

THE OFFICIAL  
IATSE

[www.iatse.net](http://www.iatse.net)

NUMBER 675  
FIRST QUARTER, 2022



# Bulletin

## GETTING BACK AT IT

*As work returns,  
IATSE members look  
to a Stronger and  
Brighter industry.*

INSIDE: ▶ CONNECT WITH WORK IN LIVE EVENTS ▶ IATSE'S WOMEN'S CONNECTION



# Stand Up, Fight Back!

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

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

## Help Support Candidates Who Stand With Us!

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

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



## Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

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

**Card #:** \_\_\_\_\_ **Expiration Date (MM/YY):** \_\_\_\_/\_\_\_\_ **Card Security Code:** \_\_\_\_\_

**Employee Signature** \_\_\_\_\_ **Date** \_\_\_\_\_ **Last 4 Digits of SSN** \_\_\_\_\_ **Local Number** \_\_\_\_\_

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

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

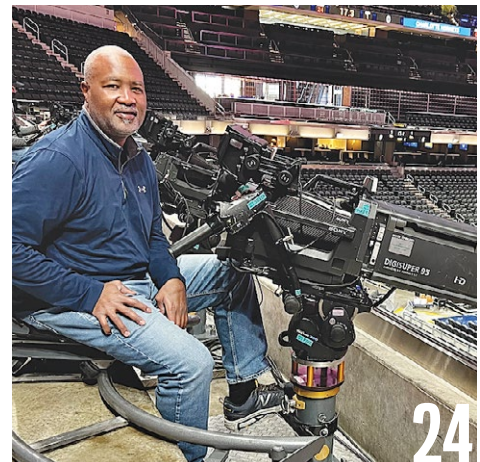
**RETURN TO: IATSE PAC~ c/o 100 Centennial Street, #2186, LaPlata, MD 20646**

# THE OFFICIAL IATSE BULLETIN

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**James B. Wood**  
Editor



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## EXECUTIVE OFFICERS

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International President

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**Samantha Dulaney**

## GENERAL OFFICE

207 West 25th Street, 4th Floor, New York, NY 10001  
Tele: (212) 730-1770 FAX: (212) 730-7809

## WEST COAST OFFICE

2210 W. Olive Avenue, Burbank, CA 91506  
Tele: (818) 980-3499 FAX: (818) 980-3496

## CANADIAN OFFICE

22 St. Joseph St., Toronto, Ontario, Canada M4Y 1J9  
Tele: (416) 362-3569 FAX: (416) 362-3483

## WESTERN CANADIAN OFFICE

1000-355 Burrard St., Vancouver, British Columbia V6C 2G8  
Tele: (604) 608-6158 FAX: (778) 331-8841

## CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

22 St. Joseph St., Toronto, Ontario, Canada M4Y 1J9  
Tele: (416) 362-2665 FAX: (416) 362-2351  
[www.ceirp.ca](http://www.ceirp.ca)

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

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IATSE Training Trust Fund: [www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org)



# Unity, Solidarity and Progress

*Dear Sisters, Brothers and Kin,*

*In these trying times we have faced new challenges. We have endured the scourge of a global pandemic for more than two years. We have suffered in many ways, yet we are emerging stronger and better able to meet future challenges head on. We have focused strongly on safety and hopefully, as the risk of COVID-19 wanes, we will be able to relax protocols as we transition into a return to normalcy.*



 @matthewloeb

What is crucial looking forward is that we are united in purpose and action. The way we will achieve our future goals always depends on the will of the membership. Regardless of a given person's view, we must be focused on building solidarity around our mutual causes like organizing, bargaining contract improvements, negotiating for meaningful health and retirement benefits and securing a safe and healthy work environment. The way to support these efforts is to get involved. Remember, the union is what stands between you and the employers who are forever trying to chip away at our progress. We must build capacity to be as potent as possible at the bargaining table.

Membership participation in the process is a key factor in our ultimate success. Involvement is of critical importance. Attend contract proposal meetings, sit on a bargaining committee, attend events and rallies, return polls and surveys that inform the union's direction. Ask your Local what you can do to be active and involved. Ask questions and understand the process and the rules of the road in the bargaining process.

It is crucial that we exercise strong communications and transparency. The process must be open to engage the membership at large. And while everyone won't always agree on a given result, it's important to respect the democratic process and understand that whatever we can achieve, it's better when we are able to use our collective power.

It's also good to keep in mind that our contracts are always evolving. Some are mature and others newer. We must engage in efforts that support long term strategic goals as well as imminent pressing matters. Changing technology, employer challenges to craft jurisdiction, consolidation and

conglomeration in our industries and the economy all bear upon the long term strategic goals we set. But the priorities must come from the membership. The rank and file who work under the conditions we negotiate with our collective power. Processes must be established so that the Locals have a clear path forward in establishing proposals that are born out of collectivity. Establishing priorities and following through with bargaining with the appropriate emphasis on what's crucial is the direction we follow. We know we won't get everything we want every time, but we can use our bargaining power most effectively when we plan and leverage for the desired outcome.

The fatigue caused by the pandemic has been taxing on our members. We still haven't had a full fledged return to work in live events, although things are improving. The motion picture industry has recovered, but safety protocols continue to remain in the forefront and I know many are frustrated by the ongoing requirements. But we must always do the best we can with sound judgement, expert medical and scientific advice and the obligation to keep the members safe.

We will continue to develop short and long term strategies to achieve the agreements that you, the membership want. We will need the rank and file to remain active and staunchly behind these efforts. Please get involved in your unions. Be one of the voices and pillars of strength that will move us in to the future with gains and prosperity deserving to our members. Together we continue to succeed. Together we rise.

In solidarity,  
Matthew D. Loeb  
International President.

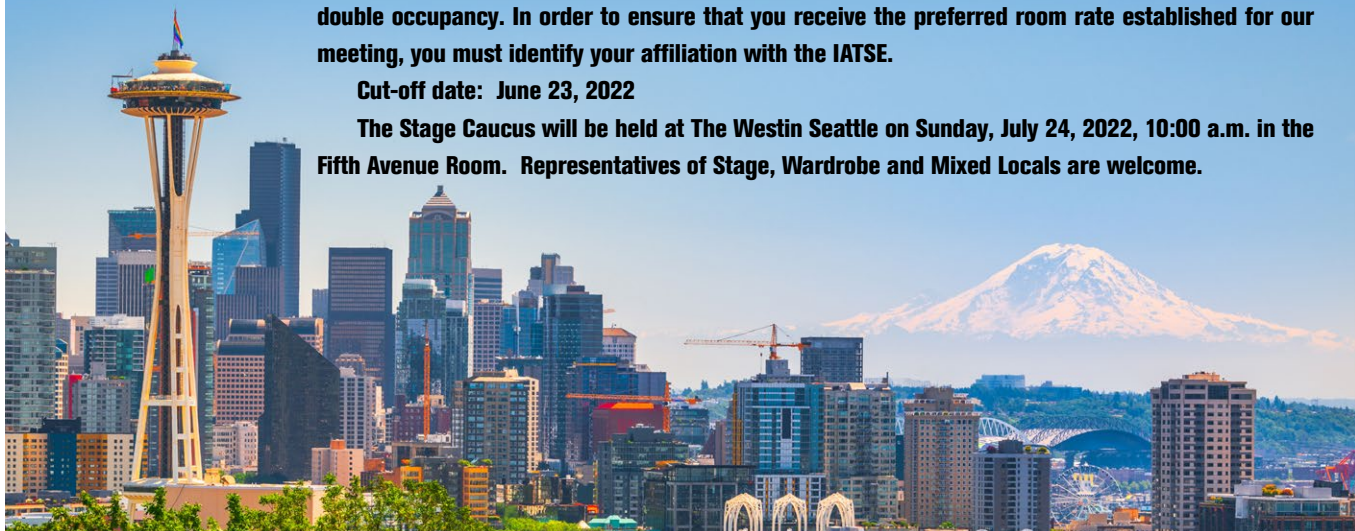
## OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Seattle, 1900 5th Avenue, Seattle, Washington, 98101 at 10:00 a.m. on Monday, July 25, 2022, and will remain in session through and including Friday, July 29, 2022. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Westin Seattle by calling 206-728-1000 or 1-800-937-8461. Guest room rate for the IATSE is \$253.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: June 23, 2022

The Stage Caucus will be held at The Westin Seattle on Sunday, July 24, 2022, 10:00 a.m. in the Fifth Avenue Room. Representatives of Stage, Wardrobe and Mixed Locals are welcome.



## PER CAPITA TAX

Delegates to the 69th Quadrennial Convention voted to freeze the quarterly per capita tax for local unions and therefore per capita payments will remain the same as 2021.

## 2022 SUPPLIES

The 2022 local union supplies and membership cards have been mailed to those local unions that have submitted their 3rd Quarter Report for 2021 and purchased all necessary per capita stamps for 2021. If you have not received your supplies, contact the Office of the General Secretary-Treasurer.

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

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

Please send your Bulletin submissions to [bulletin@iatse.net](mailto:bulletin@iatse.net).

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

JPEG or TIFF file formats only please.

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

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





# A Key Responsibility For Presidents and Treasurers

*When it comes to listing the numerous obligations of leadership, the completion of paperwork in a timely manner no doubt does not appear at the top of many lists. However, for some officers of local unions in the United States, not completing some types of paperwork in a timely manner can lead to serious consequences.*



JAMES B. WOOD

I am referring to filings required by the Office of Labor-Management Standards (OLMS) within the U.S. Department of Labor, specifically the Form LM-2, LM-3 or LM-4. Fortunately, Locals in Canada do not have similar filings because years ago the Canadian Labour Movement successfully lobbied for the repeal of bill C-377 which contained almost identical provisions to the Form LM.

The OLMS is the Federal agency that is responsible for administering and enforcing most provisions of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). Congress enacted the LMRDA for the stated purpose of ensuring that standards of democracy and fiscal responsibility were maintained by labor organizations representing individuals working in private industry. The LMRDA has several major provisions to it, but for the purpose of this message, I will focus on the requirements for reporting and disclosure of financial information.

The filing of the Form LM-2, LM-3 or LM-4 satisfies this provision. Essentially all three of these reports serve the same purpose; it is only the complexity and detail of information that must be provided that is different. Local unions with total annual receipts of \$250,000 or more must file the Form LM-2. Those with lower total annual receipts may file a Form LM-3 or a Form LM-4. All these Forms are due no later than ninety days of the end of the local union's fiscal year and must be signed by the President and the Treasurer.

The important thing to note is that it is ninety days not three months. Many Locals make a mistake in this area and end up filing a day or two late which from the DOL perspective is the same as filing months late. Late is late from their perspective and may be a factor in selecting auditing targets. For the 94% of our U.S. local unions that have a December 31st year-end date, this means that the filing date for those Locals this year is March 31

because it is not a leap year. However, it is the recommendation of the International that our local unions file at least a week before the deadline because all the Form LM's must be submitted electronically and require electronic signatures and if there are any issues there will be time to resolve such problems before the final deadline.

Another area of confusion by some of our local unions is in the area of fidelity bonding. As we come out of the pandemic many local unions are seeing a substantial growth in the amount of revenue received. Adequate bonding is required by LMRDA to protect unions from losses caused by acts of fraud or dishonesty by officers, employees, or other representatives. Bonds must not have deductibles and coverage should be at least 10% of the Union's liquid assets plus total annual receipts. For example, a union with \$50,000 in cash and total annual receipts of \$75,000 must have minimum coverage of \$12,500. The required coverage is determined by the amounts of assets and receipts reported on the Form LM to a maximum of \$500,000.

On many occasions, Locals have increased the size of their fidelity bond but simply forgot to change the number from the previous year on the Form LM. This has the immediate effect of being flagged by the DOL as a local union being under bonded and may result in an audit. If your Local is experiencing growth then it is a good idea to have a larger than necessary policy to ensure that the coverage will be sufficient throughout the year. The cost of having extra coverage is minimal.

While fidelity bonding is not required for our Canadian Locals, the International strongly recommends that they follow the same calculations that have been described. A group policy is sponsored by the International and has very favorable rates because most of our Locals are insured under it. If you require additional information about this policy, please contact my office.

# New year, new resources to support IATSE local political programs

**A**s we commence the 2022 midterm election year, the Political/Legislative Department continues to produce new resources to support IATSE Local political programs and facilitate engagement in political and legislative initiatives within the IATSE membership. We urge you to seek out your Local Union Political Coordinator(s) and take part in your Local's 2022 political program.

Our level of activism this year will help determine whether we maintain a pro-worker political environment where federal policy is enacted to better the lives of IATSE members or allow anti-union forces to take power once more and suppress the rights of working people.

### THE ROLE OF LOCAL UNION POLITICAL COORDINATORS

Need a refresher on the role of Local Union Political Coordinators? They are the primary infrastructure of IATSE's political/legislative program. A Political Coordinator is an individual designated to lead and organize political/legislative activism within their Local. They facilitate the grassroots mobilization necessary to fight for candidates and legislation that support behind-the-scenes entertainment workers and defend against potential threats to working people and their families.

Political Coordinators are part of a 2-way pipeline – allowing for a direct line of communication from the International to the Locals and vice versa. Political/legislative activism campaigns and related political resources flow from the International through the Political

Coordinators to the IATSE membership. In turn, Political Coordinators share local political/legislative information and developments with the International.

President Loeb and the Political/Legislative Department launched a campaign back in 2019 to identify or recruit a Political Coordinator for every U.S. local union. Every Local should have the role appointed to date and inform the International Political/Legislative Department on a rolling basis when there is turnover, or a new appointment is made.

Don't know who your Local Union Political Coordinator is and want to get involved? Contact your Local officers for more information, or email [polleg@iatse.net](mailto:polleg@iatse.net) and we'll put you in touch.

### 2022 IATSE FEDERAL ISSUE AGENDA

The IATSE Federal Issue Agenda highlights the core issues facing behind-the-scenes workers employed throughout the U.S. entertainment industry and conveys the union's federal policy priorities to elected officials. The International recently released our updated federal legislative priorities for

the second session of the 117th United States Congress.

Following our successful advocacy that saw Congress pass comprehensive COVID-19 relief and economic support in the American Rescue Plan Act of 2021 for entertainment workers who lost work through no fault of their own, we are now calling for legislation that ensures workers in the entertainment industry come back stronger than before.

The union's core agenda is focused on protecting the rights of working people to organize a union and bargain for higher wages and better benefits; restoring tax fairness for union creative professionals; advancing equity, diversity, and inclusion in the arts and entertainment industry; increasing federal funding for the arts; defending creative works from copyright theft and piracy; safeguarding the multiemployer pension and health plans of IATSE members; and realizing a health care system that is affordable and accessible to all.

The updated agenda also reflects the overwhelming adoption of resolutions by the delegates of IATSE's 69th Quadrennial Convention to protect the right to vote and seek fair elections with



access to the ballot box for all Americans, and establish a national paid family and medical leave program that considers the unique work patterns of behind-the-scenes entertainment workers.

The document is by no means comprehensive, as the IATSE consistently advocates on additional legislative matters that impact IATSE members and new policy topics that arise, but the issues outlined in this agenda are of primary concern.

The IATSE Federal Issue Agenda can be found on the Political/Legislative page of IATSE.net.

### **"IATSE PAC: JOIN THE FIGHT!" WEBINAR**

On February 3rd, the IATSE Political/Legislative Department hosted the "IATSE PAC: Join the Fight!" webinar.

This presentation, open to all U.S. IATSE local unions and members,

covers the important role IATSE PAC plays in delivering political and legislative victories for IATSE behind-the-scenes entertainment workers and their families. The presentation looks at current IATSE PAC participation across our U.S. membership and answers questions like:

What is a Political Action Committee (or PAC)?

What is IATSE PAC?

Who is allowed to contribute?

Who does IATSE PAC support?

Why is IATSE PAC necessary?

And more!

Missed the webinar? We encourage you to watch the recording, available at <https://attendee.gotowebinar.com/recording/3076197560450386947>. You can also email the Political/Legislative Department at [polleg@iatse.net](mailto:polleg@iatse.net) to request the webinar link.

IATSE PAC ensures that the IATSE membership has a collective voice in advancing legislation and policy that benefits our lives and work, by financially supporting candidates that stand with us. To those who are existing contributors to IATSE PAC, THANK YOU – you should take pride in what you've done to improve the political landscape on behalf of all your IATSE kin.

If you have not already, we invite you to visit [www.IATSEPAC.net](http://www.IATSEPAC.net) and begin your contributions to IATSE PAC today! Every contribution helps. Join our culture of giving and know that every cent is amplified by the contributions of your kin to make substantive change in your union life. Consistent, recurring contributions from thousands of IATSE kin from across the country will build a strong, effective political program for years to come.



**STAY INVOLVED!**

SCAN THE QR CODE WITH YOUR DEVICE OR VISIT:

**WWW.IATSEPAC.NET**

CONTACT [IATSEPAC@IATSE.NET](mailto:IATSEPAC@IATSE.NET) FOR ASSISTANCE

**STAND UP IATSE FIGHT BACK**

## Important Dates In The New Basic, Videotape And Areas Standard Agreements

**W**ith some sizable working condition and wage changes to the Basic, Videotape and Area Standards Agreements, there are various dates of implementation; let's visit some of the most impactful new elements.

Wage and benefit increases were retroactive to the expiration of the previous agreements – August 1, 2021. With more than 60,000 members, hundreds of shows and months of retroactivity to calculate, it will take the payroll companies until at least March of this year to send out retroactive checks. The 3% yearly increase, and the outsized increase for our lowest paid crafts, went into effect as soon as all the new wage charts had been reviewed and approved.

Under the Basic Agreement, for those who retired prior to August 1, 2009, they received their 13th and 14th checks on or about November 1 (remember, if you retired AFTER that date, you received pension increases that the earlier retirees didn't get). These retirees will also receive these checks in years two and three, provided there are 8 months of reserves in both the Active and Retiree Health Plan and the Pension Plan is certified to be in the Green Zone.

The big gains in meal penalty amounts, including the prevailing wage penalty after 20 penalties in a week, became the new norm shortly after the contract was ratified on November 21, 2021. Productions had a short time to pivot from “walking meals”

to providing a meal break or budget for the large costs of paying meal penalties. For those who continued to work without breaking for a meal, there have been members reporting additional thousands of dollars in their weekly paycheck thanks to these new penalties. There are many more reporting that the abusive lack of meals practice has stopped as a direct result of the new contract.

Mid-budget dramatic SVOD streaming programs with license agreements after November 21, 2021, saw a 6% wage increase go into effect (on top of the yearly 3% wage increase).

Also on this date, for those working under the ASA, per diem increased by \$2 per meal (for a \$6 increases per day) and the weekly living allowance had its first yearly increase of \$5 per day. It will increase two more times for a \$15 per day total gain by year three of the agreement.

This year, Martin Luther King Jr. Day was recognized as an official union holiday for the first time and many enjoyed the new long weekend in January.

Sick leave accrual (up to a maximum of six days) began for anyone who resides outside of California on February 1, 2022. Sick leave can be utilized for one's own

health reasons and for their immediate family. It is also important to note that it can be used for those who are a victim of domestic violence, sexual assault, or stalking. This sick leave is in addition to the ten COVID-19 sick leave days contained in the Return To Work Agreement.

