874 SACRAMENTO AND VICINITY-Mary Kay Morris, P.O. Box 188787, Sacramento, 95818-8787 (916-832-3396) (Fax: 916-374-9609) Bus. Agt.: Sheryl Emmons.

MPST 884 HOLLYWOOD-Susan Reccius, P.O. Box 461467, Los Angeles, 90046. (310-652-5330) Bus. Agt.: Polly Businger.

CDG 892 HOLLYWOOD-Ann Somers Major, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Bus. Agt.: Cheryl Downey (Executive Director); Rachael Stanley (Asst. Executive Director).

TWU 905 SAN DIEGO-Linda Boone Hodges, P.O. Box 124741, San Diego, 92112-4741. Bus. Agt.: Robin Lemon (619-980-6709).

AMPE 916 LOS ANGELES-Conrad Villafior, 17410 Fontlee Lane, Fontana, 92335-5925. (909-823-1695). Bus. Agt.: Myrel Hodge.

S&FMT 923 ANAHEIM-Lyle Worsley, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: Michael Rao.

CANADA

S 056 MONTREAL, QC-Daniel Desjardins, 3414 ave du Parc, Ste. 320, Montreal, QC, H2X 2H5. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Jason Vergnano.

S 058 TORONTO, ON-Christopher Wilson, 5 Lower Sherbourne Street, Ste. #201, Toronto, ON, M5A 2P3. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Andre Ouimet.

M 063 WINNIPEG, MB-Stuart Aikman, 202-128 James Avenue, Winnipeg, MB, R3B 0N8. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: John Gallagher.

M 105 LONDON/ST. THOMAS/SARNIA, ON-Brad Stephenson, P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-433-5742) (Fax: 519-433-5742) Bus. Agt.: Terry Barker.

S 118 VANCOUVER, BC-Mike Phelan, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) (Fax: 604-685-9554) Bus. Agt.: Alex McGibbon.

S 129 HAMILTON/BRANTFORD, ON-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-525-6657) Bus. Agt.: Gary Nolan.

S 168 VANCOUVER ISLAND, BC-Brendan Keith, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Cameron Stewart.

S 210 EDMONTON, AB-Leanne Townsend, 10428-123 Street NW, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Malcolm Kerr.

S 212 CALGARY, AB-Vince Bevans, 201-208 57th Avenue, S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Prod.) Tom MacRae; (Stage) Geoff Frizzell.

O 262 MONTREAL, QC-Sylvain Bisailon, 3173 rue St. Jacques, Bureau E, Montreal, QC, H4C 1G7. (514-937-6855) (Fax: 514-846-0165) Bus. Agts.: (Proj.): Alain Beaudoin; (FOH) Stephane Ross.

M 295 REGINA/MOOSE JAW, SK-Norm Daschle, 1831 College Avenue, Regina, SK, S4P 4V5. (306-545-6733) (Fax: 306-545-8440) Bus. Agts.: (Film) Scott Storm; (Stage) Ken Grad.

M 300 SASKATOON, SK-Greg McKinnon, P.O. Box 1361, SK, S7K 3N9. (306-343-8900) (Fax: 306-343-8423) Bus. Agt.: Greg McKinnon.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/ GUELPH/WATERLOO, ON-Mike Walsh, P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller.

PC, CP&HO 411 PROVINCE OF ONTARIO-Robert Shea, 629 Eastern Avenue, Bldg. C, #300, Toronto, ON, M4M 1E4 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Matt Flawn, P.O. Box 1594, Niagara On Lake, ON, LOS 1J0. (905-932-4461) Bus. Agt.: David Schilz.

S 467 THUNDER BAY, ON-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1A1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-947-7000 x450) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

MPSP 514 PROVINCE OF QUEBEC-Claude Rainville, 705 rue Bourget, Bureau 201, Montreal, QC H4C 2M6. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron.

M 523 QUEBEC, QC-Robert Masson, 2700, Jean Perrin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Dominic Bernier; (Wardrobe) Rina Campion.

M 580 WINDSOR/CHATHAM, ON-Alan Smith, 538-430 Pelissier Street, Windsor, ON, N9A 4K9. (519-965-3732) (Fax: 519-966-7677) Bus. Agt.: Richard Edwards.

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, P.O. Box 68, Naughton, ON, POM 2M0. (705-665-1163) (Fax: 705-692-9726) Bus. Agt.: Jamie Adamson (705-788-2447) (Fax: 705-788-2448).

ICG 667 EASTERN CANADA-Vanessa Ireson, 9 Gloucester St., Toronto, ON, M4Y 1L8. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: Richard J. Perotto.

C 669 WESTERN CANADA-Simon Jori, 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Donald Ramsden.

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

TW,MA&HS 822 TORONTO, ON-Ed Knuckles, 51 Galbraith Avenue, Toronto, ON, M4B 2B6 (416-759-6852) Bus. Agt.: Cheryl Batulis, 2 Neilor Crescent, Toronto, M9C 1K4 (416-622-9000) (Fax: 416-622-0900).

SA&P 828 PROVINCE OF ONTARIO-Daniela Mazic, P.O. Box 22562-300 Coxwell Avenue, Toronto, ON, M4L 2N7. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Katherine Lilley.

M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A3M5. (902-849-4957) Bus. Agt.: David Bailey.

MPSP 849 ATLANTIC CANADA-Rod Dominey, 15 McQuade Lake Crescent, 2nd fl., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Charlotte Shurko



MPSPT 856 PROVINCE OF MANITOBA-Joe Laurin, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Joe Laurin.

TWU 863 MONTREAL, QC-Maud Bergeron, 390 rue des Hirondelles, Belloeil, PQ, J3G 6G9. Bus. Agt.: Silvana Fernandez (514-944-2673).

MPSPT 873 TORONTO, ON-Marilyn Terry, 1315 Lawrence Ave., East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Kirk Cheney.

MPSPT 891 VANCOUVER, BC/YUKON TERR-Dusty Kelly, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Kathleen Higgins.

M 906 CHARLOTTETOWN, PE-Rich Wilson, P.O. Box 2406, Charlottetown, C1A 8C1. Bus. Agt.: Damon Compton.

TWU 924 STRATFORD, ON-Inez Khan, P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-305-0576) Bus. Agt.: Sherri Neeb.

COLORADO

S 007 DENVER/BOULDER-James Taylor, 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: James E. Taylor.

S 047 PUEBLO-Bob Krasovec, P.O. Box 1488, Pueblo, 81003. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006.

M 062 COLORADO SPRINGS-Bryan Patrick, 219 W. Colorado Avenue, Suite 102, Colorado Springs, 80903. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Manning.

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.-Brandon Garcia, P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman (970-226-2292) (Fax: 970-490-2292).

