GETTING BACK AT IT

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

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 persons view, the 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 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. Permission must be granted by the IATSE before reprinting or distributing any portions.
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.

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

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

With 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

2022 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 rethinking 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:

- 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 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, scroll down, and click on online leadership 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

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/
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April K. Watkins, 705
INTIX 2022

The 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 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.
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

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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
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

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2. TAKE 1, 2, OR 3 COURSES - NO MORE THAN ONE COURSE FROM EACH CLASS PERIOD. See reverse for course descriptions.

Class Period 1:  
Mon. May 2 - 12:00 p.m. – 6:00 p.m.  
Tues. May 3 - 8:30 a.m. – 6:00 p.m.

☐ Managing with Labor’s Values  
☐ Local Union Trustee Training  
☐ U.S Labor History Through the Lens of Political Economy

Class Period 2:  
Wed. May 4 – 8:30 a.m. – 6:00 p.m.

☐ Diversity, Race, and Gender  
☐ Running Your Union Meetings to Build Your Union Power

Class Period 3:  
Thurs. May 5 – 8:30 a.m. – 6:00 p.m.  
Fri. May 6 – 8:30 a.m. – 6:00 p.m.

☐ Labor Law  
☐ Communications for Leadership

3. LOCAL UNION INFORMATION

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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.

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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  Facebook/Twitter: @iatse
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 in 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.**
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

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
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, scroll down, and click on online leadership training.

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

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: ________________________________

Local Contact Signature

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. Its 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 Trade shows 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.
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.

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.
“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 broadcast 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!

Serendipity – 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!

IATSE WOMEN’S COMMITTEE
CELEBRATES
International Women’s Day 2022
MARCH 8, 2022
#BreakTheBias

#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
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 or writing to 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.
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.
Going Green in AV

More 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.

Committed to sustainability in the entertainment industry
Stay Connected!
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@IATSEGREENCOMMITTEE
What’s in a (dead)name?

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

That 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.
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

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!
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!
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
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.

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

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Raymond P. Marcos | 728 | Andrew B. Mathis | 819 | Derek Hedley | 891 | Terry M. Lilly | 18032 |
October 1, 2021 | November 1, 2021 | | | December 31, 2021 | | November 24, 2021 |
Walter Stewart | 728 | Michael Camarillo | 839 | Russell L. James | 891 | Kenneth F. Shaw | 18032 |
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Edward Piwowarski | 729 | Christopher Duncan | 839 | Corrine Johnson | 891 | Leonard Soloway | 18032 |
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James Mcshane | 750 | Derek Hedley | 856 | J.Bradford Mcmurray | 891 | Esther Miller | B18 |
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Milton Buras | 798 | Bonnie Welt | 873 | Neil Gluckman | 927 | | |
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Camille Abbott | 800 | Phil Eisenhower | 884 | Susan B. Bell | 18032 | | |
December 24, 2021 | November 16, 2021 | | | December 24, 2021 | | |
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 Craftspersons)
AE Arena Employees
AFE Arena Facility Employees
AG&AAE&GA Animation Guild and Affiliated Electronic Optical and Graphic Arts
AMTS Admissions, Mutual Ticket Sellers
APC Affiliated Property Craftspersons
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
MAHSS Make-Up Artists & Hair Stylists Guild
MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinematographers)
MPP.AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians
MPP.O&VT Motion Picture Projectionists, Operators and Video Technicians
MPP,V&T&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts
MPP,V&T&CT Motion Picture Projectionists, Video and Computer Technicians
MPS&L Motion Picture Studio Lighting Technicians
MPSS Motion Picture Studio Grip (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)
MPS&P&SW Motion Picture Set Painters & Sign Writers
MPSPT Motion Picture Studio Production Technicians
MPSPT Motion Picture Studio Teachers and Welfare Workers
MPVT/TV/AC&EE 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 Honeywheel Operators
PST,TE,VAT&GSP 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 Props-makers
SM Studio Mechanics
SM&B&ST Studio Mechanics & Broadcast Technicians
T Theatre Employees
T&T Treasurers & Ticket Sellers
TBRASE Television Broadcasting Remote & Studio Employees
TDSE Television Broadcasting Studio Employees
TSA Ticket Sales Agents
TV,W,MA&HS Theatrical Wardrobe, Make-Up Artists & Hair Stylists
TVW Theatrical Wardrobe Union
USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

ALBERTA

S 210 EDMONTON, AB – Jill Concanon, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Genrie, iatse210@iatse210.com.
S 212 CALGARY, AB – Peter Hawrylyshen,; 301-206 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmbar@iatse212.com; (Stage) Kim Wilson, stagebar@iatse212.com.

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S 110 VANCOUVER, BC – Conor Moore, recsec@iatse118.com; #4-1788 William Street, Vancouver, BC V5L2R4. Bus. Agt.: Joe Sawan.
S 250 VANCOUVER, BC – International Representative, Julia Neville, jneville@iatse.net; 1000-355 Burrard St. Vancouver, BC V6C 2G8. (604-608-6158)
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M 709 PROVINCE OF NEWFOUNDLAND/LABRADOR – Debbie Vatcher, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John’s, NL A1A 1W6. (709-754-1746) (Fax: 709-754-1746).

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

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District No. 13 (Florida, Puerto Rico & the U.S. Virgin Islands) – Kimberly Hol繁荣, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: KimberlyABowles@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.
CONGRATULATIONS TO ALL THE WINNERS OF THE 2ND ANNUAL HOLIDAY PHOTO CONTEST

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Local 479

Bob Hampson
Local 891

Jean-Paul Botelho
Local 514

Mike Martinez
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Loreann Penner
Local 891

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Local 600

Johanna Jenkins, ADG
Local 800