For features starting principal photography after February 13th, and for episodic television and streaming, for those episodes that start principal photography after that date, the new daily and weekend rest period provisions go into effect. Locals will be tracking how these new provisions affect scheduling to continue the never-ending process of preparing for the next rounds of bargaining, including for the Low Budget, Pay TV and HBO Films agreements, which expire in 2022.

At the same time, for those under the jurisdiction of the ASA, overtime increased to double time after 12 hours worked on most pilots, one-time television motion pictures (other than a long-form television motion picture), and episodic productions (excluding pilot and first season made for Basic cable or the CW, and low- and mid-budget SVOD streaming series) for local and nearby hires.

The IRS rate shall be paid beginning July 31, 2022 when someone uses their car to travel between multiple locations on a workday and, for those under the ASA, this includes travel to a production location outside the production zone.



At the same time, Basic Agreement On-Call Employees shall see an additional hour-per-day increase of benefits for the first five days of the workweek. In year two, they will receive an additional hour, for a total of 10 additional hours of benefits for a five-day workweek.

Finally, in August of this year, a new tier will be formed for low-budget dramatic SVOD streaming productions, providing wages, terms and conditions where it was formerly all subject to negotiation. For those working under the Basic Agreement, the vast majority of MOW rates will be phased out in new sub-tiers of high-budget dramatic streaming SVOD production.

Mini-series and episodic productions will be raised to a 1 or 2 year wage lag (depending on budget) for the first season, replacing the former long-form rates. Streaming features of \$20 million or more (except for the already existing theatrical conditions for streaming features of \$32 million and more) will see wages increase from the long-form rates to a 2-year lag of the Basic Agreement rates.

All of these changes - from the more than \$370 million we secured from the Employers to fund the MPI Health Plan, to the historic gains for members in the National Benefit Plans, prevailing rate meal penalty amounts, and the

improvements to daily turnaround and an entirely new weekend turnaround provision - layer on top of one another to create a better work/life balance for the members across the country. Whether it be more benefits for On-Call Employees, a living wage for our lowest wage earners, or better per diem and weekly living allowance amounts for those under the ASA, one by one, these layered gains will build strength as the contracts progress. And there is no time to rest; now we begin the work of communicating with members and beginning to formulate our shared goals for the next round of negotiations.

## THE HISTORY AND IMPORTANCE OF THE LOW BUDGET THEATRICAL AGREEMENT

Before the end of 2022, a committee, comprised of IATSE Locals appointed by President Loeb, will renegotiate the Low Budget Theatrical Agreement. Known as the LBA, this contract is available to companies signed to our term agreements and was the result of a long battle across North America to bring low budget theatrical motion pictures under contract.

It's hard to imagine a time when a sizable portion of feature film work was done without a union agreement. However, up until the late 1990's, the benefits of an IATSE agreement were available primarily to those working on high budget features across the country and television productions in Los Angeles and New York.

Fortunately, it was recognized that to allow our jurisdiction to shrink as the market for independent cinema grew would be to put the future of a unionized entertainment industry at risk. Also, these types of productions are an important training ground for our members and provide health care stability for those between other projects.

The first national Low budget Agreement was negotiated with the Motion Picture Corporation of America (MPCA) in the mid-1990's. Over the years, this contract has been used to institute strong work/life balance provisions and contains the strongest no-subcontracting language of any of our term agreements. Some "firsts" in a national agreement include Martin Luther King Jr. Day as a paid holiday, triple time after 15 hours worked, 12-hour turnaround after a seven-day workweek, bereavement leave pay, weekend turnaround and

10-hour daily turnaround. Some of these gains will seem familiar to you from the 2021 Basic and ASA negotiations. We were successfully able to argue that if low budget producers can schedule around a longer daily and weekend turnaround, then certainly the AMPTP can as well.

Also, the contract requires companies to provide a phone number for safety violations on each call sheet and in the start paperwork. If the production does not have such a company-specific safety number, they must list the IATSE Safety Hotline as the contact. If you are working on a Low Budget project, and do not see this information on your call sheet, please alert your Local immediately.

The IATSE believes that budget should not be a barrier to union protections and benefits. Everyone, whether working on a tentpole or indie feature, deserves the protection of a union. With wages that increase based on budget, low budget productions can provide strong union health care, despite the significant daily or hourly cost of such benefits. It is always a delicate balance between negotiating a strong financial package and being mindful to not price these projects out of existence.

In the coming months, Locals will be developing and submitting proposals for the Low Budget Theatrical Agreement negotiations. Once again, we plan to advocate for safe workplaces, meaningful work/life balance provisions, employer-funded healthcare with no reductions, and increased wages.

## 2022 Starts off Strong for IATSE Education and Training

**2**022 has already brought new classes and anticipation for more from the Education and Training Department. December 6 – 10, 2021 brought the return of the in-person Officer Institute. This session was for local leaders from the United States and was hosted by Local 52 in New York City. New to the experience this time were a few new instructors, an updated agenda, and COVID-19 safety protocols including social distancing, masking, and proof of vaccination.

Not new was the energy, camaraderie, and openness to learning and re-thinking in service of IATSE members. Forty-one students came from across the USA, many of whom had only been in union leadership during the pandemic. In 2022, this flagship IATSE leadership program enters its ninth year, and we will host another Officer Institute for both the US and Canada October 17 – 21 in Cleveland, OH.

The IATSE Education and Training Department launched the online “Costing the Contract” course which ran from February 2 through 16 for local union officers. Forty-five students from across North America enrolled in this practical, ‘how-to’ workshop which gave union negotiators the skills they need to help prepare for contract negotiations. Exercises, readings, and discussions throughout the class applied calculating the projected costs of an agreement. Specific learnings included:

- How to use the Consumer Price Index and measure real income
- How to calculate percentage and dollar increase costs
- Steps to costing out the union’s demands

- Practice as a mock bargaining unit costing out contract proposals
- Roll up, Compounding, Average Paid Rate

This online class offered students the opportunity to study at their own pace over a two-week period in an asynchronous format. Two optional real-time Zoom discussions connected students and the instructor, sharing questions and insights. Instructor Arthur Wheaton is an industry education specialist based in the Cornell University ILR (Industrial and Labor Relations) School office in Buffalo, New York. He is a former AFSCME union steward and local union executive board member. Art

has more than fifteen years’ experience as a labor educator teaching collective bargaining, negotiations, and conflict resolution for unions and management.

On Saturday February 26, the full-length “Best Practices for Local Union Secretary-Treasurers and Trustee” webinar offered essential training for both new and seasoned officers. International General Secretary-Treasurer James Wood and James Heinzman, CPA, covered the Duties of the Secretary-Treasurer; Annual Filing Requirements; Labor Law; DOL Compliance Audit Findings; Fraud; The Role of Trustees; Answers to your questions; and more! There was an optional session after the main presentation,







“Minutes of the Meeting” with Grainger Ledbetter, Labor Skills Instructor from the University of Arkansas. Trustee Training will be held May 2 and 3, 2022 in Chicago, IL.

IATSE Winter School followed the General Executive Board meeting in Puerto Rico on March 12 and 13. Students came together in two separate classes: “The Right to Union Representation: Weingarten Rights” (US Locals only) and “Being the Change: Inclusivity in our Unions and Workplaces” for Canadian and US Locals.

Each class offered a deep dive on popular topics with expert instructors for each. Weingarten Rights are a cornerstone of worker representation in the United States. Attorneys Nina Fendel and Jolene Kramer led fourteen students in sharpening understanding and strategies for the ins and outs of Union representation in meetings with management that could result in discipline. Naomi R Williams of Rutgers University engaged twenty attendees in understanding how inclusive environments build strong Locals and refining their strategies to increase diversity, inclusion and belonging in their local unions.

If you missed any of our webinars or missed those from the past, please access the IATSE Education Webinar channel! The webinars that are available to all members can be accessed from the IATSE



Website or click <https://www.gotostage.com/channel/iaeducationforall> For access to the Leadership Training Webinar Channel, email [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net) with the subject line “Leadership Training Webinar Channel”. New titles are offered all the time with: Political Coordinator 101, Strategic Planning, Financial Wellness, Managing with Labor’s Values, Equity, Diversity and Inclusion Basics, Labor Rights and Voting Rights, and Cold Safety Awareness being among the new offerings.

Coming this spring will be another presentation of our online Essentials of Leadership series. These four courses were developed for the IATSE in partnership with and administered through the University of Wisconsin School for Workers. The focus is on effective leadership principles and tools to help attendees build a high-capacity local union, effectively represent workers, communicate clearly, and set and achieve long-term goals. The coursework for local union officers, officials, trustees and board members can be completed in approximately 6-8 hours over the course of a week. Each module includes short readings, videos, recorded PowerPoints, quizzes, and discussion boards where reflective questions are discussed among the instructor and classmates. There is a limit of three individuals per local union.

Leadership Development Week will return May 2 – 6 in Chicago, IL. Attendees will choose classes that meet your Local’s needs and can come for one class or choose up to three during the robust week. As of press time, choices include: Local Union Trustee Training; Managing with Labor’s Values; Labor Law; and Communications. Look for news and application on the IATSE website and on social media.

Creating a culture of continuous education challenges The Education and Training Department to provide both new and well-established courses through a variety of delivery platforms. Building that culture of learning cannot succeed without engagement, feedback, support and partnerships with content experts and a wide array of instructors; the IATSE leadership; local union leaders and activists; and of course, our members from across North America. The broad IA community shows its commitment to continuous education as we sharpening skills for work in our crafts and for the critical work of building strong local unions. There are many ways to be part of it and continue to engage and learn.

For individual course descriptions and registration instructions visit [www.iatse.net/education](http://www.iatse.net/education), scroll down, and click on online leadership training.

# EDUCATION AND TRAINING

## SPRING 2022 SAFETY AND HEALTH OBSERVANCES

This spring, renew your commitment to safety and health. The calendar provides many opportunities for Locals and members to reflect on the importance of workplace safety and health.

### APRIL

#### Workers' Memorial Day (U.S.)/

#### National Day of Mourning (Canada)

April 28th is International Workers' Memorial Day (Workers' Memorial Day in the U.S.A./ National Day of Mourning in Canada). This day is a time of remembrance, where workers lend their support and prayers to those who have been killed or injured on the job, and their families.

As is our custom, International President, Matthew D. Loeb, will unite our union in an online moment of silence. On Thursday, April 28, 2022 at 10:00 a.m. PDT/1:00 pm EDT all of us will pause at work, at home, or wherever we are for a short moment of silence. Information will be sent to local unions as the day approaches.

### MAY

#### Mental Health Awareness Month

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

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

Information about IATSE webinars and other resources will be sent via email to members and Locals and posted on the IATSE website: <https://iatse.net/>

#### Safety and Health Week (also known as NAOSH Week)

The 2022 North American Occupational Safety and Health Week will be held on May 1-7, 2022. The purpose of the campaign is to raise safety and health awareness in workplaces throughout Canada, the United States, and Mexico.

More information on Safety and Health Week can be found at the following link: <https://www.safetyandhealthweek.ca/english/> During Safety and Health Week (May 2-6, 2022), to raise awareness of fall hazards at work, the Occupational Safety and Health Administration (OSHA) will host the annual National Safety Stand-Down To Prevent Falls campaign in hopes of reducing future accidents.

More information about this event can be found at the following link: <https://www.osha.gov/stop-falls-stand-down>

### HOW TO PARTICIPATE

There are many ways for your Local to participate in the upcoming safety and health observances. Simple things, like posting safety reminders on bulletin boards or articles in Local newsletters are a great place to start! Other suggested events include working with employers to schedule safety meetings or organizing safety trainings at your local during this week.

Need a place to start? The IATSE Education and Training Department and the IATSE Training Trust Fund (TTF) have a wealth of entertainment-industry specific educational resources available for you to utilize. In fact, the TTF Safety First! online curriculum provides twenty training modules on safety that members and Locals can use to participate in any of these observances or at any time! For more information regarding TTF Safety First! please visit the IATSE Training Trust Fund website at: <https://www.iatsetrainingtrust.org/safetyfirst>

Throughout the year the IATSE Education and Training Department also hosts several safety and health-related webinars on topics ranging from "Ladder Safety" to "What is Mental Health First Aid?" to "Training Trust Fund Resources for IATSE Workers." IATSE workers can find these webinars and much more on the IA Education for All GoToWebinar channel: <https://www.gotostage.com/channel/iaeducationforall>

Local Unions and members are encouraged to visit the IATSE Education webpage for more information about safety and training resources offered through the union: <https://iatse.net/education/>







**The Right to Union Representation:  
Weingarten Rights and Representation in Disciplinary Meetings**

Dawn Arevalo , 478  
Jennifer L. Bacon, 15  
Irish Barber, 665  
Adriane A. Bennett, 798  
Lynn S. Jackson, 22  
Angela L. Johnson, 798  
Erin L. Kellam, 140

Cathy H. Kwon, USA 829  
Susan Gaedke McGill, 484  
Leah A. Okin, 764  
James Shea, 74  
Marisa W. Shipley, 871  
Leslie K. Simmons, 839  
Martha L. Smith, 764

**Being the Change:  
Inclusivity in Our Unions and Workplaces**

Patric J. Abaravich, 871  
Tiffany Boivin-Brawley, 634  
Kimberly O. Butler-Gilkeson, 764  
Ciaran Copelin, 667  
Kody Fraser, 481  
Joel Galarza, 80  
Carolyn Gershenson, 52  
Shawn Kazda, 634  
Bernard Larivière, 514  
Isabelle Lecompte, 514

Christian Lemay, 514  
Roman Neubacher, 667  
Liz Pecos, 480  
Thomas Pusateri, 769  
Jenny M. Reeves, 849  
David Rumley, 667  
Rina L. Saltzman, 18032  
Rebecca Puck Stair, 480  
Joanna C. Tillman, 52  
April K. Watkins, 705



Neil D. Biagio, 16  
Timothy H. Cook, 4  
Luce Cousineau, 488  
Chris Crowley, 11  
Anthony G. Dell'Arena, 4  
Krystal Donyes, 44  
Laura M. Fearon, 161  
Michael Ferguson, 798  
Jobiana C. Gabrielli, 4  
Natasha Georgia, 490  
Jillian Clark Gibson, 868

Irene Chapman Hartmann, 798  
Margaret Heaman, 784  
Jennifer L. Herrenkohl, 705  
Kathleen N. Hinman, 868  
Emily C. B. Horton, 28  
Phil L. Jaynes, 720  
Jesse Jenkins, 720  
Gianni A. Jimenez,  
IATSE Education Dept  
Jennifer Jobst, 769  
Kyle Anne Judson, 824

Gabrielle L. Kellerman, 126  
Cathy Kwon , USA 829  
Kellie Larson, 490  
Amanda L. Lynch, 161  
Toni Manzella, '750  
James McCray, 480  
John E. O'Krinsky, 632  
Nancy Palmadessa, 751  
Celia M. Rivera Neeley, 154  
John J. Ronayne III, 11

Taylor M. Savary, 764  
Marisa W. Shipley, 871  
Ben Speight, 839  
Darin K. Stephens, 119  
Thomas W. Strong, 489  
Jill Tufts, 600  
Val Turos, 154  
Nicholas D. Ward, 480  
April Katrine Watkins, 705  
Brendan D. Woodey, 22



## EDUCATION AND TRAINING

# INTIX 2022

**T**he International Ticketing Association (INTIX) held its 43rd Annual Conference & Exhibition from January 18-21, 2022, at the Rosen Shingle Creek in Orlando, Florida. INTIX 2022 was the organization's first live and in-person event since January 2020. As we have done in the past, the IATSE had a kiosk on the tradeshow floor and presented an educational panel.

INTIX is a ticketing technology show. IATSE staff in attendance included IATSE International Trustee and Department Director of Education and Training, Pat White; International Representatives Stasia Savage and Hannah D'Amico; and President of Local 751, Lawrence Paone. The group was responsible for working our informational kiosk and attending educational sessions relevant to entertainment ticketing professionals. Session topics ranged from the advantages and disadvantages of non-fungible tokens (NFTs) in ticketing to building resiliency and navigating change in the ticketing world, and much more.

On Thursday, January 20th the IATSE presented a panel in partnership with the Behind the Scenes Foundation (BTS) titled, "Mental Health and Suicide

Prevention for the Entertainment Industry." Pat and Hannah were joined by Lori Rubinstein, Executive Director of the BTS Foundation and Bryan Huneycutt, Instructor, Mental Health First Aid to deliver the presentation. The panel raised awareness for the BTS Mental Health and Suicide Prevention Initiative and the Mental Health First Aid Certification, discussed the IATSE's role in developing the initiative, providing attendees with additional resources.

Lawrence Paone shared three takeaways for Treasurers and Ticket Seller Locals who are looking towards the future: "Education and training are the two of the three essential elements for a successful future for the ticket selling craft. That said, a third element is also extremely important: a willingness and

and to adapting to new technology." Ticketing professionals who are looking to refresh current skills or acquire new ones are encouraged to check-out the "IATSE Treasurers and Ticket Sellers Collection" on LinkedIn Learning. IATSE workers can access this collection by typing the title above into their LinkedIn Learning search bar. If you do not have a LinkedIn Learning account, visit the IATSE Training Trust Fund website for information on how to get started: <https://www.iatsetrainingtrust.org/lil>.



What's in the PRO Act? What does it mean to be Sober Curious? What is OSHA? How can I go "green" at work? What is Mental Health First Aid? What does it mean to be mindful? What role did women play in the labor movement? How do I read a Safety Data Sheet? How can I stay safe on a ladder? In the sun? In the cold? Why do unions matter?

Become stronger as a person AND as a union worker.  
MORE SKILLED. MORE CONNECTED. MORE EMPOWERED.

Education has the power to create social change and is an important element of a strong labor movement that can lift us ALL up.

Learn something new:

**IATSE EDUCATION & TRAINING WEBINAR CHANNEL**

27 WEBINARS \* MORE ADDED ALL THE TIME

**TOGETHER  
WE RISE**

[WWW.GOTOSTAGE.COM/CHANNEL/IAEDUCATIONFORALL](http://WWW.GOTOSTAGE.COM/CHANNEL/IAEDUCATIONFORALL)

# I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2022

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course.

**PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE THEIR DIPLOMA.**

**PLEASE PRINT LEGIBLY**

1. APPLICANT			
LAST NAME		FIRST NAME	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE Women's S M L XL Men's M L XL 2XL ___XL	
STREET ADDRESS		HOME PHONE _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____
CELL PHONE _____-_____-_____	EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> CLEVELAND, OH   OCTOBER 17 - 21, 2022 FOR U.S. AND CANADIAN LOCALS			
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above-named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**

**Facebook: @iatse Twitter: @iatse**

# I. A.T.S.E. OFFICER INSTITUTE LEADERSHIP DEVELOPMENT WEEK

Chicago, IL | May 2 – 6, 2022

Applications must be submitted to the I.A.T.S.E. Education Department at least 2 weeks prior to the beginning of the course.