TWU 719 DENVER-Elisa Spadi, 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) Bus. Agt.: Steve Davies (303-829-1567) (Fax: 303-948-3414).

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.

S 074 SOUTHERN CONNECTICUT-Joe Mico, P.O. Box 9075, New Haven, 06532. (203-773-9139) (Fax: 203-773-9139). Bus. Agt.: Anthony J. Miconi, III.

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

SS,PC,CC&PA 161 CONNECTICUT/NEW YORK/NEW JERSEY-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

DELAWARE

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.

S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 1503, Wilmington, 19899-1503. (302-652-4626) Bus. Agt.: Michael Harrington.

DISTRICT OF COLUMBIA

S 022 WASHINGTON-John Page, 1810 Hamlin Street, NE, Washington, 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

MPP,O&VT 224 WASHINGTON METRO AREA-Trustee: International Vice President Walter Cahill, 483 Penwood Drive, Edgewater, MD 21037 (410-956-2457) (Fax: 410-956-2540).

SM&BT 487 MID-ATLANTIC AREA-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

TWU 772 WASHINGTON-Shannon Lanham, 74 Stinson Court, Martinsburg, WV 25401. (304-262-8501) (Fax: 304-267-4030). Bus. Agt.: Jessica Evans.

E,S&CST 815 WASHINGTON-Robert E. McFadden, 2512 Cliffbourne Pl., N.W., #2a, Washington, 20009-1512. (202-265-9067) Bus. Agt.: Samuel J. Mc Fadden.

TBSE 819 WASHINGTON-P. Renee Moore, P.O. Box 5645 Friendship Sta., Washington, 20016. (202-966-4110) Bus. Agt.: David Lee.

T&T 868 WASHINGTON-Peter Clegg, P.O. Box 58129, Washington, 20037. (202-422-1782) (Fax: 202-416-8377) Bus. Agt.: Michael Gilotte.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Trustee: International Representative Ben Adams, 1510 North Fern Creek Avenue, Orlando, 32803 (407-704-2788) (Fax: 407-704-2787).

M 115 JACKSONVILLE/TALLAHASSEE/ GAINESVILLE-Nick Ciccarello, P.O. Box 462, Jacksonville, 32201. (904-399-5201) (Fax: 904-399-5248) Bus. Agt.: Keith Reese.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Judy Philips, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Richard McGauley.

M 412 BRADENTON/SARASOTA-Michael Verbil, P.O. Box 1307, Tallavest, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen (941-360-9672).

SM 477 STATE OF FLORIDA-George Cerchiai, 10705 N.W. 33rd Street, #110, Miami, 33172. (305-594-8585) (Fax: 305-597-9278) Bus. Agt.: William F. Moyses.

M 500 SOUTH FLORIDA-Alan Glassman, 4520 N.E. 18th Avenue, 3rd floor, Fort Lauderdale, 33334. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Alan Glassman.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hilsman, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607).

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

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Bill Utterback, P.O. Box 700, Estero, 33928. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna.

MPVT/LT/AC&E 780 (See also Illinois)-Andrew J. Younger, 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Agt.: Andrew J. Younger.

EE 835 ORLANDO/DAYTONA BEACH-Richard Vales, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

AG&AOE&GA 843 ORLANDO-Brian J. Lawlor, 5385 Conroy Road, Suite 201, Orlando, 32811. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Brian J. Lawlor.

GEORGIA

M 320 SAVANNAH-Michael Little, 1513 Paulsen St., Savannah, 31401. (912-232-2203)(Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Freddy Chancellor, 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins.

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

S 629 AUGUSTA-Rebecca Skedsvold, 2314 Washington Road, Augusta, 30904. (706-733-4139). Bus. Agt.: Bruce Balk.

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

EE 834 ATLANTA-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30318. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-714-6927) (Fax: 678-838-1456) Bus. Agt.: Sue Cochran.

S 927 ATLANTA-Neil Gluckman, 659 Auburn Ave., NE, #221, Atlanta, 30312. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

HAWAII

M 665 STATE OF HAWAII-Kay Carter, 875 Waimanu Street, Suite 610, Honolulu, 96813. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Donovan K. Ahuna

IDAHO

M 093 WALLACE/KELLOGG, ID/SPOKANE, WA-Jill Scott, P.O. Box 1266, Spokane, 99210. Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

S 099 BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/STATE OF UTAH-Reed Fanning, 526 West 800 South, Salt Lake City, UT 84101. (801-359-3552) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltman.

EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT-Brian Faulkner, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0715) Bus. Agt.: Brian Faulkner.

ILLINOIS

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

S 085 ROCK ISLAND/MOLINE, IL/DAVENPORT, IA-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339)Bus. Agt.: Joseph Goodall.

MPP,AVE&CT 110 CHICAGO-Steve Altman, 230 West Monroe St., Suite 2511, Chicago, 60606. (312-443-1011) (Fax: 312-443-1012) Bus. Agt.: Steve Altman.



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

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

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Mary Roffers, P.O. Box 172, Bloomington, 61701-0172 (217-201-3969). Bus. Agts.: Tim Noe (Peoria), Chris Fields (Bloomington).

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

O 374 JOLIET/KANKAKEE-Mark Alfeo, 1518 Bates Road, Joliet, 60433. (815-353-1483) Bus. Agt.: Mark Alfeo.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt (618-967-2394).

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

M 482 CHAMPAIGN/URBANA/DANVILLE/ RANTOUL/CHARLESTON/DECATUR-Monica J Cox, P.O. Box 3272, Urbana, 61803-3272. (217-621-2630) Bus. Agt.: Kevin G. McGuire (217-621-2630).

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hilsman, 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

T&T 750 CHICAGO-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-509-8714) (Fax: 847-509-0587).

TBSE 762 CHICAGO-Tom Hoover, P.O. Box 3710, Lisle, 60532 (630-781-7731) Bus. Agt.: Dennis Gates.

TWU 769 CHICAGO-Cheryl Weber, 15253 S. Olympic Lane, Lockport, 60441. (847-732-6326) (Fax: 815-836-3407) Bus. Agt.: Shirley Berling.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Andrew J. Younger, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Andrew J. Younger.

ADG,ST&GA,SD,MM&SA 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)- 203 North Wabash Avenue, #1210, Chicago, 60601. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

INDIANA

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

S 049 TERRE HAUTE-David G. Del Colletti, 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) (Fax: 812-237-3741) Bus. Agt.: David Target.

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE /LA FAYETTE / FRANK FORT / CRAWFORDSVILLE-Greg Palmer, 2905 DeKalb St., Lake Station, 46405. (219-313-1136) (Fax: 219-962-1250) Bus. Agt.: Steve Choate (219-730-3064).

