

THE OFFICIAL  
**IATSE**

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

NUMBER 676  
SECOND QUARTER, 2022

# Bulletin



INSIDE: ► SAFETY FIRST ► GENERAL EXECUTIVE BOARD MEETING MINUTES

# Stand Up, Fight Back!

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

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

## Help Support Candidates Who Stand With Us!

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

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



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

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

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



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**James B. Wood**  
Editor



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# IATSE

## Weekly Updates

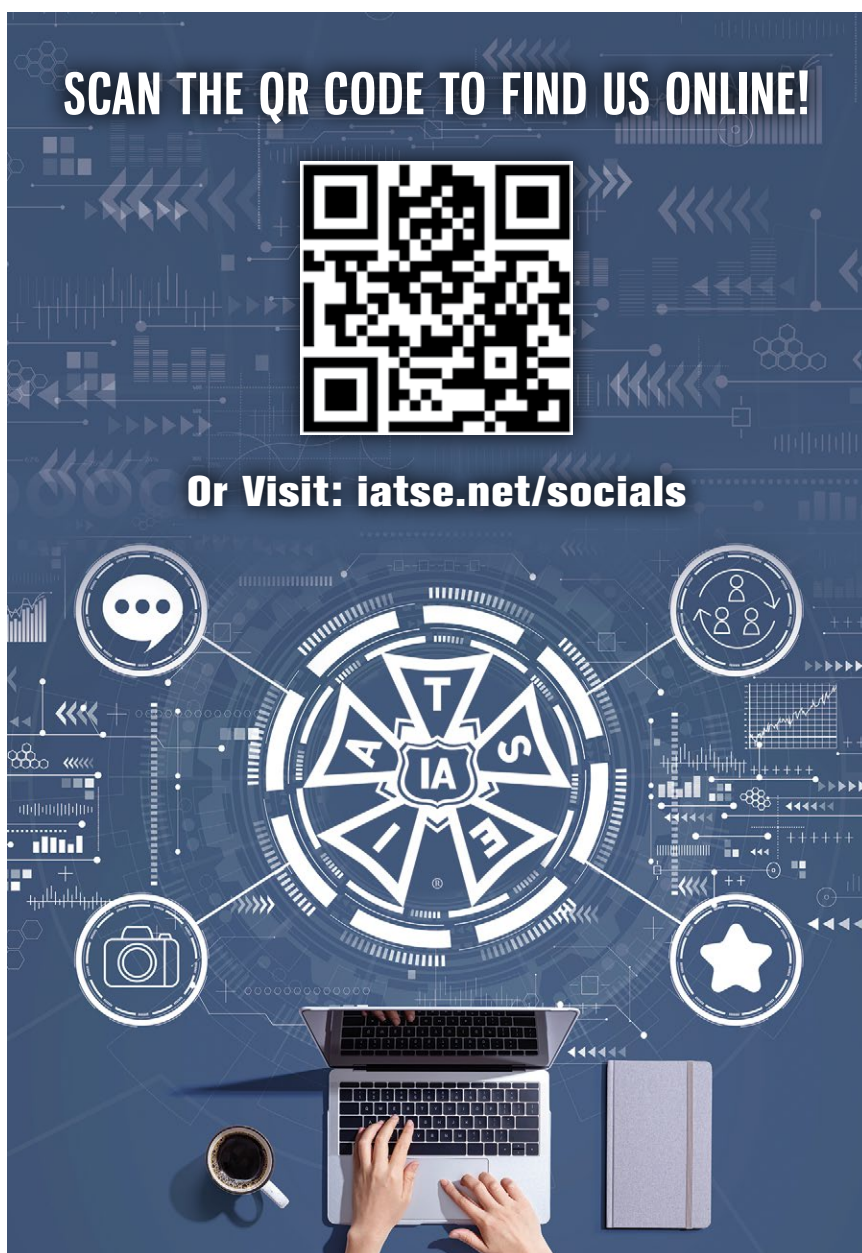
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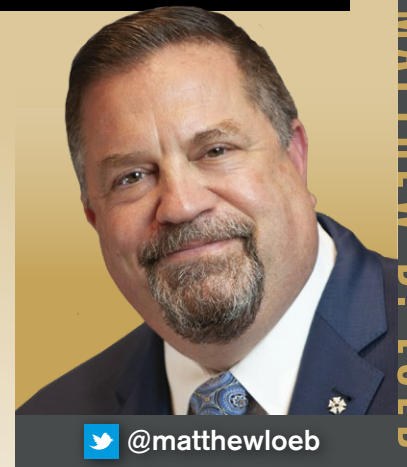




# A War on Women and the Fight for Our Human Rights

*Dear Sisters, Brothers and Kin,*

*In the wake of the Supreme Court of the United States' decision in Dobbs v. Jackson Women's Health Organization, I write to you outraged and disgusted – but also resolved and determined to fight back with the might of the IATSE against this unprecedented war on women.*



The decision to overturn Roe v. Wade is a devastating blow to working women and families across the U.S. The conservative majority of the court abandoned a 50-year precedent and the will of 70% of the American people to impose one of the worst contractions of freedoms in U.S. history.

The Constitution and Bylaws of the IATSE, Article One, Section 2 states that the purpose of this union is “to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions” of our members. Make no mistake, this decision will directly harm the social and economic welfare of our union sisters and kin, and we will respond accordingly. It is our obligation to stand up for these rights, no matter who it impacts or how directly.

To be clear, this decision will not end abortion. It will end safe, legal abortion for many Americans and will disproportionately harm working-class people, force unwilling parents into poverty, worsen the already unacceptable maternal mortality crisis, imprison innocents for their biological functions, and cut short far too many bright careers and lives.

This isn't an issue that only concerns women – this decision will impact all of us. The opinion's emphasis on the 14th Amendment, the constitutional “right to privacy,” opens the door for the court to roll back other established rights. If extremist justices will blatantly ignore established legal precedent, how far will they go? We don't have to wonder. Conservative Justice Clarence Thomas explicitly stated in his opinion that previous rulings in Griswold (right to contraception), Lawrence (same-sex activity),

and Obergefell (same-sex marriage) should be overturned. Decades of hard-fought progress on racial and gender equality, voting rights, and even our right to organize in union are also at risk.

We are now faced with yet another of the most consequential elections in our history this November. Those we elect will decide the fate of legislation on reproductive rights in the immediate and impact the course of history in our fight for human rights. In the face of a direct attack on personal freedoms, it's easy to conclude that voting isn't enough, and rather that entire institutions need to be rebuilt. That may be, but we know lives will be impacted before that, and to abstain from voting is to forgo one of the few immediate means of protection for ourselves and our kin. That is why I ask you to take this fight – and all other fights before working people – to the ballot box this November as we continue to strive for a representative government that reflects our values and acts upon our ideals.

The IATSE will never stop fighting against the threats facing our members, whether they come from employers, anti-worker politicians, or judges out of touch with the will of the people. And as we watch rights being stripped away, we must stand together. The IATSE is fully committed to defending reproductive healthcare and our fundamental freedoms. I call upon all IATSE Locals and members to join me in the fight to ensure liberty and justice for ALL.

Be safe and be well

In solidarity

## OFFICIAL NOTICE

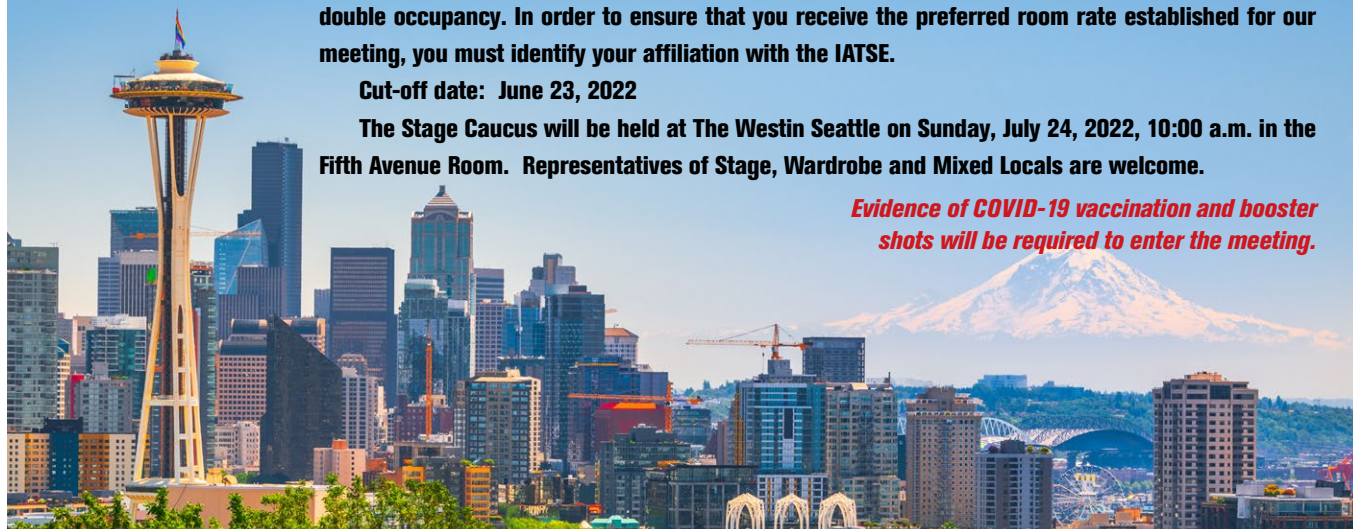
This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Seattle, 1900 5th Avenue, Seattle, Washington, 98101 at 10:00 a.m. on Monday, July 25, 2022, and will remain in session through and including Friday, July 29, 2022. All business 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.

*Evidence of COVID-19 vaccination and booster shots will be required to enter the meeting.*



## 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.

## PERSONAL CHECKS

In order that the processing of membership applications is not delayed, local unions are reminded that all processing fees and back capita payments forwarded to the International must be drawn on a local union bank account and made payable to "I.A.T.S.E".

The International does not accept personal checks submitted by applicants and if these are received, they are returned to the local union which delays the processing time.

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

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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





## GENERAL SECRETARY-TREASURER'S MESSAGE

# Amplifying Our Voice

*Affiliation and involvement at the State, Provincial and Central Labor Council level is an extremely effective way to build influence in the communities in which our members live and work. These bodies bring different unions together to assist each other with job actions, participate in political and working family issue campaigns, and lead lobbying efforts with Local and State/Provincial governments.*



JAMES B. WOOD

Article Nineteen, Section 22 of the International Constitution and Bylaws mandates that all local unions, except for Special Department Locals, “shall secure and maintain affiliation with their respective State, Provincial and Central Labor Councils of the American Federation of Labor and Congress of Industrial Organizations or the Canadian Labour Congress”.

On July 17th the IATSE celebrated our 129th Anniversary and during those years we have amassed a long and proud history. In addition to the longevity of the International, by the end of this year 160 of our 362 local unions will have celebrated at least a century since their charter was issued. Ours is a union that clearly knows how to meet challenges, adapt and work together to achieve our goals.

One of the ways that we have been able to succeed over the years is that we have joined with others to amplify our message and add our voice to help amplify theirs.

The battles in the labor movement, have been won because of our commitment and dedication. Our successes have been achieved because we acted in a unified manner and that solidarity magnified our influence exponentially.

The union movement is founded on the recognition that there is strength in numbers. While this is obviously true in the workplace, it is equally true as we battle the forces that are

determined to weaken us and strip hard fought gains away from our membership. Working with your State, Provincial and Central Labor Councils is one way to build strength.

The best way to become active is to have elected or appointed members as the representative(s) to the various labor bodies. These members attend meetings and ensure that their Local membership is informed and ready to assist when needed. If your Local does not have such representation, then look for volunteers to help make the connection and develop what will ultimately be a very beneficial relationship. Many times, retired members offer to fulfill these roles which allows them to remain actively engaged with their Local even though they are no longer in the workplace.

The labor movement and more broadly, society in general in both the United States and Canada is facing a tremendous number of challenges at this point in our history. This unfortunately is nothing new because if you are a student of history, workers have always met resistance. Accomplishing our goals has never been easy, but that never deterred our predecessors. Joining together with others is a simple and long proven formula to increase our influence and power and fulfill the long-held belief of labor that we will always last “one day longer”.

# SAFETY FIRST!

**IATSE ACTS TO  
ENSURE EVERY  
MEMBER GOES HOME  
SAFELY AT THE END  
OF EACH WORK DAY**

**Workplaces in the entertainment industry involve some of the broadest array of potential safety hazards as any profession that exists.**

Motion picture, television, stage, convention and exhibition locations start out as construction sites, with the wide range of perils associated with that industry. The use of scaffolding, ladders, rigging, mobile elevated work platforms, power tools, fork lifts, welding and cutting, and other elements all present risks of falls, cuts, exposure to loud noises, and other injuries.

Exposure to dangerous chemicals is also common in many crafts, especially wardrobe and makeup, and paint. Whether on stage, at a concert, or on a motion picture or television production set, special effects present their own set of safety risks, ranging from compressed gas to controlled explosions.

**Local 3, Zach Brown and Local 10, Greg Robertson Jr. (left to right) attending the Stagecraft Rigging Proficiency Program practice the essentials skills to allow them to take a rigging call to install and strike a concert or other live event.**



Firearms safety is a potentially lethal threat, as we saw in the tragic shooting death of our sister Halyna Hutchins on the set of the movie Rust. Exposure to the elements — especially lightning, wildfires, and extreme heat and cold — are threats to Broadcast members. Ergonomics is a constant challenge in all crafts, as repeated movements and heavy lifting can cause musculoskeletal injuries.

The stresses of long, intense work hours, the pressure to go “on with the show,” and sporadic work opportunities, combined with the unprecedented hardship of the COVID-19 pandemic, have led to many mental health challenges and crises that are no less dangerous than physical health threats.

And for more than two years now, the constant risk of exposure to COVID-19 has added yet another major safety and health issue to this long list.

“There are few if any other industries where car accidents are intentional,” said Michael F. Miller Jr., International Vice President and Director of Motion Picture and Television Production. “Explosions are purposeful. Weapons are prevalent. Heavy equipment is the standard. Working over people’s heads and underneath people is a constant. Ladders are part of every toolkit. And only in our industry does Friday have the potential to end mid-morning on Saturday.”

“One of the most dangerous pieces of equipment on almost every entertainment location is the truck lift gate,” said Kent Jorgensen, Chair of the IATSE Safety Committee who recently retired as Safety and Training Representative for Local 80. “People often forget about this danger, as well as others posed by trip hazards, small hazards, aerial lifts, scissors lifts and boom lifts. Often, those things happen in pre-production before they’ve even hired the actors. Or people can be harmed by their power saws when they’re building the sets for a theater show. People often forget that what we do for a living has potential hazards that are no different than the construction industry.”



But IATSE has never accepted the notion that working in the entertainment industry requires accepting undue risk. “We prioritize a culture of safety in all aspects of representing the members of the IA,” Miller said. “One thing that our members expect, and that we have an obligation to provide, is an opportunity for the safest possible workplace so that people are able to return home from a day of work in the same condition that they left to go to work. That culture of safety can’t be overstated. It can’t be overemphasized and too much focus cannot be placed on that.”

## CREATING A CULTURE OF SAFETY

The IA takes a comprehensive approach to creating a culture of safety, involving every element of union operations. It’s built on a foundation of training— provided both on the International level and through local unions — so every member shows up on the job equipped with the knowledge and skills to work safely and protect every brother and sister there. It involves collective bargaining — both contract provisions prioritizing member safety and securing contributions to the IATSE Training Trust Fund (more on that later). It involves lobbying and political action to pass laws protecting entertainment industry workers’ safety and health. It involves empowerment, so members know what to look for and what action to take if something doesn’t look or “smell” right — and arming Local business agents with the tools to take action to the next level, if needed. It involves direct member services, especially in the area of mental health through the Behind the Scenes Foundation, Actors Fund and other allied organizations. And it involves organizing, because IATSE’s ability to produce a fully-trained, safety-certified workforce is a major selling point with industry employers.

“Making training mandatory, requiring everyone in our workplaces to have the necessary safety skills, and then bargaining to fund all our training programs are key,” said Miller. “As is the idea that safety can also be legislated when bargaining isn’t enough.”

## BUILDING A SAFETY INFRASTRUCTURE

Protecting members’ health and safety has always been a top IATSE priority, but when International President Matthew D. Loeb took office in 2008, he and the General Executive Board took the Alliance’s efforts to new levels.

In 2011, President Loeb and the General Executive Board formed the IATSE Training Trust Fund (TTF). Governed by a joint labor-management Board of Trustees and funded through collective bargaining agreement-negotiated contributions and subscriber agreement contributions, the TTF spearheads safety training in partnership with the Education & Training Department.

Since its founding, the TTF has reached 145,625 workers with 472,865 courses and over 742,241 training hours. In

2021 alone, more than 31,479 members were reached with over 58,378 courses and over 78,903 training hours.

In 2014, the TTF began offering OSHA 10/General Entertainment Safety courses. Authorized and certified by the U.S. Occupational Safety and Health Administration (OSHA), these courses not only give members the skills to stay safe — they also receive an OSHA 10 Completion Card, which increases their value to employers and opportunities for work.

Ever since, local unions with certified OSHA 10 trainers, as well as local unions wanting to develop new trainers, may apply to the TTF to receive the curriculum and training in how to use it. As a result, many Locals offer OSHA 10 classes on a regular basis.

“Anybody in the IA can get their OSHA 10 card, and the Training Trust Fund has available curricula and trainers who can teach both kinds of OSHA 10 — either general entertainment or construction,” said Patricia A. White, International Trustee and Director of Education & Training. “So that’s really important because you learn the gamut of regulations and best practices when it comes to safety. And our curricula is especially tailored for IA workers in all the crafts.”

Training Trust Fund Executive Director Liz Campos said, “We also offer a program called ‘Borrow an OSHA Trainer,’ where we will send our trainer out to a Local that has a group of people who want to take an OSHA course. And now that we’re traveling again, we can send our trainer to the Local or we can have a Zoom course if they prefer.

“When members attend an OSHA training or have our trainer come to them to teach an OSHA class, it’s a great gateway because it opens the doors to other safety training

## OSHA 10® CURRICULUM

The OSHA 10/Entertainment Construction curriculum takes the OSHA 10 mandated curriculum and customizes its modules for the entertainment and exhibition industry workforce. Topics include:

- Introduction to OSHA
- Personal Protective Equipment
- Health Hazards
- Electrical Safety for the Entertainment Industry
- Slips, Trips, and Falls
- Stairways and Ladders
- Scaffolds in the Entertainment Industry
- Fall Protection
- Hazard Communication/Globally Harmonized System
- Materials Handling, Storage, Use, and Disposal
- Hand and Portable Powered Tool Safety
- Caught-in or -Between and Struck-by Hazards.

opportunities,” Campos said. “That’s where they can get introduced to Safety First!, which has much more in-depth safety awareness. For example, you could be looking for more information on hazard communication or chemical safety, and then you go from there and get hooked on training.”

The Safety First! Curriculum was launched in 2018. The TTF pulled together dozens of subject-matter experts from Locals across the U.S. and Canada, and other partners to develop the program, which is available both as individual online courses and as a narrated, group-led format that Locals can use to teach group classes. Continually adapted and expanded to meet changes in the workplace environment and requests from local unions, Safety First! now offers 20 distinct courses online, as well as in-person. More than 11,725 IA members have TTF Safety First! accounts.

## TTF SAFETY FIRST! ONLINE COURSES®

Safety First! Online Courses promote safe working conditions by providing information, tools, and resources to recognize potential hazards and minimize risks. Case studies from all crafts are included, making the curriculum relevant for all IATSE members. The 20 courses address:

1. Introduction to Basic Entertainment Safety
2. Biological Hazards
3. Hazard Communication: Workplace Chemicals
4. Chemical Protection
5. Electrical Safety
6. Fall Prevention and Protection
7. Mobile Elevating Work Platforms
8. Scaffold Safety
9. Ergonomics
10. Noise Exposure
11. Confined Space/Small Space Awareness
12. Firearms Safety
13. Hand and Portable Power Tools
14. Compressed Gases
15. Rigging Safety
16. Welding and Cutting
17. Hazard Identification and Safety  
in the Work Environment
18. COVID-19: Recommended Guidelines for  
Preventing Exposure in the Workplace
19. Recommended Sanitation Practices for  
Make-up and Hair
20. Wardrobe and Costume Department Safety

Members interested in taking any of these courses should visit the TTF Safety First! webpage to apply ([www.iatsetrainingtrust.org/safetyfirst](http://www.iatsetrainingtrust.org/safetyfirst)) or contact the TTF at [onlinecourses@iatsettf.org](mailto:onlinecourses@iatsettf.org).

“One of the 20 courses is hazard identification in the workplace,” Campos said. “And that is one course with about 40 mini-courses. So it can be really tailored to the needs of a Local. For example, if they’re doing a rooftop shoot, they can focus on safety training on rooftops and skylights.”

The safety course development process is driven both by expertise in the TTF and Education & Training Department and by local union needs.

“It’s a two way process,” said Hannah D’Amico, an International Representative in the Education & Training Department. “We have Locals asking us for trainings and we respond. A good example is that last year, we partnered with the TTF to create a new Safety First! course for wardrobe and costume members, who face issues involving chemical safety, electrical safety and ergonomics. But we also work proactively to anticipate needs, develop craft skill and safety trainings to meet those needs, and offer them to Locals. It’s a collaboration.”

The Education & Training Department is also offering a new opportunity for local unions — Building Your Local’s Safety Toolkit. Provided as a webinar in March, it is designed to give local union officers and staff a comprehensive understanding of the foundational tools that help to create a culture of safety and training.

“Building your Safety Toolkit is a whole class and an awareness program making Local leaders aware of all the elements needed for safety,” White said. “One piece involves the fact that anybody in the IA can get their OSHA 10 card and that’s really important because you learn the gamut of regulations and best practices when it comes to safety. And our curricula is especially tailored for IA workers in all the crafts.

“Another part your Safety Toolkit is CPR/AED and first aid training,” she added. “This is important because it travels with you on the job, but also off the job where you could help someone you know or even a stranger if you needed to. And then the final piece is a program that we have been working on for the past several through the Behind the Scenes Foundation — Mental Health First Aid, a one-day certification program in the U.S., and a two-day program in Canada.”

President Loeb and the General Executive Board spearheaded another major IATSE safety advance by launching the IATSE Safety Hotline in 2015. Ever since, any member can call 844-IA AWARE (844-422-9273) anytime to report a workplace hazard or safety violation. If no one is able to answer the phone, the member leaves a message and a safety representative swiftly responds.

“I’m one of eleven people who answer the Safety Hotline,” Jorgensen said. “We call back right away to get more information from the member, and then we contact the Safety Department of the studio or the relevant employer to let them know there’s an issue and see what we can do to resolve the situation and make sure our members can be safe.”



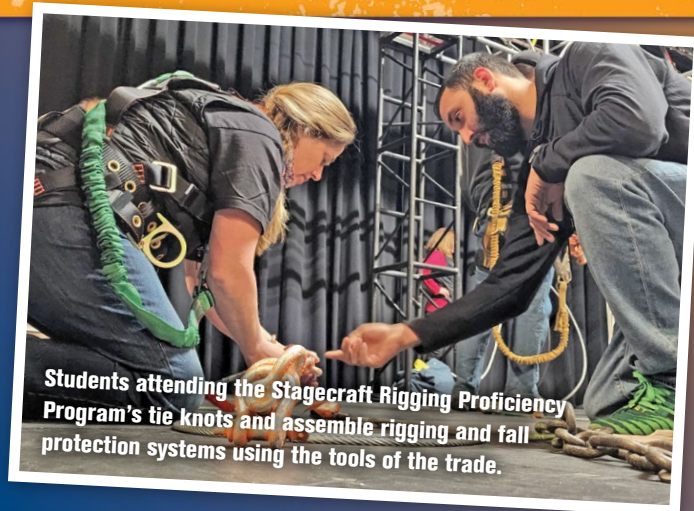
"The IATSE Safety Hotline provides a mechanism for any member in any craft in any worksite to report safety issues, and they can report it anonymously if they feel that they need to," Miller said. "They can report as much or as little detail as necessary. And those calls are immediately routed from the safety officer that answers the phone to the appropriate department so that it can get addressed right away.

"We knew we needed a constant and vigilant approach," Miller explained. "Safety isn't something that only happens between the hours of 8:00 am and 6:00 pm. Safety is 24/7 because that's how our members work. Whether it's trade show, stagecraft, live event, broadcast, motion picture or television production, it often happens outside of regular business hours."

Most recently, the IATSE Safety App was developed, empowering members to take action directly on their smartphones. The App links to outside websites, enabling members to access the latest information from OSHA and the Provincial Occupational Health and Safety Boards in Canada. It includes a Hazard Reporting Form that has been adjusted to allow for a wider variety of reports (including harassment) and to target the appropriate personnel to investigate and act on these reports.

## STAGECRAFT SAFETY

From tiny black box theaters to Broadway, from concert halls to arenas and stadiums, stagecraft members work in a



**Students attending the Stagecraft Rigging Proficiency Program's tie knots and assemble rigging and fall protection systems using the tools of the trade.**

wide variety of venues and face a broad range of potential safety hazards.

"The Stagecraft Department has both the largest opportunities and the largest challenges because of the wide variations of issues facing our members," said Michael J. Barnes, IATSE International Vice President and Co-Director of the Stagecraft Department. "We have over 250 Locals in our department. They vary by size, geographical location, and jurisdiction. So we have to develop safety guidelines for members ranging from those selling tickets and seating audiences to those unloading 250,000 tons of rock and roll equipment. We're applying hair and makeup to a star. So to develop a single-source safety plan to address all those different situations is challenging.

## THE IATSE SAFETY HOTLINE IN ACTION

The IATSE Safety Hotline (844-IA AWARE / 844-422-9273) empowers any member to report a workplace hazard or safety violation 24/7. No matter when a message is left, an IATSE safety representative swiftly calls the member back for more information and takes the actions needed to ensure all members' safety on that jobsite. Here are a few examples of the Safety Hotline in action:

A member called about a touring musical production company using a personnel lift with casters on the outriggers. This practice is outside the parameters intended by manufacturer and against U.S. Occupational Health & Safety Administration (OSHA) regulations. Because of the report, the company stopped that practice and started using the lifts properly without casters. (Improper use of these kinds of lifts has been the cause of many injuries and deaths in the theater industry.)

A rigger called concerned that a rig she was being asked to do was unsafe. A discussion took place about what the problem was, what rules she was being asked not to follow, and what could be done safely to help the production get the shot they wanted. The rigger was given the information to talk to the employer about the problem and to give a solution to both protect the crew and get the shot production needed while following standard guidelines.

A member called with a concern about COVID-19 protocols for the theater where they work. Because the Local Business Agent is in the area and usually knows the employers, they were told about what is going on, what the member reported, and asked to handle the issue with assistance from the IATSE Safety Committee.

Many calls are about temperatures being too hot or too cold. Most entail two actions. The first is to inform members of guidelines for working in extreme temperatures, and ask them if they have been told about the employer's plan, if they have had training and if there has been a safety meeting. The second action is have the Local's Business Agent speak with the employer asking if they have a plan for dealing with the hazards caused by the temperatures. The employer is reminded of their obligation to protect their cast and crew — and the standards required for reducing the risks to their employees.



"Fortunately, a lot of the work has already been done by the TTF in developing safety courses that can be used in the Stagecraft Department," he noted. "One of our goals is to work with the Education Department to identify, communicate, facilitate these safety courses in a way that is structured and standardized."

The COVID-19 pandemic had a grave impact on Stagecraft members, with live theater and musical tours shut down for longer than most other industry sectors. The only silver lining was that it gave members new opportunities to upgrade their skills. "Because of the downtime, we were able to get a lot more people through our programs," Barnes said. "We had to go to OSHA to get approval to move the OSHA 10 courses online, because OSHA always had its courses taught in person. We got approval for a two-day online course. We've done 54 OSHA core courses between general industry and construction, and issued over 1,173 OSHA 10 cards across about 120 different Locals in less two years."

The return of work, welcome as it is, has caused new issues to arise. "We lost a lot of institutional knowledge due to retirements during the pandemic," said Joseph Hartnett, Co-Director of the Stagecraft Department. "So we're doing everything we can with the Training Trust and the Education Department to make sure that, for the newer folks who are coming into this industry, while they may not have as much institutional knowledge, they at least have the exact same safety perspective as those who have retired."

"Through our crew buildup programs, we're seeing they have at least some training that's available to them before they take the call," Hartnett said. "Both for themselves and their co-workers, we're making sure they know more than just stage right from stage left."

In recent months, IATSE launched a landmark rigging

training program, taking it from zero to sixty in record time. "We needed to respond to an industry that doesn't have enough riggers anymore," Barnes said. "The live music industry was trying to recoup their losses from the cancellation of shows. So it created a perfect storm — you had less crew available and more shows. As you bring new people in and you're building these complex live music and Broadway types of shows, they had to hang hundreds of tons of equipment overhead and that led to safety concerns."

"The ETCP [Entertainment Technician Certification Program] only addressed the top third of riggers in the country," Barnes explained, "and the standardization of rigging didn't exist below that. So the Stagecraft Department, working with the Education Department and the TTF, developed a standardized rigging program for introductory rigging that needed to be built, developed, engineered, administered and rolled out in six weeks."

"We brought in the best instructors and worked to geolocate them as much as possible to cover the entire country," Hartnett said, "and we selected eight regional sites for the training."

"Our goal was to develop 60 to 80 trainers out of the eight regional sites and have those people develop 20 to 30 basic riggers in each Local," Barnes said. "So we're aiming to train 1,600 to 2,000 riggers in a three month period to address the needs of the industry for 2022. And I'm pleased to say we're right on schedule."

Barnes noted that employer cooperation on safety issues around the COVID-19 pandemic and reopening has generally been positive. "Coming out of COVID, there was a staffing shortage in the live music industry," he said. "And when we were able to present to the employers our plan to not only recruit new workers but to train those workers so that they

***Information is key and the more information that people have to make the correct decisions, the safer they are in the workplace.***

**Joseph Hartnett, Co-Director of the Stagecraft Department**

**Graduates of the Rigging Proficiency Program, March 30 & 31 in Lititz, PA, Local 501 with trainer Colin Peters and International Vice President/Co-Department Director, Stagecraft Michael J. Barnes**





**The Stagecraft Rigging Proficiency Program is a mix of classroom and hands-on learning focusing on general safety, professionalism, rigging systems, and fall protection.**

would be safe and provide a safe working environment, the employers were 100 percent on board and active partners in getting that done.

"We've seen similar cooperation from Broadway theaters to work shows," he added. "There was also an unprecedented cooperation between the parties to develop a safe work environment in a fashion that was much quicker than we were used to because of the need to respond to COVID."

"Safety is just like everything else," Hartnett said. "Information is key and the more information that people have to make the correct decisions, the safer they are in the workplace. So the key is to make sure that the information is out there, available, and they also need to be willing to take that information, learn it, and apply it."

## **TRADESHOW & DISPLAY**

Many of the safety issues and training needs facing stagecraft members are also experienced by tradeshow and display members.

"In tradeshow, it's not unlike stagecraft in that it's a live event situation," said Joanne Sanders, International Vice President and Director of the Tradeshow & Display Department. "And whenever you've got live events where there are large numbers of people, then any number of issues can arise just in the course of going to work. The pandemic has exacerbated the situation. Attendees travel to sites from across the country. Their commitment to adhering to COVID protocols varies, creating another layer of risk for our members. Gratefully, we've worked with our employers and industry associations to develop strict, standardized, on-the-job protocols to protect them."

"We do a lot of rigging in Convention Centers as it relates to installing booths and exhibits, and that rigging can get very dangerous," she explained. "Sometimes, there isn't adequate equipment, like the types of ladders that are needed or not having lift trucks available. All that can impact how safe the situation is."

"We work with a number of employers that are really keyed into safety," Sanders said. "They want to make sure that anybody who operates any of the heavy equipment is certified for

that particular equipment, and they often will help us set up training in a local venue when the cycle runs out and it's time for people to renew their certifications. They'll provide us with forklift equipment, high lifts, bucket trucks, whatever is needed in that venue so that our individuals are as trained as anyone on that equipment."

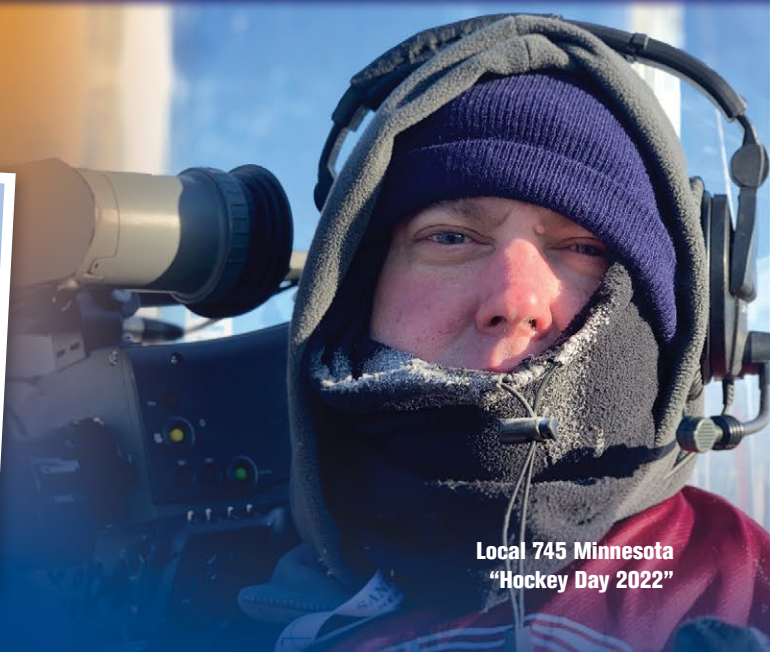
But no matter the employer situation, the Tradeshow & Display Department is proactive in providing training for all members. "Of course, in all of our contracts, we negotiate a contribution to the Training Trust Fund, because we have so many small Locals that don't have their own trusts and need to have some source of access to training," Sanders said. "So the TTF has certainly filled that gap for us."

"Our larger Locals have some very robust training programs that include the whole arena of safety issues on the job," she noted. "They're beacons for all of us, and the larger Locals have the resources to open up the training to surrounding Locals. For example, Local 2 in Chicago recently scheduled rigging training and opened it up to Locals in Indiana and Wisconsin."

"A lot of Locals have journeyman/upgrade training," Sanders added. "And in that training they've been able to offer OSHA 10, especially over the last couple of years, because it's been available online. Some of our workers have also taken the OSHA 30 course which is more directed at construction, but if they are in a position of lead on a job, then it really benefits them to have the deeper understanding OSHA 30 provides."

Sanders emphasized that while training is invaluable, so is constant vigilance on the jobsite. "Even when a forklift driver is certified and as careful as possible, if the equipment fails, that can cause injury to himself or someone else who's working nearby," she said. "In our business, we have huge crates that travel to the exhibits. Those can be dangerous, depending on the size of the venue and the size of the aisles that our members have to work in. So if you've got a skilled forklift operator trying to get through an aisle amid all the equipment that's already been dropped off at different booths, it can be precarious. That's why we empower our members not only with training, but with the ability to call out an unsafe situation on the spot."





## BROADCAST

Members working in Broadcast typically face a somewhat different set of safety issues, mostly related to their exposure to the elements when operating a camera or working as a technician covering outdoor sporting events. “Lightning can be a serious issue for technicians, especially with golf where you’re on high metal scaffolding in the middle of an open field,” said Rachel McLendon, an International Representative in the Broadcast Department.

“We also have experienced more safety-related issues in recent times that are caused by wildfires, especially on the West Coast during baseball season,” she said. “Members can be exposed to extreme cold when covering outdoor hockey matches in places like Minneapolis and Milwaukee — and extreme heat in July and August anywhere. All this requires appropriate gear and clothing, and periodic breaks to get out of the elements. And then, over the past two years, these issues have been compounded by COVID-19.

“What’s needed is basic communication between management and the crew about weather threats, and to build in enough time so that our members can get to shelter before lightning, a tornado or a severe storm hits,” McLendon noted. “With golf, in particular, our members need extra time to get down from their towers and get to a truly safe place. Unfortunately, even when an event is delayed due to rain or other bad weather, broadcasters need to put something on the air and that’s when they squeeze technicians and keep them in questionable situations, which is ridiculous. So we’re always alert to prevent this from happening.”

McLendon explained that other safety issues can relate to the positioning of cameras. “There was a recent issue in one of our workplaces where the employer wanted our members to install cameras on top of the basketball backboards, but they didn’t have the right kind of ladders available,” she said. “Fortunately, that was resolved by an active and engaged

Business Agent who takes safety seriously and is doing his part to build a stronger safety culture in his Local.”

Safety is always a collective bargaining priority in Broadcast, especially in working to include weather safety language in their agreements. As is training. “We’re trying to build a stronger culture of safety with our members,” McLendon said. “Broadcast is partnering with the Training Trust Fund and their OSHA courses emphasize this. Over the past two years, when they started putting a lot of that online, it gave a lot of members in our smaller Broadcast Locals, which aren’t always able to send people to in-person training, new access to information that they can take back to their Locals and build on it.”

“A safe culture in the workplace starts with our union and our members,” McLendon added. “Our best effort is to lead by example in getting our employers to adopt the right policies. “It’s something we continually work on because the moment we stop practicing safety or checking for safety, that’s when things become unsafe. So we’re constantly encouraging best practices, and calling people out when they’re doing things that are unsafe or undermining safe conditions. It’s all about collective action.”

## MOTION PICTURE & TELEVISION PRODUCTION

Training is at the core of motion picture and television production safety, as it is in all other IATSE crafts. “There’s a lot that’s being done,” Miller said. “In addition to the work done by many local unions, Motion Picture & Television Production has two principal training entities in the United States — the Contract Services Administrative Trust Fund (CSATF) and the IATSE Training Trust Fund. And in each of those entities, qualified members are eligible for safety training that is craft-specific. Then, various crafts are required to take certain trainings to be eligible for employment in many parts of the country.



"That's the key," Miller said. "Making the courses available and making them a requirement ensures that everyone who's on a set has had the basic safety training, but just as important is creating a culture of safety and a culture of awareness and raising the importance of safety on film and television sets and in all entertainment workplaces, across the United States and Canada."

Members working on motion picture and television productions not only have to learn about how to keep themselves and their sisters and brothers safe from the usual range of hazards facing entertainment industry workers — they often face additional safety challenges depending on the nature of the production and what is being portrayed.

"Friends of mine worked on Apollo 13," Jorgensen said. "And they had to go through training so that they were able to go up in the 'vomit comet,' so that they could simulate zero gravity. Or on Top Gun, many of the crew had to go through training for how to work safely on the deck of an aircraft carrier, because they faced the same dangers the Navy personnel did."

Legislative action is another avenue for achieving safer sets. For example, the California IATSE Council is sponsoring SB 831, a landmark bill that would codify and strengthen firearm safety rules, while also requiring that productions have a safety supervisor on set to protect the health and safety of the entire cast and crew, regardless of whether there is a firearm present.

Acknowledging the tragic death of sister Halyna Hutchins in New Mexico, California IATSE Council President and International Vice President Thom Davis said, "We are strengthening solid and enforceable safety protections for firearm handling. This includes mandating that productions use a sufficient number of qualified armorers, that are well-trained and have the tools they need to ensure firearms are always used safely."