**PARTICIPANTS MUST ATTEND THE COURSE/S IN WHICH THEY ARE ENROLLED IN THEIR ENTIRETY TO GRADUATE AND RECEIVE THEIR CERTIFICATE FOR THAT COURSE.**

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		MIDDLE INITIAL	
STREET ADDRESS		CELL PHONE _____-_____-_____	
CITY		STATE/PROVINCE	ZIP/POSTAL CODE
EMAIL ADDRESS (please print)		HOME PHONE _____-_____-_____	
SOCIAL MEDIA HANDLES/USERSNAMES, IF APPLICABLE: FACEBOOK		TWITTER	INSTAGRAM
2. TAKE 1, 2, OR 3 COURSES - NO MORE THAN ONE COURSE FROM EACH CLASS PERIOD. See reverse for course descriptions.			
<b>Class Period 1:</b> Mon. May 2 - 12:00 p.m. – 6:00 p.m. Tues. May 3 - 8:30 a.m. – 6:00 p.m. <input type="checkbox"/> Managing with Labor's Values <input type="checkbox"/> Local Union Trustee Training <input type="checkbox"/> U.S Labor History Through the Lens of Political Economy		<b>Class Period 2:</b> Wed. May 4 – 8:30 a.m. – 6:00 p.m. <input type="checkbox"/> Diversity, Race, and Gender <input type="checkbox"/> Running Your Union Meetings to Build Your Union Power	
		<b>Class Period 3:</b> Thurs. May 5 – 8:30 a.m. – 6:00 p.m. Fri. May 6 – 8:30 a.m. – 6:00 p.m. <input type="checkbox"/> Labor Law <input type="checkbox"/> Communications for Leadership	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net) Facebook/Twitter: @iatse**



## I.A.T.S.E. LEADERSHIP DEVELOPMENT WEEK | May 2 - 6, 2022

### MANAGING WITH LABOR'S VALUES | MONDAY MAY 2 – TUESDAY MAY 3, 2022

This is a class for people in Locals that have employees. It is a class on how you manage your union's staff. As union leaders, it is often hard to put ourselves into the role of boss. How do you balance the needs of your Local against the needs of your employees? How do you behave like a boss that you would like to have? Managing means working with and through people to get things done. Labor's values include respect for workers and fair treatment. **This class is offered for both Canadian and U.S. Locals.**

### LOCAL UNION TRUSTEE TRAINING | MONDAY MAY 2 – TUESDAY MAY 3, 2022

This two-day course is designed specifically for IATSE Local Union Trustees. The instructors are Certified Public Accountants and IATSE Staff and are experienced educators and experts in their field with considerable experience overseeing audits and investigations, working with Labor Unions, and assisting clients with system implementation and analysis. After sessions on Fraud Prevention, the Role of the Trustee, and Planning an Audit, the class will conduct a mock audit. Trustees must attend the full two days of class to graduate and earn a certificate. Only members who serve their local unions as Trustees responsible for periodically auditing their Locals' books and records are eligible for this training. There is no other prerequisite. This training is NOT applicable for Benefit Fund or Training Fund Trustees. **This class is offered for both Canadian and U.S. Locals.**

### U.S. LABOR HISTORY THROUGH THE LENS OF POLITICAL ECONOMY | MONDAY MAY 2 – TUESDAY MAY 3, 2022

The advances and setbacks of working people throughout our history ripple into our culture and economy. Join this engaging workshop that will look at historical worker momentum with a wide lens to highlight strategies, unforeseen consequence, and hard-won victories. Beyond guiding us to a better understanding of our past, the course discussions and exercises will help to focus our union engagement on the issues that impact workers the most and the "ripple effect" of doing so.

### RUNNING YOUR UNION MEETING TO BUILD YOUR UNION POWER | WEDNESDAY MAY 4, 2022

This interactive course will examine strategies for union meetings that engage and empower members. The course will include a variety of teaching methods, including group discussions, activities, and role plays. Topics will include Robert's Rules of Order, how to make your meetings more inclusive, ideas for meaningful membership engagement at union meetings, and ways to build more opportunities for member education into union meetings. **This class is offered for both Canadian and U.S. Locals.**

### DIVERSITY, RACE, AND GENDER | WEDNESDAY MAY 4, 2022

This course will focus on how we confront racism and sexism in the workplace and unions. It will take an intersectional approach, which means we will be talking about how understanding diversity and equity means understanding the complexities of identity and the realities of experience. This class will use a variety of teaching tools (videos, small group activities, and role plays) to help students develop a common language, explore bias, role play bystander intervention, and brainstorm strategies for bringing these lessons to your locals. **This class is offered for both Canadian and U.S. Locals.**

### LABOR LAW | THURSDAY MAY 5 – FRIDAY MAY 6, 2022

This workshop is specially designed to introduce union members and labor leaders to the laws governing the operation of labor unions, covering relationships with workers and employers, duty of fair representation, contract negotiations, organizing, internal union procedures, new cases dealing with social media, small bargaining units, and more. Emphasis will be placed on the practical day-to-day application of the law, to help students gain confidence in running their locals, creating organizing strategy, and negotiating and interpreting their contracts. Class work will include lectures and group exercises. This course will serve as a good introduction to Labor Law for new officers, and a review for more experienced officers. **This class is offered for both Canadian and U.S. Locals.**

### COMMUNICATIONS FOR LEADERSHIP | THURSDAY MAY 5 – FRIDAY MAY 6, 2022

In everything we do as union leaders, communication is a foundational skill. This class offers practical skills development in many topics, including: Understanding Yourself as a Leader; Listening; Working with Teams; and Developing Effective Messages that Build Action and Solidarity. Participants will work individually and in groups to learn and apply best practices and refine their own understanding and application of winning strategies. **This class is offered for both Canadian and U.S. Locals.**

# IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

## AVIXA Networking Technology

### 2022 CLASS SCHEDULE

**February 23-25 & March 2-4**  
9am to 1pm PST each day

**April 4-6 & April 11-13**  
9am to 1pm EDT each day

**May 9-11 & May 16-18**  
9am to 1pm PDT each day

**September 12-14 & September 19-21**  
9am to 1pm EDT each day

**October 24-26 & October 31-November 2**  
9am to 1pm PDT each day

Learn the basics of AV networking in this distance learning training in partnership with AVIXA.

- Review how to discuss AV network requirements with your IT stakeholders
- Compare and contrast the most common network-based AV transmission protocols
- Interpret IP addresses and subnets
- Identify network security threats and countermeasures
- Use common network diagnostic tools and perform basic network troubleshooting

[www.iatsetrainingtrust.org/avixa](http://www.iatsetrainingtrust.org/avixa)

## LinkedIn Learning Account Upgrade to All Languages!

Everyone with a LinkedIn Learning account through the TTF now has access to all the languages available on the LinkedIn Learning platform! All new accounts will also have the benefit of being able to access courses in all seven languages available on the platform. Here's what you can expect with the upgrade:

- 13,000 courses in English
- 2,759 courses in German
- 2,144 courses in French
- 1,905 courses in Spanish
- 977 courses in Japanese
- 264 courses in Chinese
- 366 courses in Portuguese

[www.iatsetrainingtrust.org/lil](http://www.iatsetrainingtrust.org/lil)



[iatsetrainingtrust.org/newsletter](http://iatsetrainingtrust.org/newsletter)



[info@iatsettf.org](mailto:info@iatsettf.org)



[@IATSETTF](https://twitter.com/IATSETTF)



[@IATSETTF](https://www.facebook.com/IATSETTF)

## ESSENTIALS OF UNION LEADERSHIP

### ONLINE COMPLEMENT TO THE IATSE OFFICER INSTITUTE

A series of 4 courses developed in partnership with and administered through the University of Wisconsin School for Workers. The series focuses on effective leadership principles and tools to help attendees build a high-capacity local union, effectively represent workers, communicate clearly, and set and achieve long-term goals.

Courses do not need to be taken in any particular order.

Leaders can choose one course or take all four.

Attend independently and at your own pace.

Coursework can be completed in approximately 6-8 hours over the course of a week. Each module includes short readings, videos, recorded PowerPoints, quizzes, and discussion boards where reflective questions are discussed among the instructor and classmates.

Open to officers, officials, trustees, and board members of IATSE Local Unions.

There is a limit of three individuals per local union per course.

For individual course descriptions and registration instructions visit [www.iatse.net/education](http://www.iatse.net/education), scroll down, and click on online leadership training.



**REGISTER NOW!**  
**APRIL 5 – 12, 2022**

*Foundations of Union  
Leadership*

### SAVE THE DATES!

*(Registration opens 3 weeks before each course begins)*

**April 26 – May 3, 2022**  
Leadership Theories & Styles

**May 31 – June 7, 2022**  
Strategic Planning

**June 21 – 28, 2022**  
Building Capacity: Internal Organizing

### APPLICATION FOR OFFICER INSTITUTE 1.0 2022 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) \_\_\_\_\_

Applying To: **Cleveland, OH**

#### LOCAL UNION INFORMATION

Local Union \_\_\_\_\_

Mailing Address of Local Union \_\_\_\_\_

Financial or Executive Contact at Local Union (please print): \_\_\_\_\_

Contact's phone and email: \_\_\_\_\_

Local Contact Signature \_\_\_\_\_

#### CERTIFICATION

I certify that Local \_\_\_\_\_ meets one of the following requirements (please check one):

- ☐ My Local Union files the Form LM-3 or LM-4 with the US Department of Labor and has gross annual receipts that are less than \$250,000
- ☐ My Local from Canada has less than \$250,000 in gross annual receipts

Applicant's Signature \_\_\_\_\_

#### FOR OFFICE USE ONLY:

Rec'd by \_\_\_\_\_ Approved Y N

Notified \_\_\_\_\_

Notes: \_\_\_\_\_

THIS FORM MUST BE ACCOMPANIED BY AN APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE CLEVELAND, OH (OCT. 17 - 21, 2022) OFFICER INSTITUTE 1.0. SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).



## EMERGING TECHNOLOGIES CREATE INTEGRATED SPECIALISTS

Prior to the pandemic, there was an increasing strain on the supply of trained and qualified technicians within the convention and exhibitions industry. What was once the “audiovisual industry” has morphed into high-tech, integrated technologies. The emerging and evolving components, systems, and corresponding tech responsibilities have converged to create high demand for a more versatile workforce. Technicians must now be capable of installing, troubleshooting, and operating audio, video, streaming, and IT systems across multiple platforms, in exhibit booths, meeting rooms, and large-scale venues. It's a booming industry that requires continuous upgrades over a range of technologies. It's growth and evolution has created shortages of qualified technicians and other integrated technology professionals. As work rebounds through reopening, the ever-expanding demand will compound.

It has been a long two years since COVID-19 forced convention related venues and other associated businesses to shut down. During this long period of uncertainty, many workers within the convention and tradeshow industry have had to reevaluate their career choice and their relationship to the industry. Initially, many were furloughed or laid off. Some were simply told “...we'll call you when the work returns...”. Early on, the general sense was “...we'll all be back to work soon enough...”. No one anticipated that the employment gap would last this long, which has proven to be too much for many of our fellow crew members. Some workers with these skill sets have left our industry entirely. Some have

moved on to entirely new industries that surged during COVID-19, such as construction and freight, or to companies like Amazon, seeking stability and consistent employment. Many have found new opportunities with concert tours and motion picture and television production. Thus far, it's been difficult to gauge exactly how many have left this sector.

The second half of 2021 provided us some insight. In late summer, in-person conventions sprang up around the country. Workforce levels varied across the US and Canada due to differences in local COVID-19 guidelines and restrictions. Nevertheless, there were some key takeaways worth noting. There were labor shortages in areas that were closest to full employment or “pre-COVID” levels. Based on feedback from employers and industry associations, the estimated reduction in available freelance workers was anywhere from 50 - 80% compared to 2019 levels. Then the industry was hit with the emergence of the Omicron Variant, resulting in flight cancellations and freight issues, reducing the number of exhibitors willing to commit to a show, all but canceling a full-blown return of events.

Conventions and Tradeshows rely heavily on a casual workforce to cover the ebbs and flows of shows and events. That workforce is either supplied through one of our Local Union Referral Halls, non-union labor brokers, or available freelancers. Under these circumstances, organized labor holds a major advantage. We have retained the majority of our members because of the investment we've made in each

other. During the pandemic, our Locals continued to invest in member wellness and development through education and training. Our members are invested in their negotiated health benefits and retirement accounts. Their eagerness to return to work goes beyond earning a paycheck. It ensures that they will restore their benefit accounts, securing healthcare for themselves and their families, and building up pension and annuity accounts for retirement. In contrast, the freelance technicians performing the same work are largely on their own for these same needs. Because of this, they are less invested in the industry at large and more inclined to explore career changes.

It is impossible to guess how vast the shortage of talent will be. Much will depend on how quickly shows ramp up, how much overlap there will be between the closing of one and the opening of the next. Our role must be to pivot at a moment's notice to capitalize on these opportunities. If we don't, some other labor provider will. Now is the time to be vigilant in shoring up our relationships with partner employers and to further explore relationships with those facilities and employers that have been out of reach in the past. The demand for a trained and qualified workforce will be high and you may be surprised how many employers may suddenly be open to engaging Union labor.





## CREW SHOTS



A round of applause for these IATSE Local 30 kin who were just some of the talented workers behind the 2022 College Football Playoff National Championship game!



Hats off to the all-star Local 46 crew that headed up the 2021 CMA Awards.



Local 74



Local 13



Local 205

In early December the International announced the return of its 2nd Annual Holiday Photo Contest, a new tradition originally designed to spread holiday cheer for our members during the 2020 holiday season amid the ongoing global pandemic. Once again IA members and crews in the U.S. and Canada joined in the holiday fun by bringing their A-game with their festive Christmas-themed productions and candied-cane crew shots. Here's a look at just some of the few talented crews that participated.



# Camera Operators- Rock Stars of the Sports Broadcast World

*"Look over there... that's the camera crew. Cool!"*

If you ask nearly any camera operator, they will tell you that they have the best job in the world. If you were to poll a sports broadcast job site, it is likely the majority of the technicians would tell you that camera operator is the most important craft. Of course, that poll is rigged; camera ops usually outnumber other crafts by a wide margin. They will tell you that television without the vision is... radio. They are a proud bunch, these framers of pictures, talented technicians who tell stories and sell shots for a living. While announcers are the voice of the broadcast, camera ops are arguably the face of the broadcast, identifiable in the arena, on the sidelines, amid the crowd.

*"Hey camera op, can you put me on TV? I am sitting right over there, section 103 row 11...."*

To be fully transparent, the author of this narrative is a retired camera operator and yes, operating broadcast cameras for sporting events is the best job ever. My early career in TV newsrooms allowed me to hone some skills and my career later turned to live sports broadcasts. I lived the dream, operating cameras at basketball, boxing, hockey, soccer, and any other games for nearly thirty years. I worked the NHL playoffs, NBA finals, the World

Series, and more than a thousand baseball games. A longtime Director for many of those baseball games, the voice in my ear for many a year, nicknamed me "Rock Star", an undeserved moniker that he alone used, but one that I consistently strived to earn. So please excuse the upcoming hyperbole as I extoll the virtues of my former career path and pay tribute in a small way to some of the hardworking IATSE rock stars who compose thirty frames per second (minimum) for a living. I proceed with the firm understanding that ALL crafts, for all shows, at every level and in every region are absolutely critical. Just not as critical as camera ops.

*"Cool job dude...How can I learn to run a camera someday?"*

One of the many camera op-rock stars in New York is longtime Local 100 member David Chesney. You will find him running cameras at Mets, Yankees, Knicks, Rangers, and Devils games. You'll see him at the Giants and Jets and at college sports. He was introduced to sports broadcasting as a high school athlete, when a small production company "came to our high school to cover a baseball game" during his senior



year. He asked questions, liked what he heard, volunteered, and after a "year of working for free" landed a fulltime gig. "I was in heaven...and I really started thinking I could make a living working in arenas and stadiums..."

During winters in Chicago, former collegiate athlete Stephanie Norris routinely builds hard cameras in United Center, so she can operate them hours later when the Blackhawks take to the ice. After graduating from Lewis University in nearby Romeoville, Norris worked for a small production company for six years. Trio video hired her for the first time in 2005. "Apparently, I did a good enough job to be still working 17 years later!" she says today. If you are a Bulls fan, you will see her there. White Sox fans too. Despite her humility, she qualifies as a rock star, one of many in the windy city who rock the sports camera world. She has belonged to Local 762 since day one.



For Local 317 founding member Edward Sharpe, his love of sports started with a low rumble. He grew up less than a mile from the Indianapolis Motor Speedway (IMS). As a kid he “could hear the sounds of the racecars while sitting in class...” or when his mom would take him to see practice laps. His first job at the track was selling newspapers. His second job at the track was as a camera operator, many years later. He describes his first event on camera there as “astonishing.” He’s worked about 620 auto sports events since. Beginning his career working at a local Indy TV station, his “steady climb in the industry” led to a successful career. He is a regular at Pacers games, and travels for several employers, but his heart is high above turn two at the IMS, where he has worked the Indy 500 race every year since 2001. From selling of newspapers to rock star status.

*“That looks easy, I’ll bet that anyone can run a TV camera.”*

Not so fast groupie. As our rock stars can attest, operating a camera does not equal mastering the craft. In the camera world, versatility rules. Chesney says, “You can be a play by play, tight, Hand-Held, robotic, or a super tight slomo operator. Being able to do most of these positions allows you to be offered more work than someone

who can only operate one of these camera positions.” According to Norris, rock stars stand apart by working well with others, “goings the extra mile”, and “enjoy what he or she does for a living.” For Sharpe, the best camera ops “have a solid understanding of your role in the camera line cut” and how your camera is recorded and replayed. “You need to understand your fellow operators on a show and their specific duties, assignments and vantage points.” Chesney too, learns from others, every day. “Working for great producers and directors elevates your game.”

*“You’ve got a neat job.”*

Chesney explains, “Working in the stadiums and arenas offers an experience like no other. The tension of the moment, the cheering of the crowd and the fact that you are right in the middle of it all. Doing handheld on an NBA floor or working an NFL game on the sidelines... What an experience. How about working right next to the NY Yankee dugout? People pay thousands of dollars to be that close and for us, it’s our job.”

For Sharpe, camera operators “are all just visual historians.” He says that while many people experience live events, in “ten, twenty, or thirty years from now, the images are what propels the legends of sports and the magic of the events.”

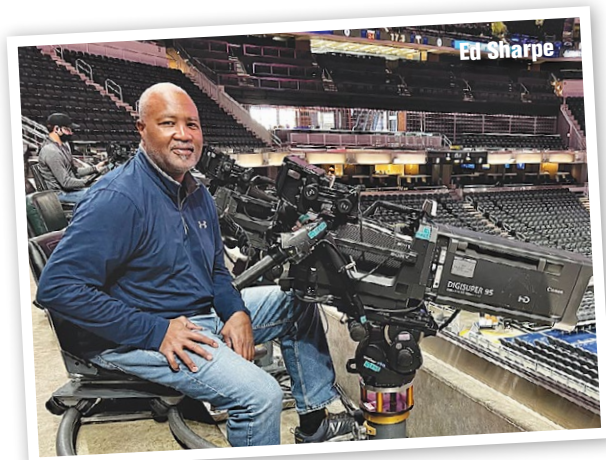
Norris marvels at the wide variety of events she has been assigned over the course of her career. She once found herself working at Six Flags Great America, an amusement park, for “professional bowling that had set up two lanes outside!” “I have friends that make more money



than I...but they say they would love to do what we do,” says Chesney.

However, every now and then the dream job is not so dreamy. Chesney cites poor weather and long days. “We work weekends and holidays...” in “snow, sleet, rain and blistering heat.” And “most people don’t realize how early we arrive to set up a show... I’ve worked sixteen inning baseball games that lasted six hours...” Long games combined with call times typically six hours before a broadcastw can result in very long days.