S 146 FORT WAYNE-James Seely, P.O. Box 13354, Fort Wayne, 46868. (260-403-1033) Bus. Agt.: John H. Hinen, Jr.

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

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

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

O 373 TERRE HAUTE-Richard Munn, P.O. Box 373, Terre Haute, 47808. Bus. Agt.: Richard T. Munn, 8774 N. Kennedy Cir. Dr., Brazil, 47834. (812-446-2722)

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/ FRENCH LICK-Mark R. Sarris, 1600 N. Willis Dr., #192, Bloomington, 47404. (812-331-7472) Bus. Agt.: Mark R. Sarris.

EE 836 INDIANAPOLIS-Jean Winegard, 1407 E. Riverside Drive, Indianapolis, 46202. (317-638-3226) (Fax: 317-638-6126) Bus. Agt.: Jean Winegard.

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

IOWA

S 042 SIOUX CITY, IA/OMAHA/FREMONT, NE-Cassie Moore, P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3571). Bus. Agt.: Bob Lane

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-MaryJo Williams, 897 85 Place, Pleasantville, 50225. (641-842-4703) (Fax: 515-457-8235) Bus. Agt.: Ryan Anderson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall.

M 690 IOWA CITY/ CEDAR RAPIDS/WATERLOO/ DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-331-7136) (Fax: 319-643-3446) Bus. Agt.: David Roman Antolic.

TWU 831 COUNCIL BLUFFS, IA/OMAHA, NE-Alice George Holmes, 22108 Trailridge Blvd., Omaha, NE 68022 (402-553-5542) Bus. Agt.: Betty Haffner.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/ EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 1613 Summit, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Anne Bailey, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Trucia Quistarc.

M 464 SALINA-Susan Tuzicka, P.O. Box 617, Salina, 67401-0617. (785-825-2995). Bus. Agt.: Bill Tuzicka.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-James Tomes, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison.

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

M 346 LEXINGTON-Merrill Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

M 369 ASHLAND, KY/HUNTINGTON, WV/ IRONTON, OH-Judy M Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-416-0977).

TWU 897 LOUISVILLE-Lisa Green, 5204 Saint Gabriel Court, Louisville, 40291. (502-491-1071) (Fax: 502-491-1071) Bus. Agt.: Rita Gagliardi.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur.

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

S 298 SHREVEPORT-Robbie Mayberry, 715 McNeil Street, Shreveport, 71101 (318-227-2914) Bus. Agt.: William Gaston.

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

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

M 668 MONROE-Dan Saterfield, 1427 Cedar Street, West Monroe, 71291. (318-355-0522). Bus. Agt.: Ross Slacks.

TWU 840 NEW ORLEANS-Belinda Monistere, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Doug Born, P.O. Box 993, Portland, 04104 (207-657-7100). Bus. Agt.: Dave Herrman.

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

MARYLAND

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

MPP,O&VT 181 BALTIMORE-L. Dave Foreman, 2701 W. Patapsco Ave., #110, Baltimore, 21230. (410-788-2856) Acting Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

M 591 HAGERSTOWN, MD/FREDERICK, MD/ WAYNESBORO, PA/WINCHESTER, VA/ MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nicholes.



TBSE 833 BALTIMORE-James Coxson, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE- Suzanne Herbert-Forton, 301 Stonewall Rd., Catonsville, 21228. Bus. Agt.: Marybeth Chase, 7427 Watersville Rd., Mt. Airy, 21771. (410-340-0049).

MASSACHUSETTS

S 011 BOSTON/WALTHAM-Richard T. McLaughlin, 90 Tyler St., 1st floor, Boston, 02111. (617-426-5595) (Fax: 617-426-6252) Bus. Agt.: Richard T. McLaughlin.

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair.

M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: (Stage) Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339); (Proj.) Thomas McGauley, 53 Townsend St., Worcester, 01609. (508-756-8417).

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

O 186 SPRINGFIELD/HOLYOKE/PITTSFIELD-Geraldine Hanley, 194 Kendall Street, Ludlow, 01056. (413-583-5170) Bus. Agt.: Kenneth A. Hanley.

M 195 LOWELL, MA./NEW HAMPSHIRE-Sandra Galley, P.O. Box 514, Mt. Vernon, NH 03057 (603-672-8307). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Paul Yager, P.O. Box 96, Deerfield, 01342. (413-687-3679) Bus. Agt.: Ted Hodgson.

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

MICHIGAN

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

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Timothy Magee.

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

MPP, VT> 199 DETROIT-Paul Brattfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

S 201 FLINT/OWOSSO-Edward Hinderer Jr., 967 Mann Avenue, Flint, 48503. (810-767-1580) Bus. Agt.: William Hinderer, 4272 Round House Rd., #6, Swartz Creek, MI 48473 (810-635-4267).

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/TRVERSE CITY/ALPENA-Joel Wilkins, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Carl Gratkowski.

M 395 ANN ARBOR/MONROE-Derek Dubyak, P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Cal Hazelbaker.

MPP,O& VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-743-9475) (Fax: 810-743-2826) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Tina Bell, 2565 Armada Drive, Auburn Hills, 48326. Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Diane McDaniel, 27830 Jefferson, St. Clair Shores, 48081. (586-771-3870) (Fax: 586-771-3870) Bus. Agt.: Beverly Lombart.

SM 812 DETROIT-John DeMonaco, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Timothy F. Magee.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Royce Jackson, 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Dirk Ostertag.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) (Fax: 715-392-8922) Bus. Agt.: Pat Morrissey, 5219 N. Shore Dr., Duluth, 55804. (218-525-0519).

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, 6066 Shingle Creek Pkwy., Suite 1161, Minneapolis, 55430-2316. (612-706-1450) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund (507-753-3262).

SM 490 STATE OF MINNESOTA-Wendy J. Carr, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) (Fax: 612-627-9734) Bus. Agt.: William Devins.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) Bus. Agt.: James Torok.

MISSISSIPPI

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

SM 492 NORTHERN MISSISSIPPI/STATE OF TENNESSEE-Theresa Morrow, P.O. Box 90174, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Beka Gregory.

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas.

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

M 674 BILOXI/GULFPORT-William A. Collins, 10094 Road 312, Pass Christian, 39571. (228-388-8191) Bus. Agt.: David Ashby.

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: John T. Beckman, Jr.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 1613 Summit, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 6978 Chippewa, Suite 1, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: William Watkins.

M 421 CAPE GIRARDEAU, MO/HERRIN/CENTRALIA, IL-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt (618-967-2394).

SM 493 ST. LOUIS-Cat Cacciatore, P.O. Box 410151, St. Louis, 63141. (314-614-0591) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen.

T&T 774 ST. LOUIS-Mary Althage, 4056 Avenue F, St. Louis, 63123 (314-631-5065). Bus. Agt.: Angie Walsh, (314-647-9424).