"This legislation does not just react, however — it seeks a proactive approach to safety on sets," Davis noted. "Productions involve climbing, rigging, complex electrical set-up, explosions, car chases, stunts, loading and unloading heavy equipment, long and irregular hours, building sets, driving difficult terrain and other potential threats, all of which can create potentially dangerous situations for workers."

"We have lost members due to train accidents, fatigue-caused car accidents, and other incidents as a result of a culture that often prioritizes production goals over workers' safety," he said. "To address this, we have researched safety practices around the globe and determined the best practice is to require a safety supervisor to conduct a thorough pre-production risk assessment and to be present every day and responsible for ensuring on-set safety."

Another safety issue in motion picture and television production — as it in so many other industries, unfortunately — is harassment. "Safety requires being in a safe space mentally," Miller said. "Someone who is in fear of being assaulted and accosted cannot be in a place where they're focusing on their job and on their immediate surroundings and on their physical safety. Work has to be a safe place physically and it has to be a safe place mentally. You need to be safe from a set piece falling on your head and you need to be safe from being groped by your boss. You need to be safe from having aspersions cast because of race or orientation in the same manner that you need to be safe from falling out of the perms [the permanent walkways and grid above a sound stage]. Those are all components of a safe workplace and a safe work environment."

"It is always the responsibility of the employer to provide a safe workplace," Miller emphasized. "But as union members, we also need to take responsibility to ensure that those employers are providing the safe workplace they're required to."



**Local 444, Golf Channel RSM tournament. In Sea Island, GA. One of the tallest camera towers used.**

**Local 444 Members at the Golf Channel Mitsubishi Classic Tournament in Duluth, GA – Tower cam op Mark Bowden, Ground Cam op Mike Jackson**





***What's needed is basic communication between management and the crew about weather threats, and to build in enough time so that our members can get to shelter before lightning, a tornado or a severe storm hits.***

**Rachel McLendon,  
International Representative**

## **MENTAL HEALTH**

Mental health is as much a part of safety as physical health. That was true before the COVID-19 pandemic, but the impact it had on people's mental health cannot be overstated. And IATSE is acting accordingly, with a greater emphasis on mental health than ever both in training and in member services.

That's why for more than a year now, the TTF has partnered with the Behind the Scenes Foundation and the Actors Funds in the U.S. and Canada to provide Mental Health First Aid Training. Any IATSE member who takes this training and receives a Mental Health First Aid Certification will be reimbursed by the TTF.

"Mental Health First Aid is a one day certification program in the U.S. and two days in Canada," White said. "Your mental and emotional health needs to be strong, just like your physical health. Through the pandemic and even before, we've seen incidences of depression, anxiety, substance abuse and even suicide sometimes. So Mental Health First Aid is a fine companion to CPR/AED and regular First Aid. It can help you react in a moment to deal with any problems before they get worse. And it's free to our members."

"When people hear about safety, they usually think of physical safety or hard hats or PPE," D'Amico said. "We're working hard to make mental health go hand-in-hand with physical safety."

All of the craft departments are taking proactive steps to support and protect members' mental health as well. "Going back to work has created anxiety not just because of the possibility of getting exposed to the virus, but the anxiety of forgetting the normal pace of the work and questioning whether one is still capable of still doing it," Sanders said. "Initially, I think a lot of people turned calls down because of their anxiety levels. I was really grateful that we were able to provide contact information for them through Behind the Scenes, as well as the Actors Fund, and local resources to get the help that they need. And we set up buddy systems in some Locals where people would simply check in on a brother or sister — especially if they turned down a couple of calls — to them know that the environment is almost back to normal, just to give them the reassurance that returning to work will be good for them."

"We have been encouraging and promoting the Behind the Scenes charity and the Actors Fund," Hartnett said. "They're

able to address issues ranging from suicide prevention to workplace bullying. One thing I've been emphasizing is that Behind the Scenes has a searchable database of therapists all across North America who are familiar with the entertainment industry. Because one of the things some members tell us is that, when they do find a therapist, their first sessions are just trying to explain the industry so the therapists actually understand what they're going through. Behind the Scenes eliminates that problem.

"It's key that people understand it's okay to ask for help," he noted. "More broadly, I think we just need to acknowledge that we're all experiencing some sort of PTSD in some way, shape, or form. And just like we would help anyone in our family going through those times, we as the union family that we are also need to reach out and help each other in those ways as well."

"Mental health is every bit as important as physical health," Miller said. "Being in a healthy place mentally is going to put an individual in a better place physically, when they can concentrate on the task that's before them and they aren't distracted by stress or by other mental health issues. If you're 75 feet up in a boom lift, you need to pay attention to what's happening. It's imperative that you have the ability to be focused and attentive to the job at hand. And that's all contingent upon being in a healthy mental state."

## **WHAT MEMBERS CAN DO**

When all is said and done, members should understand that they have the power in their own hands to take action when they see a safety hazard, see equipment malfunctioning or experience a workplace environment more focused on getting things on quickly than on doing them the right way.

"It's important that members know they have the right to feel comfortable letting the employer know there's a problem and it needs to be fixed," Jorgensen said. "And we work to teach them the way to do that so it doesn't make the employer angry with you."

"You know, I could go up to an employer and shout, 'Hey, you're trying to kill me!,' Jorgensen said. "And the employer does not usually react nicely to that. But if I say, 'I found this hazard and it has a potential of hurting somebody and exposing the employer to liability,' we're telling the employer, 'We're helping you as well. We found a hazard and we're



trying to help you avoid problems, as you have taught us to do in the training you've asked us to go through.' That's how you get results.

"Of course, it's not all on the members," he emphasized. "We also train the Business Agents so the individual Local has the knowledge of how to fix a safety problem. We have the backstop of the Safety Hotline. And I've got phone numbers for the vice presidents of safety at the studios, and I call them whenever there's an issue that requires their involvement."

"In our line of work, sometimes it's easy to fall into an sort of old-fashioned thinking that the show must go on and you don't have time to be safe," White said. "But I think that you don't have time to not be safe. Because in a second, your whole life can change in a bad way. So we want to be sure that everybody knows that they can speak up. And that even if you feel like it requires a little bit of bravery, you're not just being brave for yourself. You're being brave for your co-workers. And for the people who care about you and love you."

"There's this constant pressure to perform, go faster, the show must go on," Jorgensen said. "We've got to be able to find a way to notch that down and not put people in danger just because of looking at the bottom line for profit. When I'm doing a class, I always ask this question: 'Have you worked on a play or worked at a convention or worked on a movie that was worth dying for?' There's nothing we should be doing that puts us in danger."

### **SAFETY FIRST!**

At IATSE, safety always comes first. As Barnes put it, "No matter how much money we make, or how much we have in our retirement account, if you don't come home from work that day, it's all for naught."

"I was taught when I first started that safety regulations are written in blood," Jorgensen said. "That's not just a saying — it's the truth. I got my first safety and training job because

a fellow member died on a production. That's why I agreed to chair the Safety Committee — we cannot let that happen to anyone else."

"From the day I took office, I've worked to weave safety into every fiber of the IA's DNA," said International President Matthew D. Loeb. "Safety is always central to bargaining, both in terms of the contributions to the TTF and the specific protections written into every agreement. Safety is always central to organizing, both in terms of making IA membership even more appealing to workers and impressing upon employers that hiring union produces a workplace that is safe and therefore less likely to incur production delays. Safety is always central to political and legislative action as we fight for laws that protect our members on the job and ensure enforcement of safety regulations. And safety is always central to training and education — not only our Safety First! and OSHA 10 courses; it's part and parcel of all the skills courses the TTF teaches.

"Creating a culture of safety involves all of these elements," he said, "and it's based on member empowerment. Because no matter what regulations are passed and what contract provisions are in place, there's always an employer, a venue manager, a producer or director somewhere pressuring the crew to speed things up and get things done, safety precautions be damned, and it's up to our members and business agents to stand up and say no. That's why we have our Safety Hotline and Safety App, too.

"The show must go on' does not mean cutting corners," Loeb emphasized. "It does not mean taking risks. It does not mean sacrificing our members' health on the altar of a production schedule.

"At the end of every work day, we want every member to return home safely," Loeb said. "And every member should know their union is working 24/7/365 to achieve this goal."

***At the end of every work day, we want every member to return home safely. And every member should know their union is working 24/7/365 to achieve this goal.***

**Matthew D. Loeb, International President**

**Stagecraft Rigging Proficiency Program Authorized trainer  
Colin Peters leads the class through an exercise**

# The Supreme Court of the United States Makes History - Twice

**T**he political and legislative happenings of the previous quarter revolved primarily around the Supreme Court of the United States. On April 7th, Justice Ketanji Brown Jackson made history by becoming the first Black woman confirmed to serve on the nation's highest court. With a final vote of 53-47, Jackson garnered bipartisan support with all fifty Senate Democrats, and three Republicans, voting to confirm.

Throughout her confirmation hearings, Justice Jackson demonstrated why she is more than deserving of a seat on the bench. She has the wide-ranging experience and temperament to deliver the judicial fairness we need in an associate justice. The IATSE expects nothing short of a continued commitment to fighting for working people and protecting our rights in the workplace when she is sworn in this summer.

Following the vote, IATSE issued a statement lauding the confirmation that included this quote from Kimberly Butler-Gilkeson, Co-Chair of the IATSE Diversity Equity and Inclusion Committee: "The confirmation of Judge Ketanji Brown Jackson to the United States Supreme Court is historic, and marks a thoughtful effort to create a more representative judiciary in our country. Her

wide field of experience and knowledge is not only impressive, but also speaks volumes about her judiciary process and stands on its own exemplary merits. Her appointment will bring a lived experience to the court that many Americans can draw parallels to their own life experiences. Her story is our story... an American story."

While Justice Jackson's confirmation gives us hope for the court's future, a second historically unprecedented occurrence – a leaked draft opinion from within the institution – took place soon after that made clear a majority of the court's current justices seek to return our country to the past. The opinion (which at the time of writing is still a draft) provides a ruling on *Dobbs v. Jackson Women's Health*, an abortion case currently being considered by

the Supreme Court. However, as it is currently written, Justice Samuel Alito along with four other justices are poised to use this case to overturn *Roe v. Wade* and abandon a fifty year precedent that would guarantee untold harm to pregnant people, their families, and their communities across this country.

To be clear, this isn't an issue that only concerns women. It's not a niche social or philosophical issue to debate around election time. This is an issue that affects the bodies, lives, work, and freedom of our kin – the protection of which is the very reason we exist as a union. It is our job to stand up for these rights, no matter who it impacts or how directly. Taking away the option to receive compassionate reproductive care in the form of safe, legal abortions will disproportionately harm working-class

*The IATSE will never stop fighting against the threats facing our members, whether they come from employers, anti-worker politicians, or judges out of touch with the will of the people.*



and BIPOC people, force families into poverty, worsen an already unacceptable maternal mortality crisis, and cut short far too many bright careers and lives.

In addition, the draft's emphasis on the 14th Amendment, also known as the constitutional "right to privacy," is worrying because it leaves open the window for the court to potentially roll back other established rights. The leaked opinion specifically mentions two cases that these five justices may seek to target next – the LGBTQ+ marriage equality decision in *Obergefell v. Hodges* (2015) and the sexual autonomy decision in *Lawrence v. Texas* (2003). Further evidence that a decision to negate *Roe v. Wade* stands to impact other members of our union and issues we care about.

## ELECTIONS STILL MATTER

The IATSE will never stop fighting against the threats facing our members, whether they come from employers, anti-worker politicians, or judges out of touch with the will of the people. However, we cannot do this work alone. Our strength is in our numbers, which is why we'd like to conclude with a note on voting.

A common throughline in each of these instances is the fact that elections matter and their outcomes have lasting consequences – both good and bad. Justice Jackson's confirmation, and the optimism it brought to our nation, would not have been possible without the election of President Biden, and Senators Warnock and Ossoff in the Georgia runoff election that delivered a pro-worker Senate majority. Her nomination wouldn't have even been brought up for consideration.

However, we also understand that it is easy to become cynical towards voting and elections when we're asked to fight the same fights time and again, generation after generation. In the face of such a direct attack on personal freedoms, it's easy to conclude that voting isn't enough, and rather that entire institutions need to be rebuilt. That may be, but we know lives will be impacted before that, and to abstain from voting is to forgo one of the few immediate means of protection for ourselves and our kin. That is why, regardless of the final decision on *Dobbs v. Jackson Women's Health*, we ask our members to take this fight – and all other fights before working people – to the ballot box this November as we continue to strive for a more representative government, and a more perfect union.

**STAY INVOLVED!**

SCAN THE QR CODE WITH YOUR DEVICE OR VISIT:

**WWW.IATSEPAC.NET**

CONTACT IATSEPAC@IATSE.NET FOR ASSISTANCE

## Commercials: Organizing and Its Impact on Strong Contracts

**R**ecently, the LA Times ran an article about the shockwave that ran through the Industry after Netflix's recent loss of subscribers and subsequent large-scale sell-off of the company's stock.

One of the key take-aways was that more streaming companies will need to offer ad-supported versions of their services at a less expensive price point to compete in such a crowded and competitive space. Peacock, HBO Max and Paramount+, among others, already have ad-supported streaming versions and Disney+ has announced plans to do the same. Amazon has rebranded its free ad-supported streaming service "Amazon Freevee" to drive the point home.

This means more commercial production, which is obviously a good thing for IATSE members, but we can't

become complacent. All year, we've been busier than ever chasing down and organizing non-union commercials. An example of a recently organized commercial includes a "Cuervo" job in Los Angeles. When a member called in this low budget commercial, the West Coast Locals showed up and it was signed on the street. An "Airbnb" commercial did not send out a call sheet and it only took one person contacting the union to enact change. The IA & Teamsters flipped it union and dozens of people received the benefits of the Agreement. Finally, a member who is very proactive about calling in their non-union work alerted their Local to a seven day "Adobe/NAB" job; one phone call, and it was covered. These are but a few examples among dozens in the first quarter of 2022. This is concerning as it exposes an increase in non-union work. Too often, employers attempt to produce commercials non-union, often with

Union crews. This is in direct conflict with - and competition to - union companies.

We cannot let this growing amount of work be done non-union. If you are hired on a non-union commercial, alert your Local immediately. Many of these non-union outfits are not issuing call sheets to try to avoid the IA. Provide your Local with any other crew members you know are on the project; department heads are especially helpful. This can be done anonymously as your Local will protect your identity.

As we approach the AICP negotiations for a successor contract, a highly unionized workforce is crucial. Strong contracts require that we control the workforce; without this leverage, it is very difficult to make meaningful gains. We will have a very ambitious negotiating plan for the commercial agreement, but we will be challenged if the industry continues to lose union density and non-union companies can compete with union companies at a far lowered cost. Help us build bargaining power: call in any non-union commercial you book and support efforts to organize! It will be beneficial not just on that one job, but has the potential to influence contract gains in the coming years.



## LOOKING FORWARD TO THE YEARS AHEAD

The Basic, Videotape and Area Standards Agreements have a three-year term, which means the International and the Locals are already preparing for the next round of negotiations in 2024.

The energy that surrounded the very intense and difficult negotiations last year presents an opportunity for additional member engagement in the coming cycle. We have been developing nationwide training for the bargaining committees of each Local, as well as communications and surveys of all film, TV, and streaming workers.

Partnering with the IATSE's Education Department, we are building a Bargaining Committee 101 class that will help prepare the members for the important role of representing their fellow crew members. The class will contain information covering a wide range of topics, from mandatory subjects of bargaining, different styles of bargaining, the proposal creation and selection process, and much more.

The International will be surveying the membership about what is important to them to identify the issues they would like addressed at their work sites. In most past negotiation cycles, this has been the responsibility of the Locals. A larger survey will help the International and Locals create core goals

that are reflective of the membership as a whole. It will be important for everyone to participate so your voice is heard. Other ways of soliciting input could include townhalls and focus groups, so stay tuned!

Alongside these initiatives, the International has asked the Locals to track how the new improvements to daily and weekend turnaround, as well as meal penalties, are affecting the scheduling of productions. Are the penalties enough? Are there unexpected consequences? How can we improve on these historic gains in 2024? These are all conversations the bargaining committee will be having leading up to negotiations.

In addition, the MPI Health and Pension Plan Trustees evaluate the regular reports from the Plans. Continued high employment and residuals that continue to increase year over year, combined with the recently negotiated increased hourly contributions, is helping to keep our Plans healthy and on track.

What can members contribute to this process? As mentioned earlier, participate in future surveys, read any union communications, reach out to your Local with any questions, attend union meetings and remain engaged!

### LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
LOCAL 8	BROOKLYN BOWL PHILADELPHIA	STAGEHANDS
LOCAL 12	LINCOLN THEATRE	STAGEHANDS
LOCAL 12	MCCOY CENTER	STAGEHANDS
LOCAL 12	THE OHIO THEATRE	DOOR PERSONNEL
LOCAL 154	OREGON SHAKESPEARE FESTIVAL	COSTUME SHOP

## WHAT HAS ORGANIZING A UNION MEANT FOR YOU?

► SCAN TO SHARE YOUR STORY OR  
VISIT [DOL.GOV/ORGANIZINGSTORIES](https://dol.gov/organizingstories)





## GENERAL EXECUTIVE BOARD MEETING

## REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA VIDEOCONFERENCE SEPTEMBER 14, 2021

### CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 12:00 noon Eastern Daylight Time (EDT) on Tuesday, September 14, 2021, via video conference.

### ROLL CALL

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

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

JOANNE M. SANDERS, Thirteenth Vice President and Director of Trade Show and Display Work

In addition to the members of the Board, present for the meeting were General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, Associate West Coast Counsel Jacob J. White, Michael Short, Esq., and Canadian Counsel Ernie A. Schirru

The Board convened to receive updates about the Alliance's collective bargaining negotiations surrounding renewal of the Producer-IATSE and MPTAAC Basic Agreement and Theatrical and Television Motion Picture Area Standards Agreement. As previously reported to the Board, both agreements were extended beyond the close of their July 2021 terms. After September 10, 2021, those extensions expired. President Loeb reported to the Board that the IATSE has achieved some gains during ongoing talks with our employers' representatives. However, despite having prepared and submitted recent proposals, matters significant to IA members remain unresolved and a path forward toward agreements is not readily apparent. Local Unions participating in these discussions remain united in their determination to achieve fair terms in successor contracts and the Alliance is unwilling to compromise its current positions.

To address the likelihood that further action will be necessary, the Alliance will begin its strike authorization process among members of those appropriate local unions. In addition, the Alliance intends to rescind the media blackout surrounding these collective bargaining talks. Upon motion duly made and seconded, the General Executive Board unanimously agreed to commit the needed resources and support of the International should it become necessary to carry out a strike.

The Board was urged to remain attentive to these efforts as they develop and prepare to implement measures that will assist the IA in concluding negotiations. President Loeb noted that the Board and the International's officers and staff should remain in touch with the membership as the Alliance continues to confront these circumstances.

### ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:25 p.m.

## REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA VIDEOCONFERENCE SEPTEMBER 21, 2021

### CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 2:00 pm Eastern Daylight Time (EDT) on Tuesday, September 21, 2021, via video conference.

### ROLL CALL

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

MATTHEW D. LOEB,  
International President  
JAMES B. WOOD,  
General Secretary-Treasurer  
MICHAEL J. BARNES, First Vice President and Co-Director of Stagecraft  
THOM DAVIS, Second Vice President  
DAMIAN PETTI, Third Vice President  
MICHAEL F. MILLER, JR., Fourth Vice President and Director of Motion Picture and Television Production



DANIEL E. DI TOLLA,  
Fifth Vice President  
JOHN R. FORD, Sixth Vice President  
JOHN M. LEWIS, Seventh Vice President  
and Director of Canadian Affairs  
CRAIG P. CARLSON,  
Eighth Vice President  
PHIL LOCICERO, Ninth Vice President  
C. FAYE HARPER, Tenth Vice President  
COLLEEN GLYNN, Eleventh Vice  
President  
JAMES J. CLAFFEY, Jr.,  
Twelfth Vice President  
JOANNE M. SANDERS, Thirteenth  
Vice President and Director of Trade  
Show and Display Work

In addition to the members of the Board, present for the meeting were General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, Associate West Coast Counsel Jacob J. White, Michael Short, Esq., and Canadian Counsel Ernie A. Schirru.

The Board convened to receive updates about the Alliance's collective bargaining negotiations surrounding renewal of the Producer-IATSE and MPTAAC Basic Agreement and Theatrical and Television Motion Picture Area Standards Agreement. As previously reported to the Board, both agreements were extended to September 10, 2021, but have since expired.

President Loeb reported to the Board that the IATSE made its last proposal to the AMPTP on September 12, 2021. On Monday, September 20, 2021, the Producers informed the IATSE that they would not respond to that proposal. As a result, the IATSE informed the Producers that it has rescinded the media blackout surrounding these collective bargaining negotiations, and that it will schedule and take a strike authorization vote amongst both the West Coast Studio Locals covered by the Basic Agreement and the Locals covered by the Area Standards Agreement. President Loeb reported that

the Alliance has engaged the services of consultants, outside law firms, and public relations firms to assist in these efforts.

### **ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 2:15 p.m.

## **REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA VIDEOCONFERENCE OCTOBER 12, 2021**

### **CALL TO ORDER**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 1:00 pm Eastern Daylight Time (EDT) on Tuesday, October 12, 2021, via video conference.

### **ROLL CALL**

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

MATTHEW D. LOEB,  
International President  
JAMES B. WOOD,  
General Secretary-Treasurer  
MICHAEL J. BARNES, First Vice  
President and Co-Director of Stagecraft  
THOM DAVIS, Second Vice President  
DAMIAN PETTI, Third Vice President  
MICHAEL F. MILLER, JR., Fourth Vice  
President and Director of Motion Picture  
and Television Production  
DANIEL E. DI TOLLA,  
Fifth Vice President  
JOHN R. FORD, Sixth Vice President  
JOHN M. LEWIS, Seventh Vice  
President and Director of Canadian  
Affairs

CRAIG P. CARLSON,  
Eighth Vice President  
PHIL LOCICERO, Ninth Vice President  
C. FAYE HARPER, Tenth Vice President  
COLLEEN GLYNN,  
Eleventh Vice President  
JAMES J. CLAFFEY, Jr.,  
Twelfth Vice President  
JOANNE M. SANDERS, Thirteenth Vice  
President and Director of Trade Show  
and Display Work

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

The Board convened to receive updates about the Alliance's collective bargaining negotiations surrounding renewal of the Producer-IATSE and MPTAAC Basic Agreement (BA) and Theatrical and Television Motion Picture Area Standards Agreement (ASA). As previously reported to the Board, both agreements were extended beyond the close of their July 2021 terms to September 10, 2021, when those extensions expired. The parties continued to meet until negotiations broke off in mid-September. After a successful nationwide strike vote October 1 -3, 2021, which resulted in overwhelming support for a strike, the parties resumed BA negotiations on October 5.

President Loeb reported to the Board that the parties' post-strike vote negotiations had been ongoing on for a week. While there had been some progress, many of the Alliance's priorities remain open. To that end, he advised that strike preparations continue. Specifically, the Education and Legal Departments were conducting strike training webinars; Local Unions were making strike signs, meeting with local law enforcement, and keeping their memberships apprised of developments. He advised the Board that he had set a strike deadline. He also informed Board members that meetings were scheduled with the Basic Agreement



and Area Standards Local Unions after this meeting so that he could update them regarding the status of status of negotiations and the strike deadline. He expressed his appreciation to the Board for its support and promised to keep all apprised of developments.

### **ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 1:15 p.m.

## **REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA VIDEOCONFERENCE OCTOBER 26, 2021**

### **CALL TO ORDER**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 12:00 pm Eastern Daylight Time (EDT) on Tuesday, October 26, 2021, via video conference.

### **ROLL CALL**

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL J. BARNES, First Vice

President and Co-Director of Stagecraft

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR., Fourth Vice

President and Director of Motion Picture and Television Production

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President

and Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER, Tenth Vice President

COLLEEN GLYNN,

Eleventh Vice President

JAMES J. CLAFFEY, Jr.,

Twelfth Vice President

JOANNE M. SANDERS, Thirteenth Vice

President and Director of Trade Show

and Display Work

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

General Secretary-Treasurer Wood noted at the outset that DANIEL E. DI TOLLA, Fifth Vice President was excused due to a scheduling conflict.

The Board convened to receive updates about the Alliance's collective bargaining negotiations surrounding renewal of the Producer-IATSE and MPTAAC Basic Agreement (BA) and Theatrical and Television Motion Picture Area Standards Agreement (ASA). As previously reported to the Board, both agreements were extended beyond the close of their July 2021 terms to September 10, 2021, when those extensions expired. The parties continued to meet until negotiations broke off in mid-September. After a successful nationwide strike vote October 1-3, 2021 which resulted in overwhelming support for a strike, the parties resumed BA negotiations on October 5 and ASA negotiations on October 20.

President Loeb reported to the Board that tentative agreements were reached on both contracts on October 16 for the BA and October 23, for the ASA. He reported that these were the best contracts the International has ever achieved covering workers in the production industries. Specifically, he noted the substantial increases in living wages for the lowest paid classifications, significant increases to fringe benefit plans, unprecedented

improvements in all rest periods in the Agreements; improved meal penalties which he hopes will serve as a deterrent to abusive meal practices, greatly improved daily overtime and IRS mileage and per diem increases. He further advised that the working conditions and wage rates on streaming productions were improved significantly. The addition of a holiday honoring Dr. Martin Luther King, Jr., and agreements with the AMPTP to improve diversity, equity, and inclusion in the industry were also important achievements. President Loeb observed that these impressive contracts came about because of the incredible voter turnout and overwhelming authorization of a nationwide strike. He expressed his sincere appreciation to the Locals, and the members for their support without which these tentative Agreements would not have happened. He also thanked the Board for their unwavering support and for everything each did during the negotiations. He specifically noted General Secretary-Treasurer Wood's work with Honest Ballot Association, Vice Presidents Ford and Claffey's efforts in New York and New Jersey, Vice President Davis' work in Sacramento, Vice President LoCicero's activities in Louisiana, and Vice President Lewis who organized gatherings throughout Canada. President Loeb especially thanked Vice President Miller, observing "Mike was singularly focused on these negotiations and will continue his superior work through the ratification process." Finally, President Loeb stated his sincere gratitude to the entire International for their tireless work observing that the Education, Political, Communications and Legal Departments were "absolutely tremendous."

Vice President Miller expressed his appreciation to the International President for confidently leading these contract talks. He noted that President



Loeb's leadership throughout the contentious BA and ASA negotiations was stalwart. Vice President Davis echoed the remarks of Vice President Miller, adding that both President Loeb and Vice President Miller were the most skilled negotiators he has worked with during his 45-year membership in the International. Vice President LoCicero expressed his appreciation to the International President and to Vice Presidents Miller and Davis. Vice President Carlson noted the "ground game" including media messaging and communications was extremely helpful and impressive. He stated that he was never prouder of the Alliance for the work done on behalf of the members in these negotiations. Vice President Ford expressed his appreciation to everyone involved. Vice Presidents Barnes, Glynn, and Claffey observed that the BA and ASA negotiations raised the profile of the International and the residual effects are helping other negotiations. Vice Presidents Petti and Harper added that the show of unity and effective messaging were very impressive.

President Loeb reminded the Board that the next step in the process is ratification, and he requested their continued diligence, focus, and efforts on getting both Agreements ratified.

## **ADJOURNMENT**

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

## **REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA VIDEOCONFERENCE NOVEMBER 17, 2021**

### **CALL TO ORDER**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General

Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 3:00 pm Eastern Daylight Time (EDT) on Wednesday, November 17, 2021, via video conference.

### **ROLL CALL**

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

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

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

General Secretary-Treasurer Wood noted at the outset that Sixth Vice President, John R. Ford was excused due to his participation in collective bargaining negotiations with the Alliance of Motion Picture and Television Producers (AMPTP).

The Board convened to receive updates about contract ratification votes surrounding renewal of the Producer-IATSE and MPTAAC Basic Agreement (BA) and Theatrical and Television Motion Picture Area Standards Agreement (ASA).

President Loeb reported to the Board that members of the Alliance working under both the Basic Agreement and the Area Standards Agreement ratified proposed renewal agreements by close margins. He observed that, from both a personal perspective as well as in general, these were amongst the most challenging negotiations he has led. The length of the negotiations and the myriad challenges presented by the COVID-19 pandemic, including largely in-direct interactions, weighed heavily on the negotiation process. The International Alliance's engagement with Local Unions and members was participatory and transparent throughout. He observed that the response of the membership as evidenced by the large voter turnout in both the strike and ratification votes has been unprecedented.

Regarding these historic contracts, President Loeb reported to the Board that the Union succeeded in achieving significant improvements on all its priority issues identified at the outset of negotiations. On rest, a daily 10-hour turnaround will apply to all types of productions; there will be a 54-hour weekend rest period. The lowest paid classifications will receive a nearly 70% increase in pay by the end of the Agreements. There are increased meal penalties; increased contributions to fringe benefits plans; and significant wage increases and improvements in working conditions on streaming productions. The Union also received a new paid holiday honoring the civil rights leader Dr. Martin Luther King, Jr, which may lead other Hollywood unions and Guilds



to honor this holiday. Nationwide sick leave benefits will apply to both the BA and the ASA, an accomplishment that is extremely important as highlighted by the COVID-19 pandemic. Specific to the ASA, the Alliance also achieved improvements concerning per diem and overtime payments. The Alliance and the AMPTP also agreed to work together toward meaningful diversity, equity, and inclusion initiatives. President Loeb observed that he hopes the improvements will result in tangible quality of life changes for the dedicated workers on film and television productions across the United States and its Territories.

President Loeb expressed his sincere appreciation to the Board for its unwavering support, noting that he appreciated the thoughtful engagement of Board Members throughout these important negotiations. He especially thanked Vice President Miller for his tireless work, which began long before these negotiations commenced, and which continues. Finally, he thanked the Legal Department for its work.

### **ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 3:15 p.m.

## **REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN SAN JUAN, PUERTO RICO MARCH 7-11, 2022**

### **CALL TO ORDER**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States,

Its Territories and Canada convened at 10:00 am Atlantic Standard Time (AST) on Monday, March 7, 2022, held at the Sheraton Puerto Rico Hotel, in San Juan Puerto Rico.

### **ROLL CALL**

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

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

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas ; CLC Delegate Siobhan Vipond; Director of Communications Jonas Loeb; Co-Directors of Broadcast Steve Belsky and Fran O'Hern; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Co-Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; Political

and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Justin Conway, Dan'l Cook, Hannah D'Amico, Jamie Fry, Don Gandolini, Jr., Ron Garcia, John Gorey, Benjamin Hague, Jennifer Halpern, Krista Hurdon, Mark Kiracofe, Rachel McLendon, Peter Marley, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano and Special Representative David Garretson.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia/Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Perru-Connersville-Muncie-Portland-Anderson, IN; 32, Duluth, MN; 33, Los Angeles Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 46, Nashville, TN; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 127, Dallas-Grand Prairie McKinney, TX; 140, Chattanooga, TN; 161, States of NY, NJ,



CT, AL, LA, MI, OH, TN, and IL; 209, State of Ohio; 220, Sioux Falls/ Mitchell/ Huron, SD; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 415, Tucson, AZ; 456, Denton...TX; 475, Eau Claire, WI; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/ Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/ South Carolina-Savannah, GA; 494, Puerto Rico/U.S. Virgin Islands; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 574, Greensboro-Burlington-High Point, NC; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ADC659, Canada, ATPAM, New York, NY; and B27, Cleveland, OH.

## **REPORT OF THE GENERAL SECRETARY-TREASURER**

### **69th Quadrennial Convention Wrap-up**

The 2021 International Convention is now in the rear-view mirror of the General Office with the amendments to the International Constitution and Bylaws and the Proceedings books now completed and received from the printer. A copy of each has been sent to each local

union and for the first time a translated version of the Constitution was printed in the same booklet form in both French and Spanish. The one final printing job to be completed is the Combined Proceedings Book for the 2017-2021 Conventions but those are being delayed because of supply chain issues with the material for the green covers.

### **70th Quadrennial Convention**

Early preparations have already begun on the 70th Quadrennial Convention which will be held July 28 to August 1, 2025 in Honolulu, Hawaii at the Sheraton Waikiki which was the location of the 65th Quadrennial Convention in 2005. Host Locals will be Local 665 and District 2. In addition to the Sheraton, the Royal Hawaiian, the Moana Surfrider and the Princess Kaiulani will be used for some meetings, functions and sleeping rooms. All of these hotels are within a five minute walk of the Sheraton.

The 2025 mid-summer meeting of the General Executive Board will take place the week prior to the Convention and the District Conventions will take place on Sunday July 27th, just before the start of the Convention.

In keeping with past practice, a General Executive Board meeting is held

at the Convention hotel at some point between Conventions and therefore the 2023 mid-winter meeting of the General Executive Board has been scheduled to take place at the week of January 23 – 27, 2023 at the Sheraton Waikiki.

### **Local Union 2022 Supplies**

The process of sending the 2022 supplies and membership cards to local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2021 and had purchased the full number of per capita stamps for 2021.

As of the commencement of this General Executive Board meeting, all but 39 of 362 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2022 supplies and membership cards.

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

### **Audited Financial Statements**

In a little over a month, the International will once again complete another fiscal year. The auditors will perform their April 30, 2022 year-end review and in keeping with past practice,



**Representatives of the Host Local 494 welcome the Official Family and all the attendees to Puerto Rico.**



the results will be published in the 3rd Quarter issue of the Official Bulletin.

Despite the challenges of the past two years, the International has continued to allocate substantial financial resources to organizing, training/education and servicing local unions. Expenses have been aggressively managed and that combined with continued membership growth has enabled finances to remain fairly stable, despite having provided over \$14 million of per capita credits to Locals as well as contributing \$2.5 million to charities that assisted members during the pandemic.

Locals have used all but a little under \$200,000 of the \$14.1 million in credits and are expected to use the remainder by the end of the International's fiscal year. The efforts that Wesley Vega and Mildred Aguila, the International's Accounting Supervisor were required to put forth in order to keep track of credits and separate from other per capita revenue was acknowledged and much appreciated.

#### ***In Other Finance Department News***

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During 2021, royalty payments totaling almost \$150,000 were received.
2. The International continues to charge for consultation responses for INS Visas. During 2021, just over \$800,000 in fees were collected.
3. The number of membership applications processed in the General Office during 2021 was 11,884 which is a historic record. This surpassed the previous record established in 2019 by 8.7% and exceeded the previous five-year average by almost 16%. Thanks were expressed for the hard work of Wesley Vega, Puva Yoka, Sundry Chan, Melanie Co and Patrick Smyth.
4. As of the time of this report the total membership of the Alliance has

reached 161,354. This compares with a total membership of 150,642 in March of 2020 when the pandemic began. That is a 7.1% increase over the past two years. While much of that growth has come from Locals involved in motion picture production, the number of applications coming from other crafts began picking up in the later part of 2021 and certainly as 2022 has begun.

5. The largest per capita check received from a U.S. Local in 2022 was \$1,305,342 from Local 479 and the largest per capita check from a Canadian Local was \$1,139,202 from Local 891.

President Loeb began his remarks by thanking Secretary-Treasurer Wood for his report. The 69th Quadrennial Convention was a tremendous undertaking and President Loeb thanked Secretary Wood and his team. He further observed that the Finance Department looks prepared for the upcoming 70th Quadrennial Convention and the future General Executive Board Meetings.

President Loeb noted that the success of the aid and per capita tax relief to the Locals was due to the infrastructure and management of money and investments over years and stewardship of member dues income. He expressed appreciation to Secretary-Treasurer Wood and to the Board for approving the relief.

President Loeb noted the significant growth of the International, and specifically focused on the fact that there were 108,000 members in 2008 which is now increased to 161,354 members.

President Loeb thanked Secretary Wood for his leadership during these trying times, especially the 69th Quadrennial Convention, which was virtual.

#### **REPORT OF THE BOARD OF TRUSTEES**

International Trustees Carlos Cota,

Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2021 through September 30, 2021 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York City from November 2nd thru the 4th, 2021 and reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their report and their work, noting that the finances of the International are complex and the Trustees are adept in navigating and complying with the increasingly complicated laws.

#### **APPEARANCE LOCAL NO. 15, SEATTLE, WA Re: Climate Pledge Arena**

Local 15 President Jennifer Bacon and Local 15 Vice President Bess Sullivan appeared before the General Executive Board to report on Local 15's efforts surrounding Seattle's Climate Pledge Arena, which recently underwent a multi-year redevelopment. The facility, within Seattle Center, was originally built for the 1962 Seattle World's Fair. More recently, the arena was rebuilt during the 1990s and was formerly known as the Key Arena. In 2017 and 2018, Seattle government officials and other involved parties solidified local plans to redevelop Key Arena. In 2020, prior to the facility's reopening, it was renamed as Climate Pledge Arena, with environmental sustainability as a key theme in the renewed building, which has increased seating capacity and modern green features. The building and tenants intend to eliminate single-use plastics; capture and harvest water for use in ice hockey events; eliminate fossil fuel use; utilize renewable energy; strive for carbon neutrality; and become the first net zero certified arena in the world.



While the environmental consciousness surrounding the arena became more widely known, Local 15 recognized the importance of fair and sustainable conditions for the stagehands who would work in the facility. The Local implemented a wide ranging public relations and outreach campaign to promote its message, reiterating its theme that workers at the facility deserve a family wage and jobs with benefits. With plans to develop public support, outreach was also directed to each member of the city council. Local 15's officials joined with labor leaders of other unions and made plans to appear publicly to tell their stories. Multiple IA members testified before the body. The Local had contact with promoters and demonstrated frequently and broadly to distribute its message.

Following the government's approval of a facility use agreement for the building, which defines the responsibilities of the parties, a comprehensive labor harmony agreement took shape that would pave the way for basic terms and conditions of employment at Climate Pledge. The company leading the arena's redevelopment was founded in 2015 and has expanded dramatically in the Seattle area. In the summer of 2021, employees began receiving job offers and as hiring for jobs at the facility concluded, prior

to the arena's first events, hundreds of stagehands at Climate Pledge Arena had organized with Local 15 and became the first bargaining unit to be recognized at Climate Pledge seeking competitive and fair working conditions. As the arena was set to reopen with concert events in October 2021, Local 15 members at Climate Pledge Arena ratified their new contract, which was the first union contract ratified at the new arena. The Local secured competitive wages; health and retirement benefits; overtime and premium pay; and reasonable rest periods among other benefits (in part these were more substantial than those covering employees working in the facility under a prior agreement before the arena was closed for redevelopment). Those reporting offered their gratitude to the business agents, the bargaining team, everyone who testified before the city council and those who showed up to make the Local's message known.

President Loeb thanked the Local's officers for reporting on this important development. He noted that this is an impressive arena, and the Alliance should hope that other venues take a cue from this facility concerning environmental sustainability. Even more impressive, he remarked, was the Local's strategic plan to make sure that IATSE members would

have fair working conditions at a major venue within the Local's jurisdiction. The approach—including government outreach and partnering with other union allies—was a success. He commended the Local for its exemplary work.

## **APPEARANCE LOCAL NO. 33, LOS ANGELES, CA**

### **Re: Successful Organizing Drives**

Local 33 Business Agents Bob Pagnotta and Ron Valentine appeared before the General Executive Board along with Local 33 President James Wright, International Representative Peter Marley, and International Trustee Carlos Cota to update the Board on the recent activities of the Local.