IATSE camera rock stars are not just in New York, Chicago, and Indianapolis. You can find them in IATSE markets across the country, and Canada too. Los Angeles is a hotbed for talented camera operations and has a deep pool of sports camera talent. San Diego too. Texas and Arizona are home to talented camera men and women who have attained honors and respect. And IATSE markets in Wisconsin, Minnesota, Iowa, Miami, D.C., Portland, The Bay Area, and Seattle can all showcase local camera talent on par with the largest markets in the world. Young talented professionals are constantly on the rise, making their name known by learning and improving through experience and repetition. So, make room rock stars, for the next generation of camera techs that will rock the broadcast world. Rock On!



## Celebrating International Women's Day!

**S**erendipity – the occurrence of events by chance. Kismet – destiny, fortune, the alignment of the stars. That's just what the Winter General Executive Board meeting afforded the Women's Committee - the chance to shine a light on International Women's Day and do it in person! From the opening announcement by President Loeb at the Tuesday, March 8 meeting of the Board, to the event held Tuesday night that brought 76 women together for a reception and program honoring women of the past and present, International Women's Day was filled with inspiration and acknowledgement of the contributions women have made to the IATSE and to the community at large. The group chose to adopt the universal theme “#BreaktheBias”.

Veronica Hernandez Mendez, head of the Equal Opportunities Department at UNI Global, sent video greetings from women across the globe, stressing we are all facing issues of equity and inclusion and together we will rise. Elise Bryant, National President of the Coalition of Labor Union Women, echoed Veronica's remarks and reminded us to “...run for office not for coffee!”.

Our own Eileen MacDonald, Trustee of Local One, highlighted the work of

Monumental Women, a group whose mission is to honor the accomplishments of women in public places. From Central Park to small towns, they are working to erect monuments to women who have changed our world. They've also created a virtual women's rights trail that crosses through New York's five boroughs. This year, they will dedicate a monument to Lorraine Hansberry, the first Black Woman to have her play produced on Broadway – A Raisin in the Sun. Her

statue will be unveiled in Times Square during the Tony Awards Season. And Monumental Women has inspired the Smithsonian to honor 153 women in STEM by displaying their “monuments”





created by 3d printers. There is so much to be celebrated when we unveil the true contributions of women!

In conjunction with the event, the Women's Committee raised more than \$4,500.00 for the nonprofit. Many thanks to Sister MacDonald for her work on the board of MW and for introducing us all to their most essential work. For more information, go to [monumentalwomen.org](http://monumentalwomen.org)!



IATSE WOMEN'S COMMITTEE  
CELEBRATES

# *International Women's Day 2022*

MARCH 8, 2022



#BreakTheBias



International  
Women's Day

**#IATSEWOMENUP**

We invite news and  
views, event  
announcements, ideas  
on issues relevant to  
members, and photos  
from Local Union  
Women's Committees.

Please submit to:  
[iatsewomen@iatse.net](mailto:iatsewomen@iatse.net)



## CONNECT WITH WORK IN LIVE EVENTS

COVID-19's impact on the Live Event Industry continues to drive the agenda for Stagecraft and many of the Locals within the Department. Financial strain, officer retirements, COVID-19 safety protocols, out of pattern bargaining proposals and staffing shortages are just some of the issues IATSE Locals have been dealing with since March of 2020.

Upon completion of a SWOT analysis and audit of the Stagecraft Department Locals, the Department has determined that an immediate focus on staffing to offset the impact COVID-19 had on the industry would put the IA in a position to increase market share and improve contract conditions in the Live Event Industry.

Analysts note that Employment in Live Events grew significantly in the third and fourth quarters of 2021 compared to the depths of April 2020, yet has a long way to go before it reaches pre-pandemic levels.

According to a report by Lasso, a Live Event Workforce Management Software company "Crews are working 120% more than 2020 and 25% more than in 2019." Live Nation CEO Michael Rapino told investors in November they anticipate double digit growth over the next several years, saying 2022 and 2023 will be a "roaring era" for concerts and other live events.

And while employment opportunities are up, workforce participation is down. Like most industries in this moment, Live Event employers face a challenge hiring employees for the work. Local Unions who dispatch workers to jobs are equally challenged. According to one local union dispatcher, "everything is twice as hard!"

The post COVID-19 crew build up

will need to be far different than previous crew build up programs the Locals and International took on in the past. The crew build up plan put in place addresses different geographical markets, department sectors, Employers and Locals of various sizes and resources. According to International Vice President and Co-Director, Stagecraft Michael J. Barnes "Adding a crew build up plan to Locals already overwhelmed by COVID issues would require a heavy lift from the International."

Working with the Education and Communication Departments, a four-point turnkey plan has been launched and is available to Locals. The plan includes a Communication, Coordination, Education and Compensation approach to build up staff. Local leadership (or an Activist approved by your Local) can participate in the program by registering at [liveeventworker.com/activist](http://liveeventworker.com/activist) or writing to [stagecraft@iatse.net](mailto:stagecraft@iatse.net).

Participating Locals are supported in identifying and training workers. Training and tracking newly registered workers are maintained through web-based applications. Coordination between the International, various Locals and Employers is structured to give our Locals the information and tools needed to staff jobs in the Live Event Industry. Working with the Locals and members puts the

IA at a distinct advantage over nonunion labor brokers.

Prior to and during COVID-19 the IA's investment in our members places us in the best position to answer this challenge and increase our market share in the entertainment industry. Cautiously we predict the Live Event Industry will not only be back, but busier in 2022. The opportunity to gain market share and improve contracts through mutual endeavor is within reach. Coming out of COVID-19, together we can rise as a bigger, stronger, younger, more diversified, better trained workforce. This opportunity will pass. Let us work together to make the best out of what has been our Union's darkest hours.

Ever dreamed of work in the live events industry?

# JOIN US. WORK IN LIVE EVENTS.

Analysts predict that 2022 to 2023 will be a "roaring era" for live events.

LiveEventWorkers.com connects workers with jobs in live events, concerts, festivals, and other careers that are pillars of the entertainment economy.

**Register at [LiveEventWorkers.com](http://LiveEventWorkers.com)**  
A representative will contact you.  
All experience levels and skillsets are welcome.

**Careers in:**  
Rigging  
Theatrical Makeup/Hair  
Box office  
Stagehand  
Wardrobe

LIVEEVENTWORKERS.COM

# Paving the Way: Our DEI Journey Toward a More Inclusive Union



It's been an extraordinary year for The IATSE Diversity, Equity, & Inclusion Committee (DEI), kith and kin. After being reconstituted in fall 2020, we began our journey toward an equitable environment. January buoyed our commitment to anti-racist and equitable Locals, and workplaces and beyond. The 2021 Mid-Winter GEB opened with a Land Acknowledgement and saw our work proposals unanimously approved by the General Executive Board. Since then, the DEI Committee has immersed itself in these promises.

Together we rewrote the IATSE Equality statement as a more robust Equity statement. Being visible is a priority in our work. In collaboration with the Communications Department, we highlight members and issues promoting intersectionality and celebrate our rich diversity and heritage. Many of these diverse experiences are shared on the DEI Committee pages through social media platforms and our page on the IATSE website. We worked with the Education and Training Department to update the U.S. and Canadian IATSE

Roadshows through an intersectional lens and to bring DEI education and training to our members. Implementing bias and anti-racist leadership trainings at District meetings, GEB's, and the Quadrennial, have been some great accomplishments. We encouraged IATSE members to recommend to their respective bargaining committees that Martin Luther King, Jr. Day be added as a recognized holiday in MPTV Basic and Area Standards Collective Bargaining Agreements. We are proud to report this historic first achievement. Additionally,

these CBAs now include diversity and inclusion training programs, and a Diversity, Equity, and Inclusion Statement of Commitment, paving the way for progressive DEI initiatives in future CBAs across our industry.

Looking ahead, we are working to develop a demographic survey that will accurately portray "who we are" as a union at the local, leadership, and international level so we can best support and serve our jurisdictions and our membership. We will continue to develop resources and education and training for local committees and members to utilize. We will continue to build partnerships with leaders and experts in this space and to grow. We are resolved to be a truly equitable organization and we are excited to apply our achievements and continue our work with the support of our leadership and all IATSE Sisters, Brothers and Kin.

## STAY CONNECTED FOLLOW US ON SOCIAL MEDIA



@IATSEDEI



@IATSE\_DEI



@iatsedeicommitee

## Going Green in AV

**M**ore and more industries are recognizing that sustainable business is good business, and the Audiovisual sector is no exception. With an increasing demand for more sustainable business models, the Audiovisual Integrated Experience Association (AVIXA) held a webinar titled “Sustainability in AV” on January 19, 2022. Although the webinar was not specific to the entertainment industry, it featured presenters from across the corporate AV/technology world.

Investors as large as BlackRock are calling for changes in the technology market, and AV companies are taking notice and making important commitments to the environment. By re-examining energy efficiency, material use, packaging, logistics, and what happens to products at the end of their life cycles, companies are finding ways to reduce manufacturing footprints as well as the footprints of their products once they reach consumers. It's a good idea for members to familiarize themselves with these emerging concepts.

The companies that are at the forefront of this undertaking are seeing an increase in brand trust and reputation, while creating revenue growth and reduced operating costs for end users. Sustainability is important not just for the companies we work with, but - when we can - for the choices we make at work. If you'd like to know more about the greening of the AV world, you can view a recording of AVIXA's “Sustainability in AV” webinar here: <https://iatse.co/sustainability>.

Webinars such as this are available

to IATSE workers through a partnership between the IATSE Training Trust Fund (TTF) and AVIXA. All IATSE workers are eligible to register for a free AVIXA elite membership through the IATSE TTF. For more info, visit the IATSE TTF website: <https://www.iatsetrainingtrust.org/avixa>.

For more information about the IATSE's commitment to sustainability and how to get involved, visit the IATSE Green Committee webpage: <https://iatse.net/greencommittee/>.

Interested in learning more about sustainability in the entertainment industry? Watch “IATSE Goes Green! Sustainability Tips for Workers in the Entertainment Industry,” an IATSE Education and Training Department webinar that was presented in partnership with Green Spark Group and the Broadway Green Alliance for Earth Day 2021. You can find this webinar and many others on the “IA Education for All” webinar channel: <https://www.gotostage.com/channel/iaeducationforall>





# What's in a (dead)name?

*That which we call a rose by any other name would smell as sweet*

**T**hat may not exactly be what Shakespeare was going for when he wrote that line, but we think it could easily apply to deadnames. If someone has chosen their new name, we have no reason to hold on to their deadname. They're still the same, great person inside.

But what exactly is a deadname you might ask?

A deadname is the birth (or other former name) of a transgender or non-binary person who has decided to change their name. A lot of names become associated with only a certain gender. If someone is in transition, they may no longer feel like their birth name is a good fit and want to choose something that's more appropriate. When this happens, their former name is considered their deadname and should be avoided whenever possible.

Employers, unions and individuals have a duty to accommodate workers who are in transition by using their correct name. At the worker's request, all identification and documentation that is in the sole control of the employer or union, should be changed immediately. Some examples are seniority lists, nametags, email and phone directories, ID badges, etc. We cannot demand that other pieces of identification like government ID be legally changed first, unless there is a direct link to government records through things like the IRS or CRA.

For the instances where the employer or union are in control of the documents, the worker must be accommodated

regardless of how far along in their transition journey they are. Failing to do so is a bit like not accommodating a pregnant woman until the baby is born. Each local has their own processes and documents, so you should consult with your legal counsel to help identify which documents you are able to change immediately, and which require a bit more work.

Transitioning is already a stressful time for workers and so we want to help make their journey as easy as we can by not putting up any unnecessary roadblocks. Knowing the answers to these questions in advance, and making sure any other officers or staff know as well, will help the process go smoothly for everyone.

While we all want to do the right thing and help our fellow workers, you may encounter some people who need further motivation to get on board. In that case, you could let them know that gender identity and expression are human rights issues. Two human rights challenges have already been won by trans workers in Canada (the Gallagher Decision in Ontario and the Goodberry Decision in British Columbia).

Now, these are not cases where someone has been accidentally

misgendered or called by their deadname once. The circumstances were failure to accommodate and contained repeated, intentional misgendering and/or deadname calling. Making a small mistake once won't rise to those levels, but since we are here to work together to protect each other, we don't want to allow it to get to a place where it could cross the line. Ideally we will all just work together to make things better for our fellow workers.

To find out more, you can check out the AFL-CIO's Pride at Work page here: <https://www.prideatwork.org/issues/transgender-working-people/>

Or, check out the Canadian Labour Congress' robust "Workers' in Transition" guide in both English and French: <https://canadianlabour.ca/workers-in-transition-guide/>



## Online Training: A Case Study

### *Local 873's Online Permittee Orientation Course*

It's hard to take away many positives from the COVID-19 experience, but one worth mentioning is the realization that conducting business virtually or online is essential and will inevitably be part of our future; especially when it comes to delivering education and training. While it's true that online education and training is not always a perfect fit for certain types of curricula, it can be an absolute game changer when used in appropriate circumstances. A prime example of the benefits of transitioning to online education and training is Local 873's online Permittee Orientation Course (POC).

Prior to the pandemic, Local 873 delivered their mandatory two-day POC in person at the IATSE 873 Training Centre. The POC has been, and continues to be, the Local's most delivered course, averaging nearly one thousand participants per year over the last four or five years. The sheer volume of participants became overwhelming, straining the training centre's resources.

When COVID-19 struck, the film and television industry shut down - as did Local 873's training centre - but the need to train new permittees remained. For the first time, the Local had no choice but to shift its focus and resources to online training, or face the prospects of severe crewing shortages when work resumed.

In July of 2020, Local 873 embarked on developing an online platform to deliver training; prioritizing the POC as its first offering. The collaborative effort involved many moving parts that included the hiring of a consultant to ensure they

chose the right Learning Management System (LMS) for their needs, consulting departmental committees for input on content, and hiring a Content Creator and Graphic Designer.

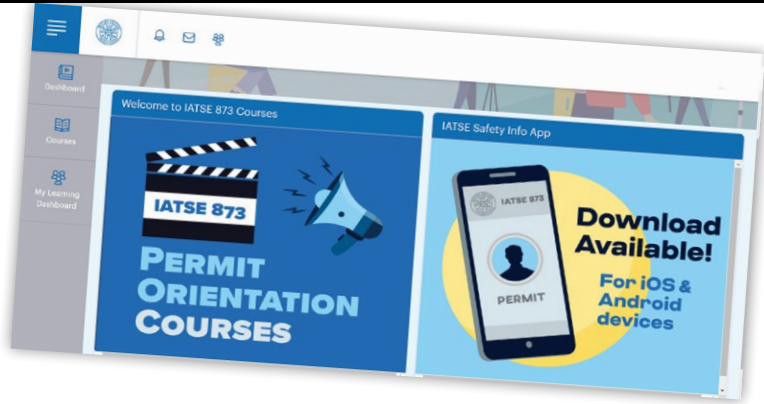
On December 18, 2020, Local 873 launched the online version of the POC via the Learning Management System, Tovuti. The interactive course includes animation, voiceover, text, images, and quiz questions. It covers a variety of important information for new workers, such as the history of the IA, the stages of film production, the different departments, tools of the trades, how to fill out start-up paperwork, reading a call sheet, expectations when working on set, how the Local's dispatch system works, health and safety, anti-harassment and respect in the workplace training, and more.

Moving the POC on-line proved incredibly successful. It allowed the Local to meet a number of their objectives, such as delivering training during the

pandemic, freeing up more time and space at the training centre to allow more training in other important areas, eliminating costs attributed to classroom rental space and instructors, reducing the fees paid by permittees to take the course, and expanding outreach by making the POC more deliverable to partnering university film and television programs that have integrated the course into their curriculum.

And the numbers don't lie. Within the first fifteen days of its launch, 448 new permits completed the course. Within the first month, 1027. Within six months, 2420. To date, 2852 permittee workers, and counting, have completed the course since it moved online. Crew shortage averted!

The course development costs were substantial, however, within six months of the online launch the Local was able to recoup those costs, solely from the fees collected from the online Permittee Orientation Course. This has enabled Local 873 to allocate future proceeds toward developing much-needed training programs in new areas. To be clear, the cost of creating online education and training is not cheap and can run into the hundreds of thousands of dollars. However, depending on a Local's size, finances, needs and aspirations, there are less expensive versions available that can be just as effective.



## A DAY OF TRUTH AND RECONCILIATION

To commemorate the first Truth and Reconciliation Day in Canada on Sept. 30, 2021, Local 212, commissioned a mural and hosted a ceremony dedicated to reconciliation. Members of Local First Nations and local politicians took part in the unveiling of the Manchester Mural. Local artists transformed the large north-facing wall of our building into a message of community and diversity that also honours Calgary's First Nations.

**In Attendance were: Elder Clarence Wolfleg (Miiksika'am) with a Blessing, Greg McLean MP for Calgary Centre, former City of Calgary Mayor Naheed Nenshi, Candidate for Ward 9 Gian-Carlo Carra and First Nations Performers.**



## LOCAL 46 HONORS 50-YEAR MEMBER

Pictured here is Local 46 member James Robertson receiving his scroll from the International stating 50 years of being a card holder with Local 46.

Congratulations James! Pictured L-R are Local 46 Secretary-Treasurer Daniel Fly, Card Holder Recipient James Robertson and Business Agent Patrick Hutchinson.

## LOCAL 30 HOSTS T-SHIRT DRIVE FOR THE HOMELESS



Surrounded by fellow members of Local 53, Brother Robb Grace received his Gold Card from the International. Brother Grace is the first member of Local 53 to hold a Gold card.



## Local 129 Members Brave the Cold for the Grey Cup Half-time Show!

2021 marked the awarding of the annual Grey Cup for the 108th time in Canadian Football League History. The championship game, between the Hamilton Tiger-Cats and the Winnipeg Blue Bombers, was played at Tim Hortons Field - the Tiger-Cats home stadium. Hamilton's own Arkells headlined the half-time show, with guest stars the Lumineers, and Local 129 was there to make the magic happen! This was the first time since 1996 that the game was played in Hamilton, and the first time since 2013 that any team had played on a home field. With colder than seasonal temperatures and the unique challenge of having to share the field with the hometown team, Local 129 crews rose to the challenge and the show went off without a hitch. The game might not have gone the home crowd's way, but thanks to great entertainers and the skills of Local 129, the entertainment certainly did!



L to R Quincy Donnerfeld and Kurtis McSwain



Dave Kessler (foreground) and Joe Balcucchi

## CALIFORNIA LOCAL HONORS LONGTIME MEMBER

In December 2021, Local 50 presented their president emeritus, Larry Stanfill, with his International gold card.

From left to right: Larry Murdock, Richard Stockton, Tim Gallagher, Larry Stanfill, Bob Kern, John Kelly, Susie Owens





## PAs FIND A HOME IN LOCAL 411

Film and television sets are a busy place, with countless moving parts, challenging timelines, and lots of people. These people need to be fed, paid, and told when and where to be on set or in the office. Each set has its own supply and communications infrastructure and at the heart of that structure are Production Assistants. For far too long, PAs in Ontario worked without the benefit of union representation, but for the past three years, Local 411 has been organizing and bargaining PAs into membership so that they have the representation they deserve. At this point, the Local has welcomed almost two hundred PAs into membership.