TWU 805 ST. LOUIS-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (636-282-2350) (Fax: 636-282-2293).

TWU 810 KANSAS CITY-Lyn Ane Goodman, 5420 Juniper, Roeland Park, KS 66205. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

MONTANA

M 240 BILLINGS-Deborah Richard, P.O. Box 545, Billings, 59103. (406-962-3493). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA-Michael Kronovich, 2022 Smelter Avenue, Black Eagle, 59414. (406-452-0307) Bus. Agt.: Neil Sheldon.

NEBRASKA

S 042 OMAHA/FREMONT, NE/SIOUX CITY, IA-Cassie Moore, P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane.

M 151 LINCOLN-Eugene Trausch, P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: Tony Polanka (402-465-5045).

O 343 OMAHA-Lynn D. Rogers, P.O. Box 31653, Saddle Creek Station, Omaha, 68132. Bus. Agt.: Jeffrey K. Jenkins (402-676-9166).

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, 22108 Trailridge Blvd., Omaha, NE 68022 (402-553-5542) Bus. Agt.: Betty Haffner.

NEVADA

M 363 RENO/LAKE TAHOE-Charlotte Picerno, 30 Mary St., #14, Reno, 89509. (775-786-2286) (Fax: 775-786-7150) Bus. Agt.: Craig Marshall.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-4703). Bus. Agt.: John Hanson.

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

NEW HAMPSHIRE

M 195 LOWELL, MA./NEW HAMPSHIRE-Sandra Galley, P.O. Box 514, Mt. Vernon, NH 03057 (603-672-8307). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Ron Finch.

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Andrew Nolan, 2237 Hartranft Street, Philadelphia, PA 19145. (215-952-2106) (Fax: 215-952-2109) Bus. Agt.: Michael Barnes.

S 021 NEWARK-Jacky Riotto, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.

S 059 JERSEY CITY-Warren Gonzales, P.O. Box 3122, Secaucus, 07096. (973-572-2226) (Fax: 201-330-7998) Bus. Agt.: Warren Gonzales.

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-317-0958) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

M 534 MIDDLESEX/MERCER/UNION COUNTIES/OCEAN COUNTY/ASBURY PARK/LONG BRANCH-Richard Rettino, P.O. Box 722, New Brunswick, 08903. (732-565-9200) (Fax: 732-565-0534) Bus. Agt.: Jay Lynn (732-616-6337); Bus. Rep.: Craig Werner (732-539-4560).

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

M 632 NORTHEAST NEW JERSEY-Judy Feltus, 36 Bergen Street, Hackensack, 07663. (201-457-1632) (Fax: 201-457-3362) Bus. Agts.: (Stage) Joe Villani; (Proj.) Patrick Riley.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Beverly S. Nolan, 200 Plymouth Place, Merchantville, NJ 08109. (856-662-8242) (Fax: 215-643-6705) Bus. Agt.: Elisa Murphy (215-643-1282).

CHE 917 ATLANTIC CITY-Daniel Bauer, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Marc Zarych.

NEW MEXICO

M 153 LAS CRUCES, NM/EL PASO, TX-Ignacio Flores, 3349 Dunganvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-771-8137) Bus. Agt.: Robert Sandoval.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Adam Morrow, P.O. Box 81376, Albuquerque, 87198. (505-250-0994) Bus. Agt.: Brian Shaffer.

SM 480 STATE OF NEW MEXICO-D.L. Herbert De Wing, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Darlene Jones, 369 Playful Meadows, Rio Rancho, 87144. (505-892-4735) Bus. Agt.: Ann Schreiber (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES - Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Kevin McGarty and Michael Wekselblatt; (TV) Robert C. Nimmo and Edward J. McMahon, III.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Lewis Resnick.

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617 (315-625-4131). Bus. Agt.: Keith Russell.

S 010 BUFFALO-Charles Gill, 82 Southcrest Avenue, Cheektowaga, NY 14225 (716-634-5529) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11074, Albany, 12211. (518-427-1580) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

M 029 TROY-Richard M. Regnier, Sr., Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) (Fax: 518-372-3176) Bus. Agt.: Richard M. Regnier, Sr.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE./GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.

S 054 BINGHAMTON-Mark A. Hoskins, 9 Lindbergh Street, Johnson City, 13790. (607-729-5057) (Fax: 607-729-6869) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

TBSE 100 NEW YORK-Rich Rahnner, 32 Ida Lane, North Babylon, 11703 (203-668-7369) Bus. Agt.: Greg Calvin.

M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr.

SS,PC,CC&PA 161 NEW YORK/NEW JERSEY/CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

O 253 ROCHESTER-James Reilly, P.O. Box 10422, Rochester, 14610-0422. (716-352-5174) (Fax: 716-235-7262) Bus. Agt.: John Cooley, 295 Buckman Road, Rochester, 14626. (716-621-4192)

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/ CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159).

MPP,O,V,T, & AC 306 NEW YORK-Hugo F. Capra, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Miriam Pollock.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-374-3313) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

O 324 ALBANY-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill (518-399-2085).

S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Robert Sullivan, P.O. Box 160, Jericho, 11753. (516-781-0594) (Fax: 516-781-0594) Bus. Agt.: Brian J. Frankel.

M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711) Bus. Agt.: John B. Senter, III.

M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439) (Fax: 208-441-6915) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439).

M 524 GLENS FALLS/SARATOGA-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

M 592 SARATOGA SPRINGS-James Farnan, 47 County Route 76, Stillwater, 12170. (518-587-9160) Bus. Agt.: Paul C. Koval, 196 County Road 67, Stillwater, 12170.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&V T 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Robert Sweeney, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (845-568-0786) Bus. Agt.: Glenn Stroud.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

LF/VT 702 NEW YORK-William Andrews, 542 Eastbrook Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio(201-447-0753).

M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

T&T 751 NEW YORK-Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

TWU 764 NEW YORK AND VICINITY-Jenna Krempel, 545 West 45th Street, 2nd fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Francis Gallagher; (Film) James P. Hurley.

TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223.

T&T 788 ROCHESTER-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: Jack E. Klingenberg.

TBSE 794 NEW YORK-David Hodges, P.O. Box 154, Lenox Hill Station, New York, 10021. (646-596-3539) (Fax: 212-734-8138) Bus. Agt.: Timothy Daughtry.



MAHS 798 NEW YORK-Joseph Cuervo, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Agt.: Martin Schulman.

ADG,ST&GA,SD,MM&SA 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)-TBD

TBSE 821 ELMIRA-Norman Stull, 101 E. Water Street, Elmira, 14901 (607-733-5518) Bus. Agt.: Jon Shaban.

EE/BPBD 829 NEW YORK-John V. McNamee Jr, 386 Park Avenue South, 13th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON- Francis O'Brien, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce.