One of Local 33's main goals is to have a bigger footprint in the county of Los Angeles. Over the past four years, Pagnotta and Valentine have been actively pursuing work at the Los Angeles Convention Center. They highlighted two examples. The first was the world premiere of Marvel's "End Game," which was produced along with Coast to Coast. Local 33 members installed the thirty-by-seventy-foot screen, a three-story high projection booth, a purple carpet, and also a six hundred seat audience piece-by-piece. The vendor noted how quickly the union crew was able to perform this



**Local 33 Business Agents Bob Pagnotta and Ron Valentine along with Local 33 President James Wright and International Representative Peter Marley.**



work. Second was the Herbalife Awards. This non-union event had an approximate total of calls equaling 375. The Local was cognizant that members were having a hard time maintaining health coverage during this time. After a late night of negotiations, the Local was able to capture 370 calls with adjusted benefits giving dozens of members the opportunity to extend their health coverage at a critical time.

### **Training**

During the last four years, the Local has been actively training members and probationary members on a regular basis in preparation for newly organized venues. Key classes have been ETCP, refreshing the AVIXA grads, holding online study sessions for equations on both Power Distribution and rigging. One of the most important classes has been customer service, and employers have noticed a change. The Local looks forward to continuing to be engaged in the production process and working collaboratively to find solutions.

### **Banc of California**

Next Pagnotta discussed the Local's efforts to secure a contract with the new 22,000 seat Banc of California stadium in Los Angeles. While the stadium was still under construction, Pagnotta contacted management representative Otto Benedict. With the stadium set to open and no contract in place, Pagnotta discussed the matter with Vice President Miller. Vice President Miller told Pagnotta to inform Benedict that all the IA Locals in Los Angeles supported Local 33, and without a deal there would be a picket line around the stadium. The next day he met in person with Benedict, along with Vice President Miller and International Representative Peter Marley. A short-term solution reached at that meeting led to a signed contract a few weeks later.

Pagnotta thanked Vice President Miller, International Representatives Marley and Allison Smartt, and all the local unions who supported Local 33 during the negotiations, as well as Steve Dayan from the Teamsters.

### **Organizing at Cushlight, Square LA, Strictly FX, and Cryptic Industries**

The Local thanked Tobey Bays, David Elliott, Anthony Pawluc, and Victor Reyes from Local 44 for assisting the Local in organizing these vendors. Strictly FX was a four-year project due to a change in ownership and the COVID pandemic. They also thanked Vice Presidents Carlson and Claffey for their guidance, which has helped Local 33 a great deal.

### **Youth Orchestra Los Angeles (aka YOLA Center)**

This is a very sophisticated venue in downtown Inglewood that is managed by the Los Angeles Philharmonic and features a 275-seat house. The Local was proud to report that it is now under an IA contract. The venue primarily helps inspire young students by providing the opportunity to experience music with the possibilities of making a career out of it.

### **Ford Theater**

After a twenty-year absence, the Local was proud to report that it has brought this 1,200-seat venue under contract. After everyday operations were transferred from the county of Los Angeles to the Los Angeles Philharmonic, the Local organized the current work force and used its existing contract and relationship with the Philharmonic to get a deal at the venue.

### **SoFi Stadium**

This a 70,000-seat stadium with the ability to have a capacity of over 100,000 patrons is home to the Los Angeles Rams and rents a locker to the Los Angeles

Chargers. SoFi not only hosts football but major concerts as well. Low and behold when requesting negotiations for the venue, Pagnotta was given the name "Otto Benedict." He immediately called Benedict and left a message to set up a date for negotiations. Benedict called back within an hour and the parties began negotiations. Despite great strides, the process was slowed by the pandemic. However, with the support of the Local's team and International Representative Carlos Cota, the Local was able to secure a contract for live entertainment at the venue.

When SoFi hosted "VAX LIVE," the first mega-event in California since the onset of the pandemic which was in support of first responders, the Local was able to accommodate and comply with the Los Angeles County Guidelines and provided a qualified crew to staff this massive event in a brand-new facility. The Local expressed its appreciation to Representative Cota for attending negotiations and being a part of the entire process.

### **More NFL**

The Local was proud to report that it was able to supply all labor, without having to reach to outside sources, for the events surrounding Super Bowl LVI at SoFi. For the halftime show alone, over two-hundred fifty members pushed, set, and teched the show. Other events included NFL Honors, the Rams rally at Oaks Christian High School, the NFL Concert at Crypto.com Arena, the NFL Experience at Los Angeles City College, and the Private NFL Party with kin from Local One in Malibu. Foreigner and the Beach Boys performed.

### **YouTube Theater**

Located on the same piece of property as SoFi Stadium, this is a 6,000-seat indoor venue opened on August 9, 2021.



It has over 250 bookings set for 2022. The venue not only will host concerts, but stand-up acts, Inglewood city meetings, and NFL presentations. The theater has been extremely busy with members working around the clock.

### **The Wallis Annenberg Theater in Beverly Hills, CA**

This is one of the small theater venues, but it packs a lot of punch. This campaign was driven by International Representative Allison Smartt. The Theatre crew is thankful the International is trying to improve their working conditions and looks forward to securing a contract and becoming union members.

### **Long Beach**

Local 33 has done a great job getting back into Long Beach. Pagnotta, on behalf of himself and Carlos Cota, thanked Vice President Thom Davis for his support and for reaching out to political figures to solidify, without doubt, that Local 33 would cover the 2019 State Democratic Convention held at the Long Beach Convention Center. This was an opportunity for the Local to demonstrate that it was well-equipped to successfully staff events in the entertainment sector across the city. Pagnotta and Valentine reflected on the fact that they both walked the picket lines at the Long Beach Convention Center in the early 1980s as one of their earliest interactions with the Local. Current mayor Robert Garcia has been an absolute champion for union labor in Long Beach and they wish him well in Congress. Local 33 now has a signed memorandum of agreement with the city for work in their community colleges and performing arts center.

Pagnotta then discussed a few of the upcoming organizing efforts the Local has planned.

Finally, Pagnotta and Valentine thanked President Loeb, General Secretary-

Treasurer Wood, and the International for giving Local 33 the tools necessary for its recent expansion. They also thanked Vice Presidents Mike Miller and Thom Davis, Vice President and Trade Show & Display Department Director Joanne Sanders, International Trustee Carlos Cota, and International Representatives Peter Marley and Allison Smartt who have all played a role in the Local's recent success. They also thanked Pat White, Robyn Cavanaugh, and Jennifer Halpern from the Education & Training Department, and Stagecraft Department co-directors Joe Hartnett and Vice President Mike Barnes for coming to Los Angeles and providing advice and all the tools necessary to assist the Local in its negotiations. Final thanks were offered to all the leaders of the IA for their inspiration and for watching the Local's back.

Trustee Cota expressed his pride in sitting with the leaders of Local 33. They are leading by example by remaining active throughout the city, getting into new venues like Banc of California Stadium, SoFi Stadium, and the YouTube Theatre, and getting back into older venues like the Ford Theatre and Long Beach Convention Center theatre spaces. There is a tremendous amount of growth happening in Los Angeles right now, making this a critical time in the city. Trustee Cota thanked Vice President

Miller for providing guidance and assisting the Local in these efforts.

Vice President Miller noted that the Local's report glossed over some incredibly important victories for the Local. He stated that the intersection of the political efforts in the organizing and bargaining victories cannot be overstated.

President Loeb thanked the Local for its report. Los Angeles is a huge market, and Local 33 has now become an organizing union, which is what locals need to do to survive. There is no shortage of places to organize. Every local union should have an organizing target at all times. President Loeb expressed his appreciation to the leadership of the Local and stated that the International will continue to support the Local in any way that it can.

Local 33 President James Wright then addressed the Board and presented Honorary Gold Cards to President Loeb and General Secretary-Treasurer Wood on behalf of the members and officers of Local 33, for all their guidance through COVID, and throughout the years. None of the Local's efforts during the pandemic would have been possible without the leadership, help, and guidance of International President Loeb and General Secretary-Treasurer Wood.



**Local 33 Business Agents Bob Pagnotta and Ron Valentine along with Local 33 President James Wright and International Representative Peter Marley presented honorary Gold Cards to President Loeb and General Secretary-Treasurer Wood.**



**APPEARANCE  
LOCAL NO. 751, NEW YORK  
AND LOCAL NO. USA 829,  
UNITED STATES**

**Re: Metropolitan Opera**

Lawrence Paone, President of Treasurers and Ticket Sellers Local 751 and Carl Mulert, National Business Agent for United Scenic Artists, Local USA 829 reported on the outcome of recent negotiations with The Metropolitan Opera in New York.

Local 751's collective bargaining agreement with the Metropolitan Opera (Met) expired on July 31, 2020. Initial negotiations began with the Met proposing that Local 751 make significant, onerous concessions to its contractual jurisdiction as well as wage and benefit cuts.

Local USA 829's contract also expired on the same date. The bargaining unit for Local USA 829 includes full-time scenic artist shop employees; freelance designers; and resident design staff. Like Local 751, USA 829 approached negotiations in July 2021 with an expectation that the Met would seek to obtain a thirty percent wage cut from all USA workers. The Met made it clear that the future of the Met was at stake and that the organization was facing an existential crisis. Due to the ongoing COVID-19 pandemic, the Met's workers, including the members of multiple IA Locals, had been out of work for months and were likely facing a long period of continued unemployment.

After holding preliminary meetings with all the IATSE Met Opera Locals in 2020, President Loeb began periodic meetings among them in early 2021. This offered clear, consistent and viable strategic considerations to each Local.

Local 751 returned to the bargaining table periodically throughout the first seven months of 2021. Negotiations were slow and little progress was made. While some potential for resolution grew, by September it appeared to be slipping away.

USA829's experience was similar. After initial bargaining sessions in mid-2020 during the peak of the COVID-19 pandemic, meetings would not recommence until February 2021, six months later. The Met's dispute with Local No. One had an impact, since no new sets were being constructed in house, there was no work for Local USA 829's members. After brief bargaining sessions in February, by May 2021 Local USA829 filed three unfair labor practice charges against the Met surrounding its bargaining tactics and subcontracting. Ultimately, in July and August of 2021, a more regular bargaining schedule began.

By late August, the framework for a renewal agreement came into focus. The Met's demands for wage reductions were minimized, and the Local USA829 was able to modernize the way freelance designers are paid. Shop employees achieved annual hours guarantees. The size of minimum crews was increased by two positions. The committee members also recognized ways to protect the shop wage rate, the lowest rate in the contract, which was frozen but not reduced. Other provisions, including provisions on diversity and respectful workplaces were added and modernized. Like other unions, retroactive bridge payments and the restoration of the wage cuts based on box office income were part of the final agreement. Local USA829's members ratified the new agreement on October 13, 2021.

Local 751 came to terms with the Met on a five-year contract staying in effect until July 2025. While digital ticket delivery and online exchanges will become possible, inventory management and dress rehearsal ticketing will fall within the Local's jurisdiction. There are no reductions in wages or benefits for Local 751's workers. On September 23, 2021, Local 751's new contract with was overwhelmingly ratified by the members.

Brothers Mulert and Paone expressed deep gratitude to a host of people, including their respective bargaining committee members; the other officers and staff of each local; their legal counsel Frank Moss, who Mulert noted is retiring at year's end and who will be greatly missed by the Local; and International Vice President and Local One President James J. Claffey, Jr. They noted that each local benefited tremendously from President Loeb's leadership, and on behalf of their respective Locals, offered their sincere gratitude.

President Loeb thanked those reporting and noted that this was a coordinated effort during an unprecedented time. He commended the commitment and solidarity of the officers and members of each Local. For Local USA829, President Loeb praised the members' solidarity in protecting the wages of shop workers.

**APPEARANCE  
LOCAL NO. USA829,  
UNITED STATES**

**Re: The Off-Broadway League**

United Scenic Artists, Local USA829 National Business Agent Carl Mulert and Business Representative for Live Performance Cathy Kwon, joined by bargaining committee members sound designer Beth Lake and costume designer Christopher Vergara appeared before the Board and reported on the Local's recent renewal and expansion of its collective bargaining agreement with The Off-Broadway League in New York.

As previously reported to the Board, in 2017 Local USA829 achieved its inaugural collective bargaining agreement with The Off-Broadway League. It was a historic victory, bringing overdue protections and conditions to workers in this realm. While this marked an important milestone concerning the terms and conditions for designers regarding Off-Broadway theatrical productions, the



Union recognized that there was more work to be done. While the scope of the Off-Broadway contract covers theatrical design work for shows produced by Off-Broadway League members, the inaugural contract covered only principal designers and not assistants. In advance of the end of the contract term, the Local recognized the importance of obtaining a successor contract to first secure its members working off Broadway and started significant groundwork to include assistant designers in the scope of the agreement. Last spring, the Local succeeded and on April 22, 2021, settled on terms for a now-ratified contract, which strengthened and improved its initial off-Broadway agreement.

It was noted that The Off-Broadway League's relationship with Local USA829 is mutually respectful. The off-Broadway producers and its individuals approached these talks with a willingness to work for the betterment of the off-Broadway community. Leading up to renewal negotiations, the Local strategized about the rates and coverage of assistant designers, helped to organize those individuals, and assisted committee members with their efforts to network and grow support. In February 2020, Local representatives approached the League and expressed the importance of adding assistants to the scope of the agreement's coverage. Talks were quickly stalled thereafter by the onset of the COVID-19 pandemic, during which the parties agreed to a one-year contract extension. The Local nonetheless continued to expand the committee of individuals who would benefit from a renewed and expanded agreement to confront the needs of all members. Designers and assistants maintained interest and remained active. Particularly assistants who may face significant barriers within the industry. The Local remained committed to just treatment and an equitable path forward.

However, The Off-Broadway League remained reluctant.

When negotiations commenced again, Local USA829 emphasized that the assistants are not financially stable and conveyed its concerns that persons who cannot sustain themselves economically will not necessarily achieve acceptable equity in the workplace. Local representatives recognized the importance of professional opportunities and a pathway for Union members who have been historically underrepresented. The Local came together with employers who were willing to participate to strive for these goals.

The parties agreed on a new agreement for a four-year term. A membership pathway program has been established for Off-Broadway personnel who may have been historically underrepresented in the New York City theater community. Among other aspects of the renewed agreement, assistant designers who assist a principal designer in their work—who are often early career designers—have gained access to health plan benefits. The agreement provides added training; principal designers gain wage increases over term; and assistants will have guaranteed pay at no less than minimum wage and overtime pay (a significant improvement for workers who have been paid on a flat rate basis). The new agreement includes strengthened nondiscrimination language and new language concerning equity and respectful workplaces.

Brother Mulert congratulated the committed efforts of all involved in these historic efforts. Members from the committee expressed their gratitude for the work of Local USA829. For the first time they will be respected for contributions to off-Broadway theater. Having spoken to more than 1,000 individuals and establishing a large community of young designers, they

expressed appreciation for the thought and care the Local has extended. The passion and energy of this group, driven by the members in this grassroots effort has fostered a new era.

President Loeb commended those reporting. He noted that Local USA829 witnessed this opportunity and seized it. In doing so, the Local has satisfied its responsibility to organize within its jurisdiction. The benefits and focus on diversity, equity, and inclusion are the basic tenants of what the Alliance stands for. He congratulated Local USA829 for identifying that these diligent people deserve dignity at work. The Alliance will continue to stand behind all similar efforts.

**APPEALS:  
MARY STILL V. IATSE LOCAL  
NO. 768 – LOS ANGELES-LONG  
BEACH-PASADENA-SANTA  
MONICA-CERRITOS, CA**

The General Executive Board considered Mary Still's June 21, 2021, appeal of President Loeb's decision dated June 10, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Still's appeal and resolved to communicate this decision to Still in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**VICTORIA SKINNER V.  
IATSE LOCAL NO. 705,  
HOLLYWOOD, CA**

The General Executive Board considered Victoria Skinner's July 12, 2021, appeal of President Loeb's decision dated July 9, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Skinner's appeal and resolved to communicate this decision to Skinner in writing in accordance with



the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

#### **ELAINE O'DRISCOLL V. LOCAL NO. 705, HOLLYWOOD, CA**

The General Executive Board considered Elaine O'Driscoll's July 12, 2021, appeal of President Loeb's decision dated July 9, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied O'Driscoll's appeal and resolved to communicate this decision to O'Driscoll in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

#### **LINDA STONE V. LOCAL NO. 884, HOLLYWOOD, CA**

The General Executive Board considered Linda Stone's February 3, 2022, appeal of President Loeb's decision dated December 28, 2021. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Stone's appeal and resolved to communicate this decision to Stone in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

#### **AREA STANDARDS AGREEMENT**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., along with Assistant Motion Picture Department Directors Daniel Mahoney and Vanessa Holtgrewe, International Vice Presidents Thom Davis and Phil LoCicero, International Representatives Jamie Fry and Wade Tyree, General Counsel Samantha Dulaney, Associate Counsel Jacob J. White, Michael Short, and negotiating committee members

Chris O'Donnell, Liz Pecos, Dave O'Ferrall, Irish Barber, Cory Parker, Carl Mulert, Darla McGlamery, Jim Roberts, Laura King, Angela Johnson, cdauid cottrell, and Mike Akins reported to the General Executive Board regarding the negotiations for the 2021 Area Standards Agreement (ASA).

Vice President Miller reported on the new agreement for the more than 20,000 studio mechanics members who work across the United States. Suffice to say, the negotiations were like no other. As was detailed in the report to the General Executive Board concerning the Basic Agreement, President Loeb and representatives from the IA began by meeting with the bargaining committee, comprised of the affected Studio Mechanics Locals. This group began regular meetings in the fall of 2020. Each Local formed a negotiations committee and began developing proposals, which were submitted to the International in the spring of 2021. The ASA bargaining committee then set core priority issues while developing the final set of proposals. The committee also monitored what was happening in Basic Agreement negotiations as it stretched past the originally allotted two weeks.

The committee identified the following issues as core priorities: improving rest periods for all members, increased daily benefit contribution amounts, improving overtime after twelve hours of work, establishing rates for the lowest paid members working in television, addressing quality of life concerns, increasing amounts paid when working as a nearby and distant hire, implementing diversity and inclusion initiatives, and improving the new media provisions.

While the Basic Agreement negotiations continued, the negotiations for the Area Standards Agreement commenced at the end of August 2021.

Conducting negotiations concurrently gave the respective committees and President Loeb a complete assessment of the U.S. national film and television agreements. The ASA negotiation committee met for four days and little to no progress was made.

Unable to make meaningful progress in either ASA or BA negotiation, a strike authorization vote for 65,000 members was held the weekend of October 1st. The response was unprecedented, and the ASA committee returned to the table with the overwhelming yes vote hanging over negotiations. It was made clear it was a must to achieve the Unions' core priorities.

However, the IA was forced to set a strike date when the employers refused to move in any significant way on either contract. Locals across the country built picket signs and held car painting events. Each jurisdiction began logistically planning how to staff strike lines at job sites sometimes spreading out over multiple states per Local. Members were signed up for strike captain training and were prepared for the worst but continued to negotiate.

Fortunately, as reported previously, an agreement for the West Coast Studio Locals was reached at the 11th hour and the Union quickly pivoted to the Area Standards Agreement. It was made clear to the employers that the issues specific to the ASA, such as improving per diem and the weekly living allowance amounts, achieving paid sick leave, stronger overtime provisions for television productions and increasing daily contribution to the National Benefit Funds, were of utmost importance. Also, the committee expected to achieve all the gains in rest periods, weekend turnaround, meal penalty amounts, an additional holiday, and other elements of the Basic Agreement negotiations in the ASA as well.



Within a week of hard bargaining, a deal was reached. The negotiations committee voted unanimously to support the new agreement. This cycle, as a consequence of the pandemic, the studio mechanics participated electronically during a weekend-long ratification vote. The contract was ratified by the membership, and the payroll companies got to work calculating wage increases, while the employers adjusted shooting schedules to accommodate new provisions, such as vastly increased meal penalties.

Specific to the Area Standards Agreement, per diem was increased by \$6 per day, and the weekly living allowance increased \$5 per day in each year of the agreement, which was an overall increase of 20%. Double time for most types of television production will now kick in after twelve hours worked, which is a marked improvement from fourteen elapsed hours.

Paid sick leave and the IRS mileage rate goes into effect in 2022, and the additional employer-paid health benefit contribution amount of \$6 per day in year one (retroactive to August 1, 2021), an additional \$6 per day in year two, and an additional \$7 in year three is the largest year-after-year increase in health benefit contributions ever negotiated for the National Benefit Funds.

The rest period for daily employees is now ten hours for all types of production, including the often-abusive pilots and first seasons and, looking to curb Fraturdays, the Agreement will finally have strong weekend turnaround requirements – fifty-four hours after a five-day week and thirty-two hours for a six-day week or when the sixth day is worked on the seventh day of the workweek.

Daily meal penalties increased substantially to \$25 for the fifth and all subsequent ½ hour violations. After twenty meal penalties in any workweek,

one hour of an employee's prevailing rate shall be due for each ½ hour penalty.

Diversity, equity, and inclusion initiatives were also addressed. The Locals will work with the employers and community groups to foster measured, meaningful training opportunities for underserved populations. Also, the first new holiday in decades has been added to the ASA. Martin Luther King, Jr. Day was celebrated in January as a contractual holiday for the first time.

In new media, members working on Streaming Video On Demand high budget streaming productions will see their rates increase in several ways, and low budget streaming now has established wages, terms and conditions. Wages also increase on streaming SVOD features with budgets over \$20 million.

Additionally, changes were made to the weather permitting calls and cancellation provision, which now includes extreme heat, cold, wind, fire, and smoke as qualifying conditions. Also, a four-hour call is in effect for a day in which only training is required.

The yearly wage increases have been implemented and retroactive checks (back to August 1, 2021) are being processed.

The depth of gains in this agreement is a direct reflection of the commitment of leadership and of the leaders of the local unions and their respective bargaining committees. It is a bottom-up process that relies on the participation and input from the Local committees to generate proposals, develop priorities, and craft strategy, all as part of the negotiations process. The committee thanked President Loeb for leading the most difficult negotiation many of have ever seen, during a very volatile period. President Loeb utilized the strike authorization vote to achieve the goals the negotiations committee had established. Members' lives will be improved, both

financially and practically. But there is still a lot of work to do.

The committee now looks forward towards the next round of negotiations. They will be working with the Locals to keep close tabs on how these changes affect the shooting schedule and work/life balance of the members. The work never ends; negotiating is a ladder you never stop climbing, a home you never stop improving. In three years, the Union and the negotiations committee will be prepared again with core priorities that must be achieved. Those priorities will reflect committee work and member input. The IA will once again stand united to achieve improvements for everyone.

Vice President Miller expressed his appreciation to President Loeb for his leadership, and General Secretary-Treasurer Wood and his office for all the work they did in support of these efforts.

Vice President LoCicero noted that his involvement with film and television production preceded the ASA and the Union has been fighting for many of the gains achieved in this contract since the inception of the ASA. He stated that he cannot wait to build on these gains, and thanked President Loeb, Vice President Miller, and the entire bargaining team for their hard work during the negotiations.

Mike Akins thanked President Loeb and Vice President Miller for their leadership through the negotiations. It was very daunting to contemplate sixty thousand families on the picket line, and the new contract will be very beneficial to those families.

President Loeb thanked the committee for its report and for its solidarity throughout the bargaining process. He noted that this negotiation required a huge effort from all the Locals in the middle of a pandemic. Even the normal challenges the Union faces during bargaining were compounded by the unique circumstances that were present during





**International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., along with International Vice President Thom Davis, Assistant Motion Picture Department Director Vanessa Holtgrewe and bargaining committee members Chuck Parker, Scott Bernard, Rebecca Rhine, Brigitta Romanov, Bob Denne, and Adam West.**

these negotiations. This is by far the richest Area Standards Agreement that the Union has achieved, and it was accomplished through collective power. The members demonstrated their commitment to see the fight through with their overwhelming strike authorization vote. But there is still work to do. Now the Union must closely monitor the implementation of the new contract terms to determine whether they will be successful in addressing the needs of the bargaining unit. It is important to continue to involve the membership in the process through engagement, communication, and transparency. Going forward, the solidarity of the membership will only serve to further the cause and help build upon the improvements achieved in this contract cycle.

## **BASIC AGREEMENT**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., along with International Vice Presidents Thom Davis, John Ford, and John Lewis, Assistant Motion Picture Department Directors Daniel Mahoney and Vanessa Holtgrewe, General Counsel Samantha Dulaney, Associate Counsel Jacob J. White, Michael Short, and bargaining committee members Chuck Parker, Scott Bernard, Patric Abaravich,

Rebecca Rhine, Brigitta Romanov, Bob Denne, Greg Reeves, Toby Bays, Randy Sayer, Adam West, and Scott George reported to the General Executive Board regarding the negotiations for the 2021 Basic Agreement.

The Locals first formed and began meeting with their committees more than two years ago. The committees were comprised of leaders and local union participants assigned by each respective Local comprising the thirteen West Coast Studio local unions. The Basic Agreement bargaining committee also included President Loeb, Director Miller, Vice Presidents Davis, Ford, and Lewis, Assistant Department Directors Holtgrewe and Mahoney, IATSE Counsel, outside counsel, pension professionals, and healthcare professionals and advisors as necessary. This resulted in a bargaining team that often exceeded seventy-five people, ensuring that many voices, ideas, and input were received and processed by the committee. President Loeb was the primary spokesperson for these negotiations and Vice President Miller was second chair. Both were supported by the committee during the actual bargaining sessions. Bargaining committee members made several presentations to the employers' group with an "on the ground" perspective of working members. During

one exchange with employers, Darrell Redleaf, a committee member from Local 706, spoke passionately about the impact of long hours and not enough rest. Bryan Cahill of Local 695 and Dawn Gilliam of Local 871 spoke to the importance of a break during a workday, and how French Hours hurt most those who cannot leave the set unless a break is called for the crew. The participation of these members and the passion with which they spoke to these issues were important to the process.

The employers' side was comprised of labor relations and employment attorneys and chaired by Carol Lombardini, President of the Alliance of Motion Picture and Television Producers (AMPTP). She was supported by her AMPTP team and representatives of the studios and major employers. Those folks were, in turn, supported by their subject matter experts at the studios. Rarely does the committee hear from anyone other than the lawyers on the other side, who have little to no hands-on/on-the-set experience and everything is relayed from the studio through the lawyers to the AMPTP. When the combined groups met, it could exceed 150 people in the bargaining sessions.

With the pandemic shutdown fresh in everyone's minds, it was decided that



focused negotiations for both the Basic and Videotape Agreement would be prudent. This allowed the bargaining committee to highlight core priorities identified by the Locals.

With that in mind, each Local submitted proposals to the International, and the group worked together to create the final list, while collectively developing core priorities. This included reasonable rest periods for all members, sustainable benefits, a living wage for the most vulnerable classifications, addressing quality of life concerns, creating equity, diversity and inclusion initiatives, and improving the new media provisions. While this sounds like a simple and short list, those priorities resulted in forty-nine proposals that the bargaining committee presented to the AMPTP.

The committee first met with the AMPTP in May of 2021 for what initially was to be two weeks of negotiations.

As two weeks stretched into four weeks, the committee made little headway as the employers refused to consider quality-of-life proposals and fund healthcare. As reported at the last General Executive Board meeting, by the end of the fourth week, the committee left the employers with a clear mandate: address long days, weekends, turnaround, meals and more. Working conditions for streaming content, Martin Luther King, Jr. Day treated as a holiday, and many other important items also remained open.

Following the summer 2021 General Executive Board meeting and subsequent Convention, the committee reconvened the week of August 16th to continue negotiations.

It became clear the employers had no intention of addressing key proposals in any meaningful way. They indicated they were willing to fund the benefit plans but would reduce members' retirement savings to do so and would provide less

than the 3% industry-standard wage increases in each year.

President Loeb told them, in no uncertain terms, that if they would not address the IA's issues, the committee would be required to take a strike authorization vote. The employers' positions did not change and thus, a strike authorization vote was set for October 1-3, 2021. Locals and members rallied in the weeks leading into the vote. The IA engaged with the press as well as the federal and local governments to generate pressure on the AMPTP.

On October 4th, when President Loeb informed the AMPTP that the strike authorization vote had passed by almost 99% with an unprecedented 90% turnout, the employers quickly resumed negotiations the following day. The IA and Locals began to prepare for a nationwide strike if priorities were not met. A strike sub-committee with representatives from each of the Locals was established, an online Strike Captain class was created, picket signs were ordered and delivered around the country, and other preparations were undertaken. Meanwhile, in bargaining, the days were long, and the work was difficult, but the employers began to make headway on the Union's issues.

Pictures of picket sign-building, and stories of crew packing up their gear covered the news markets in the U.S., Canada and internationally. The employers began to realize the IA was willing to strike to achieve its goals. At the eleventh hour, with a strike looming, core priorities were achieved. This included significant weekend and daily turnaround for everyone, prevailing rate meal penalties after twenty meal penalties in a week and an increase to \$25 per ½ hour after four meal penalties in a day, which is up to a 100% increase. The IA obtained the 3% yearly industry standard wage increases, compounded in each

year of the agreement, in addition to significant wage increases in new media and life-changing increases for the lowest paid crafts.

The summary and Memorandum of Agreement are available to the Board and membership. As in the last round of negotiations, benefit contribution amounts will once again improve for on-call employees.

In New Media, movie-of-the-week rates were improved substantially for many types of subscription video on demand episodic streaming productions.

Also, two new tiers for streaming features were created at the high and low end of the spectrum: where previously there had been no established wages and conditions, a new low budget tier was established, and a high budget tier for streaming features with budgets over \$20 million removed the movie-of-the-week rates. In addition, Mid-Budget SVOD wages will increase 18% during the life of the contract.

Addressing diversity, equity, and inclusion in a sustainable way was an important goal of the Locals. Through various initiatives, including the drafting of a Diversity and Inclusion Initiatives Statement of Commitment; making aggregate, self-identification statistics accessible to producers; increasing training opportunities; and implementing limited Off-Roster hiring rules placement. These initiatives will increase access to workplaces for under-represented groups. These changes will also help to remove the tropes employers often use when addressing diversity; the new provision encourages bona fide pathways to employment.

The IA also succeeded in becoming the first of the Industry Unions and Guilds to establish Martin Luther King Jr. Day as a recognized holiday—and unworked holiday pay as a result. This provision triggered “me too” provisions



in many other agreements, making this a true industry-wide gain.

All of these improvements were in addition to demands that the employers fully fund the IA's health and pension plans. As streaming has grown, so has the proportion of residuals generated by product being shown on streaming services. The hourly contribution formula that was negotiated will ensure that the plans are properly funded and that the health benefits IATSE members count on are there and are safe. The pension plan funding was also secured with the hourly contribution increases.

During the term of the Agreement, there will be no reductions in benefits or additional costs to the members. These benefits will be fully funded by the employers, including the additional 13th and 14th checks for eligible retirees.

Finally, wages for the most financially disadvantaged members will be increased by 50% in the first year of the contract, retroactive to August 2021. By year three, the increases will be equally significant. For those making \$16 or \$17 dollars per hour, this is real and meaningful change that was possible because all twelve Locals stood in solidarity with the thirteenth to ensure that these members achieved financial stability.

For members of the bargaining committee, these negotiations were some of the most difficult and arduous of their careers. Surviving a global pandemic during which monthly negotiations were held with the AMPTP to sustain members' continued health coverage, then negotiating jointly with the other Unions and Guilds a way to safely return to work, all while film, television, and streaming production exploded back to life and then some; these were difficult times to navigate for everyone. There was one constant, though – the commitment of leaders and bargaining committees to negotiate not just the best possible

deal but to do so responsibly. They discussed and weighed the IA's duty to the membership to address the important issues the members had identified for them in 2020. They were willing to strike if it was necessary but make no mistake – in a strike, both sides bleed and there is no way to predict how much blood will be lost. Thousands of members had drawn down their IAP's to survive during the pandemic and were just beginning to repay them, hoping to refill the amount before the taxation date. Retirees eligible for 13th and 14th checks expected the next round to be distributed at the beginning of November – if they had struck, that would have been delayed even further. There is always a time and reason to strike – they firmly believed that achieving core priorities in a contract rich with gains for members and practically nothing for the other side was not the time to recommend a strike.

And so, the meaningful, real changes on and off set, in the edit bays, and in production offices that were obtained in this contract are now being implemented. The week following ratification, the meal penalty increases went into effect. The Union has received reports that companies that were not previously breaking for meals, immediately began to do so. Increasing mileage payment to the IRS rate for use of a personal vehicle for work went into effect as well.

In January, Martin Luther King Jr. Day was recognized as a holiday in the industry for the first time. This is the first new holiday in the Basic Agreement in years and honors our commitment to equity and inclusion.

Paid sick leave is additive to the COVID-specific sick leave. Ten-hour daily rest periods and weekend rest of fifty-four hours for a five-day week and thirty-two hours for a six-day week are in place after decades of work to achieve this. The committee expects this to change

production schedules and the abuse of "Fratursdays". So that the committee can begin to consider proposals for the next round of negotiations, they have asked the Locals to track production schedules as they expect noticeable changes.

The health and pension plans and all the factors that affect them will continue to be monitored closely. There are seventeen months of reserves in the health plan, putting the plan on firm footing.

The contract was ratified on November 15th. As with the strike authorization, the vote was conducted electronically and, as per the International's Constitution, was an electoral college-style vote. With Locals in the bargaining unit ranging from less than 200 to more than 9,000 members, this system preserves the voices of the smaller Locals. There were 444 total electoral votes for the Basic Agreement from thirteen Locals.

This was a very close vote, and the Union understands that there are members who re-evaluated their priorities as a result of the pandemic and recent economic and political upheavals. Every negotiation is a steppingstone to the next one. The committee has begun the process of developing strategy for the next round of negotiations and what will certainly be another aggressive group of proposals for 2024 that will be fought for tooth and nail.

Preparations for the next round of negotiations have begun. This will involve harnessing the energy of the membership to begin prioritizing and supporting members' health and wellness within work culture. It is imperative that an activated membership participate when proposal suggestions are solicited. Committees will be formed, and surveys will be conducted to assess what members want to prioritize next time around.

The committee has an opportunity to build on this collective action and



continue to build on the successes of this round and do more where the members believe more needs to be done. That is the commitment of President Loeb, of Vice President Miller, and the entire bargaining team.

Vice President Miller thanked the bargaining committee for their tireless efforts in a difficult negotiation and, most importantly, the members of the IATSE who put their faith in the bargaining committee and gave them the tools and strength to achieve things that have heretofore been unachievable.

Local 871 Business Representative Patric Abaravich discussed the importance of the wage increases to members of the Local. That was the Local's priority issue coming into the negotiations. The wage increases in the new contract will make a significant positive change in the lives of the members of Local 871. Abaravich thanked President Loeb for his determination on this issue and all the members of the bargaining committee for their solidarity throughout the negotiations.

Vice President Ford noted that he has been a member of Local 52 since 1978, and that the Local is nearly one hundred years old. During all that time the Local has never been able to achieve the rest periods that the Union was able to secure during these negotiations. As a result, for the first time ever, the employers actually brought this issue to the bargaining table during the Local's last round of negotiations.

Vice President Barnes thanked President Loeb, Vice Presidents Miller and Davis, the bargaining committee, and the leaders of the West Coast Studio Locals for their work on the new contract. Barnes noted that any leader can walk you out of a job, but the good ones know how to keep you working.

President Loeb thanked Vice President Miller and the bargaining

committee for their report, remarking that the deal really speaks for itself. It will be imperative to closely monitor production throughout the contract term to assess whether the Union's efforts to create a firewall on rest periods will be successful. If not, the Union will be right back at it on that issue. A more active membership is a good thing. It does not matter how someone voted on the contract, all that matters is whether people are going to lock arms in the struggle going forward. President Loeb encouraged all members to get involved and help. The Union has now built the strong foundation that it has been fighting for. If the energy in the membership can be harnessed, the Union will do very well in the next round.

President Loeb thanked the bargaining committee for their unanimous recommendation in favor of the agreement. Everyone on the committee acted like a leader. He thanked the Motion Picture and Television Production Department. Finally, he thanked Vice President Miller for his tireless and brilliant work during the negotiations. Now it is time to move forward to the next agreement.

## **BROADCAST SUMMIT**

Broadcast Department Co-Director Fran O'Hern and International Representative Rachel McLendon reported on the 2021 Broadcast Summit. In 2019, the Broadcast Department hosted its first Broadcast Summit in Chicago, offering Broadcast Locals and members an opportunity to assemble and receive information. In 2020 the Summit was canceled due to the COVID-19 pandemic. As 2021 began, the Department was committed to holding a follow up summit despite the ongoing pandemic. An in-person meeting was initially considered; however due in part to emerging COVID-19 variants, it was decided the summit would be held virtually.

In early August the Department surveyed the leadership of local unions covering broadcast work to gauge the topics most important for the event. After receiving ample feedback, the Summit included presentations on organizing, training, communication strategies, local administration, and contract language. This event included several presentations by the International Union's staff and affiliates. The Broadcast Department acknowledged the help participation of the Director of Communications, Jonas Loeb; International Representative Hannah D'Amico of the Education Department; IATSE Training Trust Fund Executive Director Liz Campos; and Associate Counsel Adrian Healy who offered informative and valuable presentations to local members in attendance. With the inclusion of presentations from the Broadcast Department personnel, the Summit offered an engaging agenda.

Representatives from virtually every Broadcast Local participated in the Summit, which was held over two days in October. The Summit offered an opportunity for Co-Directors Belsky and O'Hern to debut recent developments in collective bargaining, including changes in technical production formats affecting broadcast technicians across the United States. They accepted important questions in an open forum. Discussions then transitioned to local union administration practices, including discussions about best practices. Communications Director Loeb offered a presentation on strategically utilizing a range of communication tools. Numerous discussions surrounded work within the industry and common topics that Locals have encountered in connection with employers' interpretations of contracts, including force majeure language. A thorough presentation on organizing



contemplated how Broadcast Locals organize, including ways to work together to organize mutual employers in various jurisdictions. The IATSE Training Trust Fund (TTF) shared details about TTF offerings and how our Locals can access those resources. The Education Department offered details about the Department's available resources. The Summit concluded with a networking opportunity on a range of topics in group discussions. The discussions were intriguing and vigorous, and the Department looks forward to furthering these conversations at the next Summit, which it hopes to hold in person in 2022.

President Loeb commended the Department for a successful virtual Summit and hoped that it can be conducted in person again soon. He noted that some of the Broadcast Locals have recently been chartered and should use the support that these events can offer.

### **CALGARY STAMPEDE CERTIFICATE**

International Vice President Damian Petti reported to the General Executive Board on IATSE Local 212's recent successful certification as the exclusive bargaining agent for stagehands working for the Calgary Stampede.

The Calgary Stampede is an annual rodeo, exhibition, and festival held every July in Calgary, Alberta. The ten-day event, which bills itself as "The Greatest Outdoor Show on Earth", attracts over one million visitors per year and features one of the world's largest rodeos, a parade, midway, stage shows, concerts, chuckwagon racing, and First Nations exhibitions. The Stampede also operates as a not-for-profit organization which is host to year round entertainment and trade show events. For nearly a century, Local 212 enjoyed a bargaining relationship to supply stagehands to multiple venues located

on Stampede property. Negotiations in recent years had become very contentious and issues of scope and jurisdiction were being heavily contested by management.