In 2019, Local 411 began discussions with PAs about the benefits of membership in the IATSE. The primary issues were wages, health benefits, RRSP contributions, additional training, and reimbursements for various programs for the job. With the workers on side, the Local approached producers about including Production Assistants in their current agreements. Producers were largely resistant to the idea due to concerns of increased budget costs, but the Local was able to convince a few and brought their first Office PAs into membership.

In 2020, Local 411 officially moved

to include PAs in their promulgated agreement. While some producers were receptive to this move, the majority refused to recognize the change. At this point, the Local began organizing PAs through the labour board. Over a series of months, the Local filed applications for certification on five productions and were successful in forcing the producers to include PAs in the Local 411 agreement. Knowing that the Local would continue to organize these workers on a show-by-show basis, the studios began to bargain with the Local, and in the summer of 2021, Local 411 secured industry-wide recognition for Production Assistants.

## UGLIEST HOLIDAY SWEATERS

To ring in the holiday season the IATSE General Office returned to its long-awaited Ugly Holiday Sweater contest on December 6, 2021. While there were more than ten contestants, only three reign supreme and took home the title for Ugliest Holiday Couture.

Pictured below are the winners of the 2021 Ugly Holiday Sweater Contest.

Now that is what we call some UGLY Sweaters!



Puva Yoka, 1st Prize Winner



Winner, Wesley Vega, 2nd Prize Winner



Ketiwe Boahene, 3rd Prize Winner



# LOCAL UNION NEWS

## ICE CREAM FOR JUSTICE! IATSE SUPPORTS THE JON DONAIRE WORKERS

On January 29, 2022, in Santa Fe Springs, California, IATSE members rallied in solidarity with striking BCTGM Local 37 workers at the Jon Donaire rally in their fight for fair wages and better working conditions against Rich Products Corporation. #UnionProud



In November after three months on strike, Local 59 members pictured here are gathered outside the Meadowlands Exposition Center in Secaucus, demanding an end to their 11-year wage freeze against ASM Global Live management, who has refused to pay their workers fair wages and benefits. Proud to see our IA Kin refusing to back down!



## MAKE-UP AND HAIR LOCAL RALLY IN ATLANTA

On Sunday January 30th, IATSE Make-up Artists & Hair Stylists of Local 798, rallied outside Cobb Energy Center in Atlanta, Georgia demanding an end to The Atlanta Opera (TAO) preventing workers access to healthcare and retirement benefits. Shame on (TAO) for not wanting to recognize our right to unionize!



## GO GREEN! GO MOBILE!

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

**[admin.iatse-intl.org/Bulletin.aspx](http://admin.iatse-intl.org/Bulletin.aspx)**

# IN MEMORIAM

## REMEMBERING DOUGLAS MCINTOSH

Brother Douglas McIntosh passed away January 8, 2022, at the age of 62 years, after a brief but fierce battle with cancer. Known far and wide as the "purple guy," Doug was a stagehand with Local 129 for more than forty years. He was a fixture on the job in southern Ontario where he worked in Hamilton, Toronto, Kitchener, Brantford, Niagara-on-the-Lake and anywhere else he could get a lift. Doug's enthusiasm for the work and his commitment to helping others will be sorely missed by the members of Local 129. He will be remembered for his big heart, generosity and particularly for Kim's roast beef sandwiches. God speed brother, wherever you are now, we hope you find the kinship you had with us, and of course catering!

## REMEMBERING RICHARD LOBACZ

Brother Richard Lobacz, a proud IATSE member since 2001, passed away on December 6, 2021. Richard earned an electrical degree from University of New Hampshire and worked in the Production Department at the Hopkins Center in Hanover, NH. Brother Lobacz served our country in the US Marines, after which he continued to serve as Fireman, EMT, DOT employee, and a proud Legion member. Richard was a long-time member of the National Rifle Association of America. He will be remembered as a good man, treating people with respect and fairness in all his workings.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Juan Vito Aviles November 22, 2021	1	Albert G. Imlach November 5, 2021	2	Robert D. Schwarz December 12, 2021	18	Daniel B. Henrich November 6, 2021	42
James Bolar, Iii October 26, 2021	1	Gordon Wohlbedacht October 4, 2021	2	Robert Davis November 21, 2021	22	Gregory R. Benson October 28, 2021	44
Joseph G. Cannon November 23, 2021	1	Roopnarine Boodhoo October 27, 2021	4	Richard E Mason November 7, 2021	25	Mario Fernandez November 2, 2021	44
Dennis Mckenna November 20, 2021	1	Jack Gelbart November 18, 2021	4	Roy A. Van Keuren October 9, 2021	27	Gilbert Guzman Jr. October 10, 2021	44
Robert C. Mongioi November 23, 2021	1	Grant S. Yates October 15, 2021	7	Russell O. Wulff December 30, 2021	27	Timothy A. James November 3, 2021	44
Harold N. Rice October 5, 2021	1	David R. Cornish November 9, 2021	8	Eric Swanson November 7, 2021	30	Joshua S. Levine November 13, 2021	44
James W. Sipos December 31, 2021	1	Mike Tewksbury December 8, 2021	12	Hugh T. Gallagher December 24, 2021	33	Matthew Mcguire November 17, 2021	44
Lincoln J. Stulik October 21, 2021	1	James W. Fryer November 29, 2021	14	James F. Bonucci December 22, 2021	38	John M. Nary October 23, 2021	44
John R. Walters October 23, 2021	1	Maurice E. Beesley December 9, 2021	16	Fred Prather December 23, 2021	39	Nicholas Rand November 21, 2021	44
Dennis Gilbert October 6, 2021	2	Jeffrey N. Boddy October 18, 2021	17	Cindy Sarao November 27, 2021	39	Michael G. Ross November 6, 2021	44



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Charles F. Ryker November 17, 2021	44	Richard Babin November 17, 2021	80	Philip J. Escobedo December 23, 2021	306	Stephen Campbell November 5, 2021	600
John J. Slatsky December 17, 2021	44	William H. Brinkman November 10, 2021	80	Henry C. Baker November 11, 2021	311	Ervin C. Colwell Jr. December 13, 2021	600
Gerald T Tirado December 12, 2021	44	Jerry Deats November 10, 2021	80	Neil Gluckman November 7, 2021	311	Gerrit R. Dangremond December 23, 2021	600
Robert H. Williams Jr. October 15, 2021	44	Robert Griffith November 10, 2021	80	Conner Delong October 21, 2021	317	Halyna Hutchins October 22, 2021	600
Diane P. Yates November 30, 2021	44	Albert L. Hewitt December 6, 2021	80	Thomas Williamson October 8, 2021	333	Paul Janossy December 21, 2021	600
Sid Rogers December 31, 2021	46	David W. Nowack November 10, 2021	80	Alex Dugan November 26, 2021	363	W. Yuri Karjane December 3, 2021	600
Leonard J. Pizzute November 2, 2021	48	Raul L. Amavisca November 1, 2021	82	Nicholas E Rouse October 21, 2021	412	William Kelsey December 21, 2021	600
Andre Harris October 5, 2021	51	Brian A. Dawson October 15, 2021	82	David Krivonak October 27, 2021	417	C. James Lewis December 22, 2021	600
Matt E. Mathis, Jr. October 15, 2021	51	Richard Styles November 21, 2021	82	Robert A. Vernon October 29, 2021	461	David Lezynski November 19, 2021	600
Christoph Dolan December 20, 2021	52	Larry G. Hollinger November 28, 2021	98	Thomas Boyd November 22, 2021	476	Ronald I. Mcmanus November 14, 2021	600
James W. Fryer November 29, 2021	52	Barbara Taylor December 24, 2021	99	Donald Miller December 1, 2021	476	Richard G Mingalone October 25, 2021	600
Peter M. Gershenson October 17, 2021	52	Thomas A. Dowling December 15, 2021	100	Peter Muller December 24, 2021	477	Robert T. Newcomb October 21, 2021	600
William G. Kane November 27, 2021	52	Curtis A. Carlsteen November 22, 2021	122	Antonio Sansovich December 31, 2021	478	Ruth Tompson November 1, 2021	600
Loren H. Levy December 23, 2021	52	Andre Worsham October 20, 2021	122	Neil Gluckman November 6, 2021	479	David K. Bray October 1, 2021	665
Thomas A Mazzola December 29, 2021	52	Frank E. Bahr October 10, 2021	124	Gordon L. Hixson Iii December 24, 2021	479	C. Douglas Cameron December 5, 2021	695
Gerard Mcmorron December 26, 2021	52	Malcolm S. Brown December 27, 2021	125	Lori Thompson November 28, 2021	479	Scott E. Cruit December 26, 2021	695
Brian Pearson December 26, 2021	52	Michael A. Dooley December 9, 2021	146	Brandon Van Geest October 20, 2021	479	Michael Bialac December 13, 2021	720
Walter Stewart October 22, 2021	52	Anne K. Johnson October 4, 2021	161	Sheila Grover October 27, 2021	481	Gregory Legrand October 1, 2021	720
Chris Rochford October 6, 2021	56	Gilda Longoria December 16, 2021	161	Christopher T. Carpenter October 16, 2021	487	James H. Walker December 13, 2021	720
Bernard W. Koster October 2, 2021	58	Rodney N. Root November 30, 2021	205	C. Douglas Cameron December 5, 2021	491	Walter White October 1, 2021	720
Matthew Vogel December 26, 2021	59	Roy A. Vankeuren October 9, 2021	209	Scott D. Walker November 7, 2021	500	Lonnie Gatlin October 1, 2021	728
John Shopka October 4, 2021	63	Russell O. Wulff December 30, 2021	209	Richard Edwards November 6, 2021	580	Alan S. Goldenhar December 4, 2021	728
Stacie R. Bigl October 3, 2021	66	Ken Grad December 25, 2021	295	William A. Kuriger Sr December 6, 2021	589	Stanley L. Gonsales November 30, 2021	728



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Raymond P. Marcos October 1, 2021	728	Andrew B. Mathis November 1, 2021	819	Derek Hedley December 31, 2021	891	Terry M. Lilly November 24, 2021	18032
Walter Stewart October 22, 2021	728	Michael Camarillo December 25, 2021	839	Russell L. James December 7, 2021	891	Kenneth F. Shaw October 8, 2021	18032
Edward Piwowarski December 1, 2021	729	Christopher Duncan November 10, 2021	839	Corrine Johnson November 4, 2021	891	Leonard Soloway December 11, 2021	18032
James Mcshane November 20, 2021	750	Derek Hedley October 29, 2021	856	J.Bradford McMurray December 28, 2021	891	Esther Miller December 1, 2021	B18
John E. Stroth October 1, 2021	750	Mark Motoch December 6, 2021	856	Justin Morgan November 19, 2021	891	Stephen R. Lewis December 24, 2021	B20
Virginia Licata December 25, 2021	751	David Di Marco October 7, 2021	873	Simona Pandele October 30, 2021	891	Masatoshi Noguchi December 31, 2021	B751
David C. Besser November 29, 2021	764	Nicolas S. Fischer December 24, 2021	873	Patrick A. Thomas December 18, 2021	891	Carole Carroll November 1, 2021	USA829
Jerry J. James November 17, 2021	780	James I. Ingram December 10, 2021	873	Joe Chancey November 3, 2021	923	Susan Johnson October 5, 2021	USA829
Robert L. Sinise October 8, 2021	780	Dennis Kirkham October 7, 2021	873	John H. Lawson October 3, 2021	923	Lincoln Stulik October 21, 2021	USA829
Milton Buras December 31, 2021	798	Bonnie Welt December 27, 2021	873	Neil Gluckman November 7, 2021	927		
Camille Abbott December 24, 2021	800	Phil Eisenhower November 16, 2021	884	Susan B. Bell December 24, 2021	18032		

## THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

### Contributor

Peter and Barbara Fitzsimons  
Local 59  
Local 800  
District 2 IATSE and MPTAAC  
Local 478  
Live Nation  
Samantha Dulaney

### In Memory Of

Amanda Mae Vinopal  
Fund Contribution  
Fund Contribution  
Fund Contribution  
Fund Contribution  
Fund Contribution  
Fund Contribution

# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees  
**ADC** Associated Designers of Canada  
**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftpersons)  
**AE** Arena Employees  
**AFE** Arena Facility Employees  
**AG&AOE&GA** Animation Guild and Affiliated Optical Electronic and Graphic Arts  
**AMTS** Admissions, Mutual Ticket Sellers  
**APC** Affiliated Property Craftpersons  
**ATPAM** Association of Theatrical Press Agents and Managers  
**BPTS** Ball Park Ticket Sellers  
**CDG** Costume Designers Guild  
**CHE** Casino Hotel Employees  
**EE** Exhibition Employees  
**EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors  
**ICG** International Cinematographers Guild (inclusive of Publicists)  
**M** Mixed  
**MAHS** Make-Up Artists & Hair Stylists  
**MAHSG** Make-Up Artists & Hair Stylists Guild  
**MPC** Motion Picture Costumers  
**MPEG** Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)  
**MPP,AVE&CT** Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians  
**MPP,O&VT** Motion Picture Projectionists, Operators and Video Technicians  
**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts  
**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians  
**MPSELT** Motion Picture Studio Electrical Lighting Technicians  
**MPSG** Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)  
**MPS&SW** Motion Picture Set Painters & Sign Writers  
**MPSPT** Motion Picture Studio Production Technicians  
**MPST** Motion Picture Studio Teachers and Welfare Workers  
**MPVT/LT/AC&GE** Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees  
**MT** Mail Telephone Order Clerks  
**O** Operators  
**PC,CP&HO** Production Coordinators, Craftservice Providers and Honeywagon Operators  
**PST,TE,VAT&SP** Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists  
**S** Stage Employees  
**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers  
**SM** Studio Mechanics  
**SM&BT** Studio Mechanics & Broadcast Technicians  
**SS/C,C,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists  
**GuildSS,PC,CC&PA** Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants  
**T** Theatre Employees  
**T&T** Treasurers & Ticket Sellers  
**TBR&SE** Television Broadcasting Remote & Studio Employees  
**TBSE** Television Broadcasting Studio Employees  
**TSA** Ticket Sales Agents  
**TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists  
**TWU** Theatrical Wardrobe Union  
**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

## CANADA

### ALBERTA

**S 210 EDMONTON, AB** – Jill Concannon, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.  
**S 212 CALGARY, AB** – Peter Hawrylyshen; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

### BRITISH COLUMBIA

**S 118 VANCOUVER, BC** – Conor Moore, recsec@iatse118.com; #4-1768 William Street, Vancouver, BC V5L2R4, Bus. Agt.: Joe Sawan.  
**S 168 VANCOUVER ISLAND, BC** – Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Monica Arthurs, businessagent@iatse168.com.  
**S 250 VANCOUVER, BC** – International Representative, Julia Neville, jneville@iatse.net; 1000-355 Burrard St. Vancouver, BC V6C 2G8, (604-608-6158)  
**ICG 669 WESTERN CANADA** – Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Keith Woods, keith@icg669.com.  
**MPSPT 891 BRITISH COLUMBIA/YUKON TERR.** – Gwendolyn Margetson, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Phil Klapwyk, philk@iatse.com.  
**AG&AOE&GA 938** – Luis Eduardo Pedreira, scarflad@gmail.com; International Representative, Jeremy Salter, jsalter@iatse.net, 1000-355 Burrard Street, Vancouver, BC V6C 2G8, (647-285-1179)  
**T B778 VANCOUVER, BC** – Matthew Freeman, 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

### MANITOBA

**M 063 WINNIPEG, MB** – Stuart Aikman, 2nd Floor – 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.  
**MPSPT 856 PROVINCE OF MANITOBA** – Jeremiah Milmine, 500-332 Bannatyne Avenue, Winnipeg, MB, R3A 0W5. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Monique Perro, businessagent@iatse856.com.

### NEW BRUNSWICK

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

### NEWFOUNDLAND AND LABRADOR

**ICG 671 PROVINCE OF NEWFOUNDLAND/LABRADOR** – David Rumley, c/o 229 Wallace Avenue, Toronto, ON M6H 1V5 (416-368-0072). Bus. Rep.: David Rumley.  
**M 709 PROVINCE OF NEWFOUNDLAND/LABRADOR** – Debbie Vatcher, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774).

### NOVA SCOTIA

**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/ MONCTON/FREDERICTON, NB** – Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.  
**M 848 SYDNEY/GLACE BAY, NS** – David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.  
**MPSPT 849 MARITIME PROVINCES** – Raymond MacDonald, 617 Windmill Road, 2nd floor, Dartmouth, NS, B3B 1B6. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.  
**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.

### ONTARIO

**S 058 TORONTO, ON** – ryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (4163645565) (Fax: 4163645987) Bus. Agt.: Nelson Robinson.  
**M 105 LONDON/ST. THOMAS/SARNIA, ON** – Stephanie Gonyou, secretary@iatse105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Sean Barker, businessagent@iatse105.ca, Terry Barker, ba105@me.com.  
**S 129 HAMILTON/BRANTFORD, ON** – Natalie Stonehouse, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905536-9192) Bus. Agt.: Gary Nolan.  
**M 357 KITCHENER/STRATFORD/CAMBRIDGE/ GUELPH/WATERLOO, ON** – Sean Poole, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474). Bus. Agt.: Jennifer Pich, businessagent@iatse357.ca.  
**PC, CP&HO 411 PROVINCE OF ONTARIO** – Matthew Wakenfield, 2087 Dundas Street East, Unit 104, Mississauga, ON, L4X 2V7 (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Anne Paynter.

**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON** – Jeanette Ward, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-931-1990) Bus. Agt.: Stacey Bonar.

**S 467 THUNDER BAY, ON** – Keith Marsh, keith@tbaytel.net; 380 Van Norman Street, Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

**M 471 OTTAWA/KINGSTON/BELLEVILLE, ON** – James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-404-4717) Bus. Agt.: Ryan Bol.

**M 580 WINDSOR/CHATHAM, ON** – Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3K2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

**M 634 SUDBURY/NORTH BAY, ON** – Keith Clausen, local\_634@hotmail.com; 24 St. Louis Street, P.O. Box 68, Naughton, ON, P0M 2M0. (705-665-1163) Bus. Agt.: Wayne St. George, wayne.stgeorge@hotmail.com.

**ADC 659 TORONTO, ON** – Simon Rossiter, treasurer@designers.ca; 401 Richmond St. West Suite 350 Toronto, ON, M5V 3A8. (416-907-5829) Bus. Agt.: Simon Rossiter.

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

**TW,MA&HS 822 TORONTO, ON** – Raymond K. Cosgrove, secretary@iatse822.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416) 276-8616 Bus. Agt.: Michelle DiCesare, businessagent@iatse822.com.

**SA&P 828 PROVINCE OF ONTARIO** – Richard Mongiat, recordingsecretary@iatse828@gmail.com, P.O. Box 80059, 510 Concession Street, Hamilton, ON, L9A1C0. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, ba@iatse828@gmail.com.

**MPSPT 873 TORONTO, ON** – Monty Montgomerie, 82 Carnforth Road, Toronto, ON, M4A 2K7. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Glen Gauthier, noiseboysinc@gmail.com.

**T B173 TORONTO/HAMILTON, ON** – Paul Williams, 19 Handel Street, Toronto, ON, M6N 4G2. (416-526-5850) Bus. Agt.: Jeff McMahan.