TWU 858 ROCHESTER-Kathleen Olson, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915). Bus. Agt.: Anne Bowes.

ATPM 18032 NEW YORK-Nick Kaledin, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Nick Kaledin.

USA 829 NEW YORK REGIONAL OFFICE-Carl Baldasso, 29 West 38th Street, 15th fl., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Michael McBride.

NORTH CAROLINA

M 278 ASHEVILLE-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-667-3220) (Fax: 828-667-2047) Bus. Agt.: Blaque H. Fowler.

M 322 CHARLOTTE/GREENVILLE-Randy Raynard, 4037 E. Independence Blvd., #250, Charlotte, 28205. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

M 417 DURHAM/CHAPEL HILL/RALEIGH-Amy O'Donnell, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.

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

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Bland Wade, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) (Fax: 336-770-1448) Bus. Agt.: Patrick O. Kelly.

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

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) Bus. Agt.: James Torok.

OHIO

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

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Joe McCutcheon, 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, 2581 East Fifth Avenue, Columbus, OH 43219.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY-Manny Littin, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: Robert Revells.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-Michael Lehane, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dave Vacca.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Helen Louie, 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie.

M 064 STEUBENVILLE, OH/WHEELING, WV- Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

S 101 NILES/WARREN/YOUNGSTOWN-David Rees, P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

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

SM 209 STATE OF OHIO-Jonathan Andrews, 1468 West 9th St., Western Reserve Bldg., Suite 200, Cleveland, 44113. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan.

M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY-Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-416-0977).

TWU 747 COLUMBUS-Sandy Higginbotham, 723 Waybaugh Dr., Gahanna, 43230. Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

T&T 756 CLEVELAND-Glenn Barry, 17157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Erin Patton.

TWU 864 CINCINNATI-Mary Ann Wheeler, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. (937-277-7499). Bus. Agt.: Cynthia Closser.

OKLAHOMA

S 112 OKLAHOMA CITY-Scott Hartzog, P.O. Box 112, Oklahoma City, 73101-0112. (405-232-4793) (Fax: 405-231-2778) Bus. Agt.: Rick Carpenter.

S 354 TULSA/PONCA CITY-Paul Clear, P.O. Box 354, Tulsa, 74101. (918-230-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday.

TWU 904 TULSA-Barbara Cosper, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Pat Chard, 4949 S.E. 26th Ave., Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

SM 488 PACIFIC NORTHWEST-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-9552) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.

M 675 EUGENE/CORVALLIS/BEND-Ruth M. Atcherson, P.O. Box 12217, Eugene, 97401. (541-344-6306) (Fax: 541-344-6306) Bus. Agt.: Mike Carpenter.

TBR&SE 793 PACIFIC NORTHWEST-Mark Willison, 2800 1st Avenue Ave., Seattle, WA, 98121. (206-245-6305). Bus. Agt.: Thomas Simons.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-9552) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.

TBR&SE 793 PACIFIC NORTHWEST-Mark Willison, 2800 1st Avenue Ave., Seattle, WA, 98121. (206-245-6305). Bus. Agt.: Thomas Simons.

PENNSYLVANIA

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

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 2237 Hartranft Street, Philadelphia, 19145. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and William Lowry, Jr.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-824-1665) (Fax: 570-824-6060). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

S 097 READING-David Sterner, P.O. Box 7511, Reading, 19603-7511. (610-685-9797) Bus. Agt.: Russell Hoffman (484-955-3009).

S 098 HARRISBURG/HERSHEY/CARLISLE-Joseph Spackman, P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Ted Weimer.

S 113 ERIE-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-882-7763) Bus. Agt.: Kenneth Marchant.

M 152 HAZELTON-Nicholas St. Mary, P.O. Box 24, Hazleton, 18201. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM-Frank lafrate, P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Eric Wills.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, 107 Villag Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 WARREN COUNTY, PA/JAMESTOWN/CHAUTAUQUA, NY-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).



M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY-Judi S. Miller, P.O. Box 7531, York, 17404. (717-846-4314). Bus. Agt.: Charles Reynolds.

M 329 SCRANTON/PITTSSTON-Patricia Martin, 1250 O'Neill Highway, Dunmore, 18512. (570-947-6638) Bus. Agt.: Gary Lippi (570-282-6460).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: George Jaber.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/ FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nicholes.

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)-Patrick Gianella, 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Patrick A. Gianella.

M 636 LEWISTOWN/STATE COLLEGE/ HUNTINGTON/ALTOONA/WILLIAMSPORT/ JOHN-STOWN//INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA-Kathryn Lake, P.O. Box 394, State College, 16802 (814-883-0769) Bus. Agt.: Fred Park, Jr.

T&T 752 PHILADELPHIA-Jerry Kelly, P.O. Box 976, Bala Cynwyd, 19004-0976. (215-431-5184) Bus. Agt.: Daniel Ahearn.

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (724-733-3082) (Fax: 412-471-7787) Bus. Agt.: Judith A. Cupps.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Beverly S. Nolan, 200 Plymouth Place, Merchantville, NJ 08109. (856-662-8242) (Fax: 215-643-6705) Bus. Agt.: Elisa Murphy (215-643-1282)

TBSE 804 PHILADELPHIA-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.: Debbie Harris.

TBSE 820 PITTSBURGH-James Bruwelheide, P.O. Box 110035, Pittsburgh, 15232. (412-607-3120) Bus. Agt.: Marji Murphy.

T&T 862 PITTSBURGH-Nancy Regan, 655 Penn Avenue, Pittsburgh, 15222. (412-456-7026) Bus. Agt.: Luke Doyle.

TBSE 902 JOHNSTOWN/ALTOONA-Bob Hess, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Joe McGinty.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Carlos Santos, Chile Street, #259, San Juan, PR 00918 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Mitzy Ann Ramirez.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-John Brennan, 58 Sampson Avenue, N. Providence, 02911. (401-231-6414) Bus. Agt.: Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

SM 481 NEW ENGLAND AREA-James McDonald, 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

TW, MA&S 830 STATE OF RHODE ISLAND-Deborah Voccio, P.O. Box 8, Coventry, 02816. (401-527-5009) (Fax: 401-615-2195) Bus. Agt.: Frances Howe, 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Michael Coffey, P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes.

M 347 COLUMBIA-Trustee: International Representative Scott Haskell, 225 Cherry Tree Lane, Walterboro, 29488. (843-538-6641) (Fax: 843-538-4039).

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

SOUTH DAKOTA

S 220 SIOUX FALLS-Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-521-9335) Bus. Agt.: Paul J. Wyatt.

M 503 MITCHELL/HURON-Wade R. Strand, 25798 409th Street, Mitchell, 57301. (605-996-7533) Bus. Agt.: Tony Palli (605-996-1591).