In August 2020, the Calgary Stampede terminated its longstanding Voluntary Recognition agreement with Local 212. It served a similar notice to terminate its collective agreement relationship with the Musicians' Union as well. The Stampede then entered into a relationship with Encore to provide non-union stagehand services. Vice President Petti reported that in July 2021, Local 212 filed an application for certification with the Alberta Labour Relations Board against the Stampede. A representation vote was subsequently held in October, 2021 during which 80% of the affected stagehands voted in favour of being represented by Local 212 in their employment. The Local has now commenced bargaining for a first collective agreement. Vice President Petti will keep the Board apprised of negotiations.

President Loeb commended Vice President Petti, the Local's officers and members for securing their jurisdiction. He reiterated the support of the International which will support the members and will never walk away from a fight.

### **IATSE STAGECRAFT DEPARTMENT**

IATSE Vice President and Stagecraft Co-Director Michael J. Barnes, Vice Presidents Di Tolla, Lewis, Carlson, Glynn and Claffey; International Trustee Patricia A. White; Stagecraft Co-Director D. Joseph Hartnett and International Representatives Marley and Savage reported to the Board on activities since the International's Quadrennial Convention in July.

The Stagecraft Department is one of eight Departments in the International covering two-hundred and fifty Locals.

This structure presents challenges to overall strategic planning.

Nevertheless, the Department provides services to the Locals including collective bargaining, organizing and administrative assistance. The Department also has responsibility for negotiating and administering International agreements. This International and autonomous local structure requires synchronization in an industry that continues to consolidate on the Employer side.

The consolidation of the Live Event industry into multinational employers has resulted in challenges and downward pressure on wages and benefits for workers in the Live Event sector. This experience contrasts with other segments of the entertainment industry. In the IATSE, International collective agreements and pathways to membership policies work to strengthen not only the Union collectively but members individually. The Stagecraft Department is drafting standardized policies for collective bargaining, organizing, education and communication for use by the stagecraft and mixed Locals.

Going forward, the strategy and activities of the Stagecraft Department will be focused on the growth and strength of all the Locals.

While the negative impacts of COVID-19 on live events are legion, this temporary pause in work has created an opportunity to grow and strengthen the Department through organizing and expanded International agreements. The time is ripe to identify a new, diversified workforce to expand and improve International and Local agreements. Growth through a younger, diversified, trained group of workers will position the Department to maximize this opportunity. 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 during 2020, and 25% more than in 2019.” Call steward, a labor dispatch software used by many local unions for job referrals, reports the same. In August 2021, shifts for work were 25% greater than the same period in 2019 and 48% greater than that period in 2018. Live Nation CEO Michael Rapino told investors on November 21st, Live Nation anticipates 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. Live Events have not been immune to the so called “Great Resignation Indeed”, some local unions have struggled to refer enough labor to some jobsites.

## Organizing

The Department developed a Top Down, Bottom Up, Lateral approach to increase “Market Share”.

Working with the Communications and Education Departments, Stagecraft developed a “crew build up” plan to address the employers’ staffing concerns. Standardized messaging and training were established and made available to the Locals.

The foundation laid by President Loeb prior to COVID provided the tools the Stagecraft Department needed to stabilize the industry and implement this plan as we exited the crisis.

Recognizing the labor shortage provided opportunity to secure additional work through our Employers and connect with Live Event Workers who were not yet represented by the IATSE, the Department identified and created solutions to the labor shortage

in the Live Event Industry. The multi-layered problem required a multi-level solution which we will report on in a separate report. Liveeventworkers.com. The IATSE’s ability to staff the Employers need with a trained workforce was a significant factor in our recent top-down organizing campaigns.

Rock Labor and the IATSE have several collective bargaining agreements covering workers in the Pacific Northwest.

The initial phase of the OVG/Spectra roll out continues and once the agreements are negotiated these will be reported on at subsequent meetings of the Board.

Danny Wimmer Productions national agreement was extended to cover the Inkarceration Festival and site work at the Luke Combs concert. This agreement now covers all work performed in the jurisdictions of Local 12 Columbus Ohio, Local 17 Louisville Kentucky and Local 631 Orlando Florida,

The U.A. National Agreement with Purple Tally covers work in Locals 15, 28, 339 and 675. New addendums since the last General Executive Board include Locals 115, 190, 251 and 482. The Employer’s scope of work continues to expand. This boutique contract is providing covered work in areas where our market share is low.

The Department assisted the following successful organizing drives since the last General Executive Board:

Harbor Yards Local 74 Bridgeport Connecticut; Portland Trailblazers and Rip City Management Local 28 Portland Oregon; Shakespeare Theater Locals 769, 750 and 478 Chicago Illinois; Live Nation Riverpark Amphitheater; Leader Bank B4, North Shore Music Theater Local 11 Boston Massachusetts.

The city of Wilmington, NC announced plans for an amphitheater as part of their downtown redevelopment

plan almost three years ago. The Department secured a collective bargaining agreement with Live Nation for all the traditional jurisdiction in the amphitheater. The IA will be co-signatory with Local 417 and Live Nation at this venue. The Department acknowledged the leadership of Locals 417 and Locals 491 for the assistance and support of the Wilmington stagehands.

Organizing at the Wallis Annenberg Center for the Performing Arts in Beverly Hills began in December 2019 and was interrupted by the COVID-19 shutdown. After considerable negotiating attempts, the workers took to the streets for ten days in December 2021. An agreement was reached with the company for cancellation pay, testing and pay protocols that compensated and protected workers.

The Los Angeles Opera Costume Shop organizing drive began in late 2019 and was also interrupted by COVID. An election was held on December 29 in which the union prevailed Contract negotiations with the company will begin shortly.

Representative Bateman is advising the crew at the Tuacahn Amphitheater, which self-organized to improve their wages and conditions. The Department is providing assistance and advice and looks forward to working with these workers.

In the spring of 2021 Local 13 Minnesota won voluntary recognition from the Walker Art Center, a multi-use facility that includes museum gallery space, a theater, and a film house. Negotiations began in the fall, a tentative agreement has been reached and contract ratification is upcoming. The Department applauds Local 13 and the workers.

The Department expressed appreciation to Vice President Miller and the West Coast Office for their



coordination of activities with the Stagecraft Department. The support provided and interdepartmental cooperation is essential for ongoing success.

The Department encourages stage Locals to take advantage of the Liveeventworker.com crew build up program the International has in place. If a Local is interested in the program, they can register at Liveeventworkers.com/activist.

### **Collective Bargaining**

COVID-19 has had an impact on every aspect of the Stagecraft Department. The Pandemic has driven the agenda for negotiations, organizing, activism and administration. The immediate and overwhelming impact COVID-19 has had on the Live Event Industry also continues to influence the collective bargaining activities of the Department.

Data on COVID's impact on negotiations is still being collected and processed. Since the GEB meeting in July 2021, the Department has experienced a significant increase and variations in bargaining outcomes.

From March 2020 through July 2021 contracts took longer to complete and often included concessionary demands from employers. After July 2021 negotiations began to be impacted by inflation and a tighter than expected job market. Consequently, negotiations shifted from concessionary demands from employers to progressive demands from the International on behalf of the members. The Department received more requests for strike authorization and work actions.

The Department has been engaged in over 171 contract negotiations since the last General Executive Board meeting. Fifty-Nine of which are direct or tripartite agreements with the International, Local

unions and employers.

Agreements completed since our last GEB in which the International is signatory include, ACME Scene Shop, The Arsht Center Local 500 Miami Florida, Artis Naples Local 647 Naples-Fort Meyers Florida, ASM Global Local 115 Jacksonville Florida, Barclays Center Locals 4/306/764/751/798 New York, New York, Oak View Group, Purple Tally, Seattle Children's Theater, Feld, VStar, Van Wezel Pac Local 412 Sarasota Florida, Broadway League and Broadway Touring.

International Agreements concluded since the mid-summer meeting include Live Nation National covering fifteen facilities, Live Nation Atlanta Local 927, Live Nation Wilmington NC Local 417, Live Nation Wisconsin Local 18, Dr. Phillips Performing Arts Center Local 631, Denver Performing Arts Center Local 7/719 & B7, The Greenbrier and Rock Labor.

Other agreements under contracts being administered by the Department include Mountain Productions, Spectra, Tri State Staging and American Film Institute.

In addition to the National Agreements, the Department assisted Locals in reaching direct local agreements with over forty separate employers. The contracts varied between buildings and sectors. Multi-purpose performing arts center negotiations included the Kennedy Center Locals 22 and 787 Washington DC, the King Center Local 631, Orlando Florida the John S. Knight Center and EJ Thomas Performing Art Center Local 48 Akron Ohio.

Local 13 recently ratified a new agreement for the Historic Theater Group which covers the three main theaters in downtown Minneapolis. Historic Theater Group is managed by the John Gore Organization also known as Broadway Across America.

International assistance in Local theater negotiations include the Repertory Theater of St. Louis Local 6, the Historic Theater Group Local 13 Minnesota Minneapolis, Broadway Across America Local 874 Sacramento California, the Fisher Theater Ambassador Theater Group Locals 38, 786, and 757 Detroit Michigan, the Akron Civic and Goodyear Theaters Local 48, Oklahoma Broadway Local 112, The Tivoli Foundation Local 140 Chattanooga Tennessee, the Strathmore Local 868 Washington DC, Broadway Sacramento and Golden One Center Local 874, the Pensacola Bay Center Local 60 and the Classic Center Local 824 Athens Georgia.

The Wilma Theater Local 8 Philadelphia Pennsylvania, a 300-seat regional theatre, and member of the League of Regional Theaters, signed a successor three-year term agreement with Locals 8 and 799. The contract includes notable gains including annual paid-sick and family leave, 12-hour turnaround periods of rest between calls, and significant wage increases. Further, workers secured a commitment from the employer to transition to a five-day rehearsal week and eliminate 10-out-of-12 rehearsals. As much as health and pension contributions contribute to quality of life, these new conditions represent real value to the membership. The gains obtained by the IA for the LORT workers in Philadelphia have turned these part-time hobbies into fulltime careers for these live event workers.

Local 140 Chattanooga, Tennessee's Tivoli Theatre Foundation owns and operates two city-owned historic sites, The Tivoli Theatre and Soldiers & Sailors Memorial Auditorium. With the assistance from the International, Local 140 converted a rate sheet into a full-term collective bargaining agreement, ending a five-year wage freeze. Workers will see



annual cost-of-living gains, increased stability, overtime pay and recognition of their union under their first signed contract.

Assistance provided to stadium, festival and arena negotiations included Cleveland Browns Stadium Local B-27, Cincinnati Reds Local B-754, Hertz Arena Local 647 Fort Meyers Florida, The College Street Music Hall Local 74 Bridgeport Connecticut, Rip City Management Local 28 Portland Oregon, Danny Wimmer Productions Locals 12, 17, and 631.

The Department also assisted in closing out contracts for the Pittsburgh Symphony Local 862, Pittsburgh Public Local 787, Grand Rapids Symphony Local 26, The Houston Ballet Local 896, Sacramento Philharmonic Local 874, Michigan Opera Local 38, Sarasota Opera Local 412 and Detroit Symphony Local 38.

Other collective bargaining assistance included TCF Center and WXYZ television negotiations Local 38 Detroit, Michigan, Freeman AV Local 110 Chicago, Illinois, JT Productions Local 205 Austin, Texas, Adirondack Studios Local 524 Upstate New York, Disneyland Resort and Chapman University negotiations Local 504 Anaheim, California, Clancy Rigging Local 6 St. Louis, Missouri and Point Park University Locals 3/787 and 489 Pittsburgh, Pennsylvania.

As a result of COVID-19, the Department experienced significant requests for assistance and information regarding negotiating collective bargaining COVID-19 protocols, COVID-19 enforcement of policies, COVID-19 temporary contractual changes, benefits issues and staffing shortages. To further assist those Locals that are not covered under an International Agreement, or which did not request assistance to negotiate their direct agreements, the Department

scheduled quarterly Zoom Meetings to share collective bargaining strategies. Locals were provided Shuttered Venue Operators Grant and Payroll Protection Program information, "employer information request" templates and COVID-19 protocol language. All of the Department's Representatives worked hard to share information with stage and mixed local unions.

### **Local Assistance**

In addition to the contract negotiations and organizing assistance provided to Locals, the Department engaged with thirty-one Locals to answer various assistance requests, covering internal administration, constitutional updates, jurisdiction clarifications, Covid Compliance, crewing assistance, election oversight, grievance assistance, internal organizing, mergers and training.

Training assistance included COMET and training through the IATSE TTF. Of note, the Stagecraft Standardized Safety Training and Rigging Proficiency Program was developed using the existing online and in-person training opportunities available through the IATSE TTF. The Department met with live event music employers to develop a set of safety courses that can be taken online and is available through the IATSE TTF. An identifiable, achievable, trackable program was created with input from employers and the TTF. The TTF created a video explaining the Standardized Safety program, which is on their website and is also regularly distributed to Locals. The RPP is an in-person training module similar to the OSHA "train the trainer" module. Participants are tracked through the IATSE TTF Training Tracker. The Department expressed appreciation to President Loeb for his vision to strengthen and grow the Department coming out of the pandemic. The RPP is a gamechanger in the live events sector.

### **Administration**

Administratively, Department Representatives have participated and contributed to the Young Workers Committee, Woman's Committee, DEI Committee and Green Committee. They also attend the Event Safety Alliance, Infocomm, USITT and Pollstar industry shows, and industry organizational meetings with Coalition of Broadway Unions and Guilds, AFL-CIO, Department of Professional Employees, and UNI-MEI.

Specifically regarding Pollstar, the IATSE attended for the first time and served as a panelist. This is the premier event for the live music industry producers and venues. The International engaged with industry partners and other participants forcibly making the case that IATSE represented workers are the cornerstone of live entertainment industry and the IATSE is uniquely positioned to respond to the challenges our industry faces as Pandemic lockdowns lift.

The Department continues to schedule quarterly meetings and to communicate with the ACT Department and with all Pink Contract workers. The members are engaged which is encouraging. The Department includes in its communications to the members the IATSE Quarterly Bulletin and General Executive Board Meetings. In addition, the Department hosts quarterly ZOOM Meetings for general topics, craft, and contract specific issues. A monthly podcast was launched January 2022. This program is still in its nascent stages but has already provided significant benefits to the Stagecraft Department.

The Communication pillar has proven an essential tool for success in the Stagecraft Department's toolbox.

### **Communication**

The Department developed a coordinated communication strategy to



activate multiple Locals simultaneously to address common areas. As reported, this strategy is being applied to both proactive and reactive situations.

### **Activism**

The Department is amplifying the Political Department's agenda set by the International. Community Activism in projects like "Operation Warm" in which the IATSE's involvement is coordinated by Vice President Carlson is supported by the Department. Working with the Communications Department, the Stagecraft Department has developed delivery and tracking practices that enhanced our ability to message the Department's activities as well as other Department messaging to further the union's agendas.

### **Canadian Report**

#### **Pink Contract Negotiations**

The Canadian Department is responsible for the negotiation and administration of the Canadian Pink Agreement. There is no central employer organization. International Representative Jason Vergnano has been individually negotiating the Canadian Pinks for the 2022-2024 cycle with each of the fifteen signatory producers. Locals are consulted and proposals drafted based on those consultations.

The following employers are signatory to the Canadian Pink:

Mirvish Productions,  
Arts Club,  
Citadel Theatre,  
Royal Manitoba Theatre Centre,  
Alberta Ballet,  
National Ballet of Canada,  
Theatre du Nouveau Monde,  
Montreal Symphony, and  
the London Grand.

A tentative agreement with Ballet Jazz Montreal was reached. Other agreements will be negotiated once their touring schedules resume. Notable gains

in this round of bargaining include the recognition of National Day for Truth and Reconciliation as a paid statutory holiday.

Annual wage increases, increased meal penalties, and in many agreements a living wage were achieved. The Department expresses appreciation to International Representative Cindy Jennings for her research and reports in this regard, which have been shared with local unions in Canada.

#### **National Day for Truth and Reconciliation**

The Department commends the following local unions that have successfully negotiated National Day for Truth and Reconciliation in their local agreements, including:

Local 63 and Royal Manitoba Theatre Centre  
Local 105 Spectra Venue Management  
Local 118 and Arts Club  
Local 118 Boca del Lupo  
Local 118 Theatre Under the Stars  
Local 129 and Spectra Venue Management  
Local 168 and Pacific Opera Victoria  
Local 168 and Tidemark Theatre  
Local 212 and F&D Scene Changes  
Local 250 and Victoria Stage Inc.  
Local 295 and Globe Theatre  
Local 357 and Stratford Festival  
Local 471 and National Arts Centre  
Local 906 and Charlottetown Festival  
Local B-778 and Cineworks  
Local B-778 Gallery Gachet

### **Conclusion**

The Department's activities continue to be heavily influenced by the COVID-19 pandemic. The opportunities created will continue to be identified and will drive the Department's agenda moving forward. Looking ahead, the Department will continue the use identifying and communicating best practices, offering standardized policies, organizing

strategic bargaining and increasing market share.

The Department thanked President Loeb for his vision of mutual endeavor to grow and strengthen the IATSE. They observed that the Pillars of Success put in place a solid foundation that supported Stagecraft during the Pandemic. The investment this International has made to make these Pillars useful tools has sustained us through our darkest hours and positioned us to Rise Together as a better organization. The Co-Directors extended thanks to President Loeb, General Secretary-Treasurer Wood, the General Executive Board, West Coast and Canadian Offices and the Locals for the mutual assistance provided and reported today.

President Loeb remarked that the Pandemic has had a profound effect on this part of the entertainment business. The approach taken by the Department is very smart—providing talented, skilled, safe workers should inure to the benefit of the IATSE. President Loeb emphasized that every Local must be ready to take workers into membership. The Department is situated perfectly to do this, and a culture of organizing is ripe for results. President Loeb applauded the use of technology. He observed that the Department is moving forward in a positive way, and he looks forward to more progress particularly regarding live music and concert tours.

### **IATSE MOTION PICTURE AND TELEVISION PRODUCTION**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. with International Vice Presidents Thom Davis and John Lewis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Lyle Trachtenberg, Steve Aredas, Jamie Fry, Ron Garcia, and Wade Tyree, reported on current developments



in the Motion Picture Television Production Department.

The MPTV Department has been immersed in negotiations, drafting, ratification and implementation of the Area Standards Agreement and the Basic Agreement, both of which are the subject of separate reports. In addition to the foregoing, since the last Board meeting, the Department has remained busy organizing and policing jurisdiction.

The Association of Independent Commercial Producers Agreement covering commercials expires in September. There continue to be many challenges in this area. Commercial hours have declined across the country, while the number of commercials produced has not. There is more non-union and unreported work than experienced in recent years. As more commercials attempt to produce non-union, organizing strategy grows more important. At every negotiation in recent memory, the unionized companies in the industry note the increase in non-union commercials and the competitive disadvantage it places upon IA's signatory employers. It is also regularly reported that union crews are the primary workforce for many non-union companies in this space. Internal organizing, external organizing and education are the key to turning this trend around and giving the bargaining committee the power to make improvements in this area.

There have been several organizing successes in this area, despite these challenges.

Locals 38 and 600 helped bring several large-scale commercials under agreement in Detroit. The actions of Local 38 Business Agent Joe Miller were important in bringing a non-union commercial production under contract.

In December, Business Agent Miller teamed up with Local 600 Central Region Representative Winona Wacker,

gathering almost 100% of representation cards from the crew working on a job. After a three-hour strike with picket lines in the rain, a deal was reached on the fourteen-day industrial shoot for the new Corvette and the crew went back to work—this time earning benefit contributions and enjoying all the other industry standard terms and conditions offered under an IATSE contract.

In December, in Los Angeles, Live Nation attempted to produce the commercial components of a hybrid live event with a union stage crew under contract, while treating the production crew as non-union. In conjunction with the Stagecraft Department and President Loeb, the production crew was authorized to strike at the Palladium. The company agreed to cover this production under the terms of the Commercial Agreement.

Finally, to ring in the new year, Representative Wade Tyree, working with Locals 487 and 600, brought a three-day commercial under agreement in the Mid-Atlantic region. This was not a contentious flip as the production was shooting in the House of Labor headquarters in DC.

Local 487 Business Agent David O'Ferrall and Local 600 Eastern Region Business Representative John Amman have created a jurisdiction where communication travels smoothly between members and leadership as well as from Local to Local. Locals and members please call in all work, including non-union work as soon as they are engaged. The Department only knows about commercial production when such work is reported.

These examples are only a small sample of the attempts to produce non-union commercials that major companies are making. These are conscious decisions to challenge representation of the crew and the members' willingness to defend their livelihoods. In these instances, the

IA prevailed, and hopefully sent a strong message. However, it is imperative to continue to pursue aggressively any attempts to subvert contracts. This will be a priority topic of discussions with all Locals that represent members working in the motion picture industry.

Finally, the AICP safety protocols, that were negotiated jointly with the IATSE, DGA and Teamsters, have been updated and modified to deal with various outbreaks, including the Delta and Omicron COVID variants. Standard COVID testing continues on all productions. Locals and members should be aware that more productions have requested and been granted a mandatory vaccinated crew.

Vice President Lewis then updated the Board on developments in the motion picture industry in Canada.

The industry continues to reach historic numbers in Canada. In 2021, total payroll under IATSE contracts exceeded \$1.8 billion. An illustration of this increase is seen in contributions to the National Retirement Plan. The largest previous year in 2019 saw contributions of \$115 million and this included stage and motion picture Locals. In 2021, with almost no contributions from stage Locals, the annual amount increased to \$151 million. This level of production has resulted in significant increases in membership levels for many Canadian Locals as well as increased training and outreach efforts. Here are a few examples:

#### ***Local 212 – Calgary, Alberta***

In March of 2021, the Alberta Government removed the per project and annual caps on that province's tax-credit. This has resulted in a dramatic increase in productions with a 300% increase in wages earned compared with 2019. Local 212 reported its largest-ever single show bargaining unit with over 1,000 members engaged on HBO's "The Last of Us."



Local 212 has responded to the increase by expanding its training in twelve of the twenty-one departments it represents as well as forging relationships with six post-secondary institutions to work together to meet the demand. The Local has completed the design of a Training Center and is in the process of acquiring the land hoping to commence construction later this year.

#### ***Local 849 – Maritimes***

Local 849 saw its wages increase from \$6.8 million in 2019 to \$19 million in 2021. To address crewing shortages, the Local has taken the lead to form a multi-org training committee with Local 667, the Directors Guild of Canada and ACTRA. Courses include First Aid, Working at Heights, Respectful Workplace, and other areas of training that relate to all unions. For example, Local 849 organized a gun wrangling course in January and will add an extra day so that Camera, ADs, PMs, and actors can participate.

#### ***Local 709 - Newfoundland and Labrador***

Local 709 continues to expand its crew base and saw a 36% increase in wages this past year. The Local (as well as the IA camera local) are collaborating with other local industry partners and the College of the North Atlantic to create various film and television programs that prepare students for entering the industry in the technical positions, as opposed to most other post-secondary programs that focus on other areas such as directing, producing, editing etc. The program is well supported and funded by the Provincial Government. Local 709 Business Agent Natasha Jeffery serves as Co-Chair on the Advisory Committee for this program.

#### ***Local 873 – Southern Ontario***

Local 873 saw gross wages increase by 75% from 2019 to 2021 when it reached

\$509 million. With the closure of their training centre due to COVID restrictions, the Local pivoted and made a substantial investment in online training courses. The largest effort was to develop and introduce an online Permit Orientation Course (POC). Prior to the pandemic, Local 873 delivered their mandatory two-day POC in-class at the IATSE 873 Training Centre. The POC has been, and continues to be, the Local's most delivered course, averaging nearly 1,000 participants per year over the past four or five years.

In July of 2020, the Local embarked on developing an online platform to deliver training, prioritizing the POC as its first offering. It was launched in December of 2020 and has seen tremendous growth. Within the first fifteen days of its launch, 448 new permits completed the course. Within the first month, 1,027. Within six months 2,420. To date 2,852 permittee workers, and counting, have completed the course since moving it online.

#### ***Bargaining***

Three updates to provide in terms of negotiations. In January of 2022, Local 411 was able to conclude its term agreement with the Canadian Media Producers Association (CMPA) for its honey wagon and craft service agreement covering approximately 200 members.

Local 514 recently concluded its term commercial agreement with the Quebec Commercial Producers Association which will be voted on by the membership in March. This represents the only agreement in Canada for Commercial production.

As will be reported in more detail, the British Columbia Council of Film Unions (BC Council) continues to be unable to conclude negotiation with the AMPTP and the CMPA on its BC Master Agreement. This is the largest motion picture and television agreement in the country, and it expired at the end of March of 2021.

Vice President Miller then continued with the U.S. portion of the Department report. The Low Budget Theatrical Agreement expires at the end of this year. In the same vein as the commercial industry, the Department continues to see attempts to produce low budget theatrical projects non-union. There are a constant and somewhat consistent stream of organizing opportunities. These organizing drives demonstrate both the strength of the membership in this genre as well as the value of having terms and conditions tailored to low budget productions. A number of low budget features were organized since the last meeting.

In New Orleans, representatives of Locals 161, 478, 600, 700, 798, and 800 helped bring "The Channel" under contract. The deal included benefits back to date of hire, a twelve-hour daily guarantee during shoot and wrap, and \$150k in place for the IATSE-dedicated payroll deposit. Everyone was treated as employees back to date of hire. This contract is estimated to be worth approximately \$250,000 for this crew. Thanks to Vice President Phil LoCicero and Local 478 for hosting the team at their offices during this campaign.

Another low-budget production in the South, "Untitled Spirit Halloween Project" in Rome, Georgia, involved the International, along with representatives from Locals 161, 479, 492, 600, 700, 798, and 800 who organized the production.

The agreement included a twelve-hour guarantee for shoot and wrap days, established Tier 1 wages, strike pay (including benefits), seven additional days of per diem for all distant hires, payroll deposit to protect the crew, and coverage for the Child Labor Coordinator and COVID Compliance Officer classifications. The deal has an approximate value of over \$135,000 for traditional crafts. True team work on the ground from all the organizers



and communication across all nearby Locals were successful in making members aware that production was trying to replace the crew; and they were unsuccessful because of the social media blasts by Locals and the International.

There was one project that chose the wrong path. In December of this past year, the Department undertook an organizing drive on a low budget faith-based film in Oklahoma. The crew was eager for the protections of a union contract; COVID protocols were insufficiently followed on set and they wanted the crew health and pension benefits. After committing unfair labor practices, such as questioning the crew about their support for the union, the company flatly refused to recognize the union or even talk at all. They summarily fired the striking crew. There was an incredible outpouring of support from local labor and progressive groups. Several ULPs were filed with the National Labor Relations Board. Locals 484, 600, and 800 should be commended for the continuous staffing of the picket line in sometimes grueling winter conditions.

Emphasis on organizing the unorganized is paying off in Mississippi.

The IA's reputation for organizing and professionalism in the area is due in no small part to Vice President LoCicero, who has been the staple in Local 478's jurisdiction. His leadership should be celebrated as this recent shift started with his work organizing alongside International President Loeb and Retired International Representative Scott Harbinson many years ago.

Between Christmas and New Year's, a low budget feature called "Manodrome" (aka "Ralphie's Gym") was organized in upstate New York. This deal has an estimated economic impact of over a quarter million dollars for members through benefit contributions, improved wages, and other terms/conditions.

When members call in their work, the ripple effect can be huge and reach all the way across the continent. Most recently, ten days before a live streaming event was to occur in Miami, the union was put in contact with a producer who had recently worked on a project in Los Angeles. That collaboration resulted in a successful organizing drive in Miami.

Payroll verification also remains a top priority for the Department. With the amount of production surging post-pandemic shutdown, this has increased workload for deposits and releases, especially during the summer and fall months. IATSE Representatives from across the International have worked in conjunction with each other to achieve a cohesive and uniformed approach to these requests. IA single production signatories require a three-week deposit verification, IA term signatories require a two-week deposit in place.

From July of 2021 to the present, there has been close to seven million dollars released to a total of twenty-one projects that have been completed and came to the IATSE for the final release of monies. As of December 2021, there was \$55.5 million on deposit across the various payroll companies. With so many productions occurring at once all over the country, the Department has instituted an automated, ongoing reminder system for the IA Representative handling the show to obtain deposit verification.

There were many awards shows/live events produced in the second half of the 2021 calendar year. Multiple productions with full or almost full live audiences were back. These award shows were subject to the AMPTP Return to Work protocols that included testing and, in some cases, these projects requested mandatory vaccinations for their crew.

In preparation for a new organizing drive in a new film and television bargaining unit, Representative Tanya

Mahn worked with Communications Director Jonas Loeb and Stagecraft Representative Dan'l Little to set up a new digital authorization card that would integrate into the campaign database in Action Builder. The Organizing Committee that Representative Mahn established has started talking to their co-workers using the new card, and she is hopeful to be able to report at the next GEB meeting that they have achieved supermajority support.

As word has spread from member to member, the IATSE Safety App and Hotline has been busier than ever. Since August of 2021, it has received over 1,350 calls and reports. Calls come in at all hours of the day and night, sometimes at a rate of 8-10 contacts a day. IATSE Safety Chairman and Local 80 member Kent Jorgensen is the main point of contact. Kent works closely with Assistant Department Director Holtgrewe to assess next steps when necessary. Vice President Miller remarked that he could not thank Kent enough for his tireless work on behalf of the members in this regard.

Members reach out for a wide variety of reasons, from weather-related safety concerns to questions about COVID-19 protocols, to complaints about long days and sub-standard working conditions. When appropriate, the caller's Local is consulted with, and the Department is in regular contact with companies' safety and labor relations departments. Locals have partnered with other Locals to do set visits to curtail long hours and make sure members are being provided rides and rooms. When the call is from someone who does not work in film and television, they work closely with the appropriate Department in the IATSE to provide them with timely information so they may contact their member. It is important to note that every call to the hotline is responded to as quickly as possible. As more members utilize the



Safety App and Hotline, we will continue to allocate resources to ensure a prompt response to all safety issues.

There are multiple pending arbitrations for this coming year. The Department is contesting the misrepresentation of a number of television series as “reboots” or spinoffs. It is the International’s position that these are continuing seasons of an existing series and the crew should be paid accordingly. If the story and characters are substantially the same, they should not be considered season one of a new show under either the network or basic cable sideletters. Arbitrators are currently being chosen.

There is also pending arbitration for a reality show in Georgia that required their crew to remain in quarantine when not working, without any extra pay. The International was not made aware of this situation until two weeks into production. When confronted, the company refused to pay what other entities have agreed to—which is an additional daily payment, and additional pay for idle days, among other benefits. The Department immediately grieved the producer and arbitration is set for August of this year.

Early in 2021, the crew working in the Cayman Islands on the charmingly titled “F Boy Island” reported that it was being produced non-union by a signatory entity. Assistant Department Director Holtgrewe, along with West Coast Counsel White, approached the company, who made the ridiculous assertion that the Videotape Agreement only needed to be applied when the company chose to do so. This union immediately notified the company that it would no longer be considered part of the multi-employer unit under the Basic Agreement and Videotape Agreement, and that the union would negotiate successor agreements with the



**International President Matthew D. Loeb and International Representative Lyle Trachtenberg**

company separately. Grievances were filed and moved quickly to arbitration. The dispute was resolved and when the show was recently renewed for a second season, all crew were hired to work under a union agreement.

Another emergent and troublesome issue is the subcontracting of new technologies and the potential erosion of existing jurisdiction. One such example is that productions are taking the position that the installation, maintenance, and playback of video walls can be subcontracted. Multiple grievances and arbitrations are being scheduled to fight such improper use of subcontracting. All local unions are requested to please immediately report such subcontracting to the Department.

Finally, a low budget feature that fell apart before a contract was signed and principal photography began has begun to pay the wages and benefits owed to the pre-production crew. Initially, a term signatory was attached and all parties had agreed on the terms of a contract, but the term signatory then backed out before the agreement was actually signed citing funding issues. The Department filed a grievance not just against the independent producers, but also the formerly-attached term signatory, and another term signatory that appeared to be attached to the project through the services of one of their principal officers.

The Department hopes to report at the next board meeting that all crew has been made whole to the tune of more than \$100,000.

It was then announced that an era is coming to an end. International Representative Lyle Trachtenberg, who has been in this position since October of 1990, is retiring. Lyle came to the IA, like many IA Representatives, from the craft. He became a member of Local 44 in April of 1979. Working as a propmaker, primarily at Universal, Paramount, and Fox, he joined the staff of Local 44 in 1985 and worked in the Hall for five years. He was also a member of, and proud convention delegate from, Local 442 in Santa Barbara.

Lyle has been a fixture on IA picket lines and at union meetings for more than 30 years. There is not a producer, large or small, that Lyle does not know. His knowledge of the industry, and his decades of relationships and experience, will be impossible to replicate.

Vice President Miller concluded by saying that he would be remiss to not mention the unthinkable tragedy that occurred in New Mexico on the set of “Rust” on October 21st of this past year. Local 600 member Halyna Hutchins lost her life doing what she loved—creating meaningful and evocative imagery in service of a story. Long-established safety protocols, many layers of them, were not followed. It has always been the employer’s obligation to hire qualified people to handle the logistical challenges of a given project. It is also their duty to provide a safe work environment for all employees. They failed Halyna and they failed IA members in this most sacred and important duty.

As a result of this tragedy, the IATSE and Locals have been involved in providing our members’ expert guidance in any state’s actions that would enshrine the current safety standards



into legislation. The IA wants to ensure legislators are well-educated by IATSE armorers, who are providing professional knowledge of our many layers of safety protocols when handling weapons on set.

Vice President LoCicero thanked the entire Department on behalf of his Local for all their hard work.

President Loeb thanked the Department for its report. He commended the Department for continuing to organize despite dealing with historic production numbers and the numerous contracts in need or renegotiation. Regarding commercials, it is clear that the Union must step up in this area. President Loeb concluded his remarks by noting that the Department is extremely efficient and effective in all areas of its work, including organizing, contract enforcement, grievance handling and arbitrations, and working with the benefit plans.

## **IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT**

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, International Vice President Harper, International Trustee and Representatives Carlos Cota and International Representatives Kiracofe, Gandolini, Cook, Hague and Gorey, provided an update of Departmental activities to the General Executive Board since the 2021 Summer Meeting.

### **State of the Tradeshow and Exhibition Industry**

The Center for Exhibition Industry Research (CEIR) released its January 2022 survey of Tradeshows indicating that the U.S. Exhibitions industry improved significantly. In the second half of 2020, 98% of exhibitions were cancelled. The overall decline in the industry from 2019 to the first quarter of 2021 was 95.7%. In the first quarter of

2021, show cancellation rates dropped to 13.0%. In 2019, the industry contributed \$101 billion to the overall economy. The years 2020 and 2021 represent a huge loss to the U. S. Gross Domestic Product (GDP).

Those population centers that support large venues – Florida, Nevada, Texas - are hosting up to 35% of the shows, with the balance distributed across at least twenty-seven other states in the U.S. From an industry perspective, that spells recovery.

Hybrid events seem to have served their purpose and most events are gearing up to be in-person, physical events only.

Although attendance numbers have not reached 2019 levels, they are certainly improving. Attendance in January of 2022 was at 65% of 2019 numbers, whereas October of 2021 was at 55%. The number of exhibitors for the same period was 72% of the 2019 in January versus 62% in October. Likewise, net square footage paid for was at 78% of 2019 rates as of January and 63% last October.

The consensus among show organizers is that the industry has made it through the worst of the pandemic. Projections for the Tradeshow Industry based on the CEIR Index, show growth to keep pace with U.S. GDP by 2023, averaging around 2.5%.

### **Outreach to Locals**

#### **Furthering Return to Work Efforts**

Representative Gandolini has been attending association webinars with employers and industry experts throughout the pandemic. As the second COVID summer ended, anticipation was mounting for the forecasted return of work and the management of challenges relating to employee attrition in the industry and mandatory vaccination policies. These challenges amplified the already existing challenges relating to employee training and retention. IATSE

Locals are considering various options to address these challenges.

### **Ongoing Work of the Department**

#### **Local 5 Cincinnati, OH**

Negotiations with Freeman Exhibition Services concluded in December 2021 with a 5-year contract that will afford the referrals annual wage increases each year. Representative Mark Kiracofe assisted in the negotiations.

#### **Local 7 Denver, CO**

The Local's service of its members during the initial shut down of live events allowed the Local to satisfy work calls for the Major League Baseball All Star Game and three major tradeshows in succession while at the same time fulfilling its obligations at Red Rocks and the city's theater venues.

Representative Kiracofe was assigned to assist the Local with Freeman and Global Experience Specialists (GES) negotiations. The Local reached a 3-year renewal agreement with GES and Freeman which included annual wage increases for all classifications plus an immediate \$1 raise for the lowest wage scale workers.

#### **Local 17 Louisville, KY**

Representative Gandolini assisted Local 17 with the negotiation of several of exhibition contracts. Highlights of the Local's 5-year renewal agreement with Genesis Exposition Services include substantial economic increases, including a bump in the hourly wage rate for entry level employees, and reductions in restrictions to wage progression for employees.

#### **Local 30 Indianapolis, IN**

Representative Hague assisted Local 30 with the renewal of its area standard agreements. Vice President Sanders completed the initial agreement with Shepard Exposition to establish the standards. Representative Hague



followed up with the full execution of Hamilton Display, National Expo, and National Convention Services. The Local is positioned to finalize agreements with Show Services and Henry V soon.

#### **Local 39 New Orleans, LA**

New Orleans's trade show industry has faced considerable challenges arising from both the pandemic and Hurricane Ida which hit the Louisiana Gulf Coast in late August 2021. Damage arising from Ida resulted in the cancellation of the already rescheduled New Orleans Jazz and Heritage Festival, the French Quarter Festival and half of the tradeshow scheduled through the end of the year. It also resulted in the cancellation of the Produce Marketing Association's "Fresh Summit" and Solar Power International as well.

During these challenges, Representative Gandolini assisted Local 39 with the negotiation of a number of the Local's renewal agreements.

#### **Local 46 Nashville, TN**

The Local commenced convenience bargaining with the General Service Contractors in June 2021 with the assistance of Representative Kiracofe. A deal has since been reached which includes wage increases. All participating employers have signed off on the renewal agreement with the exception of Hargrove, which is owned by Encore Global (formerly PSAV). The Local is optimistic Hargrove will sign off on the agreement shortly as well.

Local 46 continues to provide labor for several televised specials and awards shows, including American Idol auditions, Country Music Association Country Christmas and Awards Show, Country Music Television Video Awards and Artist of the Year and the Nashville New Year's Eve special. Contract negotiations for the CMA agreement are now underway.

#### **Local 53 Springfield, MA**

Freeman Boston agreed to a new 3-year term at a significant base wage increase. Certified fork operators and casuals received front loaded hourly wage increases.

Negotiations are in process for a successor agreement at Mass Mutual Center with MGM Resorts management. Representative Kiracofe continues to assist the Local in those negotiations.

#### **Local 99 Salt Lake City, UT**

Vice President Harper and Representative Gorey continued to serve as Trustees to Local 99. In January 2022, the Local elected new officers in anticipation of the trusteeship coming to a conclusion. While under trusteeship, the Local has renewed its collective agreements with JP Display, Modern Display and SMG for one year.