## PRINCE EDWARD ISLAND

**M 906 CHARLOTTETOWN, PE** – John-Michael Flynn, John-Michaelflynn@hotmail.com; P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Barry Vessey, bvessey@bellaliant.net.

**T B906 CHARLOTTETOWN, PE** – Ashley Peck, P.O. Box 1032, Charlottetown, PE, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

## QUEBEC

**S 056 MONTREAL, QC** – Denis Forest, archiviste@iatse56.com 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Roch Lavoie, agent@iatse56.com.

**O 262 MONTREAL, QC** – Audrey Prevost-Labre; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-937-8252) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

**MPSPT 514 PROVINCE OF QUEBEC** – Nicolas Marion, cinemaron@me.com, 1001, BD de Maisonneuve E. Bureau 900, Montréal Québec H2L 4P9 Canada (514-844-2113) (Fax: 514-608-1667). Bus. Agt.: Christian Bergeron, christian.bergeron@iatse514.org

**M 523 QUEBEC, QC** – Sylvie Bernard, 2700, Jean Perrin,

#490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Eric Desmarais; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

**TW,MA&HS 863 MONTREAL, QC** – Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5 (514-641-2903). Bus. Agt.: Silvana Fernandez, iatselocal863habilleur@hotmail.com.

## SASKATCHEWAN

**M 295 REGINA/MOOSE JAW, SK** – Josh Muz, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

**M 300 SASKATOON, SK** – Jess McNabb, ia300@sasktel.net. P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Kim Warden.

## UNITED STATES

### ALABAMA

**S 078 BIRMINGHAM** – Dennis Parker; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35203. (205-251-1312) Bus. Rep: Barron Melton, iatse78ba@gmail.com.

**S 142 MOBILE** – Thomas Browning, P.O. Box 968, Mobile, 36601. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: Philip Tapia, Local142@yahoo.com.

**SM 478 MOBILE, AL/STATE OF LOUISIANA/SOUTHERN MISSISSIPPI** – Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

**M 900 HUNTSVILLE** – Ely McClennan, P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Debra Thomas, local.ba@iatse900.com.

### ALASKA

**S 918 ANCHORAGE** – Danielle Evans, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Yeil Yadi Olson, ia918ba@gmail.com.

### ARIZONA

**S 336 PHOENIX/PRESCOTT** – Pamela Boyd, boyd336@gmail.com; 1145 E. Washington St., Suite 300, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessey, ia336phx@gmail.com.

**M 415 TUCSON** – Deon A. Hill, secretary@iatse415.org, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: George Fritz.

**TBSE 748 STATE OF ARIZONA** – David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-610-3342). Bus. Rep.: Don'Shea D. Brown, iatse748busrep@gmail.com. .

### ARKANSAS

**M 204 LITTLE ROCK** – Linda Dahl, Idahl@iatse204.com; P.O. Box 69, El Paso, 72045 (501-231-5634) Bus. Agt.: Harmon Katharine, businessagent@iatse204.org.

### CALIFORNIA

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

**S 033 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA** – Darrell F. Aranda, daranda@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-5671-138) Bus. Agts.: (TV) Ronald Valentine, rvalentine@iatse33.com; (Legit) Robert Pagnotta, rpagnotta@iatse33.com.

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

**S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE** – Betsy Martin, secretary@iatse50.org; 1914 Terracina Drive, Suite 120, Sacramento, 95834. (916-444-7654) Bus. Agt.: John Kelly, businessagent@iatse50.org.

**MPSG 080 HOLLYWOOD** – Jamie Young, 2520 W. Olive Avenue, Suite 200, Burbank, 915054529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Dejon Ellis.

**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND** – Larry Hunter, 303 Hegerberger Road, Suite 204, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

**TBSE 119 SAN FRANCISCO BAY AREA** – Sara Diane Lillard, P.O. Box 4878, Walnut Creek, 94596. (510-307-7272) or (510-214-0485). Bus. Agt.: Katie Murphy, businessagent@ba-faia119.com.

**S 122 SAN DIEGO/PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS** – Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619640-0042) (Fax: 619640-3840) Bus. Rep.: Richard Disbrow, Richard@iatse122.org.

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

**S 158 FRESNO/MODESTO/STOCKTON** – Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Mark Irwin.

**O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/MARIN COUNTY** – Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Mark Woodall, woodallcm@hotmail.com.

**O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES** – Stephan Shelley, mrsteff@sbcglobal.net; P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephan Shelley

**M 215 BAKERSFIELD/VISALIA** – Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-900-2280) Bus. Agt.: Matt Bernon.

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

**M 442 SANTA BARBARA TRICOUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)** – Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Brady S. Perrin.

**M 504 ORANGE COUNTY/PARTS OF CORONA** – Janis Gohman, 671 S. Manchester Avenue, Anaheim, 928021434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York)** – Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Theresa Khouri (Chicago/Atlanta: 312-243-3841 / 404-888-0600).



**M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE** – Corey Bell, 611secretary@iatse611.org; P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Agt.: Andrew Hurchalla, businessrep@iatse611.org.

**S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP** – Gabriel Valdez, 614secretary@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 951-769-9160) Bus. Agt.: Samuel Deleo, Local614ba@gmail.com.

**PST,TE,VAT&SP 695 HOLLYWOOD** – Heidi Nakamura, heidin@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)** – Sharon Smith-Holley; Nat. Exec. Dir.: Catherine Repola; Western Exec. Dir.: Scott George, 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

**MPC 705 HOLLYWOOD** – Jennifer Herrenkohl, 4731 Laurel Canyon Blvd., #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Adam West.

**MAHSG 706 HOLLYWOOD** – David Abbott, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Randy Sayer.

**MPSEIT 728 HOLLYWOOD** – Greg Reeves, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Greg Reeves, BA@iatse728.org.

**MPS&SW 729 HOLLYWOOD** – Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

**TWU 768 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA/CERRITOS** – Leslie Hunt; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

**TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/ SAN MATEO/CUPERTINO/SAN JOSE/CONCORD** – Margaret Heaman, 1182 Market Street, Suite 312, San Francisco, 94102. (415-861-8379). Bus. Agt.: Bobbi Boe.

**TBSE 795 SAN DIEGO** – Melinda Gray, treas@iatse795.com; 3755 Avocado Blvd., PMB 437, La Mesa, 91941. 619-507-2666 (Fax: 858-715-0640). Bus. Agt.: Darin Haggard, ba@iatse795.com.

**ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)** – Judy Cosgrove, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Charles Parker.

**USA829 CALIFORNIA REGIONAL OFFICE (See Also New York)** – 1200 Wilshire Blvd., Suite 620, Los Angeles, 90017. (323-965-0957) Bus. Agt.: Monique L'Heureux.

**AG&AOE&GA 839 HOLLYWOOD** – Paula Spence, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Kaplan.

**T&T 857 LOS ANGELES/ORANGE COUNTIES** – Alexis Savko, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) Bus. Agt.: Sergio A. Medina.

**SS/C,C,A&APSG 871 HOLLYWOOD** – Elizabeth Golko, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Patric Abaravich, patric@ialocal871.org.

**TWU 874 SACRAMENTO AND VICINITY** – Brittney Sandoval, P.O. Box 188787, Sacramento, 95818 (916-832-3396) Bus. Agt.: Sheryl Emmons, iatse874@yahoo.com.

**MPST 884 HOLLYWOOD** – Bettina Russo, corresponding-secretary884@gmail.com; P.O. Box 461467, Los Angeles, 90046. (310-905-2400) Bus. Agt.: Josh Fuks, businessrep884@gmail.com.

**CDG 892 HOLLYWOOD** – Ivy Thaide, 3919 West Magnolia Blvd., Burbank, 91505. (818-848-2800) (Fax: 818848-2802) Executive Director: Rachael Stanley.

**TWU 905 SAN DIEGO** – Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Mary Harris, L905BA@gmail.com.

**S&FMT 923 ANAHEIM** – John Capps, P.O. Box 9031, Anaheim, 92812-9031. Bus. Agt.: Matt Froelich.

**T B18 SAN FRANCISCO** – Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Leontyne Mbele-Mbong.

**T B32 SAN JOSE-SANTA CLARA COUNTY** – Jennie Santana, jennstana@yahoo.com; P.O. Box 2832, Santa Clara, 95055. (408-710-9011) Bus. Agt.: Ralph Occhipinti.

**T B66 SACRAMENTO** – Gloria Earl, iatse.b66@gmail.com; P.O. Box 2210, Sacramento, 95812. (916-245-1191). Bus. Agt.: Robert Whitaker, bwhitaker@comcast.net.

**AAE B192 HOLLYWOOD** – Elizabeth Gonzalez, 5250 Lankershim Blvd., Suite 600, N. Hollywood, 91601. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Kevin King.

**CALIFORNIA SPECIAL BRANCH** – Michael F. Miller, Jr., 2210 W. Olive Avenue, Burbank, 91506. (818-980-3499) (Fax: 818-980-3496).

## COLORADO

**S 007 DENVER** – Gary Schmidt, treasurer@iatse7denver.org; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Bryant Preston, businessrep@iatse7denver.org.

**M 062 COLORADO SPRINGS/PUEBLO** – Scott Waldham, secretarytreasurer@iatse62.com; 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Salamon, businessagent@iatse62.com.

**S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.** – Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org. (970-226-2292) (Fax: 970-490-2292).

**TWU 719 DENVER** – Elisa Spadi, erspadi@msn.com; 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis, local719ba@aol.com; (303-829-1567).

**T B7 DENVER** – Frank Millington, III, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

## CONNECTICUT

**SM 052 STATES OF CONNECTICUT/NEW YORK/ NEW JERSEY/NORTHERN DE. /GREATER PA.** – Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 074 SOUTHERN CONNECTICUT** – Catherine Moore; P.O. Box 9075, New Haven, 06532. (203-497-3067) (Fax: 203-497-3067). Bus. Agt.: James Shea, jshea@iatse74.org.

**S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT** – John R. Clark, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT** – Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

## DELAWARE

**SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA.** – Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 284 WILMINGTON** – Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-750-3752) (Fax: 302-475-4903) Bus. Agt.: Justin Reuschlein.

## DISTRICT OF COLUMBIA

**S 022 WASHINGTON, DC/WASHINGTON DC SUB-URBS, MD/NORTHERN VIRGINIA** – Lynn Jackson, P.O. Box 92820, NE, Washington, DC 20090. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

**SM&BT 487 MIDATLANTIC AREA** – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

**TWU 772 WASHINGTON** – Amy Carr, secretary@iatse772.org; 3245 Rio Drive, #904, Falls Church, VA 22041, (240- 460-2682) Bus. Agt.: David Malpass, businessagent@iatse772.org.

**TBSE 819 WASHINGTON** – Craig Yarnell, secretary@iatse819.org; P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: Robert A. Richardson

**T&T 868 WASHINGTON** – Jillian Clark Gibson, secretary@iatse868.com; P.O. Box 58129, Washington, 20037. (202-422-1782) Bus. Agt.: Anne Vantine, businessagent@iatse868.com.

**TSA 8868 WASHINGTON** – Joyce A. Irving, jairving45@aol.com; 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-296-8647) Bus. Agt.: Lori Schwartz, lori.is@gmail.com.

## FLORIDA

**M 060 PENSACOLA/PANAMA CITY/DESTIN** – Hope Nelson, 3932 Wilkes St., 32571 (850-390-6819) (Fax: 850-484-3729). Bus. Agt.: Joseph Nelson, iatselocal60ba@gmail.com

**M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE** – Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

**TBSE 305** – International Representative, Justin Conway, jconway@iatse.net, P.O. Box 693666, Miami, FL 33269.

**M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG** – Tiffany Gans, secretary@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

**M 412 BRADENTON/SARASOTA** – Alessandro Wallenda-Zoppe, secretary@ialocal412.com, P.O. Box 1307, Tallavast, 34270. (941-914-1553) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

**SM 477 STATE OF FLORIDA** – Nancy Flesher, sec-treas@ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (3055948585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

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

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/ MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH** – Kimberly Holdridge, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Kimberly A. Holdridge, Kimberly.abowles@gmail.com.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND** – Bill Murphy, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

**MPVT/LT/AC&GE 780 (See also Illinois)** – Jaroslaw Lipski, jerry@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mngtr.: Jerry Lipski

**EE 835 ORLANDO/DAYTONA BEACH** – Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926) Bus. Agt.: Mark Hardter.

**AE AE938 JACKSONVILLE** – Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

## GEORGIA

**M 320 SAVANNAH** – Connor Williams, P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, iatse320@gmail.com.

**TBSE 444** – International Representative, Rachel McLendon, rmcclendon@iatse.net, P.O. Box 584, Kennesaw, GA 30156.

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)** – Kevin Cheatham, kcheatham@iatse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, makins@iatse479.org.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA** – Andrew Oyaas, secres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (9103439408) (Fax: 9103439448) Bus. Agt.: Darla McGlamery.

**S 629 AUGUSTA** – Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312) Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York)** – Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Theresa Khouri (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

**MAHS 798 ATLANTA REGIONAL OFFICE (See also New York)** – Samantha Reese, sreese@local798.net; 4220 International Parkway, Atlanta, 30354 (770-855-0601).

**M 824 ATHENS** – Peter Fancher, peterfancher@att.net; P.O. Box 422, Athens, 30603. (706-201-6123) Bus. Agt.: Kyle Judson, iatselocal824ba@gmail.com.

**EE 834 ATLANTA** – Danny Barrow, 4220 International Pkwy, Suite 200 Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Danny Barrow.

**TWU 859 ATLANTA** – Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

**S 927 ATLANTA** – Mary Grove, P.O. Box 162822, Atlanta, GA. 30321. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Margaret Guiberteau.

## HAWAII

**M 665 STATE OF HAWAII** – Shawn Christensen, 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 8085918213). Bus. Agt.: Irish Barber.

## IDAHO

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID** – Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane,

WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@aol.com, (509-999-5073).

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO** – Trustees: C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

## ILLINOIS

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

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL** – Lynnette Frutiger, lynnettefrutiger@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

**MPP,AVE&CT 110 CHICAGO** – Joseph Amabile, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Joseph Amabile.

**S 124 JOLIET** – Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815546-0124) Bus. Agt.: Lorin Lynch, l\_lorin@hotmail.com.

**S 138 SPRINGFIELD/JACKSONVILLE** – James Rapps, P.O. Box 6367, Springfield, 62708. (217-415-4810) Bus. Agt.: Kevin Harms, harmskevin@hotmail.com, (217-612-7339).

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA** – Sarah Short, iatselocal193@gmail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (Bloomington).

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

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO** – Steven Ray Dyer, P.O. Box 441, Murphysboro, IL 62966. (618967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

**SM 476 CHICAGO** – Anthony Barracca, 6309 N. Northwest Highway, Chicago, 606310490. (7737755300) (Fax: 7737752477) Bus. Agt.: Anthony Barracca.

**M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR** – Andrew Hall, treasurer. iatse.local482@gmail.com; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Andrew Hall, treasurer.iatse.local482@gmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also California, Georgia and New York)** – Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876 0160) (Fax: 323-878-1162); Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300 Central Region Director, Theresa Khouri, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

**T&T 750 CHICAGO** – Joseph Wanderling, iatselocal750@gmail.com; 106 W. Calendar Court, #272, La Grange Park, 60525. (708276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com.

**TBSE 762 CHICAGO** – Kris Kettner, IA762treas@hotmail.com, P.O. Box 4350, Oak Park, 60304 (773-793-3124) Bus. Agt.: Joel P. Colwell, jpcolwel@gmail.com.

**TWU 769 CHICAGO** – Wendy McCay, 409 N. Raynor Avenue, Joliet, IL. 60435. (847-732-6326) Bus. Agt.: Thomas Pusateri.

**MPVT/LT/AC&GE 780 CHICAGO (see also Florida)** – Jaroslaw Lipski, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngtr.: Jerry Lipski, jerry@iatse780.com.

**ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)** – Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

**USA829 ILLINOIS REGIONAL OFFICE (See also New York)** – 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

**T B46 CHICAGO, IL/MILWAUKEE, WI** – Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## INDIANA

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

**S 049 TERRE HAUTE** – Stephanie Driggers, wsdiggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) Bus. Agt.: Dave Targett, davetargett@icloud.com.

**S 102 EVANSVILLE** – Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Scott VanMeter, Joe Newman.

**M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE** – Brad Mietzner, secretary@iatse125.org; P.O. Box 265 Roselawn, IN 46372. (219-252-4794) Bus. Agt.: Thomas Mcnorton Jr., tmac3955@hotmail.com.

**S 146 FORT WAYNE** – Christopher M. Holt, iatselocal146@gmail.com; P.O. Box 13354, Fort Wayne, 46868. (260-409-5155) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI** – Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: David Sears, local187ba@gmail.com.

**TBSE 317 INDIANAPOLIS** – Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Lance Coler.

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK** – Mark R. Sarris, 24 East Vincennes Street, Linton, 47441. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

**TWU 893 INDIANAPOLIS/BLOOMINGTON** – Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

## IOWA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA** – Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #1, Omaha, NE 68107. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

**S 067 DES MOINES/AMES/WAUKEE/MASON CITY** – Alicia Weir, recsecretary@iatselocal67.org; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: Aaron Bowen.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL** – Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.



**S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE** – Scott Alan Wiley, [iatse191@gmail.com](mailto:iatse191@gmail.com); P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Travis Jacobs, [tjacobs1206@gmail.com](mailto:tjacobs1206@gmail.com).

**M 690 IOWA CITY** – Charles Scott, [sectreas690@gmail.com](mailto:sectreas690@gmail.com); P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, [antolici@msn.com](mailto:antolici@msn.com).

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA** – Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, [mary.sorensen@cox.net](mailto:mary.sorensen@cox.net).

## KANSAS

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS** – Robin Suellentrop, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Eli Yaffe.

**M 190 WICHITA/HUTCHINSON/EL DORADO** – Timothy McCulloch, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, [ba190@iatse.kscxmail.com](mailto:ba190@iatse.kscxmail.com).

**M 464 SALINA** – Kent Buess, [kdbuess@yahoo.com](mailto:kdbuess@yahoo.com); P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, [wtuzicka@yahoo.com](mailto:wtuzicka@yahoo.com).

## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE** – Casey A. Black-Pherson, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Robert J. Ferree.

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

**M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH** – Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

**TWU 897 LOUISVILLE** – Lisa Green, [info@budgetprintcenter.net](mailto:info@budgetprintcenter.net); 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, [iatse897@gmail.com](mailto:iatse897@gmail.com).

## LOUISIANA

**S 039 NEW ORLEANS** – Amber Wolf, [iatse39secretary@gmail.com](mailto:iatse39secretary@gmail.com); P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, [ajarthur@cox.net](mailto:ajarthur@cox.net).

**M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK** – George J. Hollier, [iatse260@juno.com](mailto:iatse260@juno.com); 654 E Telephone RD., Lake Charles, 70611. (337-489-4639). Bus. Agt.: Todd J. Johnson, [iatse260-tj@juno.com](mailto:iatse260-tj@juno.com).

**S 298 SHREVEPORT** – Debbie Graham, [stagelocal298@att.net](mailto:stagelocal298@att.net); 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Syd Hydro, [stagelocal298@att.net](mailto:stagelocal298@att.net).

**SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI/MOBILE, AL** – Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

**M 540 BATON ROUGE** – Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes

**M 668 MONROE** – Dan Saterfield, [d.saterfield@yahoo.com](mailto:d.saterfield@yahoo.com); P.O. Box 2561, West Monroe, 71291. (318-329-4519). Bus. Agt.: Ross Slacks, [rossslacks@aol.com](mailto:rossslacks@aol.com).