M 731 RAPID CITY/BLACK HILLS AREA-Keith Koball, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: John Henderson (605-391-1837).

TENNESSEE

S 046 NASHVILLE-Deborah McCarley, 211 Donelson Pike, #202/203, Bldg A, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Michael J. Gilbert.

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

S 140 CHATTANOOGA-R.E. Hobgood, P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-876-7985) Bus. Agt.: Chris Keene.

S 197 KNOXVILLE/MARYVILLE/ALCOA/ GATLINBURG-Charles J. Flenniken, P.O. Box 946, Knoxville, 37901. (865-256-6001) (Fax: 865-609-0750) Bus. Agt.: Ronald Carrell.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill.

M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 431, Milligan College, TN 37682. (423-741-8353) Bus. Agt.: Shelby Gene Coffey.

TWU 825 MEMPHIS-Dorothy L. Clark, 1472 Knilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Agt.: Dorothy Clark.

TWU 894 KNOXVILLE-Leslie Percelly, P.O. Box 14653, Knoxville, 37914. (865-659-9701) (Fax: 865-922-8608) Bus. Agt.: Roland Harkness.

TWU 915 NASHVILLE-Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076. Bus. Agt.: Judy Resha (615-851-6055).

TEXAS

S 051 HOUSTON/GALVESTON-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

S 076 SAN ANTONIO-Carl Lenhart, 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

S 126 FORT WORTH/ARLINGTON/DENTON/ GAINESVILLE/GRAPEVINE-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-284-8596) (Fax: 817-284-0968) Bus. Agt.: Dale Domm.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 4116 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: Carl Labry.

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores, 3349 Dugarvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-771-8137) Bus. Agt.: Robert Sandoval.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: Larry Allen.

M 205 AUSTIN-Michelle Lehman, P.O. Box 142, Austin, 78767. (512-371-1217) (Fax: 512-458-1507) Bus. Agt.: Jon Maloy.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-598-1517) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Gerald Howard, P.O. Box 424, Killeen, 76540. (254-634-8005) (Fax: 254-754-5544). Bus. Agt.: William Sproul.

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

SM 484 STATE OF TEXAS-Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721. (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Ken Rector.

M 604 CORPUS CHRISTI/HARLINGEN/MCALLEN/ BROWNSVILLE-Jesse G. Gonzales, P.O. Box 969, Corpus Christi, 78403. (361-853-2276) (Fax: 361-853-7269) Bus. Agt.: Henry Reyes.

TBSE 796 STATE OF TEXAS-Terri Parris, P.O. Box 70826, Houston, 77270. (713-417-8949) Bus. Agt.: Larry Allen.

TWU 803 DALLAS/FORT WORTH-Sophia Shelton, P.O. Box 570574, Dallas, 75357 (214-328-7983). Bus. Agts.: (Dallas) Patsy F. Neumann (214-352-8418) (Fax: 214-352-8418); (Fort Worth) Kathy Neel Gentry (817-834-4256) (Fax: 817-834-4256).

M 865 ODESSA/MIDLAND/LUBBOCK-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (915-381-2500) (Fax: 915-530-2223) Bus. Agt.: Lamont Furlow.

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

AMPE 920 DALLAS/FORT WORTH-Paul Thompson, 4841 W. Royal Lane, Irving, 75063. Bus. Agt.: David Dick.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/ TWIN FALLS/SUN VALLEY, IDAHO-Reed Fanning, 526 West 800 South, Salt Lake City, UT 84101. (801-359-3552) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltman.

EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Brian Faulkner, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0715) Bus. Agt.: Brian Faulkner.

VERMONT

SM 481 NEW ENGLAND AREA-James MacDonald, 10 Tower Office, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Ron Finch.

VIRGINIA

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.

S 087 RICHMOND/PETERSBURG/CHARLOTTEVILLE/EMPORIA-William Eldridge, P.O. Box 100, Sandston 23150 (804-539-6205). Bus. Agt.: John Fulwider (804-746-1601)(Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Gregory S. Mitchell, P.O. Box 9124, Hampton, 23670. (757-838-9045) (Fax: 757-838-9045) Bus. Agt.: Amia Cannon, 106 Twin Oaks Drive, Hampton, 23666. (757-826-9191).

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cheryl Iardi, 5307 E. Virginia Beach Blvd., Norfolk, 23502. (757-237-5058) (757-410-9897). Bus. Agt.: Dale Lee Evans.

SM&BT 487 MID-ATLANTIC AREA-David O'Ferrall, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nicholes.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Joseph Washburn, P.O. Box 431, Milligan College, TN 37682. (423-741-8353) Bus. Agt.: Shelby Gene Coffey.

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/BREMERTON/BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/BURLINGTON/CONCRETE/STANWOOD/LONGVIEW-Noel Clayton, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agts.: (Stage) Tara Heinecke; (Proj.) Brian Whitish.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

SM 488 PACIFIC NORTHWEST-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR, 97202. (503-232-9552) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen (503-232-1523); (Washington) Robert Riggs.

TBR&SE 793 PACIFIC NORTHWEST-Mark Willison, 2800 1st Avenue Ave., Seattle, WA, 98121. (206-245-6305). Bus. Agt.: Thomas Simons.

TWU 887 SEATTLE-Rita M. Brown, 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland.

WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-416-0977).

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, P.O. Box 293, Morgantown, WV 26507. (304-296-7549) Bus. Agt.: Peter McCumber.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389) Bus. Agt.: John Nicholes.

WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Luljak, 230 W. Wells St., Ste. 405, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

M 141 LaCROSSE-Trygve Zielke, N 2528 Baker Road, La Crosse, 54601. (608-787-7667) (Fax: 608-787-0610) Bus. Agt.: William Timm.

O 164 MILWAUKEE-Donald Hoyt, 3260 North 95th Street, Milwaukee, 53222. (414-449-9444) (Fax: 414-259-9640) Bus. Agt.: Glenn Radtke.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Justina Vickerman, 418 Farley Avenue, Madison, 53705. (608-358-2650) (Fax: 608-238-3492) Bus. Agts.: (Stage) Chris Gauthier; (Oper.) Tim Romano.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/MARSHFIELD/WAUSAU-Richard Comfort, P.O. Box 3351, Oshkosh, 54903. (920-688-3272)(Fax: 920-688-1407) Bus. Agt.: Stephen Dedow.

TWU 777 MILWAUKEE-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, 585 W18384 Jean Ct., Muskego, 53150 (262-679-2806) (Fax: 262-679-2806)

WYOMING

S 229 CHEYENNE/LARAMIE, WY/FORT COLLINS, CO-Brandon Garcia, P.O. Box 677, Fort Collins, CO 80522. Bus. Agt.: David Denman (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

B Back Room, Film Exchange Employees

BPTS Ball Park Ticket Sellers

F Front Office, Film Exchange Employees

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

TSA Ticket Sales Agents

CALIFORNIA

T B18 SAN FRANCISCO-Tom Mannion, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Tom Mannion.