#### **Local 126 Fort Worth/ Local 127 Dallas, TX**

The Locals are currently in negotiating for renewal supplemental agreements with Freeman and GES that expired at the end of January 2022.

#### **Local 197 Knoxville, TN**

Representative Kiracofe assisted Local 197 with Fern Exposition negotiations. The parties reached a renewal agreement that includes annual wage increases over the 4-year term and maintenance of travel compensation terms.

#### **Local 336 Phoenix, AZ**

Since the last GEB, Representative Cook has assisted Local 336 in negotiations with Paramount Convention Services and signed an extension agreement with Show Services.

#### **Local 363 Reno, NV**

Representative Gorey continues to assist Local 363 in its efforts to increase its market share throughout the jurisdiction. The Local recently worked the 2021 Airport Council International-North

America (ACI-NA) Annual Conference at the Reno-Sparks Convention Center and the Wild Sheep Foundation at the Peppermill Resort Spa & Casino, which provided employment for a number of the Local's referrals. The Local renewed its contract with ASM for the Reno Events Center.

#### **Local 415 Tucson, AZ**

Representative Cook assisted the Local in completing its negotiation of a renewal agreement with GES. Highlights of the agreement include percentage increases year over year to the benefits package and a wage increase in each of the 4 years. In addition, the new hire rate was eliminated, all industry hours will now count toward the A-list pay rate, a pay bump was added for Entertainment Technician Certification Program certified electricians, Juneteenth was added as a holiday and forklift operators will now earn the lead rate.

#### **Local 417 Durham/Chapel Hill/ Raleigh, NC**

Local 417 Business Agent Rob McIntire reported that a new outdoor facility managed by Live Nation in Wilmington, NC has provided work opportunities for the Local and a resulting increase in membership. The Local with the assistance of Vice President Harper continues to work with the city of Raleigh for a contract with the Duke Energy center.

#### **Local 423 Albuquerque, NM**

Convention Services of the Southwest approached Local 423 about raising the wages for shop and new hire employees to attract needed workers to the industry. Representative Cook assisted the Local throughout those discussions and in the finalization of the parties' agreement.

The Local finalized a 3-year renewal agreement with GES. Highlights of the agreement include a significant wage increase in year one for the lowest paid



workers and industry standard wage increases in each year for all referents working under the agreement.

#### **Local 500 South Florida**

Representative Gorey assisted South Florida Local 500 with the renewal of its Encore Global rigging only contract.

#### **Local 720 Las Vegas, NV**

Representative Gorey continues to assist Local 720 in various matters. In late fall 2021, the city of Las Vegas began hosting a steady number of tradeshow but the volume of work in 2022 has so far, been negatively affected by the COVID Omicron surge. The CES annual tradeshow organized by the Consumer Technology Association saw less than anticipated participation in January but World of Concrete saw solid participation with many first-time exhibitors. The NHL All Star Game and NFL Pro Bowl in February 2022 were additional sources of work.

The Local recently secured work jurisdiction for Resorts World Las Vegas, which is operated by AEG, as a result of its signatory contractor, In-Line Productions.

The Nevada Resort Association IATSE Local 720 Training Trust will be opening its doors once again later this year. The Training Center, held OSHA classes, and served as a storage facility for the Local's Food Bank Operation during the pandemic. The Trust has been operating for over 40 years and is vital to Local 720's success and future. Their curriculum was instrumental in developing the Tradeshow Department's AV Essentials course.

#### **Local 834 Atlanta, GA**

Vice President Harper assisted Local 834 with negotiations to renew its area standards agreement, covering the General Service Contractors Deco and Freight Contracts, and the Exhibitor Appointed Contractors (EACs). The three

area standard agreements were negotiated between September and early December 2021. Each of the agreements garnered wage increases of 3% per year. The Local ratified all three agreements. Vice President Harper has also been assisting the Local with their organizing efforts in Atlanta and the surrounding area.

#### **Local 835 Orlando, FL**

Representative Gorey continues to assist Local 835 with the administration of its collective agreements, and in particular the Step 3 grievance meeting process, in accordance with the co-bargaining language set out in the International Constitution.

The Local's long-standing Training Manager and Instructor, Brother Fred Bevis, has retired from his fulltime position at the Local but continues as a consultant for the Training Program. The Local, under Brother Bevis' tenure, has developed a robust Tradeshow Training Program. As reported at a previous GEB meeting, the Local recently dedicated a new Training Center in Brother Bevis' name.

#### **Tradeshow Canada**

Representative Jennings engaged in regular outreach to Locals 56 Montreal, 58 Toronto, 63 Winnipeg, 105 London, 118 Vancouver, 212 Calgary, 822 Toronto and 863 Montreal.

In early fall, 2021, the stringent COVID-19 protocols that had limited the availability of work had been lifted or relaxed and most venues across the country were beginning to return to normal operation and beginning to provide work opportunities for IA members employed in crafts related to tradeshow work, such as AV and rigging. However, the Omicron in late 2021 and early 2022 has significantly slowed that process.

#### **Local 58 Toronto, Ontario**

Local 58 in Toronto obtained bargaining rights for audio visual

technicians working at the Metro Toronto Convention Centre (MTCC) formerly employed by Freeman back in 2018. In the midst of bargaining a first contract with Freeman, Encore Global purchased Freeman, and eventually began operating as Encore Global at the MTCC. Once the Encore Global purchase of Freeman closed in 2020, Encore sought to revisit the terms of the previous agreement. After several meetings with Encore Global, Local 58 was able to secure a one-year first collective agreement with Encore Global for technicians working at the MTCC. The term runs from March 1, 2021, to February 28, 2022. Highlights included annual wage increases that became effective upon ratification.

#### **Local 118 Vancouver, British Columbia**

Local 118 in Vancouver saw two large union Conventions, the Canadian Union for Public Employees (CUPE) and the Hospital Employees Union (HUE). The work on the CUPE convention lasted ten days with full time work for five people and add-ons for the load-in and the load-out. The HUE work lasted seven days with full time work for two technicians with an additional four on the in and out.

#### **Local 129 Hamilton-Brantford, Ontario**

Local 129 has twenty-three technicians involved in a new "Immersive Van Gogh" Exhibit at the Convention Centre in Hamilton ON.

### **National Agreements**

#### **AV Tranquility**

The National Agreement with AV Tranquility expired on December 31, 2021. Representative Hague is currently in the process of bargaining a renewal agreement with AV Tranquility in consultation with the Locals covered by the agreement.

#### **Freeman AV**

The IATSE's relationship with Freeman AV continues to grow. Freeman



continues to be very supportive of the IATSE's various training initiatives. Freeman's Executive Vice President, Paul Fletcher, continues to serve as an employer trustee on the IATSE Training Trust Fund.

The International and Freeman AV reached a 3-year renewal of the National Agreement. Highlights include annual wage increases over the term and clarity of language capturing work that has evolved under new technologies. The agreement continues to provide a lucrative incentive for ETCP and Society of Professional Rope Access Technicians riggers and ETCP electricians (at present an additional \$7.00 an hour).

### **Organizing/Recruiting/Training**

Organizing, recruiting, training and retention continue to be priorities for all Tradeshow Industry stakeholders, including the IATSE. The expansion of technology and tradeshow venues across the country are expected to give rise to an increased demand for technicians and the opportunity to expand the IATSE's bargaining rights and market share.

### **Recent Organizing Successes**

#### ***Long Beach Convention and Entertainment Center***

Trustee Cota has been working with Local 33 throughout its jurisdiction for the last few years in anticipation of new venues coming on-line and/or existing venues expanding, including SOFI Stadium and the LA Convention Center. With the assistance of Representative Cook, Trustee Cota has successfully built relationships between the current business representatives, local elected officials, employer representatives and ancillary groups to find areas of common interest.

These efforts resulted in the Long Beach Convention and Entertainment Center, managed by ASM, hosting the California Democratic Convention and the work being performed by Local 33

members which, in turn, gave rise to the City of Long Beach, Long Beach Community College, ASM Global, the IATSE and Local 33 entering into a Memorandum of Agreement which affords Local 33 with jurisdiction over the Center. Highlights of the agreement include exclusivity covering traditional crafts currently contracted to Projection Presentation Technology and LA Stage Call; a commitment to diversity, equity, and inclusion through a career pathways program in partnership with the Long Beach Community College, opportunities for local underserved communities; access to training and education through the IA Training Trust Fund and Local 33; a Labor Peace agreement applying to all contractors performing work within the Center; a code of conduct; and a co-bargaining relationship between the International and Local 33.

### **Association Partnerships**

#### ***Exhibitor Live***

The Annual Conference and Exhibition for Trade Show and Corporate Event Marketing was held at the Mandalay Bay the first week of November 2021. The event is normally held in March but due to COVID's impact the schedule was altered. Next year's event is scheduled for June 20-25, again at the Mandalay Bay in Las Vegas. The IATSE's exhibit was staffed by Vice Presidents Joanne Sanders and C. Faye Harper, and Representatives Dan'l Cook, Donald Gandolini, Jr., John Gorey and Benjamin Hague. The show was considerably smaller with fewer exhibitors, fewer attendees, fewer educational sessions, and seminars.

#### ***Exhibition Services and Contractors Association (ESCA)***

In early December 2021, Vice President Sanders and Representatives Gandolini, Gorey and Hague attended ESCA's Winter Awards Celebration in Philadelphia. This was the first in-person

gathering of ESCA since the onset of the pandemic. The presentation of the ESCA Humanitarian Award to the IATSE was a highlight of the event. The award recognized the IA for all its efforts in assisting its members and the public during the pandemic. Vice President Sanders accepted the award on behalf of the International.

ESCA's Labor and Management Council also held an in-person meeting in early December 2021 at the Philadelphia Convention Center. Vice President Sanders, co-chair of the group, presided over the meeting.

#### ***Exhibitions and Conferences Alliance (ECA)***

The ECA was formed in spring of 2021 with the aim of addressing the legislative needs and concerns of the exhibitions industry. The ECA is made up of eight partner organizations including the Tradeshow Labor Alliance which is a founding member.

#### ***International Association of Exhibitions and Events (IAEE) Expo! Expo!***

In December 2021, Representatives Gandolini, Gorey and Hague installed, staffed and dismantled the IATSE exhibit at the IAEE Expo! Expo! held at the Philadelphia Convention Center. Vice Presidents Sanders and Barnes also spent time in the booth and on the show floor. This was Expo! Expo!'s first in person event since 2020. Although the show was noticeably smaller, a number of attendees and exhibitors visited the IATSE booth, including representatives from ASM, Convention Center Directors, and a contingent of Local 8 members reminiscing about their experiences with our AV Essentials Program.

### **Other Activities**

#### ***Member Education***

The IATSE Tradeshow and Display Work Department's Audiovisual Readiness



Training (AVRT) is a skills-based training program developed by the Department in partnership with the IATSE Education and Training Department and Employers. It is hosted on the IA website as well as the IA Training Trust Fund website. The program provides members and referrals with a structured, yet flexible, curriculum to expand their audiovisual skills sets. The program can be completed in-full, or Locals and referrals can adapt the curriculum to fit their individual needs. Trainings listed in the AVRT program are free for IATSE members and referrals through the Training Trust Fund (IATSE TTF).

#### **Tradeshaw Participation**

After 18 months of virtual events, Representative Kiracofe began preparations for the Department's in-person attendance at tradeshows across the country. The IA returned to in-person exhibits in October 2021 with InfoComm in Orlando, followed by EXHIBITORLive and LDI in Las Vegas, and IAEE Expo! Expo! in Philadelphia. The next scheduled in-person event is USITT in Baltimore in March. Then the regular annual rotation of shows begins again in June 2022.

#### **Avixa Live Events Council**

Representatives Cook, Cota and Hague have been attending Avixa Live Events Council meetings online since 2021. In December, Representative Cook assisted the AVIXA Live Content Team, reviewing content for the 2022 InfoComm meetings to be held June 4-10, 2022 in Las Vegas. Representative Hague has signed on to be part of Avixa's Integrator's Council.

#### **Super Bowl LVI**

Trustee Cota assisted Local 33 as they approached the unwieldy task of staffing events associated with Super Bowl 56. The game and halftime show were covered under the existing agreement between

Local 33 and STADCO LA, LLC at SoFi Stadium. Local 33 performed rigging and other trade show related installs. with GES as the general contractor. The events were hugely successful.

President Loeb remarked that trade show industry—like live events—was one of the first to be impacted by COVID-19 and the last to return to pre-pandemic levels of activity and employment. He commended the Department for using the downtime to encourage members to hone their skills in order to be prepared to work as the industry battles back. He commended the smart approach to secure work in SoCal and is looking forward to hearing more reports about creative efforts in other jurisdictions such as Reno. He thanked Vice President Sanders and the Department for their hands-on servicing of Locals observing that their efforts are yielding positive results.

### **IATSE COMMUNICATIONS DEPARTMENT**

Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, Communications Outreach Coordinator Megan Greene, and International Representative Krista Hurdon reported on the notable activities of the Communications Department in the second half of 2021. The report summarized how the Department continues to build communications capability across several channels.

The third edition of the International's Website, [iatse.net](http://iatse.net) officially launched in August 2021. The new site, built entirely in-house, upgrades the previous version, retaining and streamlining the most frequently visited pages from the previous website, while paving the way for new features like responsive mobile display, fillable forms, automatic multi-lingual translation, embedded Action Network petitions, a sortable archive of posts sortable by date, department,

and committee, and more. New features and future updates will be added. In December, the International Labor Communications Association (ILCA) recognized the updated website with a first place prize for general excellence and a second place honor in design.

Locals and other IA Departments and committees may associate their branding with the website by following a newly-created style guide that lays out fonts, colors, and logos used on the site. Locals may obtain the 2022 style guide by contacting [comms@iatse.net](mailto:comms@iatse.net).

Additionally, a first-ever IATSE Canada website has been created, which can be viewed at [iatsecanada.net](http://iatsecanada.net). The Canadian specific website, which was launched in July serves as a place where information specific to Canadian members can be found. The Canada-focused website is also bilingual, translated by a human. When links direct the user to the main IATSE site, automatically translated text appears, and a single button switches the entire site from English to French. This system has become standard across all of the International's websites.

The union's social media accounts, including Facebook, Instagram, LinkedIn, Twitter and TikTok have grown in popularity. The IATSE's social media achieved a remarkable reach, engagement, and new follower growth in the second half of 2021. Much of this growth occurred in September and October 2021, coinciding with the high-profile negotiations in motion picture and television production. In July 2021, Facebook was the largest IA account, followed by Twitter then Instagram. By the end of December 2021, Twitter had grown larger than Facebook. Instagram had surpassed both Facebook and Twitter. An official IATSE TikTok was established in October. TikTok is a platform exclusively for short-form video



content less than one minute in length that has exploded in popularity recently, with experts estimating it now has more total active users than Twitter.

The IA's email program continues to be effective. Open rates of emails to members remain high, beating the industry standard by a wide margin. The digital weekly newsletter, which was launched at the start of 2021 continues to grow. Additionally, the advocacy list experienced record-breaking growth during September and October. A petition demanding fair contracts for film and television workers gathered nearly 150,000 signatures. This growth allows the Department to now reach hundreds of thousands of allies at any moment.

The Communications Department continues to support Locals wishing to bolster their email program with Action Network. Action Network is the preferred email distribution and petition-hosting platform of the AFL-CIO and has been utilized successfully by the International. It is available for free to Locals. Demonstrations and training are available by request by visiting [iatse.co/actionnetwork](http://iatse.co/actionnetwork). Interested Locals can also email the Department at [comms@iatse.net](mailto:comms@iatse.net).

Mobile messaging operations now also use Action Network. This allows more advanced targeting to subscribers. The first text, which was sent at the end of August to 8,700 subscribers promoting IATSE pride by wearing apparel with the IA emblem. Members responded with hundreds of submissions. Members who would like to subscribe to text alerts can sign up by going to [iatse.co/text](http://iatse.co/text).

The Department's "member stories" program continues to grow. The program covers a variety of topics, including BIPOC and activist stories. It highlights the diverse perspectives of IATSE members in all crafts. The program has increased membership visibility and

offers members a chance to celebrate their union sisters, brothers, and kin. In the second half of 2021, the Department curated seven new member stories on members from various departments. Member stories are published regularly throughout each quarter and featured on the newly launched website, social media channels, the weekly newsletter, and in the Official Bulletin. As of December 31, 2021, forty-nine member spotlights have been published in total, with several more on the way in 2022. As the member story program continues to thrive, the Department intends to expand by incorporating recorded video interviews. Local officers wishing to nominate a member in good standing for a member spotlight may contact the Department at [comms@iatse.net](mailto:comms@iatse.net).

The Communications Department continues to support General Secretary-Treasurer Wood in collecting and developing content for the Official Bulletin, including recent editions covering the third and fourth calendar quarters of 2021. In the fourth quarter of 2021, the Official Bulletin placed second for overall general excellence for a print publication by the International Labor Communications Association. This significant award acknowledges the hard work, creativity and dedication that goes into the Official Bulletin. To boost visibility for published content in the Official Bulletin, the Department continues to re-purpose Bulletin graphics and summarized articles for publication on the International's social media platforms and website.

The press relations program continues to secure press placements and earned media more effectively than ever. The Department's efforts ensured issues facing IATSE members appeared in the most prominent news and media outlets in the world, including major television networks and daily newspapers. For the

first time, this list included televised coverage across several major well-known cable programs. Most press releases also appeared as news posts on the IA website. Technical and design improvements on the revised site increase provided a signal boost, particularly when posts were also shared on social media.

In September 2021, when talks to re-negotiate successor contracts to the Producer-IATSE Basic Agreement and the Theatrical and Television Motion Picture Area Standards Agreements broke down between the Union and the Alliance of Motion Picture and Television Producers (AMPTP), the Department began an unprecedented outreach campaign in support of the membership and reached millions around the world. According to data, the IATSE was mentioned 870 million times on the internet in press and social media coverage during September and October 2021. Much of this was achieved by scaling up traditional methods the Department regularly uses in smaller campaigns, the high-profile attention of this campaign opened new communications tactics.

The September 2021 announcement that the Union intended to hold a first-ever nationwide strike authorization vote caught the attention of millions. The announcement received over 14 million impressions on Twitter with the IA trending nationally for the first time.

In support of the Locals individual communications efforts, the Department convened several meetings per week with designated Local communicators to compare notes and share. Additionally, Local officials received training on conducting press interviews in a presentation by public relations experts. Collaboration with other unions also helped the broader labor movement's awareness of the IA's contract campaign. The Department regularly briefed the AFL-CIO's affiliate and state federations



on the status of the campaign and how they could assist.

The IATSE's historic strike authorization vote contributed to the #Striketober, the name given to work stoppages across the United States during October 2021. The Department's massive outreach campaign contributed to this nationally recognized term. Attention on the IA contributed to the conditions which allowed #Striketober to enter the national discourse and even the U.S. Congressional record. Ultimately the campaign and this publicity contributed to the conclusion of negotiations.

The Communications Department also collaborated closely with the Stagecraft Department in the live events industry. The Department continued to support Treasurers and Ticket Sellers Local 868 in a prominent campaign. A petition garnered thousands of signatures, social posts that caught the attention of influential labor leaders and politicians. This plus prominent newspaper reporting helped facilitate a victory for these workers. The Department regularly collaborated on the launch [liveeventworkers.com](https://liveeventworkers.com). The campaign consisted of creating a website, graphic design, print materials with trackable QR codes, as well as online advertisements that were designed to promote live event jobs.

In October, Director Loeb gave a presentation to Broadcast Locals about creating a comprehensive online presence. The session focused on how Locals can communicate with intention, identify the best mediums to communicate with their members, and how to build cycles of engagement in which various outreach mediums work together for a common goal. More recently, the Department began assisting Broadcast Locals with a long campaign to renegotiate a fair contract for the television station workers.

In the second half of 2021, the Communications Department promoted thirty webinars hosted by the Education and Training Department via email and social media. As members turn to these webinars, the Communications Department will continue and expand efforts to drive members to these valuable and important resources.

The Communications Department also continued its longstanding collaboration with the Political and Legislative Department, with the two meeting on a weekly basis. In 2021, several legislative issues impacting members emerged. The Department worked to promote funding for the National Endowment for the Arts (NEA) with a letter writing campaign of over 3,000 letters to Congress. In collaboration with other allied arts, media, and entertainment unions, the Department promoted a campaign to restore tax fairness for arts workers with the Performing Artist Tax Parity Act (PATPA), which allows middle-class arts and entertainment workers to deduct their business expenses after this deduction was rescinded in 2017 tax legislation. To date, this joint effort facilitated roughly 40,000 letters to Congress. Going into another federal election season in 2022, the Department expects to collaborate with the Political and Legislative Department to promote the IATSE PAC. The Department generated a QR-code that, when scanned, directs mobile users to the PAC website at [iatsepac.net](https://iatsepac.net).

In the lead-up to Canada's recent federal elections in September 2021, International Representative Hurdon used IATSE Canada social media accounts and website to educate and engage members on each political party's support for the Alliance's industries.

As previously reported, ILCA separately awarded honors to the Alliance in seven categories:

■ First Place for General Excellence,

Website: [IATSE.net](https://IATSE.net)

- Second Place – General Excellence, Print Publication: IATSE Official Bulletin
- Second Place – Visual Communications, Best Design of a Website, App or Electronic Publication: [IATSE.net](https://IATSE.net)
- Second Place – Electronic Media, Best Use of Social Media: @IATSE Twitter
- Third Place – Visual Communications, Best Photo Essay or Gallery: IATSE Met Opera Interactive Virtual Picket Line
- Honorable Mention – Political Action/Organizing Campaign, Best Mail Piece: Watch Donald Trump cross an IATSE Picket Line
- Honorable Mention – Political Action/Organizing Campaign, Best Collateral: Letter Campaign: Tell Congress to include displaced entertainment workers in relief package

This recognition reflects the increased capabilities of the Department, and the well-balanced approaches across several outreach media. Director Loeb emphasized the teamwork involved in all these award-winning materials and thanked the ILCA for its recognition.

Director Loeb thanked the IA's outside public relations team for mentorship and collaboration in several simultaneous campaigns and recognized Steven Chaussee and Megan Greene for their tireless efforts and Representative Hurdon for continuing to deliver the message of the Union in Canada. He thanked President Loeb and the General Executive Board for the trust and opportunity to push the Union's digital communications program forward.

General Secretary Treasurer-Wood remarked on the hard work of the Department on the Official Bulletin, particularly recognizing Megan Greene's contributions to the Bulletin



and throughout the 2021 International Convention.

President Loeb thanked the Department for its report and extensive work. He noted that communications must support every campaign that the Alliance is in. He further observed the robust and sophisticated program that's getting recognition from the communications community and the labor movement. It is a priority, and the Alliance will continue to develop it.

### **IATSE EDUCATION AND TRAINING DEPARTMENT**

International Trustee and Department Director Patricia White, Assistant Department Director Robyn Cavanagh, International Representatives Jennifer Halpern, and Hannah D'Amico presented the report of the IATSE Education and Training Department.

The Education and Training Department reported on events that are planned for the upcoming months. These include an Education session at this General Executive Board meeting; "The Steward's Vital Role in Your Grievance and Arbitration Process"; IATSE virtual staff training on April 19 and 20 (which will include sessions in leadership development, equity, diversity and belonging, and long-range planning); IATSE Leadership Week (May 2-6, 2022 in Chicago, Illinois); education and training sessions about Mental Health First Aid at each of this summer's District Conventions, another series of the popular Essentials of Union Leadership courses taught by University of Wisconsin instructor Don Taylor, celebration of Workers Memorial Day on April 28th, celebration of Safety & Health week (formally NAOSH week) this spring, and a presentation on March 30, 2022 of a fresh version of the Canadian IATSE Roadshow in English, to be closely followed by similar presentation in French in April. The Canadian roadshow will have been updated with more material

honoring diverse perspectives and diverse people operative in the Canadian labor movement through history.

The Education and Training Department has long partnered with the Tradeshow Department in the AV Training/AVIXA Partnership, and since the last GEB meeting, the two Departments together have developed the Audiovisual Readiness Training Program (AVRT). AVRT is a three-step online program that provides workers interested in becoming AV technicians with a curriculum of AV trainings offered to IATSE workers through the IATSE TTF/AVIXA partnership. The AVRT Program includes a guidebook outlining the curriculum and provides supplementary training materials, including an AVRT LinkedIn Learning Collection curated for IATSE workers by Representatives from the Tradeshow and Education Departments. There is also a demo video to promote the AVRT guide and curriculum. For more information, Locals can contact their IATSE Tradeshow Department Representative.

The Department has recently been at work on two Stagecraft Department Training Programs. One is a self-guided course list of Recommended Courses for the Stagecraft Department Training Program, plus an informational demo video. The second is an ambitious in-person curriculum to train new riggers, which was reported on by the Stagecraft Department. Information and lists about both the Stage and AVRT trainings are on the Training Trust Fund website, and available by contacting Representative Hannah D'Amico at: [hdamico@iatse.net](mailto:hdamico@iatse.net).

On October 4, 2021, Representative D'Amico and IATSE Training Trust Fund Executive Director Liz Campos delivered their presentation "Training Opportunities for IATSE Workers" at the IATSE Broadcast Department's Annual Summit. The presentation was developed

to provide IATSE Broadcast Technicians with information about training programs available to them through the union and the TTF.

During the fall, when the entire Union had eyes on the Hollywood Basic and Area Standards contract negotiations, the Education and Training Department assisted the Legal Department in developing training for Local leaders and picket line captains. The Education and Training Department is planning further collaboration with the MPTV and Legal Departments in the months ahead.

The Legal Department advises and supports our trainings, as does the IATSE Communications Department, which promotes and amplifies everything the Department does. The Political/Legislative team has come to rely on the Education Department to educate the membership and Local leaders on important issues and activism.

This is nowhere more evident than in the work on Diversity, Equity, and Inclusion resources in partnership with the IATSE DEI Committee. For example, in February for Black History Month, the IATSE unveiled a new 2022 version of the 21-Day Racial Equity Challenge (which the Education Department staff participated in and completed) and premiered two new webinars.

The Department's work is only possible in close collaboration with the other IATSE Departments, the Locals, the members, and with the support of President Loeb and General Secretary-Treasurer Wood (who actually teaches the Secretary-Treasurer 2.0 and Trustee Trainings). Together we rise, and together we build our culture of continuous education.

Stay tuned in to IATSE email, social media, and the International's website later this month for news about United Association for Labor Education Summer Institutes for Union Women. The



Department is already in contact with the IATSE Pride Committee regarding another June webinar for Pride Month, and with the Green Committee as Earth Day (April 22, 2022) approaches.

Since the last General Executive Board Meeting in July, the Department has presented thirty-two webinars. Since the Department's first webinar on June 12, 2020, it has presented seventy-seven webinars, with a grand total of 12,924 attendees. These webinars, born of necessity during the pandemic shutdown, expanded the reach of the International's education and training and have become part of the regular calendar of the Union.

For in-depth training, the online Officer Institute "Essentials of Union Leadership" classes with the University of Wisconsin help to serve that function. The full complement of courses is being offered again this spring.

Foundations of Union Leadership:

April 5 – 12, 2022

Leadership Theories & Styles:

April 26 – May 3, 2022

Strategic Planning:

May 31 – June 7, 2022

Building Capacity:

Internal Organizing: June 21 – 28, 2022

The Department worked with Cornell University Professor Art Wheaton to bring his popular course, "Costing Out a Contract" to the Online Officer Institute. Over forty participants learned this important skill at its first session, February 2-16, 2022, and it will be offered again this spring.

As an organizational member of the UALE, the IATSE works to utilize instructors from schools around the U.S. and Canada and to support Labor Studies Programs by promoting their courses. The best way to ensure that universities continue to provide union-friendly Labor Studies courses is to take them! The Labor Education Assistance Program (LEAP) continues to provide

reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Local officers are reminded that this benefit is available through the International and are encouraged to visit <http://www.iatse.net/member-education/leap> for information and a list of schools with labor education programs and courses in both the U.S. and Canada.

During 2021, the Department was able to hold in-person training December 6 – 10, 2021 for the 21st session of the IATSE Officer Institute. Forty-one attendees from twenty-nine US Locals studied together under strong safety protocols at IATSE Local 52's spacious union hall in Astoria, New York. The core Officer Institute content is updated and new instructors added. Many of the attendees were relatively new to their roles but had been leading their Locals through the pandemic. They were glad to have an opportunity to be with other leaders in this time when we are all called to rise meet new challenges with vision, knowledge, and creativity.

Another in-person Officer Institute is planned for Cleveland, Ohio on October 17-21, 2022, and more in-person courses, including a Los Angeles session of the Secretary-Treasurer 2.0 course will be announced soon.

Among these in-person offerings will be IATSE Leadership Week May 2-6, 2022, in Chicago, Illinois. Local leaders will have a menu of one-and two-day courses from which to select, creating a tailored learning experience that is right for them. Courses include: IATSE Trustee Training, Managing Your Local with Labor's Values, Running Your Union Meeting to Build Union Power, Labor History/Political Economics, Labor Law, and Communications for Strong Leadership. Specific application information, including dates and

enrollment details will be available on the IA website, emailed to local unions, and posted as much as is practical in upcoming editions of the IATSE Bulletin. Questions can always be directed to the Education and Training Department at [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net).

Trade shows and outside conferences comprise an important part of the Education Department's outreach work.

OSHA's 4th Annual Alliance Forum was attended virtually on September 23, 2021, and valuable presentations regarding worker health and safety, current safety legislation, and new initiatives were presented. The IATSE is proud to partner with USITT and OSHA in this Alliance, where we maintain an active presence. As part of the partnership, OSHA requires that the International file a Biannual OSHA Alliance Report. For the last reporting period (April 1 - September 30, 2021), the IATSE provided forty-seven different "events" (safety and health related trainings and webinars) and 119 "disseminations" (Communications Department/TTF Outreach). The report was compiled with data provided by the IATSE Craft Advancement Program (ICAP), the IATSE Training Trust Fund (TTF), and the IATSE Comms Department, which promotes events related to workplace safety and health, including OSHA's Safe + Sound Week and National Stand-Down to Prevent Falls; North American Safety and Health (NAOSH) Week; National Fire Prevention Week (NFPW); National Ladder Safety Month (ALI); Mental Health Awareness Month, Suicide Prevention Month, and much more.

Since the summer GEB meeting, the Department has attended AVIXA's InfoComm 2021 Conference and Trade Show in Orlando, Florida (October 23-29, 2021) and are already preparing for InfoComm 2022, which will be held in Las Vegas, Nevada from June 6-10.



The 2021 show was attended by far fewer people than usual, but the IATSE was there in force, represented by International Vice President and Trade Show Department Director Joanne Sanders, Co-Director of Stagecraft Department D. Joseph Hartnett, International Trustee and Education and Training Director Patricia White, and International Representatives Hannah D'Amico (Education), Mark Kiracofe, Jason Vergnano, Carlos Cota, and Dan'l Cook (Tradeshow).

In addition to staffing the IATSE booth on the Stage Expo floor, the group attended many panels and events, including the Live Events Forum, hosted by the AVIXA Live Events Council (where the IATSE was a sponsor). Stagecraft Co-Director Hartnett was a moderator of the "Labor Discussion" group at this event. In partnership with the Behind-the-Scenes Foundation's Executive Director, Lori Rubinstein, the IATSE presented a panel regarding Mental Health and Suicide Prevention for the Entertainment Industry. The response to this event was so positive that the IATSE will present the session again at InfoComm 2022, Las Vegas, and it was also delivered at the INIX Conference for ticketing professionals.

INTIX (Association for Ticketing Industry and Box Office) Conference 2022 was held in Orlando, Florida from January 18-21, 2022. Director White and Representative D'Amico were joined by International Representative Stasia Savage (Stagecraft), Lawrence Paone, President of IATSE Local 751 (New York City) in representing the IATSE. This was a technology conference, which emphasized that workers need to pivot to stay relevant in an increasingly digital world in a craft that has been revolutionized during the pandemic with online delivery of tickets and services to patrons in myriad ways. A willingness

and an openness to changing with the times and to adapting to new technology will help IATSE workers in this craft build Growth and Strength for the future.

The Event Safety Summit 2022 will be held in Lititz, Pennsylvania from March 22-24, 2022, and the IATSE will be present at that event as well.

USITT 2022 was held in Baltimore, Maryland from Thursday, March 3, 2022 – Saturday, March 5, 2022. The IA booth on the Stage Expo floor was as popular as ever, staffed by International Representatives Mark Kiracofe, Radar Bateman, Hannah D'Amico, and Daniel Little. Director White attended many meetings and panels at the conference, and special guest appearances were made by International Vice President Michael Barnes and Education and Training Assistant Director Robyn Cavanagh. ICAP member and TTF Trustee Joe Aldridge presented a pre-conference OSHA 10 Training, and the Union participated in three educational panels:

The Passion and Pay: Why Unions Matter materials were developed by the IATSE Education and Training Department in 2018 and updated in 2021 as a resource for IATSE Local Unions to use to inform and enlighten their communities. Both the Student Outreach version and the Organizing version are available to Local leaders upon request, there are versions for both Canadian and U.S. Locals, and all versions come with a presenter guide. Interested local union officers may request a copy from the Education Department, in the IATSE General Office.

Requests from colleges and universities from across the U.S. for information about the IATSE come to the Department and International Representative Jennifer Halpern connects schools requesting information sessions for students with local unions in their area, when possible. Outreach

of this kind creates connections between Locals and their wider communities, shines a positive light on unions, and teaches students that unions are a critical element of an equitable society.

The governing Council of the Entertainment Technician Certification Program (ETCP) also met at the USITT conference. This program recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment technology disciplines. In November 2021 Retired International Vice President Brian Lawlor stepped down from the Council and was replaced by International Vice President and Co-Director of Stagecraft Michael J. Barnes and International Representative Hannah D'Amico. They join Director White as members on the Council.

The Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests. IATSE local unions must continually encourage qualified members to take ETCP test(s), and Locals should also organize the certified workers in their jurisdictions. The IATSE wants the safest technicians to be IATSE technicians.

The IATSE Road Show: Why Unions Matter is back on the road and available for in-person trainings at local unions. This training session teaches IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes economic dignity for all and was presented four times in person since the summer GEB, in Savannah, Georgia for members of Local 320, Local 491, and students from the Savannah College of Art and Design; in Wilmington, North Carolina, to coincide with the start of the North Carolina AFL-CIO Convention. The recently revised presentation was extremely well-received, not only by members of IATSE Locals 491, 600,



798, and other IATSE Locals in the Wilmington area, but also by union kin from the International Brotherhood of Electrical Workers, the American Postal Workers Union, the American Federation of Government Employees, the Teamsters Union, the A. Philip Randolph Institute, and other labor organizations attending the North Carolina AFL-CIO Convention. On December 4, the Road Show was presented twice in New York: For Makeup Artists and Hairstylists Local 798, and for the latest cohort of the United Scenic Artists Local USA 829 Scenic Artist Apprenticeship Program. The Department is currently working with instructors from McMaster University in Ontario on a Canadian Road Show update (in English), scheduled to be presented online on March 30, 2022, with a French version to follow later this spring. Both versions will be available for in-person presentation soon.

To request The Road Show in-person, contact International Representative Jennifer Halpern in the IATSE office at [jhalpern@iatse.net](mailto:jhalpern@iatse.net). Virtual versions are available 24/7 at:  
U.S. Locals <https://attendee.gotowebinar.com/recording/3662334011737275650>  
Canadian Locals <https://attendee.gotowebinar.com/recording/383336342735260427>  
Canadian Locals (French) <https://attendee.gotowebinar.com/recording/4995237866568835083>

In the Fall of 2019, the IATSE Education and Training Department began a partnership with Reel Works, a New York City not-for-profit educational organization that mentors, inspires, and empowers underserved NYC youth to share their stories through filmmaking, creating a springboard to successful careers in media and beyond.

Building on the success of the pre-

pandemic Local 52 Studio Mechanics Boot Camp for electricians, a partnership between Makeup Artists and Hairstylists Local 798, the IATSE International, and the not-for-profit organization Reel Works was born to create a training to teach essential skills in hair styling to licensed hair stylists, with a particular focus on trainees of color seeking careers in the entertainment industry. Candidates were recruited through NYC cosmetology schools. Requirements include a high school diploma, a New York State cosmetology license, and current New York City residency. The first cohort of twelve participants began training on January 11, 2022.

The training is ongoing, led by Local 798 members, takes place both virtually and in-person and includes sessions on Theatre and Set Terminology and Etiquette; Anatomy of Hair, Haircare, and Wig Prep; Bald Cap Hair Preps; Roller Sets Patterns; Hat and Mic Placement; Period Hair, Costumes and Art; Barbering 101; and more. Reel Works provides workforce readiness training on essential skills such as professionalism, communication, collaboration, and self-direction. Upon completion of the training on April 23, 2022, the union will pair graduates with Local 798 mentors to help them navigate pathways into the industry.

These programs would not be possible without the active assistance of International Vice President and Local 52 President John Ford, Local 798 President Angela Johnson, Local 798 Secretary-Treasurer John “Jack” Curtin, and IATSE Local 798 Vice President/ NY Education Director Jennifer Bullock, International Representative Jennifer Halpern, and all the skilled IATSE craftspeople who have devoted their time and expertise to training these future IATSE technicians. IATSE Workforce Development Programs are a small step toward bringing equity and justice

to the industry and when we invest in opportunities for all workers, we embody some of the highest ideals of unionism. The Education and Training Department thanks these IATSE leaders for their commitments to these programs.

Planning is under way with Local 52 for another Electrics Training to run in parallel with a Grip Training, and with Local 764 for Wardrobe Training later this year.

While in person Roundabout Theatre Hidden Career Path Days are still sidelined in New York City schools by the pandemic, the Hidden Career Path Day recorded presentations by IATSE workers were shown in classrooms again this fall and continue to expand students’ ideas about the possibilities of jobs backstage. This program is now in its ninth year.

The Theatrical Workforce Development Program (TWDP) is in its seventh year and four cohorts of graduates are currently at work in the industry honing their crafts and making connections. Fellows from previous cohorts are now participating in Roundabout’s TWDP Advanced Cohort—a new training opportunity for Fellows to further develop technical theatre skills with the aim of reaching their full potential and taking their careers to the next level. IATSE members continue to teach the fellows and volunteer as mentors, and recruitment for Cohort 5 will begin this spring.

The current focus on diversity, equity and inclusion shines a light on the importance of programs like the Theatrical Workforce Development Program.

On December 8, 2022, Representative Jennifer Halpern was an invited speaker at a panel discussion entitled “Union Partnerships” that was not only an opportunity to highlight the IATSE’s workforce development programs and its commitment to create inclusive and equitable workplaces for all, but



also to share the union perspective on workforce development issues. In addition to speaking about our programs, Representative Halpern reminded all conference participants that unions make it possible to do this work and live a good and secure life and that union jobs are good jobs.

Vice President Ford thanked the Department for their collaboration with Reel Works and for keeping the program on track. Vice President Petti, pointing out the emotional and psychological impact of the pandemic on mental health, thanked the Department for pivoting to address the equally concerning pandemics of suicide and addiction.

President Loeb began his remarks by noting the sheer number of programs and trainings spearheaded by the Department. He observed that the appetite is there from members to attend, participate in, and support such programs. He stated that there is a culture of learning and an increased need for skills training for the members which the Department is providing.