**TWU 840 NEW ORLEANS** – Lesly Davi, [coda537@gmail.com](mailto:coda537@gmail.com); 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, [bonnie\\_haase@yahoo.com](mailto:bonnie_haase@yahoo.com); (225-294-3024)

## MAINE

**S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR** – Amanda Nobbe, P.O. Box 993, Portland, 04104 (207-370-4211) Bus. Agt.: Douglas Born.

**BTSE 926 AUBURN** – Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-835-3800).

## MARYLAND

**S 019 BALTIMORE** – Steve Wallace, [recseclocal19@gmail.com](mailto:recseclocal19@gmail.com); 1111 Park Avenue, Suite L102, Baltimore, 21201-5651. (443-823-4950) (Fax: 410-889-1902) Bus. Agt.: Michael Mixer, [businessagent19@gmail.com](mailto:businessagent19@gmail.com).

**S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA** – Lynn Jackson, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

**MPP,O&VT 181 BALTIMORE** – Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

**SM&BT 487 MIDATLANTIC AREA** – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV** – Michael E. Clem, [clemkm@verizon.net](mailto:clemkm@verizon.net); 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

**BTSE 833 BALTIMORE** – James Coxson, [jcoxson@wjz.com](mailto:jcoxson@wjz.com); P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, [wpoplovski@wjz.com](mailto:wpoplovski@wjz.com), 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

**TWU 913 BALTIMORE** – Nancy Brown, [nchillywilly1@verizon.net](mailto:nchillywilly1@verizon.net); 4874 Melody Lane, Manchester, 21102 (410-239-6835). Bus. Agt.: Mary Beth Chase, [mbc625@aol.com](mailto:mbc625@aol.com)

## MASSACHUSETTS

**S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD** – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD** – Valentino Larese, [vlarese@iatse53.com](mailto:vlarese@iatse53.com); P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, [agent53@comcast.net](mailto:agent53@comcast.net).

**M 096 WORCESTER** – John Noga, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agt.: Kevin J. O'Connell, [koconnell@iatse96.org](mailto:koconnell@iatse96.org).

**M 195 LOWELL, MA./NEW HAMPSHIRE** – David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099) Bus. Agt.: Lowell Davis.

**M 232 NORTHAMPTON/AMHERST** – Samuel Whitney, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Cathleen O'keefe.

**SM 481 NEW ENGLAND AREA** – James MacDonald, [jmacdonald@iatse481.com](mailto:jmacdonald@iatse481.com); 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, [iatse481ba@aol.com](mailto:iatse481ba@aol.com).

**T&T 753 BOSTON** – Diane M. Blaskovich, [ingenue107@aol.com](mailto:ingenue107@aol.com); 8 Admirals Lane, Salem, 01970. (978-744-7976) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

**TWU 775 BOSTON/PLYMOUTH/CAPE COD** – Kim Delano, [kimwardrobe775@comcast.net](mailto:kimwardrobe775@comcast.net); 51 Myrtlebank Avenue, Dorchester, 02124 (617-212-4364) Bus. Agt.: Kim Delano.

**T B4 BOSTON** – Louise Aulier, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5297) (Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

## 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.: Joshua Roskamp.

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON** – Keith R. Braun, [kbraun3246@wowway.com](mailto:kbraun3246@wowway.com); 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: E. Joseph Miller, [jmiller@iatse38.org](mailto:jmiller@iatse38.org)

**M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN** – Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, [deborahmayers@comcast.net](mailto:deborahmayers@comcast.net).

**MPP, VT&CT 199 DETROIT** – Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: David Pickering.

**S 201 FLINT/OWOSSO** – Sarah Isara, [Local201sec.treas@gmail.com](mailto:Local201sec.treas@gmail.com); PO BOX 3231, Flint, MI 48502. (810-280-8842) Bus. Agt.: David Thompson.

**M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA** – Nicholas James Eaton, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570), [sectreas274@gmail.com](mailto:sectreas274@gmail.com) Bus. Agt.: Matthew Woolman, [balocal274@gmail.com](mailto:balocal274@gmail.com).

**M 395 ANN ARBOR/MONROE** – Mark Berg, [markberg@iatse395.org](mailto:markberg@iatse395.org); P.O. Box 8271, Ann Arbor, 48107. (734-845-0550). Bus. Agt.: Dean Neeb, [ba@iatse395.org](mailto:ba@iatse395.org).

**MPP,O&VT 472 FLINT/OWOSSO** – Guy Courts, II, P.O. Box 90605, Burton, 48509-9998. (810 836-4556) Bus. Agt.: Guy Courts.

**T&T 757 DETROIT** – Mirena Cantu, [rena1256@msn.com](mailto:rena1256@msn.com); 13440 Manchester, Southgate, 48195. (734-775-3361) Bus. Agt.: Stasia Savage, [ssavage@iatse26.org](mailto:ssavage@iatse26.org).

**TWU 786 DETROIT** – Jacqueline Wendling, [twulocal786@gmail.com](mailto:twulocal786@gmail.com); 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530) Bus. Agt.: Beverly Lombart, [bevmarie2556@gmail.com](mailto:bevmarie2556@gmail.com).

**T B179 DETROIT** – Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479). Bus. Agt.: John Nesbitt.

## MIDATLANTIC AREA

**SM&BT 487 MIDATLANTIC AREA** – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall.

## MINNESOTA

**S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL** – Jamie Ostertag, [Jamie\\_ostertag@iatse13.org](mailto:Jamie_ostertag@iatse13.org); 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Terwilliger, [business\\_agent@iatse13.org](mailto:business_agent@iatse13.org).

**S 032 DULUTH** – Randy Johnson, [randy.jjohnson777@gmail.com](mailto:randy.jjohnson777@gmail.com); 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Jay Milbridge, [stagelocal32@gmail.com](mailto:stagelocal32@gmail.com).

**MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY** – Davin C. Anderson, [davin8@aol.com](mailto:davin8@aol.com); P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.



**M 416 ROCHESTER/AUSTIN/MANKATO/WINONA** – Dillon Bera, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Mark Miller.

**SM 490 STATE OF MINNESOTA** – Sammy Halabi, sammy@goforsammy.com, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-393-0550) Bus. Agt.: Kellie Larson.

**M 510 MOORHEAD, MN/FARGO, ND** – James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

**TBSE 745 MINNEAPOLIS** – Teresa Day, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

**T B26 MINNEAPOLIS-ST. PAUL** – Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

## MISSISSIPPI

**SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA/MOBILE, AL** – Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI** – Theresa Morrow, tmsquared@charter.net; 310 Homestead Road e, Nashville, TN 37207. (615-386-3492). Bus. Agt.: Peter Kurland.

**M 589 JACKSON/VICKSBURG/NATCHEZ** – Jill Lucas, 1665 Hwy 51, Madison, 391-109-097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

**M 674 BILOXI/GULFPORT** – Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

## MISSOURI

**S 006 ST. LOUIS** – Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joshua Jackson, BA@iatse6.org

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS** – Robin Suellentrop, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Eli Yaffe, ialocal31@att.net.

**MPP,AVE&CT 143 ST. LOUIS** – Miron Vulakh, 1611 S. Broadway St. Louis, 63104. (314-621-1430) (Fax: 314-621-4930) Bus. Agt.: Gordon J. Hayman.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO** – Steven Ray Dyer, P.O. Box 441, Murphysboro, IL 62966. (618967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

**SM 493 STATE OF MISSOURI** – Greg Goad, 5214 Chipewa Street, St. Louis, 63109. (314-621-4930) (Fax: 314-621-4930) Bus. Mgr.: Gordon J. Hayman, iatse493@gmail.com.

**T&T 774 ST. LOUIS** – Mary Althage, P.O. Box 5164, St. Louis, 63139 (314-647-9424). Bus. Agt.: Angie Walsh.

**TWU 805 ST. LOUIS** – Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Kate Wilkerson.

**TWU 810 KANSAS CITY** – Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-213-3644) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

**T B2 ST. LOUIS** – Tammy Underwood; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@goltermann.com.

## MONTANA

**M 240 BILLINGS** – Jack Webb, webb.jack18@yahoo.com;

P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Timothy Keiser.

**M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA** – Earl Moffitt, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Amanda Solomon

## NEBRASKA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA** – Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #1 Omaha, NE 68107. (402-934-1542) (Fax: 402-212-1578). Bus. Agt.: William Lee, Omaha@iatse42.org.

**M 151 LINCOLN** – Jon Andersen, iatse151sec@gmail.com, P.O. Box 30201, Lincoln, NE. 68503-0201. (402-525-8572) Bus. Agt.: Nick Hanson, (402)-890-7456, iatse151ba@gmail.com.

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA** – Alice George Holmes; 1513 S. 95th Street, Omaha, NE 68124 (402551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net .

## NEVADA

**M 363 RENO/LAKE TAHOE** – Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775786-2286 Bus. Agt.: Stephen Earnaut.

**M 720 LAS VEGAS** – David Weigant, 3000 S. Valley View Boulevard, Las Vegas, 89102. (7028733450) (Fax: 7028731329). Bus. Agt.: Apple Thorne.

## NEW ENGLAND AREA

**SM 481 NEW ENGLAND AREA** – James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

## NEW HAMPSHIRE

**M 195 LOWELL, MA/NEW HAMPSHIRE** – David Demers, P.O. Box 6642, Manchester, NH 03108.(603-402-0099). Bus. Agt.: Steven Kocsis, business@iatse195.org.

**SM 481 NEW ENGLAND AREA** – James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

**S 919 HANOVER/LEBANON, NH/BURLINGTON, VT** – Craig Mowery, P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

## NEW JERSEY

**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA** – Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

**S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH** – John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

**SM 052 STATES OF NEW JERSEY/ NEW YORK/ CONNECTICUT/NORTHERN DE. /GREATER PA.** – Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820 Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 059 JERSEY CITY** – Richard Hancox, richhancox@me.com; P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus. Agt.: Richard Hancox.

**M 077 ATLANTIC CITY/WINELAND** – John Jones, jones.iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609335-2348) Bus. Agt.: Thomas Bambrick, Jr.secbamiatse77@gmail.com

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT** – Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212977-9655) (Fax: 212977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 536 RED BANK/FREEHOLD** – Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox, scox70@hotmail.com (732-492-7630).

**M 632 NORTHEAST NEW JERSEY** – Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201262-4182) (Fax: 201262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

**TWU 799 CAMDEN, NJ/PHILADELPHIA, PA** – Susan Morris Barrett, susanjennifermorris@gmail.com ; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

**CHE 917 ATLANTIC CITY** – Sarah Jean Frank, 507 Hilltop Drive, Galloway, 08205. (609-442-5300) (Fax: 609-380-2615) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

## NEW MEXICO

**M 423 ALBUQUERQUE/ROSWELL/SANTA FE** – Arthur Arndt, 423local@gmail.com; P.O. Box 30423, Albuquerque, 87190-0423. (505-250-0994) Bus. Agt.: Sharon Meyer, elisgma1964@msn.com.

**SM 480 STATE OF NEW MEXICO** – Marisa Frantz, 1418 Cerrillos Rd., Santa Fe, 87505. (505986-9512) (Fax: 505-672-7909) Bus. Rep.: Bryan Evans, bevans@iatselocal480.com.

**TWU 869 ALBUQUERQUE** – Alyssa Salazar, local-869sec@gmail.com; P.O. Box 4953, SW Albuquerque, 87196. (505-353-0664) Bus. Agt.: Susan Jones.

## NEW YORK

**S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-NASSAU-SUFFOLK COUNTIES OF LONG ISLAND** – Robert Score, rscore@iatse-local1.org; 320 W. 46th Street, New York, 10036. (2123332500) (Fax: 2125862437) Bus. Agts.: (Theatre) Paul F. Dean, Jr. and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

**S 004 BROOKLYN and QUEENS** – Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (7182528777) (Fax: 7184215605) Bus. Mgr.: Kenneth Purdy.

**S 009 SYRACUSE/ROME/ONEIDA/UTICA** – Linda Mack, P.O. Box 617, Syracuse, 132010617. Bus. Agt.: Keith Russell.karuss01@aol.com

**S 010 BUFFALO** – Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-852-2196) . Bus. Agt.: Joshua Moberly, ba@iatse10.com,716-822-2770; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

**S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY** – Derek Kirkaldy, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 5184776677) Bus. Agt.: Matthew J. Consler.

**S 025 ROCHESTER** – Gary Sanfilippo, 140 Metro Park, Suite 4, Rochester, 14623. (585427-8974) (Fax: 585-427-8988) Bus. Agt.: David Houser, dave@iatse25.com.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA.** – Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Agt.: Mandie Demeskey, mdemeskey@ialocal52.org.

**S 054 BINGHAMTON** – Daniel Sonnen, 175 Foster Road, Vestal, 13850. (607777-2909) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336)

**TBSE 100 NEW YORK** – Rich Rahner, iatse100@verizon.net; 111 Smithtown Bypass, Suite 206, Hauppauge, 11788 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Lorraine Seidel.

**M 121 NIAGARA FALLS/BUFFALO** – John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716866-1136 Bus. Agt.: John Scardino, Jr., iatse121js@gmail.com.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT** – Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212977-9655) (Fax: 212977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA** – Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724. (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (7167616944).

**M 289 ELMIRA/HORNELL/WATKINS/ITHACA/ CORNING/CORTLAND/BINGHAMTON** – Malinda Miller, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607733-7159) (Fax: 607-733-7159).

**MPP,O,VT&AC 306 NEW YORK** – Diana Diaz, 545 West 45th St., 2nd fl., New York, 10036. (212956-1306) (Fax: 212956-9306) Bus. Agts.: (Proj.) Michael Few; (Stage) Carol Bokun.

**M 311 MIDDLETOWN/NEWBURGH/KINGSTON/ POUGHKEEPSIE** – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatse100311ba@gmail.com.

**M 353 PORT JERVIS/SULLIVAN COUNTY** – Timothy Sullivan; P.O. Box 332 Port Jervis, NY 12771. (973-214-6507) Bus. Agt.: Frank Love, (914) 391-8516, fel1958@yahoo.com.

**M 524 GLENS FALLS/SARATOGA** – Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

**M 592 SARATOGA SPRINGS** – James Farman, jfarman592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741) Bus. Agt.: Robert Mink Jr., 0592ba@gmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also California, Georgia and Illinois)** – Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162); Associate National Executive Director/Eastern Region Director, Chaim Kantor, Central Region Director, Theresa Khouri, (Chicago/Atlanta: 312-243-3841 / 404-888-0600, 70 West 36th Street, 9th Floor, New York, NY 10018. (212-647-7300) (Fax: 212-647-7317).

**MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND** – Timothy King, P.O. Box 448, Wading River, 11792. (631-680-6962) (Fax: 631-929-3224) Bus. Agt.: Robert B. Gottschalk, Jr.

**M 645 ROCKLAND COUNTY** – Ronald Jacobsen, rocketron1@gmail.com; 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Robert Griffin, rcgiv@yahoo.com.

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)** – Sharon Amth-Holley; Nat. Exec. Dir.: Catherine Repola, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Eastern Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

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

**T&T 751 NEW YORK** – Nancy Palmadessa, 1430 Broadway, 8th Floor, New York, NY 10018, palmadessa@local751.com, Bus Rep.: Nancy Palmadessa

**TWU 764 NEW YORK AND VICINITY** – Martha Smith, msmith@ia764.org; 545 West 45th Street, 2nd fl., New York, 10036. (212957-3500) (Fax: 212957-3232) Bus. Agt.: Frank Gallagher (516-445-6382), fgallagher@ia764.org; Bus. Rep.: Leah Okin (917-499-0852).

**TWU 783 BUFFALO** – Carla Van Wart, carlavanwart@verizon.net; 322 N. Rockingham Way, Amherst, 14228 (716-465-9485) Bus. Agt.: Mary Jo Witherell, marwit0783@att.net; 146 Sweet Briar Road, Tonawanda, NY 14150 (716-812-0783).

**T&T 788 ROCHESTER** – Sarah Hudson; Sarah@rbh.org, 634 Britton Road, Rochester, 14616 (585-865-2038) Bus. Agt.: John E. Concordia, Lakerbo30@yahoo.com

**TBSE 794 NEW YORK** – Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Dennis Beattie.

**MAHS 798 NEW YORK REGIONAL OFFICE (See also Georgia)** – John Curtin, 70 West 36th Street, New York, 10018. (2126270660) (Fax: 2126270664) Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)** – Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

**EE/BPBD 829 NEW YORK** – Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212679-1164) (Fax: 212679-1421).

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/ COBLESKILL/WALTON** – Kevin James, P.O. Box 1272, Oneonta, 13820. (607-437-0218) Bus. Agt.: Scott O'Brien, sob373@gmail.com.

**TWU 858 ROCHESTER** – Clarice Lazary, claricelazary@gmail.com; 53 Meadow Glen, Fairport, 14450. (585-490-3009) Bus. Agt.: Anne Bowes, abbowses@gmail.com, (585-7461296).

**ATPAM 18032 NEW YORK** – Rina Saltzman, r-saltzman1@gmail.com; 14 Penn Plaza, Suite 1703, New York, 10122. (2127193666) (Fax: 2123021585) Bus. Agt.: Gerry Parnell.

**USA 829 NEW YORK REGIONAL OFFICE** – Hope Adrizzone, luebsecretary@usa829.org, 29 West 38th Street, 15th floor, New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Carl Mulert, cmulert@usa829.org.

**T 890 ROCHESTER** – Rick Welch, rwelch0313@gmail.com; 5692 McPherson Point, Livonia, 14487. (585-415-8585) Bus. Agt.: Laura Honan, lhona1@yahoo.com.

**MT 8751 NEW YORK** – Angelina Soto, P.O. Box 20561, P.A.C.C., New York, 10129. (212-239-6226) (Fax: 212-239-5801) Bus. Agt.: Drew Gotesman.

**BPTS F72 NEW YORK** – Susan Cottingham, stbred1@aol.com; 7 Monroe Drive, Poughkeepsie, 12601 (914-475-7717) Bus. Agt.: Michael Schiavone, local72@gmail.com.

**AE AE936 ALBANY** – John Robinson, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

## NORTH CAROLINA

**M 278 ASHEVILLE** – Kathryn Smith, iatse278@gmail.com; P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Erik McDaniel, iatseba278@gmail.com.

**M 322 CHARLOTTE/GREENVILLE** – Victoria Perras, vperras@aolia322.com; 5624 Executive Center Drive, Suite 120, Charlotte, 28212 (704-641-2351) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com.

**M 417 DURHAM/CHAPEL HILL/RALEIGH** – William Hanner, secretarytreasurer@iatse417.org P.O. Box 91329, Raleigh, 27675. (919422-0866) Bus. Agt.: Rob McIntire, iatseba417@gmail.com.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA** – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (9103439408) (Fax: 9103439448) Bus. Agt.: Darla McGlamery

**M 574 GREENSBORO/BURLINGTON/HIGH POINT** – Susanne Daves-Brown, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatse100574.org.

**M 635 WINSTONSALEM/LEXINGTON/THOMASVILLE** – John Mullican, P.O. Box 24864, Winston Salem, 27114-4864. (336-399-7382) Bus. Agt.: Benjamin Jones, businessrep@iatse635.net.

**ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)** – John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

## NORTH DAKOTA

**M 510 FARGO, ND/MOORHEAD, MN** – James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

## OHIO

**S 005 CINCINNATI/HAMILTON/FAIRFIELD/ SPRINGDALE/OXFORD** – Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (5137211302) (Fax: 5137210023) Bus. Agt.: Thomas Guidugli.

**S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE** – Jimmy Sizemore, sec\_treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (6142213753) (Fax: 6142210078) Bus. Agt.: Brian Thomas, businessagent@iatse12.org.

**S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/ TIFFIN/FINDLAY** – Anna Quigley, P.O. Box 1180 Sylvania, OH. 43560. (419-215-4166) (Fax: 419-244-6325) Bus. Agt.: Mike Haddad.

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/ SANDUSKY/ERIE COUNTY** – Steven Stuckert, steve@iatse27.com 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010 (2166219537) (Fax: 2166213518) Bus. Agt.: James J. Holden, jimmy@iatse27.com.

**S 048 AKRON/CANTON/MASSILLON/ALLIANCE/ MANSFIELD** – Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330374-0480) Bus. Agt.: Irene Mack-Shafer, businessagent@ialocal48.com.

**M 064 STEUBENVILLE, OH/WHEELING, WV** – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 260030041 (304-277-3457) Bus. Agt.: Robert Oxley.

**S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES** – Emily Junker, P.O. Box 75, Dayton, 45401. (937415-0066) (Fax: 937415-0067) Bus. Agt.: Tom Sellers.

**S 101 NILES/WARREN/YOUNGSTOWN** – Mark Chizmar, mchizmar@iatse101.net; P.O. Box 362, Youngstown, 44501. (330747-9305) Bus. Agt.: Jeffrey Hall, ba@iatse101.net.

**MPP,O&VT 160 CLEVELAND/ASHTABULA/LORAIN/ ELYRIA/SANDUSKY/ERIE COUNTY** – John Galinac, iatse160@usa.com; 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

**SM 209 STATE OF OHIO** – Kimberly Novak, secretarytreasurer@iatse209.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (2166219537) (Fax: 216331-0299) Bus. Agt.: James Butler, businessagent@iatse209.com.

**M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY** – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.



**TWU 747 COLUMBUS** – Stephanie Keller, stephani.kell@gmail.com; 1813 Dorsetshire Road, Columbus, 43229 (614-329-8682). Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

**T&T 756 CLEVELAND** – Glenn Barry, glennbarry01@yahoo.com; 17157 Rabbit Run Drive, Strongsville, 44136 (216-407-1969) (Fax: 440-238-6963) Bus. Agt.: Michael Patton, mpat798184@aol.com

**TWU 864 CINCINNATI** – Mary C. Berns; P.O. Box 14743, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

**TWU 883 CLEVELAND** – Diane Burke, 4689 Georgette Avenue, N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Joanna Anthony, janthony883Cle@gmail.com.

**TWU 886 DAYTON** – Emily Sollinger, sollinger\_emily@yahoo.com; P.O. Box 124, Dayton, 45401-0124 (937-271-5389). Bus. Agt.: Andi Trzeciak, andi222@icloud.com.

**T 827 CLEVELAND** – Patrick Duffy, duffylocalb27@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

**T B38 CINCINNATI** – Mike Murray, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Agt.: Thom Brannock.

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

**AMTS B754 CINCINNATI** – Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

## OKLAHOMA

**S 112 OKLAHOMA CITY** – April Burkhalter, iatse112.finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.

**S 354 TULSA/PONCA CITY** – Emerson Parker, iatse-354septy@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Tab Birt.

**SM 484 STATES OF OKLAHOMA/TEXAS** – Laura King, 4818 East Ben White Blvd., Suite 204, Austin, TX 78741 (512-385-3466) Bus. Agt.: Laura King.

**TWU 904 TULSA** – Maegan Swick, P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Debbie Furgerson (918-809-0850).

## OREGON

**M 028 PORTLAND/SALEM** – Emily Horton, secretary@iatse28.org, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Rep.: Rose Etta Venetucci.

**S 154 ASHLAND** – Annette Buckley, secretary@iatse154.com; P.O. Box 141, Ashland, 97520 (225-964-3467) Bus. Agt.: Valerie Turos, ba@iatse154.com.

**SM 488 PACIFIC NORTHWEST** – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

**M 675 EUGENE/CORVALLIS/BEND** – Virginia Sands, P.O. Box 12217, Eugene, 97440. Bus. Agt.: James Flynn, iatse675@gmail.com.

**TBR&SE 793 PACIFIC NORTHWEST** – Chris Taylor, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

**T B20 PORTLAND** – Thomas Phelps, 3645 SE 32nd Avenue, Portland, 97202. (503-502-9602) Bus. Rep.: Christine Bachman.

## PACIFIC NORTHWEST

**SM 488 PACIFIC NORTHWEST** – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

**TBR&SE 793 PACIFIC NORTHWEST** – Chris Taylor, P.O. Box 94282, Seattle, WA, 98121. (206-992-2910). Bus. Agt.: Joel Berhow (Oregon).

## PENNSYLVANIA

**S 003 PITTSBURGH/NEW CASTLE** – Adolf Hunder-tmark, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Todd Nonn.

**S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ** – Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Matthew McIntyre.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA.** – Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 082 WILKES BARRE** – Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570824-4260).

**S 097 READING** – Ezequiel Rios, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Jason Wingenroth, ba.iatse97@gmail.com.

**S 098 HARRISBURG/HERSHEY/CARLISLE** – Mark Matlock; P.O. Box 266, Hershey, 170330266. (717991-4411) Bus. Agt.: Mark A. Matlock, ialocal98@yahoo.com.

**S 113 ERIE** – Jillian Orr, P.O. Box 557, Erie, 16512. (814-440-8612) Bus. Agt.: Barry Lacastro, business@erieiatse.com.

**M 152 HAZELTON** – Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

**S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM** – David Caddoo, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Matthew Calleri, iatse200ba@gmail.com.

**M 218 POTTSVILLE/MAHANOV CITY/SHENANDO-AH/LANSFORD/SHAMOKIN** – John Breznik, johnbrezn@epix.net; 62 N. Bridge Street, Ringtown, 17967. (570-590-1766) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA** – Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724 (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY** – Judi S. Miller, iatsepejudi@yahoo.com; P.O. Box 21585, York, 17402. (717-424-4439). Bus. Agt.: Robert Hooker, zouba@yahoo.com..

**M 329 SCRANTON/PITTSTON** – Latoya D. Martin, martin.latoya@comcast.net; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Benjamin Martin.

**SM 489 GREATER PITTSBURGH AREA** – Thomas W Strong, Jr., treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-926-6490) Bus. Agt.: Michael Matesic.

**S 501 LITITZ** – Joseph Gigliotti, P.O. Box 56, Lititz, 17543 (215-952-2106). Bus. Agt.: Zachary Matt.

**M 591 WAYNESBORO, PA/HAGERSTOWN, MD/**

**FREDERICK, MD/WINCHESTER, VA/MARTINS-BURG, WV** – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem

**M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)** – Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTING-TON/ALTOONA/WILLIAMSPORT/ JOHNSTOWN// INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/ SELINGROVE/INDIANA** – Dustin Wagner, dswagner21@yahoo.com; 169 Mini Mall Road, #107 Ebensburg, PA 15931 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

**T&T 752 PHILADELPHIA** – Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus. Agt.: Stephen Nawalany.

**TWU 787 PITTSBURGH** – John McCormick, wardrobecal787@yahoo.com; P.O. Box 101847, Pittsburgh, 15237. (412-728-0503) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

**TWU 799 PHILADELPHIA/CAMDEN, NJ** – Katherine Holloway, Kfoster54@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

**TBSE 804 PHILADELPHIA** – Steve Ledonne, 511 Michell Street, Ridley Park, 19078 (610-532-1038). Bus. Agt.: Edwin Diaz, 1diaz1@comcast.net.

**TBSE 820 PITTSBURGH** – David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Joseph Belak, jbelak@yahoo.com.

**T&T 862 PITTSBURGH** – Joseph Gustafson, 914 53rd Street, Pittsburgh, 15201. (412-606-3298) Bus. Agt.: Timothy Smith.

**TBSE 902 JOHNSTOWN/ALTOONA** – Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Erik Grant.

**T 829 PHILADELPHIA** – Kathleen McCann, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

## PUERTO RICO/VIRGIN ISLANDS

**SM 494 PUERTO RICO/U.S. VIRGIN ISLANDS** – Ricky Valentin, ricky@iatselocal494.org; Romerillo #8, Urb. San Ramon, Guaynabo 00969 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

## RHODE ISLAND

**M 023 STATE OF RHODE ISLAND** – David Allen, sec-treasurer@iatse23.org; P.O. Box 23044, Providence, 02903. (818-415-7018) Bus. Agt.: Charles Ryan.

**SM 481 NEW ENGLAND AREA** – James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

**TW, MA&HS 830 STATE OF RHODE ISLAND** – James Ferreria, P.O. Box 16171, Rumford, 02916. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

## SOUTH CAROLINA

**M 333 CHARLESTON/MYRTLE BEACH** – Cran Ohlandt, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843744-4434) (Fax: 833-873-9573) Bus. Agt.: David Alvarez.

**M 347 COLUMBIA** – Jacob Cosentino, jake0490@gmail.com, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Robert Porter.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA** – Andrew Dyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

## SOUTH DAKOTA

**S 220 SIOUX FALLS/MITCHELL/HURON** – Jon J. Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpaterson1910@yahoo.com.

**M 731 RAPID CITY/BLACK HILLS AREA** – Cadence Owen, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Steve Owen.

## TENNESSEE

**S 046 NASHVILLE** – Daniel Fly, 211 Donelson Pike, #202, Nashville, 372142932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Patrick Hutchison.

**S 069 MEMPHIS** – Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Lewis Byassee.

**S 140 CHATTANOOGA** – Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-490-5439) Bus. Agt.: Erin Kellam, businessagent@local140.rocks.

**S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG** – David Rasnake, P.O. Box 946, Knoxville, 37901. (865-310-5898) (Fax: 423-282-5970) Bus. Agt.: Matthew Kryah

**SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI** – Theresa Morrow, tmsquared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) . Bus. Agt.: Peter Kurland.

**M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA** – Joseph Washburn, iatse699@yahoo.com; P.O. Box 442, Unicoi, TN 37692. (423-743-0945) (Fax: 423-743-0945) Bus. Agt.: David Adkins, iatse699@gmail.com.

**TWU 825 MEMPHIS** – Sandra Spragins, 1903 Young Ave, Memphis, TN 38114, (901-218-3449) Bus. Agt.: Glenda Conners, gjconners@earthlink.net, (901)-605-5876.

**TWU 894 KNOXVILLE** – Susan Elford, susyelford@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king13047@gmail.com

**TWU 915 NASHVILLE** – Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Nashville, 37076 (615-883-8023) Bus. Agt.: Tiffany Hutchinson, tiffanym1212@yahoo.com.

## TEXAS

**S 051 HOUSTON/GALVESTON** – Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Bob Baker.

**S 076 SAN ANTONIO** – Timothy Gapinski, local76secretary@gmail.com; 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** – Marilyn Davis, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Tyler Alberts.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY** – Kristin Wise, secretary@iatse127.net, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: Gregg Pearlman.

**M 183 BEAUMONT/PORT ARTHUR/ORANGE** – Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

**M 205 AUSTIN** – Paula Gilbert secretary@iatse205.org; 4818 East Ben White Blvd., Suite 204, , Austin, 78741. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

**O 330 FORT WORTH/DENTON/GAINESVILLE** – Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

**M 331 TEMPLE/KILLEEN/BRYAN/WACO** – Holly Serfass, itsrf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: William Sproul, billrat2@centurylink.com .

**M 378 WICHITA FALLS** – Richard Lehman, 3208 Rifle Range Road, Iowa Park, 76367. (940-232-2113) Bus. Agt.: Richard Lehman.

**SM 484 STATES OF TEXAS/OKLAHOMA** – Susan McGill, treasurer@iatse484.org, 4818 East Ben White Blvd., Suite 204, Austin, 78741 (512-385-3466) Bus. Agt.: Laura King.

**TBSE 796 STATE OF TEXAS** – Van Williams, secretary-treasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

**TWU 803 DALLAS/FORT WORTH** – Vicki Ruth Cole-Perrin, VRCperrin@gmail.com P.O. Box 542932, Grand Prairie, 75054. Bus. Agt.: (Fort Worth) Terri Joyce, TLEEJOYCE@gmail.com; (Dallas) Mary Allen-Henry, maryallenhenry@gmail.com.

**M 865 ODESSA/MIDLAND/LUBBOCK** – Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618). Business Agent: C Stefan L Williams, local865ba@gmail.com

**TWU 896 HOUSTON** – Isidro Rodriguez, Jr., P.O. Box 130774, Houston, 772190774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

**T B184 HOUSTON** – Omega C. Villanueva, ovillanueva@fcch.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, dfb184ushers@yahoo.com.

## UTAH

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO** – Trustees C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

## VERMONT

**SM 481 NEW ENGLAND AREA** – James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH** – Craig Mowery, P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Colin Fletcher, ba.local919@gmail.com.

## VIRGINIA

**S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC** – Lynn Jackson, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

**M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/ STAUNTON** – Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

**S 087 RICHMOND/PETERSBURG/CHARLOTTEVILLE/EMPORIA** – Rodger Moore, info.local87@gmail.com; P.O. Box 100, Sandston, 23150. (804-564-6698) (Fax: 804-746-1601) Bus. Agt.: John Fulwider.

**S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG** – Hilary Magoteaux, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. (757-237-5058), Bus. Agt.: William J. Clark, III, businessagent@iatse285.com, (757-675-5768).

**SM&BT 487 MIDATLANTIC AREA** – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV** – Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem

**M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN** – Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) (Fax: 423-743-0945) Bus. Agt.: David Adkins, iatse699@gmail.com.

## WASHINGTON

**S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDOO WOOLEY/ PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW** – Kcari Ingerson, secretary@ia15.org, 2800 1st Avenue, Suite 231 Seattle, WA 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Rep.: Rebecca Hawkins, businessagent@ia15.org.

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID** – Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereaux@aol.com, (509-999-5073).

**SM 488 PACIFIC NORTHWEST** – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) cdauid cottrell, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

**TBR&SE 793 PACIFIC NORTHWEST** – Chris Taylor, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

**TWU 887 SEATTLE** – Chris Moad, PO Box 3083, Federal Way, Seattle, WA, 98003. (206-443-9354) Bus. Agt.: Delia Mulholland, bus.rep@iatse887.org.

## WEST VIRGINIA

**M 064 WHEELING, WV/STEBENVILLE, OH** – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 260030041 (304-277-3457). Bus. Agt.: Robert Oxley

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

**M 369 HUNTINGTON, WV/ASHLAND, KY/IRON-TON, OH** – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

**M 578 NORTH CENTRAL WEST VIRGINIA** – Raquel A. Nethken, iatse.local578@live.com; P.O. Box 293, Morgantown, WV 26507 (304-296-7549). Bus. Agt.: Stephanie Setley, hiring-hall578@gmail.com.

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV** – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem



## WISCONSIN

**S 018 MILWAUKEE/WAUKESHA** – James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Thomas Gergerich.

**M 251 MADISON/COLUMBIA/SAUK COUNTY** – Rachelle Fenster, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-558-7315) (Fax: 608-251-6023) Bus. Agt.: David Gersbach, ba@iatse251.com.

**TBSE 414 MILWAUKEE** – Michael Lange, mike@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus Agt.: Erik West.

**M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU** – Joshua Cobbs, ia470secretary@gmail.com; P.O. Box 2421, Appleton, 54912. (920-479-5959) Bus. Agt.: Randy Graham iatse470@gmail.com.

**TWU 777 MILWAUKEE** – Renee Jaeger, rjaegerwi@gmail.com; N11163 County Road U, Tomahawk, 54487 (414-312-0646). Bus. Agt.: Renee Jaeger.

**T B46 CHICAGO, IL/MILWAUKEE, WI** – Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## WYOMING

**S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY** – Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

**M 426 CASPER** – Robert H. Wilson, Robhw@bresnan.net; P.O. Box 353, Casper, 82601 (307-235-5159) Bus. Agt.: Gary R. Vassos.

## DISTRICT SECRETARIES

**District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)** – Kcarie Ingerson, 5030 1st Ave S. Seattle WA, 98134. (701) 893-5516 Website: www.iatsedistrict1.org; Email: secretary@iatsedistrict1.org.

**District No. 2 (California, Nevada, Arizona & Hawaii)** – Anthony Pawluc, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Website: www.iadistrict2.org; Email: anthonyawluc@iadistrict2.org.

**District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)** – Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: pkeogh@iatse11.org

**District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia & District of Columbia)** – David O'Ferrall, 2301 Russell Street Baltimore, MD 21230. (410-732-0414) (Cell: 410-960-5162) Email: district4iatse@gmail.com.

**District No. 5 (Wyoming, Colorado, Utah & New Mexico)** – Bryant Preston, P.O. Box 1524, Denver, CO 80201. (720-364-3585) (Fax: 303-534-0216) Email: districtsecretary@iatsedistrict5.org.

**District No. 6 (Texas, Oklahoma & Arkansas)** – Steve Belsky, 1821 West 11th St., Austin, TX 78703, (512-477-2040) (Cell: 512-281-6671) Email: sbelsky@iatse.net.

**District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)** – Andrew Oyaas, 1924 South 16th Street, Wilmington, NC 28401 (828-421-8123) (Fax: 910-343-9448) Email: secretary@iatsedistrict7.org.

**District No. 8 (Michigan, Indiana, Ohio & Kentucky)** – Michael Lehane, 1422 Euclid Avenue, Suite 1604, Cleveland, OH 44115 (216-621-9537) Email: IADistrict8@yahoo.com.

**District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)** – Frank Taylor, 216 S Jefferson St Suite 400 Chicago, IL 60661 (312-705-2020) (Cell: 773-771-8242) (Fax: 312-705-2011) Email: FTaylor@iatselocal2.com.

**District No. 10 (New York & New Jersey)** – Greg R. Hancox, P.O. Box 3122, Secaucus, NJ 07096 (201-757-6846) (Fax: 201-863-8551). Email: hancoxgreg@aol.com.

**District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland & Labrador)** – Cheryl Batulis, 1505 Holburne Road, Mississauga, ON L5E 2L7 (416-919-4262) Email: iadistrict11@gmail.com.

**District No. 12 (Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, Northwest Territories & Nunavut)** – Amanda Bronsweyk, IATSE Local 891 1640 Boundary Road Burnaby, BC V5K 4V4 (779-995-8916) Email: iatsed12@gmail.com.

**District No. 14 (Florida, Puerto Rico & the U.S. Virgin Islands)** – Kimberly Holdridge, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: Kimberly.ABowles@gmail.com.

# NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who informs the union by making a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, Beck vs. CWA, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the

union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must specify the person's full name and home address and be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection and specify the person's full name and home address. Objections may be renewed annually or considered continuing in nature if specified by the objector. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.



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Miracole Burns  
Local 479



Bob Hampson  
Local 891



Jean-Paul Botelhon  
Local 514



Loreann Penner  
Local 891



Mike Martinez  
Local One



CONGRATULATIONS TO ALL THE  
WINNERS OF THE 2ND ANNUAL  
HOLIDAY PHOTO CONTEST



Sean Lunski  
Local 600



Johanna Jenkins, ADG  
Local 800