T B32 SAN JOSE-SANTA CLARA COUNTY-Carol Jossi, P.O. Box 2832, Santa Clara, 95055. Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Juanita Ruiz, P.O. Box 19063, Sacramento, 95819. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen.

AAE B192 HOLLYWOOD-Frank Treppa, 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873) Bus. Agt.: Donna Covert.

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

CANADA

T B173 TORONTO/HAMILTON-Trustee: International Representative Paul Taylor, 22 St. Joseph Street, Toronto, ON, M4Y 1J9 (416-362-3569) (Fax: 416-362-3483).

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

T B906 CHARLOTTETOWN, PE-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, CIA 1J1. (902-628-1864) (Fax: 902-566-4648).

COLORADO

T B7 DENVER-Jan Miller, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

T B30 DENVER-Jim Curran, P.O. Box 21735, Denver, 80221-0735.

DISTRICT OF COLUMBIA

TSA B868 WASHINGTON-June Carter, c/o Cocome, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Agt.: Antonio Bullock.

FLORIDA

AE AE938 JACKSONVILLE-Mac Brown, P.O. Box 47336, Jacksonville, 32247-7336 (904-483-6292) Bus. Agt.: Gerald Albert.

ILLINOIS

T B46 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 230 West Monroe St., Suite 2511, Chicago, 60606. (312-443-1011) (Fax: 312-443-1012) Bus. Agt.: Anthony M. Spano.

INDIANA

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

MASSACHUSETTS

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128)(Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

AFE B935 WORCESTER-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

MICHIGAN

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-759-0787) (Fax: 586-759-0787). Bus. Agt.: John Nesbitt.

MINNESOTA

T B26 MINNEAPOLIS-ST. PAUL-International Representative-in-Charge: Michael David, 131 Caledonia NE, Grand Rapids, MI 49505 (616-437-7123).

MISSOURI

T B2 ST. LOUIS-Robert Horan, 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458)(Fax: 314-647-2005). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

NEW YORK

T B90 ROCHESTER-Rick Welch, 145 Branchbrook Drive, Henrietta, 14467. (585-370-8236) (Fax: 585-321-3656) Bus. Agt.: Mike Povia.

MT B751 NEW YORK-Trustee: International Representative Daniel Mahoney, 1430 Broadway, 20th floor, New York, 10018. (212-730-1770) (Fax: 212-730-7809).

BPTS F72 NEW YORK-Michael McCarthy, 2192 McArthur St., East Meadow, 11554 (516-458-5106) (Fax: 516-796-8274). Bus. Agt.: Michael McCarthy.

AFE AE936 ALBANY-Gary Moses, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Robert Kirkpatrick.

OHIO

T B27 CLEVELAND-John Farabaugh, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) Bus. Agt.: Toni Burns.

T B38 CINCINNATI-Jay Brewer, 252 Stokesay St., Ludlow, KY 41016. (859-291-3393) Bus. Agt.: Jerry Schneider.

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

AMTS B754 CINCINNATI-Johnna Koehler, P.O. Box 54255, Cincinnati, 45254. (937-444-3923) (Fax: 937-444-3923) Bus. Agt.: Robert Fields.

OKLAHOMA

T B60 OKLAHOMA CITY-Gary Jaques, 4204 S.E. 49th St., Oklahoma City, 73135. (405-677-4724) Bus. Agt.: Dillon Anders.

OREGON

T B20 PORTLAND-Daniel Lyons, 4949 S.E. 26th Ave., Portland, 97202. (503-230-1138) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley.

PENNSYLVANIA

T B29 PHILADELPHIA-Michael Messina, P.O. Box 54508, Philadelphia, PA 19148. (215-510-5949) Bus. Agt.: Damien Luckers.

TEXAS

T B184 HOUSTON-Gloria Martinez, 3030 North Freeway, Houston, 77009 (713-697-3999) (Fax: 713-697-0222). Bus. Agt.: Denise Fabry (281-358-0702).

WISCONSIN

T B46 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 230 West Monroe St., Suite 2511, Chicago, IL 60606. (312-443-1011) (Fax: 312-443-1012) Bus. Agt.: Anthony M. Spano.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)-Bill Wickline, 2800 1st Avenue, Room 231, Seattle, Washington 98121. (206-441-1515) (Fax: 206-448-5325). Web Site: <http://www.districtone.com>.

District No. 2 (California, Nevada, Arizona & Hawaii)-Missy Humphrey, 10061 Riverside Drive, Suite 825, Toluca Lake, California 91602. (818-645-1089) Web site: www.iadistrict2.org; E-mail: missy@iadistrict2.org

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)-James E. Flanders, 90 Tyler Street, 1st floor, Boston, Massachusetts 02111. (617-426-5595) (Fax: 617-426-6252).

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)-John Page, 1810 Hamlin Street, NE, Washington, D.C. 20018-2459. (202-269-5144) (Fax: 202-635-0192) Email: [HYPERLINK "mailto:iatse-d4@comcast.net" iatse-d4@comcast.net](mailto:HYPERLINKmailto:iatse-d4@comcast.net)

District No. 5 (Wyoming, Colorado, Utah & New Mexico)-Susan N. Jones, 8159 Ventana Azul Ave., NW, Albuquerque, New Mexico 87114. (505-897-6836).

District No. 6 (Texas, Oklahoma & Arkansas)-Stuart Hale, 4821 Elsby, Dallas, Texas 75209. (214-352-2046) (Fax: 214-747-4792).

District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)-Andrew Oyaas, P.O. Box 472, Tuckasegee, North Carolina 28783 (828-421-8123) (Fax: 828-293-1140). Email: iadistrict7@gmail.com.

District No. 8 (Michigan, Indiana, Ohio & Kentucky)-Rick Madison, 119 West Breckinridge Street, Louisville, Kentucky 40203 (502-587-7936) (Fax: 502-587-3422). Email: iatse17@bellsouth.net.

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)-Thomas Cleary, 216 S. Jefferson Street, Suite 400, Chicago, Illinois 60661 (312-705-2020)(Fax: 312-705-2011). E-mail: tcleary@iatselocal2.com

District No. 10 (New York, New Jersey)-John K. Hill, 171 East Side Drive, Ballston Lake, New York 12019 (518-399-2085)(Fax: 518-384-1817). E-mail: IATSED10@aol.com.