President Loeb further observed that the Department's offerings and trainings provide great insight such that education, skills training are ingrained into the fabric of the IATSE. He highlighted the collaboration between and among the Education Department and other International Departments. President Loeb remarked that the IATSE's Education Department is the most comprehensive in the labor movement.

Also, President Loeb noted the Training Trust Fund's success, advising any local union in need of training to avail themselves of the opportunities available through the TTF.

Finally, President Loeb expressed appreciation to Director White and the Education Department pointing out that the Department was built from nothing, and it has been and will continue to be a

core part of the International in the years to come.

## **IATSE BROADCAST DEPARTMENT**

Co-Directors Fran O'Hern Steve Belsky together with International Representatives Kevin Allen, Justin Conway, and Rachel McLendon presented the report of the Broadcast Department.

As approved COVID-19 vaccines have facilitated more production models for the sports broadcast industry, the Broadcast Department has begun turning its efforts toward addressing changes brought about in the industry. As one example, the Department secured a successor contract covering four territorial jurisdictions in the southwestern United States. Many of the issues before the parties were linked to COVID-related production models. Hybrid production models have been addressed with the employer, clearing the way for progress toward the final stages of these talks, including economic components. Those involved have been patient and willing to work towards an acceptable solution to most issues.

Familiar companies continue to expand into various areas of the U.S. and the Department continues to adjust to major changes in the ownership of regional sports networks. Talks are currently being led by Department Representatives covering broadcast work on national cable networks as well. Bargaining continues towards a successor agreement with the Golf Channel. The unit's bargaining committee has been diligent in these negotiations by developing proposals in response to changing conditions and member input while working to build unit solidarity. The Department continues to raise and resolve grievances with this employer as negotiations continue.

The Department assisted Local 119

with preparation and negotiations for a successful renewal contract covering most of the work done in the San Francisco Bay Area and other parts of Northern California. An agreement was reached in November of 2021 and ratified shortly thereafter. The new contract, in addition to improved language in many areas, provides significant economic gains in both wages and benefits.

Working with Local 100 and International Vice President Daniel Di Tolla, a successor contract has been ratified and is now in place covering workers for one of the largest employers in the New York market.

The Department continues to assist with bargaining over the terms of a successor contract covering Local 317 in Indianapolis. Advances have been made in several areas including safety and equity in opportunities for advancement.

It has also provided resources to Locals serving local television stations in Detroit, New York, and Washington, D.C. The Department has established more consistent contact with Locals representing these workers to better understand the issues facing them and develop strategies to address them. The Department has been working to compel recalcitrant employers to return to the bargaining table and settle renewal contracts.

As has been previously reported, relatively new Locals in the broadcast realm have been recently chartered by the Alliance. A national Local for sports broadcast workers, chartered as Local 444, has adopted its constitution, and will soon elect its new leaders and begin the move towards autonomy. Similarly, the Department continues to work with members on the development of Local 305 in South Florida. The Local has ratified its first contract with a major crewing contractor and now has contracts with two other employers. The Local also has an upcoming election of officers.



International Representatives have assisted Locals 119, 414, 792, 793 and others in adopting best practices for Local administration while verifying that elected officials understand their responsibilities and the IA's available resources. The Department also continues to work on improving communications with Locals. Increased use of online messaging and direct outreach to members have made the various Broadcast Locals more connected with each other and the Department. During the IA's 2021 negotiations in the motion picture and television industry, the Broadcast Department expanded communications to keep broadcast members aware of developments and prepared to assist in the event of a strike.

Working with the IATSE Training Trust Fund, has ensured that employers have become current in their obligations to the Fund and are fully aware of the importance of continued contributions.

The Department continues to pursue various organizing efforts in both local markets and on a national scale. Organizing is underway among currently covered crafts, under-represented crafts, and emerging crafts throughout the industry.

In Iowa, the Department and Local 745 have successfully organized the largest broadcast employer operating in

the state working principally on college sports broadcasts. Following voluntary recognition based on a card-check agreement, a contract was negotiated and ratified. Efforts continue with other employers in the Midwest. Broadcasts of Los Angeles basketball games have recently been brought back under contract. This work, previously done under an IATSE contract, was awarded to a non-signatory employer. Working with the Hollywood Locals, the Department was able to successfully re-organize this work. The Department has commenced new organizing efforts with employees for an emerging national sports broadcast entity. Esports continue to loom as an area where technicians express interest in organizing. Representatives continue to better understand this field and investigate organizing opportunities in it. As the sports broadcast world is in a period of transition, the Department remains focused on the future, with the goal of maintaining safe and productive workplaces for current and future members and protecting their economic security.

President Loeb noted that a tremendous amount of work has been done by the Department and the Alliance is extremely pleased with these efforts. New organizing and renewed contracts have added to the Union's strengths. Company acquisitions and changing

technologies have presented challenges. However, training and education resources concerning leadership and industry skills are available. He expressed his appreciation for everything that the Department has done to keep workers safe and productive within this area.

## **IATSE CANADIAN AFFAIRS DEPARTMENT**

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Jason Vergnano, Krista Hurdon, Jeremy Salter, Monty Montgomerie and Cindy Jennings, Canadian Labour Congress Delegate Siobhan Vipond, IATSE Canadian Office Operations Manager Nate Richmond and Canadian Legal Counsel Ernie Schirru reported to the General Executive Board on Canadian matters (not covered in separate reports) since the General Executive Board meetings in July 2021 which proceeded virtually.

### **Organizing**

As previously reported at the last General Executive Board meetings, IATSE Canada continues to pursue aggressively organizing opportunities during the COVID-19 Pandemic. More specifically, the Department has been assisting in twenty-eight active campaigns involving eighteen local unions. Of those



International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Jason Vergnano, Monty Montgomerie and Cindy Jennings and Canadian Labour Congress Delegate Siobhan Vipond.



twenty-eight campaigns, twelve have resulted in a certification or are currently in litigation before the applicable labour board while four are the subject of ongoing negotiations with the target employers for bargaining rights.

The Department's organizing efforts have included the creation of a "Lost Wage Survey" which was distributed to members and non-members engaged in work in all IATSE jurisdictions. The purpose of the survey was to gather relevant information to assist in Department's lobbying efforts to the Canadian government for financial support. Of the over 1000 respondents, three hundred, fifty of them were non-IATSE entertainment workers. The Department is using the lessons learned from that survey and is in the process of creating an online portal where non-members can sign up to receive information from the IATSE and also sign-up to participate in various other IATSE events and organizing initiatives.

Over the last several months, the Department made it a priority to focus its organizing resources in geographic areas where the IA has low market share. The IATSE has seen organizing campaign success in these areas and is optimistic about successes in the future as well.

A summary of some of the Department's recent organizing initiatives is set out below.

#### ***Local 56 - Montreal - Stage***

The Centre Culturel Desjardins located in Joliette, Quebec has five venues, including the 856-seat Rolland Brunelle Hall, and the 512-seat Salle Julie-Pothier Hall and five auxiliary spaces within the region. This organizing drive was originally initiated in winter of 2020 with the support of Representatives Vergnano and Salter and relaunched in conjunction with a Local 262 organizing drive for Front of House workers at the Centre. A certification application was

filed for stagehands and a representation ensued which resulted in certification in November 2021.

#### ***Local 828 - Scenic Artists and Propmakers - Ontario***

Drayton Entertainment is theatre company operating eight different venues in the Province of Ontario. An application for certification was filed in respect of scenic artists/painters in December 2021. Drayton objected to the processing of the application on the basis that the scenic paint head of department was managerial and therefore ought to be excluded from the bargaining unit. After several days of litigation where the Local was represented by Canadian Counsel Ernie Schirru, the Ontario Labour Relations Board issued a lengthy decision in September 2021 confirming the head of department was properly in the bargaining unit. The ballots cast in the certification application were thereafter counted and Local 828 being certified as the exclusive bargaining agent for scenic artists/painters. The parties are now in the process of bargaining a first collective agreement with the assistance of Representative Jennings.

#### ***Local 250 - British Columbia Interior - Stage***

Local 250 is the newest IATSE Local in Canada, chartered on October 4, 2021 with forty-six members. It is a stage local covering the Interior of British Columbia. Long time IATSE member Chooch Paglaro played an instrumental role in securing bargaining rights in the BC Interior for the IATSE. Unfortunately, Chooch passed away after a brief illness on July 2021 after having received the IATSE International Presidents Award.

Local 250 will now service the IATSE's International Agreement with Spectra Venue Management that covers the South Okanagan Event Centre in Penticton that was previously serviced

by Local 118. Representatives Neville and Vergnano are working closely with the newly elected Local 250 officers and are in the process of scheduling training courses through the International Training Trust. Representative Salter will also be delivering COMET training to the Local in March 2022.

In the fall of 2021, the IATSE engaged Local 168 President, George Scott, as a special representative to assist Local 250 in securing an agreement with RG Properties, which manages Prospera Place. This agreement provides for significant increases in wages for affected employees as well as health and retirement benefits. With the assistance of the International, Local 250 held a working-at-heights course for the crew in Kelowna in anticipation of the first show under an IA agreement at the venue.

#### ***Local 118 - Vancouver - Stage***

The Vancouver Opera is the second largest performing arts organization in British Columbia and is the largest opera company in western Canada. Local 118 has historically represented the Opera's shop employees engaged in construction and props as well as stagehands. In November, 2021, the Local filed an application for certification with the BC Labour Relations Board to expand its bargaining rights to include pre-production employees working in the shop for wardrobe, hair, and makeup. An electronic vote followed which resulted in the Local becoming certified as the exclusive bargaining agent for these additional Opera employees.

#### ***Local 667 - Eastern Canada - Camera***

Local 667 has aggressively secured its jurisdiction in Eastern Canada, which has steadily expanded over the years to include different job classifications including Camera Car Drivers, Remote Head Techs, Telescopic Crane operators, Drone crews. In 2019, Local 667 organized



on-set Visual Effects Supervisors, Coordinators and Technicians into its promulgated agreement. In doing so, the Local has gone from one visual special effects (VFX) member working under agreement in 2019 to thirty-eight VFX members working under agreement in 2021 with earnings of close to \$1.5 million.

#### **Local 709 - Newfoundland & Labrador – Mixed**

Local 709 was primarily a motion picture production Local at the time of its charter in 2013, but it also represents some stage and front-of-house workers. In July 2021, the Local launched an organizing drive for the employees of Canadian AV Inc., the largest light, sound, and video rental company serving the Province of Newfoundland and Labrador. An application for certification for the ten full-time employees was filed in August 2021. A mail-in vote was subsequently held in September, 2021, but remains sealed pending the outcome of employer challenges that have yet to be scheduled by the Labour Board.

#### **Reality TV**

As reported previously, the IATSE formed a Joint Council with the CWA to organize reality productions in Canada. The Council's efforts to organize one of Canada's largest reality producers, Cineflix, operating in Ontario was pursued in conjunction with a class action lawsuit that was also filed and pursued in Ontario by some of the Cineflix employees seeking damages arising from Cineflix's failure to pay employees overtime and statutory holidays in accordance with Employment Standards legislation. A settlement of that class action suit was reached with Cineflix and approved by the Ontario Courts in December, 2021. The Joint Council has identified and is pursuing other possible organizing targets as well.

In October, *The Bachelor* – Season 26 shot one episode in Toronto. The Department was able to ensure the 50 Canadian crew members working on this episode worked under an IA Agreement – the first time this has occurred in Canada. The Department is currently in the process trying to finalize a collective agreement with the CBS reality television series "Tough as Nails" which is scheduled to shoot season 4 in Ontario in the summer of 2022. Representative Montgomery is working with Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe and Representatives Jamie Fry to establish a standard reality television collective agreement in consultation with Canadian Locals that would apply to U.S.-based IATSE signatory reality productions.

#### **Animation**

The Department continues its efforts to organize the animation industry in Canada. In addition to the recently finalized collective agreement between Local 968 and Titmouse Animation, IATSE continues to pursue several other organizing targets.

The Department also continues to assist animation workers generally. For example, in August 2021, a group of non-union animation workers employed by Tangent Animation Studios in Winnipeg, Manitoba and Toronto, Ontario approached the IATSE for assistance to secure termination pay following an abrupt closure of Tangent's operations without notice. IATSE sprang into action, providing free legal advice for these workers. In addition, IATSE initiated a letter writing campaign which included letters to Tangent demanding the immediate payment of termination pay to all affected employees and letters to the Manitoba and Ontario employment standards branches urging them to take steps to investigate the matter.

In December, 2021, IATSE's efforts to support these terminated non-union workers resulted in the Manitoba and Ontario employment standards branches ordering Tangent to pay the affected employees their employment standards termination pay entitlements. The total payout is estimated to be over \$4.5 million, with many workers receiving \$15,000 to \$20,000 in termination pay.

#### **Jurisdictional Agreement – Locals 634 and 514**

The Greater Ottawa region of Ontario and the Outaouais region of Quebec have seen an increase in film and television production in recent years. Due to their proximity, from time to time, a production originating in one jurisdiction may enter into the jurisdiction of the other, usually for a limited duration. The International assisted the Locals in finalizing a memorandum of agreement that establishes a framework for how the two Locals will address projects shooting in both jurisdictions.

#### **Bargaining**

Since August 2021, the Department has been involved in thirty-one collective bargaining negotiations involving nineteen separate local unions. Seventeen of these negotiations have already resulted in ratified collective agreements. Highlights of the Department's bargaining efforts are summarized below.

#### **Local 56 - Montreal - Stage**

In 2013, Local 56 filed for certification of the Montreal Canadiens when the employer took the position that all hockey related work was excluded from the Local's existing collective agreement covering concert productions. With the assistance of a Province appointed mediator, the parties came to an agreement that would resolve both collective agreements.



### ***Local 63 - Winnipeg – Mixed***

The Royal Winnipeg Ballet is Canada's oldest ballet company and the longest continuously operating ballet company in North America. Local 63 has held bargaining rights for stage hands for decades but was able to secure bargaining rights for the Ballet's wardrobe department employees in April of 2021. With the assistance of the International, the Local finalized a first collective agreement for the wardrobe department with many substantial improvements.

### ***Local 105 - London / St. Thomas / Sarnia – Mixed***

Local 105 has a collective agreement covering the Budweiser Gardens agreement with Spectra Management that predates the International's agreement with Spectra. In the fall of 2021, the International assisted Local 105 Business Agent Terry Barker and the Local in securing a new 5-year agreement with Spectra. The Department congratulates Business Agent Terry Barker, who recently stepped down as the Local 105 Business Agent after having served in that position for thirty-four years.

### ***Local 129 - Hamilton/Brantford – Stage***

With the assistance of Representative Jennings, Local 129 completed bargaining renewal agreements with both Hamilton Scenic and Theatre Aquarius. Both agreements provided wage increases in line with cost of living as well as increases to both retirement and health contributions. The Local was also able to conclude bargaining a new agreement with Soundbox, a local labour and equipment supplier. The Local was also able to secure for its members in connection with the Canadian Football League's 2021 Grey Cup championship game festivities and half-time show which were held in Hamilton, Ontario in November 2021.

### ***Local 295 - Regina/Moose Jaw – Mixed***

The International assisted Local 295 in bargaining a renewal collective agreement with the Globe Theatre, Saskatchewan's the largest performing arts organization. The new agreement contained many improvements and recognition of Truth and Reconciliation Day as a paid holiday under the agreement. In addition, casuals will receive wage increases up to thirty percent over the course of the agreement.

### ***Local 411 – Toronto - Production Coordinators, Craft Services, Honeywagon Drivers***

The International assisted Local 411 in negotiating a renewal collective agreement with the CMPA covering craft services and honeywagon drivers.

### ***Local 822 – Toronto - Theatrical Hair, Makeup and Wardrobe***

The Local and the International are bound to two agreements with Live Nation covering all theatrical and music venues within the City of Toronto. The two agreements were recently negotiated with Live Nation and consolidated into one, with working terms and conditions now based on the better, higher terms originally set out in the theatrical agreement, annual wage increases and improved vacation pay, health and retirement contributions. The new collective agreement also now covers History, the newly opened 2,500 seat performance venue in partnership with musical performer Drake.

### ***Local 828 – Province of Ontario - Scenic Artists and Propmakers***

In addition to the International continuing to assist Local 828 in its ongoing bargaining of a first collective agreement with Drayton Entertainment, the International assisted Local 828 in the bargaining of a renewal agreement with the London Grand, a not-for-profit regional theatre that contained many improvements including the addition of

Domestic Violence Leave.

The International also assisted Local 828 in negotiating a renewal of its collective agreement with Souleppper Theatre.

### ***Local 873 - Toronto - Motion Picture Technicians***

The rapid growth of the motion picture industry in the Greater Toronto Area is resulting in more productions shooting outside of the Greater Toronto Area. In September 2021, Local 873 entered into a Memorandum of Agreement with Local 471 covering the performance of film and television work in and around Kingston, Ontario that will allow Locals 873 and 471 to work cooperatively to crew productions.

### ***Local B-778 – Vancouver – Front of House***

Chartered in 2020, Local B-778 was able to conclude bargaining on four agreements in 2021, three of which were summarized here.

Local B-778 finalized a first agreement with CARFAC, a not-for-profit organization that advocates for visual artists in British Columbia. Highlights of the agreement include a increases to cover health care expenses, annual wage increase three weeks' paid vacation, a strong and clear grievance procedure and a paid union orientation meeting for new employees.

The Local finalized a first collective agreement with Cineworks, an independent, artist-run, production and exhibition centre that supports local independent filmmakers in Vancouver. Highlights of the agreement include wage increases over the life of the agreement, three (3) additional statutory holidays, sick, personal and vacation days, paid bereavement leave and health contributions for those who do not otherwise qualify for the employer's health plan.



The Local finalized a first collective agreement with Gallery Gachet, a non-profit artist-run centre located in the Downtown Eastside neighbourhood of Vancouver, on the stolen, sacred, and ancestral homelands of the xwməθkwəy'əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətaʔl (Tsleil-Waututh) Nations. Gallery Gachet is a collectively-run exhibition and studio space built to empower participants as artists, administrators and curators. Highlights of the agreement include annual wage increases over a 3-year term, paid sick days, paid bereavement leave, paid meal periods, a health contribution and vacation entitlement. As a gallery with a specific focus on indigenous and mental health awareness, the agreement recognizes National Indigenous Peoples Day and Truth and Reconciliation Day as paid holidays. Both parties have also agreed to the inclusion of a "Discipline Circle", which is rooted in Indigenous culture and customs. The Discipline Circle provides a more equal footing for all, as it is comprised equally of union and employer designates. If the Discipline Circle's decision is not unanimous, the parties revert to standard union procedures. This approach shows both party's shared commitment to intersectional Anti-Oppression and Indigenous Reconciliation, and is a collaborative tool for resolving workplace issues.

#### **British Columbia Film Council Bargaining**

The BC Council of Film Unions, consisting of Locals 891 and 669 and Teamsters Local 155, is party to a term agreement with both the Alliance of Motion Picture and Television Producers and the Canadian Media Producers Association called the BC Master Agreement. The Agreement expired March 31, 2021. Bargaining began in early February 2021. Although the parties met twenty-two times, they were unable

to reach an agreement. As a result, the BC Council filed for non-binding mediation with the BC Labour Board and attended a mediation session in June 2021. This mediation session did not result in any breakthroughs in bargaining, so the parties filed submissions with the mediator setting out their respective best and last proposals. The mediator used these submissions to form the basis for a report containing recommendations to settle a renewal agreement that was issued in August, 2021 that included, among other things, 3% wage increases retroactive to early July, 2021. Shortly thereafter, the Council communicated its willingness to accept the mediator's recommendations. In September, 2021, the AMPTP/CMPA responded by tabling a bargaining proposal that accepted some of the mediator's recommendations and rejecting others. In October, 2021, the Council rejected the employer proposals that varied from the mediator reports and reiterated its willingness to renew the collective agreement on the terms as proposed by the mediator. In late October, 2021, the parties met to further discuss the employer proposals but no resolution was achieved. In November, 2021, a further mediation session was held and while some understandings were reached on some of the outstanding items, the parties were not able to come to agreement on terms relating to application and binding nature of the BC Master Agreement and terms relating to diversity. An unfair labour practice complaint was subsequently filed with the BC labour board by the Council alleging, among other things, that the AMPTP/CMPA are bargaining in bad faith. The BC labour board has since issued a bottom line decision advising the parties that the AMPTP/CMPA cannot push the terms relating to application and binding nature of the BC Master Agreement and terms relating

to diversity to impasse. The BC Council is optimistic the decision will allow the parties to reach a renewal agreement in the near future.

#### **Local 906 - Charlottetown – Mixed**

International Representative Vergnano assisted Local 906 in bargaining a 4-year renewal agreement with the Confederation Centre of the Arts that contained a substantial number of improvements.

#### **Local B-173 - Toronto/Hamilton – Theatre Employees – Special Departments**

This front-of-house local continues to grow and, as a result of a series of aggressive organizing campaigns, they were at the bargaining table for most of the last six months with assistance from Representative Montgomerie and retired Representative Peter DaPrato.

In September, 2021, the International first assisted the Local in securing a renewal collective agreement with Deluxe Distribution. Also in September, 2021, the Local finalized and ratified a 5-year renewal collective agreement with T.O. Live.

In October, 2021, the Local finalized and ratified a first collective agreement with Toronto Artscape covering seven venues across Toronto. Highlights of the three-year Artscape agreement include substantial annual wage increases for supervisors and for staff, employer health plan contributions, employer retirement plan contributions, minimum calls, paid sick days, reimbursement for uniform and taxi costs, and, for the first time in any Local B173 agreement, guaranteed hours of work per year.

### **DIVERSITY**

On June 30, Bill C-5: An Act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Day for Truth and Reconciliation) received Royal Assent. In



the result, September 30 is now an official federal holiday, known as the National Day for Truth and Reconciliation. The National Day for Truth and Reconciliation is intended to both honour residential school survivors, their families and communities and to also ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process. Currently, the statutory holiday is only required to be observed by federally regulated employers and those employers operating in Manitoba, Nova Scotia and Prince Edward Island. The IATSE and its Locals have, however, made it a priority to bargain recognition of the holiday in all collective agreements. To date, recognition of the National Day for Truth and Reconciliation has been secured in the International's Pink Contracts and in collective agreements covering the following workplaces: the Arts Club Theatre in Vancouver, the Citadel Theatre in Edmonton, the Globe Theatre in Regina, and the Charlottetown Festival in Charlottetown.

As previously reported, the International continues to work with Reconciliation Education to offer reconciliation training and education to Canadian IATSE members in both English and French. The training course was created through a partnership involving the First Nations University of Canada, Indigenous Education: The National Centre for Collaboration and the Aboriginal Healing Foundation. The course features ten interactive modules that provide anti-racist training on the basic foundations of reconciliation.

With the rapid growth of the IATSE's membership in the province of Quebec, the Canadian Office has worked diligently to increase its ability to service Locals in French. All correspondence, (emails to Locals, to the membership, press releases, etc.) are sent in both English and

French, and everything on the Canadian website is also available in both French and English. In addition, the Canadian Office has recently hired Administrative Assistant Mackenzie Larochelle, who is fluent in both English and French. The Canadian Office is also working with Director of Education Patricia White and Training Trust Fund Executive Director Liz Campos to provide access to IATSE's various training and education programs in French, including LinkedIn Learning, the TTF website, Safety First courses and more.

IATSE Locals across Canada have also initiated their own initiatives to address issues of diversity and inclusiveness. Efforts to date include:

- surveys to get an accurate assessment of the makeup of Local members,
- implementation of membership recruitment and retention strategies from under-represented communities,
- implementation of skills training for working on textured and hair and a variety of skin tones,
- mandatory respectful work practices training,
- land recognition practices prior to meetings and/or events,
- enhancement of French services available to IATSE French speaking members,

- implementation of mentorship programs,
- revisions to Local Constitution and Bylaws to ensure gender neutrality and the inclusion of supports for members starting families,
- bargaining of contractual terms to support diversity and inclusiveness,
- enforcement of contractual and statutory obligations of employers to ensure safe and respectful workplaces.

## CANADIAN NATIONAL HEALTH PLAN

The Canadian National Health Plan was formed ten years ago with incredible cooperation by many local leaders and participating health plan trusts. The Plan now has participating divisions covering over 28,000 lives.

International President Loeb remarked that a lot was included in the report, remarking that its comprehensive, holistic approach to representing members, servicing Locals, is successful. He especially noted the progressive programs, the active organizing campaigns which are extraordinary. Regarding organizing, President Loeb commended the Department and the Locals for the work done in animation, special effects and gaming. President Loeb thanked Vice President Lewis and the Canadian Department for all of their exemplary



**General Counsel Samantha Dulaney, Associate Counsels Adrian D. Healy and Jacob J. White.**



work. In doing so, President Loeb commended the Department for the numerous member services initiatives it has undertaken.

## **IATSE LEGAL DEPARTMENT**

General Counsel Samantha Dulaney, Canadian Counsel Ernie Schirru, Associate Counsels Adrian D. Healy and Jacob J. White, and Michael Short, Esq. updated the General Executive Board on recent developments in legal matters and affairs.

Canadian Counsel Schirru provided the General Executive Board with a summary of the Ontario Labour Relations Board's recent decision in *IATSE Local 828 v Drayton Entertainment*. Counsel Schirru explained that the success of Local 828's application to represent Drayton's scenic painters hinged on a determination of whether the head of the scenic paint department was properly in the bargaining unit, as alleged by the Local, or properly excluded from the bargaining because they exercised sufficient managerial authority, as alleged by the employer. Counsel Schirru reviewed the various factors considered by the Board in its decision ultimately confirming the head of department was properly included in the bargaining unit. He then went on to explain how and why the Board's decision in *Drayton* will also serve as an important precedent for both stage and motion picture Locals engaged in organizing campaigns across Canada in the future as well. Counsel Schirru concluded his remarks by providing the General Executive Board with an update on the status of both court and arbitral jurisprudence relating to COVID-19 mandatory vaccination policies across Canada.

Counsel Healy described recent workplace-focused litigation, particularly at the federal level in the United States. Hundreds of lawsuits between employers and employees in state and federal

courts around the U.S. have been filed relating to the pandemic. A growing number of these have been challenges to workplace vaccination requirements (either government-imposed mandates, or employer-imposed mandates in the private sector). These suits, particularly January 2022 decisions by the U.S. Supreme Court have caused some confusion for employers, employees, and the public. The Supreme Court's cases have largely hinged on a detailed review of government agency authority in the context of the specific aspect of challenged mandates.

In *National Federation of Independent Business v. Department of Labor*, 595 U.S. \_\_\_ (2022), the Supreme Court issued a decision invalidating the Occupational Safety and Health Administration's (OSHA) COVID-19 vaccination (or alternative testing) mandate for certain private businesses. OSHA's rule would have required all employers with 100 or more employees to compel employees to either be fully vaccinated against COVID-19 or regularly tested. This would have covered approximately 84 million workers. The Court found that those challenging the OSHA rule were likely to successfully establish that OSHA lacked authority to impose the mandate, since OSHA is empowered to set workplace safety standards, not broad public health measures. This case thus turned on whether OSHA could properly issue this mandate, not the legality of government vaccination requirements generally or this particular vaccination requirement itself.

On the other hand, also in January 2022, in *Biden v. Missouri*, 595 U.S. \_\_\_ (2022), the Supreme Court upheld a vaccine mandate issued by a different federal agency, the Centers for Medicare and Medicaid Services (CMS). This rule applied to health-care workers at 76,000 federally funded facilities. The Court

upheld CMS's mandate, reasoning that CMS has comprehensive authority to set standards for institutions receiving federal funds. These cases both involved vaccine mandates at the federal level and the mandates, including the CMS rule, would allow employees to qualify for a medical or religious exemptions to the vaccine mandates. There are a wide range of similar vaccine mandates that have been imposed at the state and municipal level. Those mandates will likely continue to face challenges over the coming months, in various U.S. locations.

Despite the Supreme Court's decision in the OSHA case, private employers have remained independently capable of making their own decisions about vaccine requirements for their employees. There have been a smaller handful of cases involving private (non-government) mandates in the federal courts, and decisions in these cases have largely sided with employers. In other words, private policies have mostly been validated.

Counsel White provided the Board with an update regarding the National Labor Relations Board. For the first time in nearly five years, the NLRB has a Democratic majority and a worker-friendly General Counsel in Jennifer Abruzzo.

The Trump NLRB broke with tradition by significantly changing the law without requesting input from interested parties. New NLRB Chairman Lauren McFerran has signaled that the Biden NLRB will end this practice and will invite briefing from interested parties prior to making big changes. While that approach is certainly fairer, it also means change will be slower under the Biden Board than it was under the Trump NLRB.

So far, the Biden Board has invited briefing in five cases. First, in *Thryv, Inc.*,



371 NLRB No. 37 (2021), the Board is considering modifying its traditional make-whole remedy in unfair labor practice cases to include consequential damages. Currently if an employee is unlawfully terminated, for example, they would only be entitled to payment of lost wages and benefits as a remedy for the unlawful termination. The employee would not be entitled to consequential damages, which could include, for example, out of pocket medical costs incurred because of loss of health insurance.

Second, in *American Steel Construction, Inc.*, 371 NLRB No. 41 (2021), the Board is considering modifying its standard for determining when a bargaining unit is appropriate for collective bargaining. It appears likely that the Biden Board will return to the framework from its *Specialty Healthcare* decision, which makes it much more difficult for employers to add workers to a union's proposed bargaining unit. As everyone has seen in high-profile cases across the country involving Amazon and Starbucks, employers repeatedly abuse the representation process to deny employees their right to form a union by trying to add employees to the union's proposed bargaining unit. Returning to *Specialty Healthcare* would be a welcome development.

Third, in *The Atlanta Opera, Inc.*, 371 NLRB No. 45 (2021), a case involving IATSE Local 798, the Board is considering modifying its independent contractor standard. Independent contractors are not covered by the National Labor Relations Act, and therefore cannot organize under the Act and are not protected from retaliation if they engage in organizing activities. The Biden Board seems to be looking to return to an earlier, more employee-friendly test.

Fourth, in *Stericycle, Inc.*, 371 NLRB

No. 48 (2022), the Board is considering modifying its standards for evaluating employer work rules that infringe, or potentially infringe, on employee rights, and overturning a Trump Board decision that has made it much harder to challenge employer rules.

Finally, in *Ralphs Grocery Company*, 371 NLRB No. 50 (2022), the Board is evaluating whether certain provisions in arbitration agreements infringe on employee rights. Some employers insist that employees sign arbitration agreements that require them to keep information concerning arbitrations confidential. Forcing employees to maintain confidentiality in these situations can have a chilling effect on efforts to combat harassment and discrimination in the workplace.

The Legal Department will continue to monitor these cases and keep the Board apprised of any developments.

Michael Short provided an update on the United States Supreme Court. Supreme Court Justice Stephen Breyer announced his retirement on January 27, 2022, after a distinguished career on the bench. Justice Breyer helped to keep in place certain fundamental rights, including a woman's right to an abortion, and helped create a new fundamental right, same-sex marriage. Justice Breyer will officially retire at the end of the current Supreme Court term.

Following Justice Breyer's announcement, President Biden announced he would nominate a new justice to the Court before the end of February. President Biden said "[t]he person I will nominate will be someone of extraordinary qualifications, character, experience and integrity. And that person will be the first Black woman ever nominated to the United States Supreme Court."

On February 25, 2022, President Biden announced he nominated Judge

Ketanji Brown Jackson to fill the U.S. Supreme Court vacancy. Judge Ketanji Brown Jackson has an extensive resume, which includes:

- A sitting judge of the D.C. Circuit Court of Appeals
- A former clerk for Justice Breyer
- A former assistant federal public defender

Once President Biden makes his selection the next step is for the nominee to be confirmed by the Senate. A Supreme Court nominee is confirmed by a simple majority vote in the Senate. The Senate is currently made up of 50 Democrats and 50 Republicans, but the good news is that Vice President Kamala Harris casts a vote should there be a 50-50 tie.

Concerning the whole of the federal judiciary, as of March 3, 2022, there are thirty-seven nominations awaiting Senate action. Moreover, on a positive note, forty-six nominees have been confirmed during President Biden's Administration, which is the most in the first year of a president since 1981.

Finally, General Counsel Dulaney described the many professional development and legal industry activities the Department has engaged in since the last Board meeting. In addition to their work as editors on various labor law treatises, the International's attorneys are frequently asked to speak at industry events.

President Loeb thanked the Department for its report. The Alliance's political activism continues to be reflected in positive changes in the legal arena. The NLRB is now considering making meaningful changes in the law that will benefit working people, and the anti-worker drift of the federal courts has been slowed.

## **IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT**

Political/Legislative Department



Director Tyler McIntosh and Assistant Political/Legislative Department Director Jackson Rees reported on IATSE's recent legislative achievements and progress on policy priorities in the United States and provided an update on engagement with the Biden administration.

### ***Legislative Update***

In early February, the International released updated federal legislative priorities for the second session of 117th United States Congress – captured in the 2022 IATSE Federal Issue Agenda. The IATSE Federal Issue Agenda highlights core issues facing behind-the-scenes workers employed throughout U.S. entertainment industry and conveys the union's federal policy priorities to elected officials.

After collectively achieving unprecedented pandemic relief for IATSE workers and the entertainment industry in 2021, IATSE's core agenda remains 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 reflects the overwhelming adoption of resolutions by 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 2022 IATSE Federal Issue



Agenda can be found on the Political/Legislative page of IATSE.net for Locals and members to utilize in legislative advocacy with federal elected officials.

On July 28, 2021, Representatives Judy Chu (D-CA) and Vern Buchanan (R-FL) reintroduced the bipartisan Performing Artists Tax Parity Act (PATPA) in U.S. House of Representatives. That was followed by introduction of a Senate version of the same bill by Senators Mark Warner (D-VA) and Bill Hagerty (R-TN) in September, marking the first-time the bill has been introduced in the Senate.

IATSE partnered with Representatives Chu and Buchanan and Senators Warner and Hagerty on this critical legislation that updates the Qualified Performing Artist (QPA) tax deduction, correcting a consequence of 2017 Tax Cuts and Jobs Act that drastically increased taxes for many behind-the-scenes entertainment workers. In the 2017 tax cuts, IATSE members lost the ability to deduct common work-related expenses. If passed, PATPA would allow IATSE members making \$100,000 or less annually – \$200,000 or less for couples filing jointly – to once again deduct expenses incurred in the course of their employment as they were able to do prior to the Trump Administration's tax cuts.

Upon PATPA's reintroduction, President Loeb stated, "This is an excellent example of Congress putting aside partisanship to right a wrong that affects thousands of middle class behind-the-scenes entertainment workers and creative professionals. This unnecessary tax hike has been hurting our members long before the COVID-19 pandemic shut down our work and wiped out our wages. Now, with a full return to work in sight, Congress should pass this bill, restore tax fairness, and ensure our workers come back stronger than before."

IATSE is urging all members of the House and Senate to support passage of this legislation. On December 1st, IATSE launched a Congressional letter writing campaign in coordination with several arts and entertainment unions to "Tell Congress to Restore Tax Fairness for Arts Workers by supporting the Performing Artist Tax Parity Act (PATPA), H.R. 4750/S.2872". To date, 39,954 letters have been sent to Members of Congress asking them to co-sponsor and vote in favor of this legislation.

Fight to pass the Protecting the Right to Organize (PRO) Act in Congress continues to face an uphill battle getting 60 votes in Senate, or alternatively reforms to the filibuster



that would allow the legislation to pass with a simple majority. The Political/Legislative Department, Education & Training Department, and Legal Department collaborated to produce two abbreviated video presentations of IATSE PRO Act Webinar: What You Need to Know: The PRO Act in 15 Minutes – <https://attendee.gotowebinar.com/recording/2493233192909162241> and What You Need to Know: The PRO Act in 2 Minutes – <https://attendee.gotowebinar.com/recording/295814124822144514>. Presentations explain how the PRO Act will empower America's workers and inform IATSE members of what they can do to help pass the legislation.

The Department partnered with the Communications Department to build a PRO Act webpage on IATSE.net. It provides an overview of the legislation and a full toolkit of resources for Locals and members to utilize in their legislative activism. It can be accessed via link on Political/Legislative webpage, or <https://iatse.net/political-legislative/pro-act/>.

IATSE has been actively lobbying priority issues for the reconciliation package known as the Build Back Better Act. The twelve arts, entertainment, and media unions within the Department for Professional Employees, AFL-CIO sent a letter to the House and Senate in August 2021 outlining union creative professionals' key priorities for the Fiscal Year 2022 budget reconciliation process.

Two weeks after President Biden signed the bipartisan Infrastructure Investment and Jobs Act into law, the House of Representatives passed a version of the Build Back Better Act on November 19th. IATSE priorities in the House-passed version of Build Back Better Act were: a national paid family and medical leave program that would provide up to four weeks of paid leave for new parents, Americans caring for a

family member, or those with their own medical conditions (all IATSE members would be eligible); civil monetary penalties for employers charged with unfair labor practices; restoring tax deductibility of union dues; expanded healthcare access by extending Affordable Care Act subsidies from the American Rescue Plan for three years. Additional provisions included historic investment in childcare, universal preschool for three and four-year-olds, extending the enhanced Child Tax Credit from the American Rescue Plan through 2022, and imposing a minimum tax of fifteen percent (15%) on profits reported by billion-dollar corporations.

Senate Majority Leader Schumer aimed to pass the Build Back Better Act in Senate by Christmas. On December 19th Senator Joe Manchin (D-WV) announced he would not support the bill, dooming the House-passed version without support of fifty Democratic Senators.

Senate Democratic leadership began 2022 with a push on voting rights and election legislation. They sought to pass the John R. Lewis Voting Rights Advancement Act and the Freedom to Vote Act. IATSE joined with other labor unions in a campaign to urge all U.S. Senators to vote yes on these bills and reform the filibuster so a simple 50-vote majority could protect the fundamental right to vote. The Department issued a call to action for all U.S. Locals and members to join the fight for voting rights by utilizing the AFL-CIO "Sideline the Filibuster" toolkit.

The legislation was unanimously blocked from consideration by Republican Senators using the filibuster. A vote was held on reforming the filibuster to allow for consideration of these bills. Senators Manchin (D-WV) and Sinema (D-AZ) opposed changes to

filibuster and the effort failed.

### ***Executive Branch / Administration Update***

On July 28, 2021, the U.S. Senate confirmed Gwynne Wilcox and David Prouty to National Labor Relations Board (NLRB) by bipartisan votes of 52-47 and 53-46 respectively. They joined current NLRB Chairman Lauren McFerran in restoring the Board to a pro-worker, Democratic majority for the first time in almost four years. Ms. Wilcox and Mr. Prouty have demonstrated through their careers a commitment to protecting workers' rights under the National Labor Relations Act and understand the role unions play in securing livable wages, safe workplaces, and necessary benefits for America's workers. Ms. Wilcox is first Black woman to serve on the NLRB in the agency's 85-year history.

Confirmations of Wilcox and Prouty came one week after the Senate confirmed Jennifer Abruzzo to be NLRB General Counsel. Ms. Abruzzo has fought for working people her entire career, most recently as counsel at the Communication Workers of America. She served as deputy general counsel and acting general counsel at the NLRB for over two decades.

These nominations are examples of President Biden's continued commitment to working people and fighting for their right to bargain collectively at highest levels of government.

Director McIntosh reported that the level of engagement IATSE has experienced from Biden Administration is unprecedented.

On September 8th, White House invited a representative of each labor union to a reception with President Biden, Secretary of Labor Marty Walsh, and AFL-CIO President Liz Schuler in honor of unions and the Labor Day holiday. Director McIntosh thanked President Loeb for the privilege of



attending this event as a representative of the IATSE.

On September 13th, Secretary Walsh visited IATSE Local 720 in Las Vegas to talk about Administration's efforts to build our economy back better and put power into the hands of working people. Among the topics discussed were the PRO Act and the importance of extending healthcare coverage for entertainment workers who continue to be out of work through no fault of their own. Director McIntosh thanked IATSE Local 720 President Phil Jaynes for coordinating this visit.

On August 23rd, President Loeb & Director McIntosh met with U.S. Trade Representative Ambassador Katherine Tai to share why IATSE members need strong copyright protections in U.S. trade agreements. Ambassador Tai shares IATSE's position and emphasized the importance of a worker-centered trade policy.

On January 10th, President Loeb, Stagecraft Department Director Joe Hartnett, and Director McIntosh met with National Endowment for the Arts (NEA) Chair, Dr. Maria Rosario Jackson to share how NEA impacts job growth and work for IATSE skilled craftspeople. They discussed how to collaborate on increasing federal arts funding, the importance of NEA's prevailing wage and workplace safety protections, IATSE's efforts to update the NEA prevailing wage standard to apply to all NEA grants, and AEMI Diversity, Equity, and Inclusion Policy Agenda recommendations for NEA, including the establishment of a Chief Diversity Officer.

On February 7th, the White House Task Force on Worker Organizing and Empowerment – led by Vice President Kamala Harris as Chair and Labor Secretary Walsh as Vice-Chair – released its report that includes nearly seventy recommendations to promote worker

organizing and collective bargaining. Director McIntosh, in consultation with the IATSE Craft Departments, worked with the task force to provide input during preparation of the report and IATSE has praised the recommendations that were made. IATSE was pleased to see recommendations regarding strong labor standards applied to federal grant funds, preventing and addressing worker misclassification, eliminating barriers to union eligibility for federal grants, and making the federal government a model employer. IATSE looks forward to continued collaboration with the task force to implement executive actions that increase worker organizing and empowerment in arts and entertainment industries.

### ***Political Update***

The Department secured a congressional letter authored by Congressman Adam Schiff (D-CA) and Senator Alex Padilla (D-CA) to the Alliance of Motion Picture and Television Producers (AMPTP) urging them back to the table to negotiate collaboratively with approximately 60,000 IATSE workers to reach fair successor contracts for the Basic Agreement and the Area Standards Agreement. One-hundred-eighteen Members of U.S. House and Senate joined Rep. Schiff and Sen. Padilla in signing the letter. The letter was sent to AMPTP President Carol Lombardini on September 30, 2021 and stated, "the key issues in this negotiation, as we've come to understand them, are about worker dignity and basic human necessities. We are unified in our belief in the importance of living wages, sustainable benefits, and reasonable rest periods between shifts and during the workday." The letter featured prominent names including Senate Majority Leader Chuck Schumer (D-NY), House Democratic Caucus Chair Hakeem Jeffries (D-NY), Sen. Bernie Sanders (I-VT), and Sen.

Elizabeth Warren (D-MA). The letter was covered and published in numerous national publications and trade press. Thirty-three Members of Congress sent a tweet in support of IATSE workers, as did scores of state elected officials and candidates for office. One-hundred-twenty Democratic Members of Congress standing with IATSE workers represented an unprecedented showing of solidarity and is a testament to the relationships IATSE has built.

IATSE won several awards at the 2021 International Labor Communications Association (ILCA) Labor Media Awards. IATSE's awards included "Honorable Mentions" for two pieces of political/legislative communication from its 2020 political program. In the "Political Action/Organizing Campaign" category, the Watch Donald Trump cross an IATSE Picket Line mailer received an Honorable Mention in the "Best Mail Piece" category and Letter Campaign: Tell Congress to include displaced entertainment workers in relief package received an Honorable Mention in the "Best Collateral" category.

Assistant Director Rees reported on 2021 electoral results. The Republican-backed anti-worker effort to recall California Governor Gavin Newsom was defeated on September 14, 2021. The recall effort was funded by anti-union millionaires to roll back decades of progress on workers' rights in California. Nearly 62% of voters voted against recalling Newsom from office. The dominant vote margin opposing the recall was a testament to the program that organized labor ran and the effort that California IATSE Council (CIC) and California IATSE Locals put in.

The Department was also engaged in the AFL-CIO Labor 2021 program in New Jersey and Virginia. It encouraged members in New Jersey and Virginia to participate in State Federation and Central Labor Council labor programs.



It coordinated with IATSE District Secretaries and Political Coordinators to highlight opportunities for phone banking, labor walks, and literature drops. The Department applauded the work of Greg Hancox for his efforts to engage New Jersey IATSE members in this election in his capacity as IATSE District 10 Secretary, Local 59 President, and Secretary-Treasurer of Hudson County Central Labor Council.

The Department is developing and hosting a series of training webinars and forums for IATSE local union political coordinators in 2022 focused on foundational elements of successful local union political programs. The Department partnered with the Education and Training Department to present the first webinar in this series, "Political Coordinator 101" on January 6th and had one-hundred-four participants. The training was an introductory overview of the role of a Political Coordinator, basic structure of a Local political program, and a foundational outline of Local political/legislative activism utilizing IATSE resources. The webinar was open to all U.S. Local officers and appointed local union political coordinators, and was recorded and is available as a training resource for future political coordinators and officers. It can be accessed at <https://attendee.gotowebinar.com/recording/8001993159592265219>.

Vice President Davis, on behalf of the California IATSE Council, thanked the Department for all its help in supporting the Union's political efforts in California. Vice President Carlson also thanked the Department for its help in motivating and energizing voters. Vice President Barnes noted the importance of supporting the grassroots efforts in key races, which can make the difference between winning or losing.

President Loeb thanked the Department for its report. The political

and legislative work provides important tools the Union can use to help its members in serious, concrete ways. Those tools became extremely important during the pandemic. President Loeb noted that voting rights are the single most important issue that there is right now. None of the other things will matter if people are prohibited from voting. All the Locals and their leaders should focus on defending against this blatant attack on democracy. The Union has seen concrete, identifiable gains as part of its political efforts. It is important that those efforts continue.

### **IATSE DISASTER RESPONSE COMMITTEE**

International Vice President Damian Petti, International Trustee Andrew Oyaas, Director of Communications Jonas Loeb, Assistant Director of Motion Picture and Television Production Daniel Mahoney, International Representative Wade Tyree, and Local 478 Secretary-Treasurer Dawn Arevalo reported on the activities of the Disaster Response Committee. During the past six months the Committee offered support in response to large-scale events that have taken place.

The Committee reached out to Locals in areas affected by flooding in the Pacific Northwest, which stemmed from rivers in Canada and the United States and a series of tornadoes in the Ohio River Valley. With respect to the December 2021 Ohio River Valley tornadoes, Trustee Oyaas reported that the Committee's efforts in the past six months have focused on enhancing communications with Locals and members surrounding disaster events. The Committee has begun to use District Secretaries as a conduit for gaining information after an event. In connection with the Ohio River Valley tornado outbreaks the Committee corresponded with the District 8 Secretary to gather more information

about the events. The Committee also noted the importance of preparations surrounding winter hazards, particularly in areas where winter weather is often severe. As an example, the Committee pointed out dangerous winter snow that paralyzed areas of Virginia in January.

The most recent hurricane season in the Atlantic brought several named storms, which added heavy rains to areas not usually prone to hurricane flooding, such as the metropolitan New York City area and the southern coast of New England. Fortunately, none of these storms required the Committee's assistance.

However, the IA's kin in coastal areas again endured a major hurricane when the most intense and destructive storm of the season—Hurricane Ida—struck Louisiana in August 2021. The Committee and Local 478 Secretary-Treasurer Arevalo, together with local officers and members prepared for and reacted promptly to the storm. Many basic supplies were difficult to find leading up to the storm, evacuations were difficult, and for many people sheltering in place was the only option. Local 478's offices were primed for the storm and after it passed the New Orleans area, recovery work began.

The office secured a generator delivered from out of state and basic office operations began which included calls to members to assess their needs. International Trustee Oyaas was able to deliver a generator and needed supplies to Local 478's offices in the wake of the storm. He noted that relief trips like this can be done with proper planning. Keeping enough fuel and food available while traveling in the affected area was crucial. The Local's staff gathered responses to a survey about needs. Volunteers reached out first to the members in the hardest areas. Calls continued to members to assess their



needs, if any. Members began meeting at the office to volunteer for repairs, clear debris, charge their electronics or simply take advantage of food and ice provided by the Local. Members came together to help each other. One of the greatest resources the members offered was home repairs during the three weeks following the storm. After several days, the Local's efforts turned to assisting members with access to financial and mental health resources. Behind the Scenes, the Actors Fund, and the Walsh/Di Tolla/Spivak Foundation offered aid. The AFL-CIO offered supplies that the Local would also access.

Preparations and reliable communication channels that can be established prior to an event will lead to successful recovery efforts, which can often be improved. Supplies of important items can be maintained in advance (e.g., food, water, tools cash and payment methods for gas and shelter; generators or emergency power sources.) The Committee and Local learned valuable lessons about immediately initiating the IA's response. The Committee is developing a standard list of needed items after an event to publish and distribute. District 7 is exploring the possibility of establishing a permanent storage of supplies in the New Orleans area. The events that the Disaster Response Committee will respond to in the future are expected to become more numerous and more devastating.

Finally, the Committee provided an update on the COVID-19 pandemic and the numerous ways that COVID continues to affect society. The numbers continue to be sobering, especially in light of new variants and vaccination rates. The Committee urged members to continue to take steps to remain healthy.

President Loeb thanked the Committee for its report. He noted that natural disasters are prominent,

and the Alliance has not always been well equipped to deal with them and established the Committee to change that. The Committee has developed agile and structured responses and created a network that would serve members in times of need. He noted that we will continue to mobilize and work together in solidarity to confront disasters.

### **IATSE DIVERSITY, EQUITY AND INCLUSION COMMITTEE**

Diversity, Equity, and Inclusion Committee Co-Chairs Liz Pecos and Kimberly Butler-Gilkerson, and Committee Members Communications Coordinator Megan Greene, DeJon Ellis, Jr., and Bryant Preston gave the Committee's first in-person report to the General Executive Board. Co-Chair Pecos noted it was a great honor to present on behalf of absent Committee members and our diverse IATSE members. She stated that visibility matters, and the presence of more women, Black, Indigenous, People of Color, LGBTQIA+ at the meetings is encouraging but the work continues to bring true equitability to the IATSE and to workplaces at all levels. The DEI Committee is dedicated to the

advancement of all IATSE members, particularly those who face barriers that are more substantial and entrenched than others. Co-chair Pecos stated that the Committee aspires to facilitate a cultural change that intentionally values a diversity of perspectives, backgrounds, and beliefs. It calls upon all IATSE members to identify, minimize, or erase obstacles that are within our control to make a more equitable pathway to unionism, leadership, and equality. To better understand the work the Committee has been doing and continues to perform and to best help facilitate cultural change, the reporters presented an informative PowerPoint presentation reviewing basic DEI terminology and topics. The presentation is available upon request at [deicommittee@iatse.net](mailto:deicommittee@iatse.net).

Co-Chair Pecos highlighted that individuals with intersectional identities such as race, gender, sexual orientation, and disabilities face additional barriers to equity. The presentation was well received and after it was concluded the Committee relayed that only by working together to eliminate inequity as members and leaders of a labor union can we successfully address



**Diversity, Equity, and Inclusion Committee Co-Chairs Liz Pecos and Kimberly Butler-Gilkerson.**



the challenges that underrepresented members face within Locals, IATSE, and the workplace. Everyone deserves safe, healthy, and respectful workplaces with equitable opportunities for growth, free from harassment, discrimination and micro-aggressions.

Co-Chair Butler-Gilkerson reminded the Board that the DEI Committee was reconstituted by President Loeb in September 2020 and had a successful inaugural year, achieving much in 2021, even amidst the challenges of the pandemic, virtual meetings across five time zones and the increasingly busy schedules of committee members, many of whom are working members and local union officers. Soon after the formation of the Committee and the Committee's election of executive officers, the Committee developed a roadmap of proposals to adopt and set forth as a work plan. At the 2021 mid-winter GEB the General Executive Board adopted the Committee's proposals. To achieve the proposals, the Committee formed four working groups: Governance, Education and Training, Communications and Survey. The groups meet independently from the general committee to complete tasks, achieve individual goals and report back to the general committee at monthly meetings.

In 2021 the governance committee, chaired by DEI Secretary and Local 487 member Edward Hohman, worked on several proposals, including working with IATSE Legal Department. The governance committee developed a mission statement and proposed updates to the Equality Statement, making it a more robust Equity statement that was adopted at the 2021 Quadrennial Convention.

The education and training working

group, chaired by Bryant Preston, Local 7 Business Representative and District 5 Secretary-Treasurer, has worked with the IATSE's Education and Training Department to update U.S. and Canadian IATSE Roadshows to be more inclusive of the history of the IA through an intersectional lens. Co-chair Butler-Gilkerson acknowledged the IATSE Education and Training Department for working closely with the DEI Committee to bring diversity, bias, and anti-racist training to IA leadership and membership at District, GEB, and Quadrennial meetings, including 'Women and Labor, Our Pivotal Historic Moment,' covering women's labor leadership and the past, present and future of worker power; 'Labor Rights and Voting Rights,' discussing Black women's 157-year tradition of integrating labor and voting rights activism into their long struggle for full citizenship; 'Equity, Diversity and Inclusion Basics' reviewing the difference between explicit and implicit bias and what everyone can do as individuals to be anti-racist and what the government can do to ensure entertainment workers have equity and opportunity; and 'Race, Inequality and Conscious Inclusion in the Workplace.' Delegates who attended the education session at the Quadrennial also received a resource packet that contained tools, activities, links and paths to learning including the 21-Day Racial Justice Habit-Forming Challenge, which was also promoted during Black History Month, self-guided learning materials, and the Diversity, Inclusion and Belonging Course Collection for LinkedIn Learning with over fifteen courses currently listed.

The Committee's communication working group, chaired by executive committee member Jonquil Garrick-

Reynolds from Local 471 and IATSE Communications Coordinator, Megan Greene, have kept the "Visibility Matters" campaign at the forefront on all of IA social media channels and in the Bulletin. In collaboration with the IATSE Communications Department, the Committee highlights members and issues promoting intersectionality and celebrating our rich diversity and heritage.

The Committee's survey group, also chaired by Jonquil Garrick-Reynolds, is working to develop a demographic survey that will accurately portray the makeup of the Union at the local, leadership and International level in order to best support and serve the membership. The Committee plans to launch the survey in the next few months.

In January 2022, the Committee formed a recruitment sub-committee to design an outreach and recruitment process to attract underrepresented IATSE members across all Departments, Districts and crafts to fill vacancies on the Committee.

Looking ahead, the Committee is focused on the IATSE survey to the membership. After that is completed, the Committee will develop targeted efforts for jurisdictional training, leadership development, and outreach. The Committee is working with District and Local DEI and D&I committees and is encouraging Locals and districts to form their own DEI committees or diversity task forces and develop strategies to encourage broader participation in leadership roles at all levels from non-traditional candidates.

Although the DEI Committee does not directly participate in negotiating, IA and local union leaders consult the Committee regarding DEI initiatives



and several DEI Committee members sit on IATSE/local union bargaining committees. The Committee has provided sample language to include in collective bargaining agreements to address systemic issues within the arts and entertainment industry, as well as addressing changes in the workplaces as well. In 2021, there was significant progress regarding DEI initiatives in IATSE contracts including but not limited to the Basic and Area Standards Agreements. The Committee is especially proud that the IATSE was the first of the Hollywood unions to achieve Martin Luther King, Jr. Day as a holiday. In several of the Canadian agreements the inclusion of Truth and Reconciliation Day as a holiday and Local B778's contract with the Gallery Gachet to include a Discipline Circle as an alternative discipline method show great progress in IATSE's ability to bring DEI initiatives to fruition in the bargaining process.

Butler-Gilkerson added that the Committee will work to ensure that DEI initiatives in IATSE collective bargaining agreements continue to be progressive, meaningful, and in line to create an equitable and inclusive industry in which all members have a sense of belonging. To that end, the Committee is also encouraged by the DEI language and commitments in the agreements. As these agreements go into effect, time will tell if they are effective gains.

Butler-Gilkerson reported that the U.S. Government Accountability Office reached out to the International regarding a study at the request of the Congressional Hispanic Caucus and the House Oversight and Reform Committee focused on workforce diversity in the media industry, particularly on Hispanic

representation in film, television, and news. Co-Chair Pecos along with IATSE Co-Director of Stagecraft Joe Hartnett, Political Director Tyler McIntosh and Communications Director Jonas Loeb participated in the interview for the GAO, highlighting the federal policy agenda for advancing diversity, equity and inclusion in the arts, entertainment and media industries, and reviewing the processes that IATSE members go through to obtain membership and work and the DEI committee's proposals.

Co-Chairs Pecos and Butler-Gilkerson closed by requesting everyone make the following personal commitments to achieve equitable and inclusive environments:

I commit to check my own biases and take meaningful action to understand and mitigate them.

I commit to initiate meaningful, complex, and sometimes difficult conversations with my union sisters, brothers, kin and colleagues.

I commit to ask myself, "Do my actions and words reflect the value of inclusion?"

I commit to move outside my comfort zone to learn about the experiences and perspectives of others.

I commit to sharing my insights related to what I have learned.

Vice President Miller referencing the part of the report regarding the DEI gains in the Basic and Area Standards Agreements stated that IATSE will ensure the AMPTP adheres to the diversity and inclusion provisions. Vice President Harper thanked President Loeb for reconstituting the Committee and appointing her to it. She expressed heartfelt appreciation to the Committee for all they have accomplished. President Loeb recognized that the Committee

has made significant progress while observing that the agenda remains full. He remarked that fair treatment and equal opportunity are things everyone deserves and the International will use its power, through solidarity, to bring about positive change. Observing that the DEI provisions in collective bargaining agreements are encouraging, President Loeb stated that time will tell if they are meaningful. He reiterated his and the Board's commitment to this work. He applauded the leadership of Co-Chairs Pecos and Butler-Gilkerson and the work of the Committee. Those in attendance gave the Committee a warm, standing ovation for their report and their work.

## **IATSE GREEN COMMITTEE**

Representative Stasia Savage and Local 669 Business Representative Keith Woods updated the Board on the Committee's activities since last July. The Green Committee and Locals across the Alliance have been busy with a variety of sustainability projects and efforts.

One of the most exciting opportunities has been the Committee's involvement in the United Nation's Entertainment Industry Net Zero Accord group also known as ENZA. ENZA is a group of 100 plus entertainment industry professionals from around the world who are tasked as part of the Paris Agreement (Paris Climate Accords) to create a more inclusive and resilient economy while promoting good jobs and sustainable growth. The goal is to present a fully fleshed out Accord at the United Nations Climate Change Conference being held in Egypt in November of 2022.

The scope of the Accord is to train and cultivate climate leaders from existing and under-represented communities within the entertainment industry. From there the Accord will present a clear path on how to achieve deliverables, and most



importantly create a sense of urgency within the industry toward reaching the goal of net zero emissions by 2050.

Within the group are three focus areas; Governance, with an emphasis on simple yet effective processes; Outreach and Inclusion; and Deliverables, which is the group the IATSE currently participates in.

The Deliverables will focus on best practices including promoting and expanding those methodologies and policies that already exist, such as evaluating carbon footprints, creating reduction targets, and using government to achieve goals. Lastly, the group will focus on using creative content to educate and promote the Accord.

The Paris Agreement will coordinate with existing initiatives such as the Creatives Industries Pact for Sustainable Action, the PGA Green Group, the Sports for Climate Action Framework and the Climate Content Pledge by Albert.

Future trainings are also being considered such as how to integrate renewable energy, climate storytelling and recognition for climate action.

Green Chair, Representative Stasia Savage, has been involved with the group since the first meeting in late summer of 2021.

Another exciting opportunity came in the fall of 2021 with the Sustainable Production Forum produced by Green Spark. The IATSE was represented at a panel discussion titled "Unions and Guilds Rally for People & Planet." Other participants were International Vice President Damian Petti, Green Chair Stasia Savage and Local 600 Green Committee Co-Chairs Kristin Glover and Allison Elvove. This panel discussion was one of the highest attended and most well-received discussions of the Forum and sparked lively discussion about how we can all push the movement forward and educate

members. One of the most talked about topics was how to create that sense of urgency for a topic that becomes more and more important each day.

On the local union front, the Green Committee would like to recognize Local 600 for their work with One Tree Planted, a non-profit dedicated to global reforestation. Local 600 set a modest goal of funding a few thousand trees. They far exceeded that goal and were able to plant over 9,000 trees, almost one tree for every member of Local 600.

One of the topics that keeps coming up in discussion with industry leaders and Locals is the need for sustainability training for our members. The Committee will continue to explore opportunities for involvement to present to members, but the Committee encourages Locals to include sustainability in their own programs as well. The Committee is happy to assist with providing resources for training and is working with various groups to explore creating programs for use.

In closing the question, often asked is "are we moving fast enough to address the issue of climate change and how it impacts our industry." Those who have suffered the impacts of climate change on weather or health and well-being would say no. The Committee urges every Local and member to do their part to create a greener industry.

President Loeb began his remarks by stating that this Committee is crucial due to the ever-increasing weather and natural disasters occurring across the Planet. He further noted that we need to create economies that are sustainable, and which take into account environmental impacts. The work this Committee is doing can hopefully bring climate change to light and impress upon the employers the importance of this issue because they have to live on earth as well. President Loeb thanked the Committee for its hard

work and for focusing a bright light on this important issue.

## **IATSE MEMBER ASSISTANCE PROGRAM**

Vice President John Lewis and International Trustee Patricia A. White reported to the Board on the newly established IATSE Member Assistance Program.

Over the past three years, the International has been successful in supporting IATSE workers through the COVID-19 pandemic in a variety of ways. The IATSE health plans gave not only core benefits and stability to the members of participating local unions, but also supplied various forms of ancillary assistance through their connected member assistance programs (MAPs). Even as the future begins to brighten, many of IA members still face a multitude of hardships that will not disappear soon. When these members belong to small Locals that do not participate in any of the IA's fringe benefit plans, their situations can become exponentially more serious. The IATSE plans to contract with both the Actors Fund of America (AFA) in the United States and Canada Life (which is the underwriter for the IATSE Canadian National Health Plan), to create Member Assistance Programs (MAPs) that will support these small local unions and aid these members who may be affected by mental health issues and other pandemic exposed problems.

IATSE MAPs will provide individual services to IATSE members including: Counseling Services (Interpersonal and Relationship Problems, Family Concerns, Life Changes, Stress, Anxiety, Depression, Illness or Disability, Workplace Issues and Job Jeopardy, Sexual Harassment, Financial Concerns, Grief, Bereavement, and Anger Management), a 24-Hour Crisis Support Line that offers evening and weekend support, Addiction



Services with personalized help and advocacy with treatment options for members and their families, Elder Care providing members support and information in developing plans for aging family members, Family Services including referrals for family support and special needs services, Community and Governmental Resources. In Canada, services will also be extended to dependents of members. In the United States, also included is counseling on Health Insurance and Health Care for uninsured members or members losing coverage, as well as Public and Private Benefits including guidance on applying for Workers Compensation, Social Security, Public Assistance, Disability, and other benefits.

The MAPs will also provide work-life enrichment programs to support members in balancing work and their personal lives. These programs will include topics such as: Financial Wellness (through budgeting strategies, credit consolidation, and long-term financial planning), Mental Health Workshops (to support well-being through stress reduction, managing anxiety and understanding addiction and recovery), Work Life skills (by sharpening skills on time management, procrastination, and communication), and Support Groups (tailored to specific issues and needs).

The cost for MAP services for 15,000 US members is one dollar and fifty cents (\$1.50) per member, per month, totaling eighteen dollars (\$18) per member per year for the members of eligible local unions, which have been identified, totaling \$270,000 per year, in the United States. The cost for MAP services for Canadian members is two dollars and forty-five cents (\$2.45) per member, per month, totaling twenty-nine dollars and forty cents (\$29.40) per member, per year for 1,000 the members from the eligible Locals in Canada, which have been

identified, totaling \$29,400 per year.

Both the Canadian and the U.S. plans will permit for periodic review and reevaluation of which Locals are covered, number of members, utilization, and costs.

The Member Assistance Program will allow covered members to have access to resources and support to weather the continuing hardship of the COVID-19 pandemic and its aftermath. It is hoped that this program can provide relief, support, and security for members in smaller Locals, where it may be urgently needed.

President Loeb expressed his appreciation to Vice President Lewis and Trustee White for the work they did drafting the IATSE MAP and negotiating coverage. He remarked that the Pandemic highlighted the need for not only healthcare but also for emotional and mental support systems. President Loeb noted that the IA National Benefit Funds, the Motion Picture Industry Health Plans and the Canadian Health Plans already have MAPs for participants. Many Locals, however, do not have access to any of those plans. Observing that emotional care is crucial now more than ever, the IATSE MAP will be a beacon of hope for many members. Now, everyone who needs help will have a place to go. President Loeb entertained a motion to approve the referenced expenditures to fund the IATSE MAP. The motion was approved unanimously and received warm applause from those in attendance.

### **IATSE NATIONAL BENEFIT FUNDS REPORT**

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

As with all local unions and society in general, the Fund Office has experienced severe turbulence over the past two years. Not only have contribution levels fluctuated greatly, but the challenge of operating an over 100 person staff in the ever changing in-person work, remote work, hybrid work rotation has not been easy. The senior management of the Funds has done a tremendous job navigating these waters especially in light of staffing challenges and rapidly increasing contribution levels.

To provide context for the past two years of contribution levels to the Funds, it was reported that 2019 was a record year for contributions. December of 2019 hit the then all time highest recorded month of receipts at approximately \$50 million. As the Funds entered 2020, employer contributions continued to climb month on month until March when COVID-19 began to bring the entertainment industries to an almost full halt. Thanks to motion picture production return-to-work protocols, the late summer and early fall of 2020 began to see a surge in contributions which has continued to this day. As live events began to return in 2021 contributions continued to grow and began to outpace the record levels in 2019.

November 2021 saw a new record in contributions of \$61 million and December was not very far behind. The net result is that the Funds saw an increase in 2021 over 2019 of 3.52% and contribution receipts were \$491,227,775.

Net assets of the Funds have reached \$2.7 billion as of December 31, 2021. Compared to total net assets of \$1.5 billion as of December 31, 2016, asset levels have increased by 80%.

As of January 1, 2022, the IATSE National Health and Welfare Fund provides health coverage to 50,134 lives in one of its eight different Plan options. The investment returns for 2021 were 5.8%.



The IATSE Annuity Fund now has over 80,000 active accounts. As a reminder, the Principal Group became the Funds' new record keeper in May 2021 and the transition went smoothly. The Principal Group provides an online app for viewing balances, recent statements, contributions posted to accounts, investment options and investment results.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and there are approximately 15,000 active participants and 4,700 inactive participants who are vested in the Plan eligible for, or working towards, retirement benefits. The Pension Fund had investment returns for 2021 of 12.7%.

Work is continuing with software company, CPAS, on a complete overhaul of the database system. The target go-live date is late 2023. Design and development continue in earnest and the new system will provide electronic remittance payments, in addition to many other features, which will help credit contributions to participant accounts faster. CPAS will also be providing a redesign of the current website and that is expected to be launched at the end of this year.

All channels of communications remain open and the fastest way to reach the staff continues to be through email (listed below) and through its website, [www.iatsenbf.org](http://www.iatsenbf.org). The Fund Office sends important email blasts to every registered user on their website as well as local union offices. members are encouraged to register and visit the site often and share Fund messages via Local websites.

For participant services assistance, [pssc@iatsenbf.org](mailto:pssc@iatsenbf.org)

- For assistance with appeals, [appeals@iatsenbf.org](mailto:appeals@iatsenbf.org)
- For assistance with Annuity Fund matters, [annuity@iatsenbf.org](mailto:annuity@iatsenbf.org)

- For assistance with claims matters, [claims@iatsenbf.org](mailto:claims@iatsenbf.org)
- For assistance with pension matters, [pension@iatsenbf.org](mailto:pension@iatsenbf.org)
- For assistance with contract matters, [contracts@iatsenbf.org](mailto:contracts@iatsenbf.org)

The Board of Trustees of the Health & Welfare Fund reviewed the need for continued relief for those participants who have not been able to obtain sufficient work because of the pandemic. The Board has agreed to continue providing no-cost COBRA continuation coverage from April 1st through June 30th of this year to those who were on Plan provided relief (at January 1, 2022) and who continue to not requalify for coverage under the Health & Welfare Fund. Such relief has been provided to those in need under this Fund since the beginning of the pandemic and has continued to be uninterrupted for those who needed continued coverage.

President Loeb acknowledged the active and responsible management of the plans, which is responsible for on-going coverage for members and participants during the pandemic. He also noted the Plans' healthy reserves are a result of responsible management and are outpacing any prior years.

President Loeb observed that the Funds' systems are improving, including a new website and seminars to help members understand the structure of the Funds. Finally, President Loeb thanked the Trustees for their hard work, which allowed members to keep their health coverage during this once in a 100-year health crisis.

### **IATSE-PAC REPORT**

Political and Legislative Assistant Director Jackson Rees along with Vice Presidents Davis, Ford and Carlson updated the Board on the status of the IATSE PAC. General Secretary-Treasurer Wood reported the PAC Fundraiser held in conjunction with

**General Secretary-Treasurer  
James B. Wood**



the General Executive Board meeting raised \$12,821. For the period July 1, 2021 to December 31, 2021 the IATSE-PAC received \$148,374.21 in contributions and made disbursements of \$85,331.61. The State and Local PAC received \$15,000.00 in contributions and made disbursements of \$3,500.00.

There were three significant one-time contributions which made up approximately fifteen percent of the contribution amount. These were \$12,059.00 from the PAC event at the 69th Quadrennial Virtual Convention, \$2,740.00 from Local 2, and \$6,231.70 from Local 839's Post-It Fundraiser.

There are presently 951 monthly credit card and payroll contributors from 115 different local unions and those contributions amounted to \$127,343.51 during the six-month reporting period.

The disbursements of \$85,331.61 from the IATSE-PAC were contributed to forty-two different campaigns and the contributions of \$3,500.00 from the State and Local PAC were contributed to two campaigns.

The PAC lapel pins for the three levels of PAC participation which are President's Club, Leader's Club and Activist's Club and coincide with the



\$40/\$20/\$10 per month contribution levels continue to be sent to those members and staff who become monthly contributors and will include any new signups from those attending the PAC Fundraiser during this General Executive Board meeting in Puerto Rico.

The virtual IATSE PAC fundraiser featuring Majority Leader Chuck Schumer took place as part of 69th Quadrennial Convention program. President Loeb Senator Schumer discussed issues facing IATSE members.

Assistant Director Rees applauded The Animation Guild, Local 839 for hosting 3rd Annual Post-It Note Show and Auction benefitting the IATSE PAC. This fundraiser is a unique art show and auction of original artwork created on Post-It Notes by members of the Animation Guild. The auction raised more than triple the amount raised at its first event in 2020. The IATSE PAC Committee thanked Leslie Simmons, Field Representative & Political Coordinator at Local 839 for her leadership. The IATSE PAC Committee recognized the Political Action League Committee at Local 839 and their members who created artwork for auction.

On February 3rd, the Political and Legislative Department hosted "IATSE PAC: Join the Fight!", a webinar that 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 explains the IATSE PAC and answers the most common questions members ask about the PAC. It makes the case why growing collective investment in IATSE PAC across U.S. membership is crucial. During the 2020 two-year election cycle, over four thousand (4,019) IATSE members donated to IATSE PAC. This

is only about three percent (3%) of U.S. membership. The IATSE PAC could surpass \$1 million if only an additional two percent of the U.S. membership—would contribute \$10/\$20 month.

President Loeb is encouraging U.S. Locals to deliver the presentation to their membership. A recording of the 20-minute webinar and a PowerPoint presentation with a suggested script were included with the letter. This presentation will serve as an enduring resource for locals to use now and in the future to educate members about IATSE PAC.

Assistant Director Rees thanked President Loeb, General Secretary-Treasurer Wood, and entire General Executive Board for steadfast support of efforts to grow the IATSE PAC.

President Loeb remarked that a robust political action program is essential to helping members participate in the political process because it amplifies each individual member's voice. In order to ensure that members' issues are foremost with politicians and in legislation impacting working families, the IATSE PAC will need even more contributions. President Loeb requests that members sign up to contribute \$5/\$10/\$20/\$40 per month to ensure the IATSE remains impactful.

## **IATSE PRIDE COMMITTEE REPORT**

IATSE Canadian Office Operations Manager and IATSE Pride Committee Chair Nate Richmond, International Representative Rachel McLendon, Local 631 Business Representative Kimberly Holdridge, Assistant Executive Director of the Costume Designers Guild, IATSE 892 Doug Boney and National Business Agent, United Scenic Artists, Local USA 829 Carl Mulert provided the General Executive Board with an update on the IATSE Pride Committee's activities since its last report at the 2021 Summer

General Executive Board meetings.

The Committee reported on Chair Richmond's attendance at the World Pride 2021 Human Rights Conference in Copenhagen, Denmark on behalf of the IATSE. The three-day Conference coincided with the 25th anniversary of Copenhagen Pride. Attendees included President Guoni Th. Johannesson of Iceland, Jannat Ali, a Pakistani Transgender Artist and Activist who is Pakistan's first Trans Pride Founder, David Cicilline, Member of the U.S. House of Representatives from Rhode Island's 1st district and first openly gay mayor of a U.S. State Capital (Providence, RI), Erykah Gasaïda Werner - ÉGIDES Membership Services Manager and Francophone Canadian and Kimahli Powell who is the Executive Director of Rainbow Railroad, a global not-for-profit organization that helps LGBTQI+ people facing persecution.

The Committee commented on the U.S. State Department's issuance of the first U.S. passport with an "X" gender designation (instead of male or female) in November 2021, bringing the U.S. in line with fifteen (15) other countries that have already adopted this practice, including Canada. The Committee noted the vital importance of government issued identity documents to citizens that reflect their true identity.

The Committee then presented a video as part of its report "What You Need to Know About Conversion Therapy" in an effort to educate both the General Executive Board and attendees on how and why governments across the world should ban so called "conversion therapy" and/or "conversion practices" which seek to change an individual's sexual orientation to heterosexual, gender identity to cisgender and gender expression to match the sex they were assigned at birth. At the conclusion of the video, the Committee



confirmed that IATSE lent public support to the lobbying efforts of the Canadian non-profit organization “No Conversion Canada” which resulted in the Canadian Federal Government passing amendments into the Criminal Code of Canada in January 2022 that now criminalize so-called conversion practices in Canada.

The Committee also celebrated the Zoom video platform’s recent introduction of interface options that now allow platform participants to identify their pronouns. The Committee concluded its report by confirming IATSE pronoun pins are now available and come in three versions: he/him, she/her and they/them and that the pins can be purchased at the General Executive Board meeting in Puerto Rico and will also soon be available for purchase on the IATSE store website as well. The Committee thanked General Secretary-Treasurer Wood for his assistance in producing these pins.

President Loeb thanked the Committee for its report and, in doing so, once again confirmed the IATSE’s commitment to supporting the Committee, its various initiatives, and all members of the IATSE.

### **IATSE WOMEN’S COMMITTEE**

International Vice President and Women’s Committee Chair Joanne M.

Sanders, along with International Vice President Colleen Glynn, Canadian Labour Council Delegate Siobhan Vipond, International Representatives Stasia Savage and Cindy Jennings, and Ellen Popiel and Lucia Aloï updated the Board on the Committee’s activities since the 2022 Summer GEB meeting. The report was preceded by President Loeb wishing those in attendance a “Happy International Women’s Day” which was received warmly by a standing ovation.

Vice President Sanders reported that The Women’s Committee Executive Council and the thirteen District Coordinators have continued to meet bi-weekly online. The group has been gearing up for its next campaign, profiling women who are the Union’s “hidden figures”. The Committee had intended to introduce the campaign at the regularly scheduled GEB in January. With its postponement to March, the Committee was provided with the perfect opportunity to unveil it during Women’s History Month. The District Coordinators will be doing outreach to Locals to identify candidates who fit the criteria defined by the Committee. The campaign will profile women engaged in outstanding work because of their commitment to trade unionism. Women will be interviewed and profiled through social media throughout

the year. A detailed flier will be made available to guide in the process.

Tenth District Coordinator Aloï continues to collaborate with other Districts on the Words Matter/Activate Confidence workshop. The presentation provides information on language and perceptions that diminish confidence and reduce individual potential. Since August, Locals 695, 728, and 892 have participated as have Districts 3 and 10.

The number of Locals with Local Women’s Committees continues to grow which Vice President Colleen Glynn, who serves as the District 3 Coordinator, attributes to women “discovering that they have a place to go to discuss issues they face in their Locals or on the job, where others can relate and provide helpful advice.” The Committee looks forward to adding new committees during 2022.

For the last few months, the Committee has been engaged in organizing its event at the General Executive Board Meeting, which provided the opportunity to shine a light on International Women’s Day and Women’s History Month. To that end, the Winter GEB event was held on International Women’s Day. It was a night of celebration of Women, their accomplishments and History. Video greetings were provided by Veronica Fernandez Mendez



International Vice President and Women’s Committee Chair Joanne M. Sanders, along with International Vice President Colleen Glynn, International Representatives Stasia Savage, Cindy Jennings, and Ellen Popiel and Lucia Aloï





**Communications Director Jonas Loeb, International Representatives Wade Tyree and Allison Smartt, Senior Communications Coordinator Steven Chaussee and Communications Outreach Coordinator Megan Greene**

Head of Equal Opportunities Department, UNI Global Union, and Elise Bryant, National President of the Coalition of Labor Union Women (CLUW). Their messages acknowledged the connection between IAWC members and women from across the United States, Canada, and the globe, facing issues of equity and inclusion. That was followed by an informative and inspiring presentation by Eileen MacDonald, Local One, highlighting the work of Monumental Women, a group whose mission is to bring recognition of the accomplishments of women to public places. Notably, Monumental Women was responsible for the dedication of the Suffragists Statue in Central Park in 2020, the culmination of six years of work. The group is also responsible for creating 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 "A Raisin In the Sun" produced on Broadway. Her statue will be unveiled in Times Square during the Tony Awards Season.

As reported at previous GEB meetings, the Women's Committee raises money for a non-profit in conjunction with semiannual events. Monumental Women was chosen for

this event and the Committee raised more than \$4,100 for the organization.

Most recently, District 8 Coordinator Savage was interviewed by a Rutgers student whose master's project is a study of union women in the entertainment industry. Much of the student's research is on the history of women in the IATSE.

Vice President Sanders expressed special appreciation to Committee member Popiel who expertly negotiates with event planners, hotels, and restaurants, regarding the semiannual dinners.

The Women's Committee is proud of the work accomplished in the Districts and Locals since its summer meeting. Women's rights are on the line all over the country. The 2022 elections will set the stage for the next attack on hard-won rights. The Committee, in the words of Edith Childs, is "...Fired up, ready to go..."