District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)-Cheryl Batulis, 2 Neilor Crescent, Toronto, Ontario M9C 1K4 (416-622-9000) (Fax: 416-622-0900) E-mail: iatsedis-tribut11@sympatico.ca

District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)-Barry Haines, 202-128 James Avenue, Winnipeg, Manitoba R3B0N8 (204-943-4634) (Fax: 204-943-8394). E-mail: ia.d12@allstream.net

District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)-Kimberly Bowles, 5385 Conroy Road, Suite 200, Orlando, Florida 32811 (407-422-2747) (Fax: 407-843-9170) E-mail: kabowles@iatselocal631.com



Union Made Gifts for the Holiday Season

Union Made Holiday Gifts for the Entire Family

Our space is limited, so these entries represent just a sampling of gift ideas from the many fine union-made-the-USA offerings you can find on the Union Label Website (www.unionlabel.org). Some products and services that carry manufacturers' trademarks may also be produced in non-union and offshore plants. We encourage you to read the label to verify the origin of all goods when you shop.

BOOKS

- **Powell's Bookstore** (www.powellsbooks.com) — with seven brick and mortar stores in Portland, OR and its highly successful online store. (ILWU).
- **Union Communications Services** (www.unionist.com) which offers an extensive collection of general interest books and union-oriented offerings. (TNG).
- **Golden Books Family Entertainment**—books, toys (UAW & GCC-IBT)

MUSICAL INSTRUMENTS

- Wind and brass instruments from—**Selmer Bach Bundy Bluescher** (UAW)
- **Yamaha Corp.** (UAW)

TOYS, GAMES, SPORTING GOODS – FOR KIDS AND ADULTS

- **Radio Flyer Red Wagons** (www.redwagons.com) (UAW)
- Clay Pigeons—**Remington Arms** (UAW).
- **Colt** (UAW)
- **Hillerich & Bradsby**, bats and other **Louisville Slugger** products. (www.slugger.com) (USW & UAW)

- **Leister Games, Novelties and Hobby Supplies**—golf novelties and more (UAW).

HOME DÉCOR & FURNISHING

- **Anchor Hocking Glass Co.** (www.anchorhocking.com) (USW)
- **Cathedral Candles** (www.cathedralcandles.com) (UNITE-HERE)
- **Crawford Furniture** (IUE-CWA)
- **Homer Laughlin Fiesta Ware** (www.homerlaughlin.com) (USW)
- **Lenox Manufacturing** (GMP)
- **Libby Glass Co.** (www.libby.com) (USW)
- **Muench-Krueger Candles** (www.emkay.com)
- **Pennsylvania House Furniture** (www.pennsylvaniahouse.com) (USW)
- **Pillowtex Bedding** (www.pillowtex.com) (UAW)
- **Princeton Upholstery Metal Household Furniture** (IUE-CWA)

SWEETS & TREATS

- **Godiva Chocolate** (Div. of Seagrams) (UFCW)
- **Russell Stover** (www.russellstover.com) (BCTGM)

- **See's Candy** (www.sees.com) (BCTGM)

INFANT PRODUCTS

- **Graco, Century Products** (a Div. of Gerber) (www.gracobaby.com) (USW)

KITCHEN

- **All-Clad Metalcrafts** (www.allclad.com) (USW)
- **Camillus Cutlery** (www.camillusknives.com) (USW)
- **Clauss Cutlery** (www.claussco.com) (UAW)
- **Cutco Cutlery** (www.cutco.com) (USW)
- **Electrolux Home Products** (www.frigidaire.com) (UAW)
- **GE Appliances** (IUE-CWA)
- **Gorham Kirk Stieff Cutlery** (GMP)
- **Rival Co.** (www.rival.com) (USW)
- **White-Westinghouse Household Cooking Utensils** (IUE-CWA)

TOOLS & HOME MAINTENANCE

- **Enderes Tool Co.** (www.enderes.com) (USW)
- **John Deere Tractors, Mowers and Gear** (UAW & IAM)
- **Rubbermaid Products** (www.rubbermaid.com) (USW)
- **Snapper—Mowers and Snow Throwers** (www.snapper.com) (USW)
- **Toro Co.** (IAM)
- **Union Fork and Hoe Co.**—Hand Tools (IBB)



OFFICE FURNITURE

Taylor union-made office furniture offers rich, functional desks, chairs, occasional tables, bookshelves and more, such as these items in the office of President John J. Flynn at the new headquarters offices of the Bricklayers and Allied Crafts in Washington, D.C.

Other union office furniture suppliers include **Marvel Office Furniture** (www.marvelunionshowcase.com), and **Union Office Solutions** (www.unionofficesolutions.com).

Resolve



To ring in the New Year with union member **savings!**

IT'S RESOLUTION TIME... the perfect time to take control and get your life into better shape. This year, resolve to take full advantage of your union's benefits. There's no better way to **stretch your hard-earned paycheck** and enrich your life both on and off the job. Check out the special savings and customized services available only to union members. Here are some of the ways your union benefits can help you make a strong start this New Year.

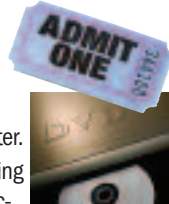
SHAPE UP your body and mind

- Shed holiday pounds and high rates with union discounts at more than 2,000 **health clubs** nationwide, including Bally



Total Fitness, select Gold's Gyms and other top **fitness centers**.

- Save up to 40% on **movie tickets**.
- Get discount **DVD rentals** at Blockbuster.
- Read about something new. Find great selec-



tions and bargain prices at **Powell's Book Store**, the largest unionized Internet bookseller.

FIX your finances

- Get **FREE credit counseling** and **budget advice** from professionals carefully chosen to protect the interests of union workers.
- Save 15% on all myFICO **credit score products**, including credit reports and personalized score explanation.
- Check our easy-to-use loan payment calculators and other financial tools to **get out of debt faster** and make smart decisions about your financing your mortgage, cars and lifestyle choices.
- Find out how to **correct errors on credit reports** and qualify for **lower rates** on credit cards and loans.



IMPROVE your connections

- Take an additional **10% off** any new or renewed service plan with AT&T*. Three ways to save: **1.** Take this ad to your local **AT&T store**; **2.** **Online** at UnionPlus.org/ATT **3.** **Call** 1-800-897-7046
- Connect with the family on a dream cruise anywhere in the world on **Norwegian Cruise Lines** at a minimum 5% discount and up to 30% off selected sailings.
- Use **Union Plus Voice** with your existing broadband connection and save 85% on your phone bill.



*The 10% discount is not available on additional lines for family plans and unlimited plans. Discount available only to qualified union members. Union identification is required. In-store discount only at AT&T stores, not at any authorized dealer or kiosk. Cannot be combined with other discounts. Savings on 3G iPhones purchased at AT&T stores only.

To learn more about the **benefits** and **savings** available to you visit,

www.UnionPlus.org