International Vice President Claffey echoed the remarks that Vice President Sanders made about Sister MacDonald. He stated that he could not be prouder of the Local One Sisters Committee and MacDonald's tireless work.

President Loeb remarked that the IAWC benefitted from the tremendous leadership from all women in the IA and local unions. He noted that the

structure and support provided by the Committee is encouraging more women to seek leadership positions. The recruitment efforts are yielding people who are committed to the success of the International. President Loeb also commended Vice President Sanders on her position as Executive Vice President of CLUW. He concluded by stating that he looks forward to more excellent work from the Committee.

## **IATSE YOUNG WORKERS COMMITTEE**

Communications Director Jonas Loeb, International Representatives Wade Tyree and Allison Smartt, Senior Communications Coordinator Steven Chaussee and Communications Outreach Coordinator Megan Green reported on the significant activities and developments of the Young Workers Committee since the last meeting of the IATSE General Executive Board.

The Hollywood IA Young Workers Coordinating Committee (HIAIWCC) continued to meet regularly and organize during the pandemic. In January 2022, the HIAIWCC (spearheaded by Local 700 YWC Chair Shiran Amir) organized a bake sale to build solidarity and support the Motion Picture Television Fund. Members from many of the thirteen Hollywood Locals



donated their time to bake and to work the event. Members and allies showed up to buy baked goods, learn about MPTF's Next Generation Membership program and to network. Hosted at the offices of Local 700 along with Local 600 providing parking next door the Committee raised \$3,000 to support MPTF.

"Hold for plane" took on a new meaning when the Young Workers in Hollywood flew to new heights during the "get out the strike authorization" vote. Motivated young workers from various Locals in Los Angeles were joined by several HIAYWCC chairs to spread the IATSE's message of solidarity and strength all over the city. By pooling personal donations, they hired a plane to tow a banner that read "Vote Yes! #IASOLIDARITY" over all the studio lots for two hours, invigorating members while they were at work and doing their part to help turn out the historic vote.

The International Young Workers Committee continued to plan the 2022 Young Workers Committee Conference (YWCC), to be held in Minneapolis, Minnesota in April. Minneapolis had originally been selected to host the 2020 Young Workers Committee Conference until it had to move online due to the COVID-19 pandemic.

In December, Communications Director Loeb was invited to be a keynote speaker alongside Nevada Congresswoman Susie Lee and others at the 2021 Young Democrats of America's Annual Summit, held digitally due to COVID-19. With over a hundred aspiring young politicians and citizens in attendance, Director Loeb's words emphasized the importance of strong labor-political alliances as a counter to the multi-decade anti-worker campaign by anti-union politicians. He also stressed that young people entering

today's workforce already have the tools to leverage the internet and social media to measurable impact.

The International's YW Committee reported that the nomination and registration process for the Conference went more smoothly compared to previous conferences. Communications Director Loeb attributed this to deliberate improvements made to the YWCC nomination and registration process, including giving Local Union Officers advance notice of the opening of nominations, shortening the nominations window from six months to three, building the registration form directly onto the new IATSE.net website, and automating acceptance and registration confirmation emails to go out on a regular, recurring basis. Director Loeb thanked Communications Outreach Coordinator Megan Greene for her tireless coordination with logistics, and New York Office Administrative Assistant Ketiwe Boahene for her swift and attentive processing of nominations from the Locals.

The Committee unveiled the slate of programming scheduled during the conference which will see the return of several "core" sessions and a number of new sessions, including:

- "History and Structure of the IATSE" with Stagecraft Department Co-Director Joe Hartnett
- Crash Course: Labor Law with Associate Counsel Adrian Healy
- Political Coordination 101 for Young Workers with Assistant Political and Legislative Department Director Jackson Rees
- Communicating for Union Action with Director of Communications Jonas Loeb
- Continuing Education Beyond the Conference with International Education Representative Jennifer

Halpern and IATSE Training Trust Fund Executive Director Liz Campos

Additionally, given that 2022 marks the ten-year anniversary of the first IATSE Young Workers Conference in 2012, this year's conference will host a first-ever IATSE Young Workers Alumni panel, giving current attendees the opportunity to hear from past attendees who brought what they learned back to their Locals to make an impact. The Committee reported it looks forward to reporting on a successful event at the next meeting of the union's General Executive Board.

President Loeb observed that this committee was a logical decision. The need to build a structure around it is imperative because the young workers are the future leaders of the IA. He further noted that the young workers are facile communicators, particularly with their savvy social media skills.

President Loeb remarked that while the YWC will keep the IA structure strong, there is a need to arm these young members with the skills and knowledge to be the best they can be for the IA. Finally, President Loeb thanked the committee for their hard work and forward-looking vision.

## **ILLINOIS ETCP RIGGING STATUTE**

International Vice President Craig Carlson, Local 2 Vice President Frank Taylor and International Representative Ben Hague reported on Local 2's activism resulting in the passage of safety legislation in Illinois. In 2015, Local 2 lobbied then Chicago Mayor Rahm Emanuel, Chicago Aldermen Michael Zalewski and Mary O'Connor to require that any riggers for outdoor festivals hold certifications from the Entertainment Technician Certification Program ("ETCP"). The Rigging Ordinance became law on May 24,



2017. This Ordinance requires that all rigging of portable audiovisual equipment and systems be performed by a person holding a valid ETCP certification. It ensures safer Chicago events, creates jobs and also protects Union area-standard wages, benefits, and conditions. In addition to Local 2, this ordinance has benefitted Locals 18, 85, 110, 124, 125, 191, 193, 251 and 476.

During the pandemic shutdown, Local 2 sought to expand the ordinance to statewide law. On June 7, 2021, Governor JB Pritzker signed into law a bill that mandates ETCP-certified riggers to perform all rigging on outdoor special events. Vice President Carlson observed that Illinois House Speaker Michael Madigan and Senate President Don Harmon, Representatives Jay Hoffman and Brad Stephens, as well as the Illinois AFL-CIO and Chicago Federation of Labor were very instrumental in securing passage of this legislation. He expressed sincere appreciation to President Loeb for political activism training and the focus on safe work environments. Vice President Carlson noted that the City ordinance and the State statute were achieved because of President Loeb's "Four Pillars of Success" and the training that attended the Pillars. By using those tools, the Local made the ETCP initiative a reality.

Vice President Claffey remarked that Vice President Carlson's strategy was brilliant. Vice President Davis agreed, stating that it was innovative and shows a path for other local unions to follow.

President Loeb observed that the statute and ordinance are clear; the rub is that the Union must provide ETCP-certified riggers. As he has done repeatedly, he encouraged members to become ETCP certified and reminded them that the International will reimburse

for classes taken to become certified. President Loeb further remarked that Vice President Carlson and Local 2's success is all about activism—securing relationships, supporting politicians who support working people and unions. Legislation like that in this report directly benefits members. He noted this plan was extremely sophisticated, smart, and strategic. He congratulated the Local on its success.

### **LIVEEVENTWORKERS.COM**

International Vice President and Stagecraft Department Co-Director Michael J. Barnes and Co-Director D. Joseph Harnett joined by International Representatives Stasia Savage and Christopher "Radar" Bateman reported on the activities regarding [liveeventworkers.com](http://liveeventworkers.com).

COVID-19's impact on the live events sector continues to drive the agenda for the Stagecraft Department and many of the Locals within the Department. Upon completion of an analysis of work opportunities and audit of Locals, the Department determined that an immediate focus on staffing to offset the impact of COVID-19 on the industry could put the Alliance in a position to organize, increase market share and improve contract conditions.

The Department recognized that post COVID-19 responses, in order to be successful, would need to address different geographical markets, sectors, employers, and Locals of various sizes. Adding a crew build up plan to Locals already overwhelmed by pandemic-related issues, would require significant resources of the Alliance. Working with the Education and Communication Departments, the framework for a four-point plan has been launched, which is available to Locals. The plan includes a communication, coordination, education and compensation approach to cultivate workers in the live event

industry. Weekly meetings between the Stagecraft and Communications Departments are being held to develop singular, adaptable messaging to recruit workers to aid Locals which are seeking assistance with staffing issues. With an eye towards future organizing, the Alliance hopes to capitalize on industry energy the International created, along with union workers and allies, to advocate for federal pandemic relief legislation.

A toolbox containing links to access web-based tools and best practices to recruit new workers is available to Locals. Links and messaging are provided through a single web-based portal. Locals can access the toolbox by registering at [liveeventworker.com/activist](http://liveeventworker.com/activist) or by writing to [stagecraft@iatse.net](mailto:stagecraft@iatse.net).

The toolbox also contains links for the education component of the plan. Included so far in the toolbox are, the Standardized Safety Program (SSP), the Rigging Proficiency Program (RPP), an Orientation Template and the IATSETTF Training Tracker. These courses are available to be taken online and can be completed in approximately twenty hours. The SSP contains nine basic courses built around an OSHA-10 certification foundation. The RPP was developed to create standardized proficiency standards for new riggers as they work towards ECTP industry certifications. The RPP is designed to work with Locals to identify a rigger in each Local to provide basic training to riggers. The IATSE Training Trust Fund (TTF) created a streamlined process for application and reimbursement that will be administered through a single source. Dates and locations of the training are being announced shortly. Interested Locals should identify a rigger that has lead rigger experience, is willing to train others, and has time



to learn and provide this training to others. Participation in the program is being coordinated through local officials. Locals that have not registered are encouraged to identify a person in your Local to obtain access to the TTF Training Tracker. This online tool provides access to people in each jurisdiction who have taken courses.

The live event industry will likely be busier than ever in 2022. The opportunity to gain market share and improve contracts through mutual endeavor is within reach. The investments the International has made in this area will put tools in place to communicate, train, and maintain solidarity among workers as the pandemic unfolds. Co-Director Hartnett noted that the inherent purpose of these efforts will add 21st century resources to the traditional work of Locals' business agents. Beta testing of the online resources has been successful and Locals should take advantage of this tool.

President Loeb thanked those reporting and observed that this is a creative and innovative way to organize workers across the industry. The live events industry needs the Alliance and expanding a skilled and trained workforce of people at all levels will successfully build the network. He encouraged the Department and Locals to embrace the workforce and bring workers into the IATSE.

## **MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS**

International Vice Presidents Michael F. Miller Jr., Thom Davis, John Ford and the IATSE Directors of the MPIPHP Steve Kaplan, Chuck Parker, Scott Bernard, Patric Abaravich, Rebecca Rhine, and Bob Denne reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

2021 was a record year of contributions into the MPIPHP. Hours, residuals, and investment returns all exceeded pre-pandemic levels. Reported hours contributed into MPIPHP for 2019 were 108.5 million. The hours for 2020 came in at 79.4 million and 2021 contributed hours were at 120.6 million. Thus far in 2022, hours are exceeding the comparable time period in 2021. Residuals into the Plans for 2020 increased to \$496 million and in 2021 to \$510 million. Investment returns for the Pension Plan in 2021 were 13.4%. Each of the primary assumptions of the bargaining parties was exceeded in 2021, placing the Plans on solid footing in the first year of the recently negotiated successor Basic Agreement. Total investment assets in the MPIPHP as of December 31, 2021, were \$12.2 billion.

At year end, the MPIPHP had 17.5 months of reserves in the Active Plan and 10 months of reserves in the Retiree Health Plan. These reserves are a safety net to the Plan participants.

The minimum reserve level was met in the fall, which permitted the provision of 13th and 14th checks to pre-2009 retirees. The extra checks are a matter of negotiations, and that provision must be renegotiated every three years. It is important to remind the Board that those who retired after 2009 received a pension increase that the prior recipients did not.

The economic health of the MPIPHP and its ability to not only weather the pandemic is a testament to the governance of the Board of Directors, the competent administration, and the effective negotiations of the contract, which put the Plans on such firm economic footing.

The Active Health Plan had 58,272 participants as of December 31, 2021. This is 3,466 more people

than December 31, 2020. The increase in active participants was caused by individuals remaining eligible due to eligibility extensions in 2021 as well as unprecedented employment in 2021. Health care today is one of the most important benefits and ensuring that IATSE members can maintain theirs has been a priority for the Labor Directors of the MPIPHP. Vice President Miller specifically acknowledged Vice President Davis for his efforts as Labor Chair of the MPIPHP and all the Labor Directors on the Plans for their efforts.

As the industry and the Motion Picture Pension and Health Plans emerge from the pandemic, they will continue to confront many challenges. Health care in the U.S. remains in crisis, which has been magnified by the effects of the pandemic. As health costs continue to skyrocket, much work will need to be done to preserve the high-quality healthcare that the members deserve. With healthcare costs trending upwards at a significant rate, the compounding effect is tremendous. It is anticipated that by 2024, a single month of healthcare in the Active Plan will cost in excess of \$90 million per month and over \$1.1 billion annually. The Retiree Plan will increase by 50% as well in 2024, adding another \$190 million annually to those costs.

The protection of pensions and healthcare for IA members and their families are the highest priorities and the International's forward-looking bargaining strategy will continue to reflect that. The commitment of the trustees and the strength shown at the bargaining table will provide these benefits for IATSE members now, and well into the future.

Vice President Ford thanked President Loeb, and Vice Presidents Miller and Davis for their hard work on the Plans.



Vice President Davis thanked the chairs of the various Plan committees for their hard work.

Scott Bernard, Local 695 Business Agent expressed his appreciation for Vice President Miller's hard work keeping the Plans healthy and participants covered during the pandemic.

President Loeb began his remarks by thanking Vice President Miller for his work during the pandemic in working with recalcitrant employers. He noted that all the directors work hard to keep the Plans in good shape. The work that was done during the pandemic was crucial to the members. The Union will continue to be vigilant in monitoring the Plans and the important metrics to ensure its continued success.

#### **MPTF DAY AT THE RANCH**

Local 800 Associate National Director dooner, along with Local 839 Business Representative Steve Kaplan, Local 892 Executive Director Brigitta Romanov, Local 729 Business Representative/Secretary-Treasurer Bob Denne, and Local 892 Assistant Executive Director Doug Boney, reported to the General Executive Board regarding the Motion Picture Television Fund (MPTF) Day at the Ranch.

The MPTF is a Los Angeles-based charity that was formed just over a hundred years ago to assist Hollywood workers who had fallen on hard times. It is appropriate to note, given the recent celebration of International Women's Day, that the organization was conceived by Mary Pickford, who served as the founding vice-president of what was originally called the Motion Picture Relief Fund.

With a long-time goal of "taking care of our own," the organization received significant funding from Hollywood workers themselves who would pledge a small percentage of

their paycheck to the Fund, usually around one half of one percent. These funds enabled the organization to provide financial assistance to workers in need. As an example, in 2020, MPTF provided programs and services to 2,831 IATSE Members, 754 of whom received a financial assistance grant. The 2020 total of those grants to IATSE members was over \$2.0 million.

dooner reported that he has seen first-hand the impact of the MPTF on industry workers. When his good friend lost everything in her fight against cancer, MPTF provided constant assistance and guidance and helped her get into a hospice. And, MPTF even donated her final resting place. This has played out time and again with members in need. They know MPTF is the place to turn when they need help the most.

But this assistance requires constant funding. With time, and changes in the motion picture industry, especially the shift from the studio system to the truly freelance workforce of today, it has become more difficult to have continuity in payroll pledges so a focus on other fundraising methods became necessary.

dooner recounted a discussion of this at a monthly BA meeting in September of 2011 when he was volunteered to chair an IA fundraiser involving an event at Santa Anita Racetrack for an afternoon barbecue and watching the horses run. The low price point would create a fun event that most members could afford and was as much about gathering people together and raising awareness, spurring continued giving, as it was about raising funds on the day of the event.

Fortunately, a fantastic committee of Local leaders, along with staff from the Fund, came together to put together the very first IATSE/MPTF Day at the

Races which was held just four months later in January of 2012. In order to make the event friendly for the whole family, tickets were set at just \$50, with lower prices for teens and small children. That first year they sold just over 200 tickets and raised \$11,070, and everyone left asking to do it again. Ticket sales have grown each year since then. And the committee has added sponsor opportunities, a raffle, a silent auction, and games and crafts for kids. In total, seven annual events were held at Santa Anita. In 2018, the committee raised \$177,673.84

But during the winter of 2018 the park suffered an abnormally high number of fatal injuries to racehorses and the committee pivoted to look for new ways to recreate the event's success without putting any animals at risk. Those efforts lead to the Day at the Lanes in the fall of 2019. The event drew a capacity crowd for an afternoon of bowling fun, arcade games, games in the parking lot, and raffles and auction items. Thanks to exceptional work by the committee, the event raised \$182,071.02. But the committee realized that it had maxed out the space for attendees, leaving no room for growth.

Unfortunately, just a few months later, the pandemic made the idea of crowding a bunch of people together untenable. There was just no way to hold an indoor event with hundreds of attendees. So, the committee pivoted again and decided to go virtual. Thus, the Day at the Games was born, an afternoon of interactive online challenges where attendees were teamed up and placed into different rooms to play for the championship. The auction moved to an online platform as well, which helped bring in even better returns than normal. While the committee was not as successful as the year prior, the event still managed



to bring in \$178,252.83, in the middle of a pandemic.

While everyone had fun, an online event was a temporary fix. In early 2021, the committee began searching for a way to bring together the hundreds of supporters and sponsors for a live event in an outdoor setting, seeking something that would allow for distancing to make people feel comfortable. After much brainstorming and research, the committee agreed that for the tenth event, an old-fashioned family picnic might be a good fit. Thus, the committee hosted Day at the Ranch in 2021.

The sprawling Calamigos Ranch gave the committee plenty of room to spread out. Activities included games on the lawn, a pool table, a carousel and, that most wholesome of family competitions, axe throwing. There were more sponsors than ever, and the Locals increased their support levels, recognizing the assistance that MPTF had provided to IA members for the first year and a half of the pandemic. This event drew the largest crowd yet as the committee sold 662 tickets.

By the end of the day of the event, the committee had raised \$244,333.64. While that was a great result, dooner challenged the committee to raise a quarter million. Individuals pitched in and Locals made additional contributions. dooner asked members at Local 800 if they would help and was overwhelmed by their generosity. One member, who owns the signatory backing company, Drop Shop Digital, even bought a sponsorship – after the event was over. dooner was thrilled to report that the committee blew past its stretch goal, raising \$258,978.09, which will go right into the pockets of IATSE members who fall on hard times.

dooner thanked President Loeb and Vice President Miller for their

continued support of the event. He also thanked the committee members and each of the Locals who joined in the event, purchasing tickets and sponsorships.

The committee knows that it has a huge hit on its hands, and a sequel will be coming on November 6, 2022, for the eleventh annual “Day at the...” event which will return to the ranch and bring families together for another wonderful afternoon of making sure “we take care of our own.”

dooner concluded his report by proudly reporting that over its ten years, the event has raised over \$1.3 million for the MPTF.

Vice President Miller recounted his firsthand experience in witnessing how the committee’s fundraising has positively impacted the lives of IATSE members. He noted that the committee members volunteer their time to put on these events, and that this year’s even took place in the middle of the fight for the new Basic Agreement. Despite all their other obligations, the committee continued to demonstrate their commitment to this important fundraising event.

President Loeb thanked dooner and the committee for its report and its work. As a director on the Motion Picture Television Fund, he reported that the work the committee has done has been recognized and appreciated by the Board. The numbers are astounding and continue to grow, and it directly affects the members of the IATSE. President Loeb noted that he would love to see more members sign up for continuous contributions, as opposed to one-time donations. The work of the committee is another example of activism that is paying off directly for the members.

## **OPERATION WARM**

International Vice President Carlson

along with Peter Lastowski and Lucia Aloï (Local 311), Mark Hogan (Local 476), and Thomas Pusateri (Local 769) reported on the continuing involvement of IATSE local unions with “Operation Warm”. This program provides children with coats and other warm-weather gear for use during the fall and winter months. “Operation Warm” delivered 300 – 350 coats at each sponsored library that participates in the program. Vice President Carlson noted that Operation Warm correlates with President Loeb’s Pillars of Success, namely Activism. In this program, Local unions engage with their communities to make a real impact in the lives of families. It was noted that the volunteers connect with families in ways that are life changing for all involved—recipients and donors. These programs have far-reaching impact, helping the IATSE grow. Vice President Carlson thanked President Loeb and General Secretary-Treasurer Wood as well as multiple Locals for their help in the endeavor.

Local 311 thanked President Loeb for the availability of funds that allowed the Local to support Operation Warm because the Local’s work was adversely impacted by the COVID-19 impact on the entertainment industry. The Local further noted the significance of personal interaction with families and the experience changes people for the better.

President Loeb observed that this is a great charity, changing the lives of children. He stated that the IATSE will continue to support it because of the immediate difference that is made when children receive coats and shoes. President Loeb commended Vice President Carlson for spear-heading the IATSE’s involvement with this initiative, specifically highlighting Vice President Carlson’s hard work and dedication for the program.



## **POLITICAL AFFAIRS REPORT – CANADA**

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

### ***Federal Election***

Representative Hurdon provided a summary of the Federal Election held on September 20, 2021. The incumbent Liberal Party, and Prime Minister Justin Trudeau, were re-elected for a third term, this time forming a minority government with 160 seats. The Conservatives, led at the time by Conservative Leader Erin O'Toole who has since resigned as leader, lost two seats but held on to keep 119 seats and their Official Opposition status. The Bloc Québécois, led by Yves-François Blanchet, won thirty-two seats, unchanged from the prior election. The New Democratic Party, led by Jagmeet Singh, won twenty-five seats with a net increase of 1 seat from the prior election. The Green Party maintained their two seats but party leader Annamie Paul was defeated for the third time in her own riding of Toronto Centre and has since resigned. The far-right People's Party of Canada did not win any seats, despite winning nearly 5% of the popular vote, and party leader Maxime Bernier was defeated for the second time in his riding of Beauce.

During the course of the month-long Federal campaign, the Canadian Office reached out to the six national parties holding a seat in Parliament in writing to pose six questions in English and French on matters of direct importance to IATSE members - like for example asking each party what their position on arts and culture and income support initiatives for live performance

workers were. The Canadian Office then posted the parties' respective answers in an effort to help educate members on the parties' respective platforms and to encourage engagement. This exercise proved successful and gave rise to considerable membership dialogue about the election.

### ***Federal Income Supports***

The Canadian Office has continued its focus on political engagement and advocacy on behalf of members with the assistance of IATSE Canada's lobbyist Isabel Metcalfe and the dedication of Representative Krista Hurdon. Lobbying efforts to date have focussed on COVID-19 related health and safety return to work protocols and COVID-19 related government financial aid to entertainment industry employees and employers. With the motion picture industry back on line, the Canadian Department's efforts have been focussed on the maintenance of income support benefits for members working in the live production and trade show industries.

As previously reported, IATSE Canada's participation in organized labour's lobbying efforts, along with the Creative Industries Coalition, resulted in the Federal Government introducing the Canada Emergency Response Benefit (CERB) which provided workers, including gig economy workers, with \$2,000 in financial aid per month for twenty-eight weeks. After successfully lobbying for numerous extensions to the CERB, the benefit came to an end but was replaced by the Canada Recovery Benefit (CRB). The CRB was initially a \$500 per week income support available to workers, including freelance workers, for a maximum of twenty-six weeks concluding at the end of March 2021. Lobbying efforts resulted in a first extension of the CRB to the end of June 2021 and a second

extension until the end of September 2021, with the last eight weeks of the income support benefit being capped at \$300 per week.

As of September 2021, the Coalition's priority was to secure a third extension of the CRB. With the assistance of International Representatives Jason Vergnano and Cindy Jennings, the Canadian Office was able to compile labour market statistics from Locals across Canada to support its lobbying efforts. Armed with this information, the Coalition had several meetings with federal government officials lobbying for further income supports. Through focussed lobbying and the assistance of Isabel Metcalfe, the IATSE and its Coalition partners won a final extension to October 23, 2021 – which in total amounted to fifty-four weeks of income support, with the first forty-two paid at \$500 per week and the final twelve paid at \$300 per week.

These efforts gave rise to the creation of a new \$300 per week Canada Worker Lockdown Benefit (CWLb), which was intended to fill the gap for those not yet able to get back to work. Initially, the CWLb was only available to applicants from regions that were under a lockdown order. The Coalition lobbied once again, this time to convince government that venue restrictions are a form of lockdown, and if IATSE members' work was restricted, they should also be eligible for the benefit. These efforts resulted in a temporary expansion of the CWLb to workers residing or working in areas/provinces where venue capacity limits of 50% are in place. Applications for the benefit were originally able to be made for the period up to February 12, 2022 but that has now been extended to March 12, 2022. IATSE will continue to lobby for a further extension of the CWLb.

Other additional special COVID-



19 related financial benefits created as a result of the Coalition's lobbying efforts include the Canada Recovery Sickness Benefit (CRSB). Originally a 10-day benefit, the CRSB provides income support to employed and self-employed individuals who are unable to work because they are sick or need to self-isolate due to COVID-19, or have an underlying health condition that puts them at greater risk of getting COVID-19. The program was extended until May 7, 2022 and pays \$500 (or \$450 after taxes) per 1-week period, for up to six 1-week periods.

The Canada Recovery Caregiving Benefit is similarly structured. It gives income support to employed and self-employed individuals who are unable to work because they must care for their child under 12 years old or a family member who needs supervised care. It applies if their school, regular program or facility is closed or unavailable to them due to COVID-19, or because they are sick, self-isolating, or at risk of serious health complications due to COVID-19. It also pays \$500 per week and terminates on May 7, 2022 but was extended to a total of 44 weeks.

With the spread of Omicron in late 2021, the Coalition's lobbying efforts ramped up once again, this time resulting in the creation of the Canada Performing Arts Workers Resilience Fund (the Fund), a \$60 million fund created to help ensure workers stay in the live performance industry while they await its full return. The Fund allows for organizations to apply for funds to assist workers and individuals to make one-time claims for up to \$2,500 in financial assistance. The IATSE facilitated the AFC (formerly the Actors' Fund of Canada) being identified as the organization that would process application and administer the Fund.

With this Fund now in place and available to Locals wishing to offer members training, the Canadian Office undertook a survey of all Stage Locals in an effort to identify training needs and opportunities. The Canadian Office then contracted the services of an accounting firm and legal counsel to prepare the documentation necessary to file funding applications by the March 4, 2022 deadline for various training initiatives. The Canadian Office has also recently called on retired International Representative Jim Brett to work with and assist the Stage Locals on their training initiatives over the coming months once they have been approved and funds have been released.

The Canadian Office has also reached out to Locals in an effort to assist them in their efforts to lobby their respective provincial governments to establish supports for the live performance industry. To this end, the Canadian Office held a national meeting with the leaders of all Stage Locals provided assistance to Locals wishing to write to their elected officials requesting meetings and helped them develop talking points. Several Locals have taken the on the challenge and are in the process of setting up meetings that will hopefully take place in the coming weeks.

IATSE's Canadian lobbyist, Isabel Metcalfe, was recently ranked as the second most active lobbyist in Canada in 2021, which is a metric illustrating the frequency of IATSE's lobbying efforts over the past year on behalf of IATSE members across the country.

#### **Bill C-10/C-11**

The Canadian Department has also maintained its focus on lobbying efforts related to the Federal Government's Bill C-10, An Act to Amend the Broadcasting Act as well. IATSE Canada has been meeting with high level federal

government officials to ensure IATSE members' views and interests, which are not entirely aligned with other unions and guilds, are taken into consideration. The Canadian Department is pleased to note that the most current version of the Act, which was passed by the House of Commons and is currently before Committee in the Senate, recognizes Canada's long history of supporting the creation of, and access to, Canadian film, music, television, and digital media programming, while also facilitating the Canadian entertainment industry's access to foreign content. Proposed amendments to the Act also focus on the content streaming industry and, among other things, contemplate the implementation of Canadian content requirements as well. In Canada, the International's level of political engagement continues to be extremely high and the Canadian Office remains in almost daily contact with IATSE Canadian lobbyist Metcalfe. As everyone knows, many live performance members are still struggling, so the majority of present lobbying efforts are focussed on engaging with the federal government to ensure that these members are receiving assistance.

President Loeb noted the number of federal government benefits available to IATSE members in Canada, which are aimed at blunting the impact of the COVID-19 pandemic on the entertainment industry. He commended the Canadian Office for its many lobbying successes on behalf of members across the country, noting that political participation and involvement are critical to ensuring that the needs of the International and its members are addressed.

#### **TITMOUSE ANIMATION**

International Vice President and Director of Canadian Affairs John Lewis and International Representatives Julia



Neville and Jeremy Salter and Local 839 Business Agent Steve Kaplan reported to the General Executive Board on Local 938's successful negotiation and ratification of a first agreement with Titmouse Canada Animation Studio in Vancouver.

The bargaining process started by surveying all employees in the bargaining unit and the participation of seven bargaining unit members on the bargaining committee that also included Neville, Salter and Kaplan. Highlights of this historic four-year agreement include annual wage increases compounded, a premium of 15% when supervising other employees, confirmation of an entitlement to daily and weekly overtime, a comprehensive anti-harassment, anti-discrimination and respectful workplace policy, standard grievance and arbitration provisions, the creation of a joint labour-management committee, limitations on sub-contracting of bargaining unit work, the ability of employees to refuse any work shifted from Local 839 in Los Angeles as a result of a labour dispute, the establishment of paid sick and personal leaves, improvements to retirement plan contributions, a transfer the existing employer retirement plan to the IATSE national retirement plan, Canadian Entertainment Industry Retirement Plan, and remuneration for employees when working from home and when they use their own equipment. This represents the first IATSE animation agreement in Canada.

President Loeb congratulated Local 938 on its efforts to secure a first collective agreement with Titmouse and, in doing so, noted that he looks forward to similar animation industry organizing and collective agreement successes in the future. He expressed sincere appreciation for the work of Vice President Lewis, Representatives

Neville and Salter and Business Agent Kaplan, whose dedication to these workers resulted in a truly impressive organizing victory and agreement.

## **RETURN TO WORK AGREEMENT**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. reported on the current status of the Return to Work (RTW) Agreement.

As reported at the last Board meeting, the RTW Agreement was updated in July of 2021 and was designed to expire by the end of September, in case there was a need to change protocols due to emerging scientific findings. Since then, however, the Agreement has been extended multiple times. This approach allowed the joint unions to monitor the pandemic and adjust the protocols based on the current science and up-to-date advice of healthcare experts (Doctors David H. Wegman, Gregory R. Wagner, and Leticia Davis), which helped protect crews during surges, such as occurred with the Omicron variant.

The input from the experts in this field was key to the successful return to work and reopening of the industry. Of the joint unions in the group, the IATSE, the DGA, and SAG-AFTRA each independently engaged experts. This gave the group many viewpoints. On each issue, the unions with experts in this field were able to build consensus with the employers' experts and craft an agreement that resulted in an infection rate that was a mere fraction of what the community infection rate was in the work communities.

Throughout 2021, the negotiating parties met on a regular basis to assess new scientific findings regarding COVID, to handle requests from companies for fully vaccinated crews,

and to deal with any other issues that arose. The joint unions' approach continues to be effective as we speak with one voice about the safety of the cast and crew. The solidarity has been a key factor in the success of the RTW Agreement.

In December, the IATSE, DGA, Teamsters, Basic Crafts, and SAG-AFTRA met and agreed to extend the agreement until February 13th. The parties met in early February to negotiate a successor agreement.

The new RTW Agreement keeps in place the workplace protocols and protections that have allowed for a sustained and successful return to work over the past year and a half. As of February 14th, cloth masks will no longer be allowed in the workplace. Instead, employers will supply a KN95, KF94, N95, or, where there is a fit issue (for example, if someone has a thick beard), a well-fitted surgical mask. Also on this date, the sick leave bank for COVID-19 related events was refilled so all employees have ten days per employer available to them through to the end of September. In consultation with the experts retained by each of the Unions and Guilds, the list of acceptable antigen tests was expanded, and the approved vaccines expanded to include AstraZeneca and Novavax. The Agreement is in place until April 30th of this year. This will allow the parties to revisit the Agreement and make any adjustments needed based on the current science and the prevalence of COVID-19 in communities.

In closing, the International encourages all members to get vaccinated, and get booster shots per the United States Centers for Disease Control and Prevention's recommendations. The International's goal is to create the safest working environment for members and that, in turn, allows the



industry to thrive. In 2020, film and television production was brought to a halt as broadcast, cable, and streaming productions shut down in March of that year. The governors of New York and California turned to the Industry Unions and Guilds to get the industry safely back up and running. By late summer, thanks to many hours of negotiations with the Studios, the industry quickly returned to pre-pandemic levels of production. The RTW Agreement is the keystone to this recovery, and members' adherence and respect for the protocols has made the return of the film and television a success story.

With employment in the motion picture and television industry reaching record levels in 2021, the industry has recovered from the shutdown and returned to full employment. Under the leadership of President Loeb, the International will continue to work with the IA's team of epidemiologists and health experts, the Locals on the ground, and partners at the other Unions and Guilds to negotiate the most protective COVID protocols of any industry in North America.

President Loeb thanked Vice President Miller for his report. The strength and solidarity of the joint union alliance put them in the position to make a strong deal. The pandemic is not over, and as long as the danger continues, the International will work with the experts and the other Unions and Guilds to do everything it can to protect workers.

## **WEST COAST OFFICE REPORT**

International Vice Presidents Michael F. Miller Jr. and Thom Davis and International Representative Peter Marley reported to the General Executive Board regarding the operations of the West Coast Office (WCO) since the summer Board meeting.

Vice President Miller reported that the operations of the WCO during COVID were affected by the office shutdowns but the work continued despite those challenges. He recognized the staff for their dedication and commitment during that very difficult time. The staff is now back to the office at full capacity.

The WCO continues to be used as a base for IATSE activities in the Los Angeles area. During the COVID shutdown, the office hosted multiple drive-thru food banks. The Hollywood Young Workers has also used the space for several events including an upcoming blood drive and bake sale fundraiser for MPTE.

The WCO was also used as the base of operations for the Basic Agreement and Area Standards Agreement negotiations. The Basic was a hybrid negotiation with a portion of the negotiation committee in person at the WCO each day.

The Office services all crafts and Locals of the Alliance with International Representatives working in each Department. There are currently five full-time International Representatives in the WCO plus Vice Presidents Miller and Davis. Yvonne Wheeler will join the WCO staff as an International Representative beginning on March 14th. Many of the IA's California Locals will recognize Yvonne from her work with the AFL-CIO, several Unions, and from her presence at countless labor events. Yvonne has served as AFGE National Representative and Special Assistant to the Secretary-Treasurer and as an AFL-CIO Senior Field Representative.

Vice President Davis has joined the WCO after more than twenty years as Business Agent of Local 80. In addition to his ongoing work in political activities and service to the MPIPHP and AFL-CIO, Vice President Davis will

also be working in the Motion Picture and Television Production Department, absorbing many of the duties of retired International Representative Lyle Trachtenberg.

Vice President Miller then reported on various recent activities of the California IATSE Council (CIC). During the last two years of the COVID pandemic, the CIC, in consultation with the IATSE West Coast Office, built upon its longstanding relationship with Governor Newsom, his Administration, and the California Legislature, to ensure its fight for IATSE members did not abate but rather met the challenge. Upon the announcement of the March 2020 "Stay at Home" orders issued by the State of California, the West Coast Office and the CIC quickly engaged with the office of the Governor, the office of Emergency Health Services, and local leaders on several fronts.

The CIC/IATSE were able to utilize its political relationships to ensure priority access to COVID-19 vaccines for IATSE members in the Los Angeles region working in vital industries. The CIC/IATSE were also able to secure legislation that placed California in conformance with portions of the Coronavirus Aid, Relief, and Economic Security ACT. It ensured that IATSE members who needed to take out a loan from their annuity (IAP) accounts in the MPI Plan could do so without penalties. This challenge was first identified by the West Coast Office, which directed the CIC to investigate and map out a legislative solution. While the CIC lead this effort, it benefited workers throughout California.

The CIC/IATSE undertook numerous activities to assist members during the pandemic. It ensured that the film and television industry's Return to Work Safety Protocols were adopted by the State as a model and worked with



California's Employment Development Department (EDD) to provide special assistance to members, which included a unique, industry-specific webinar attended by 5,000 members to discuss the various COVID-specific benefits available in the state.

The CIC/IATSE also worked in collaboration with Political and Legislative Affairs Department Director Tyler MacIntosh to support passage of the CARES Act and Save Our Stages.

Finally, the CIC/IATSE worked to stop legislation that sought to open the door to independent contractor status for all workers in live theatre entertainment and worked to secure \$50 million in the 2021 California state budget for grants to non-profit performing arts groups.

In December 2021, the CIC Board met to discuss their legislative agenda for Sacramento in 2022 and determined that their efforts would be focused on worker health and safety. The CIC/IATSE has been hard at work over the first two months of 2022 on new state legislation that will benefit IATSE members in this area:

#### ***Firearm Safety/Safety on Sets***

California State Senators Dave Cortese and Anthony Portantino have reached out to Vice President Miller to discuss the use of firearms in film and television production.

Vice President Davis and the California IATSE Council then took over as the focus turned to the legislative work in Sacramento. After discussions within CIC, and particularly with Local 600, the CIC determined it would work with Senator Cortese and his staff on a much broader bill. A meeting between Senator Cortese, Local 600 President John Lindley, and Local 600 National Executive Director Rebecca Rhine cemented his commitment to a health and safety bill first and foremost.

It would contain a requirement for a Safety Supervisor, whose job is to ensure overall safety on the set, working with the experts and all department heads on every set. The CIC is now a sponsor of the revised legislation. SAG-AFTRA, the Teamsters, and the Laborers have supported the CIC in its fight to establish a safety supervisor on set.

In the meantime, Senator Portantino also introduced a firearms bill, drafted by the Motion Picture Association (MPA), and has pushed hard for the CIC and the other entertainment unions/guilds to join on his bill. The MPA opposes Senator Cortese's bill and the creation of a safety supervisor on set.

#### ***Live Event Worker Safety Standards***

This legislation has been introduced by Assemblymember Chris Ward (D-San Diego). Its goal is to address the history of accidents, injuries, and fatalities of IATSE members, and other workers responsible for setting up and breaking down live events at arenas, stadiums, fairgrounds, and other outdoor venues. It follows similar laws in Nevada and San Diego.

The bill sets an industry-wide health and safety training standard for live events at venues operated by state or county fairgrounds, state parks, a California State University or University of California campus, or at California State University auxiliary organizations.

It requires that entertainment vendors, such as Live Nation, Cirque du Soleil, AEG Live and others that contract to produce live events at state-owned or operated facilities must certify that all workers on the productions have completed the OSHA 10-hour awareness or OSHA -10 General Entertainment Safety course. Heads of departments and leads would

be required to complete OSHA-30, as well as complete an Entertainment Industry Certification Program (ETCP) in the last five years.

Hearings on this bill are likely to begin in March or early April. The big vendors are already making their voices heard on the legislation, so the CIC is well aware of what they are likely to be up against.

Finally, the IATSE represents the training staff at the Contract Services Administration Trust Fund (CSATF), and Vice President Davis reported on the successful renegotiation of that agreement.

Vice President Ford expressed his thanks to the staff of the WCO, expressing that "they are helpful with everything."

President Loeb began his remarks by expressing his own appreciation to the staff of the WCO. They stepped up in a big way in 2021 through some very challenging times. With respect to the pending health and safety legislation, he noted that it sounds as though matters are progressing nicely. The Union has a shot at obtaining good legislation in these areas because of activism. President Loeb concluded his remarks by offering to assist in the legislative fight in any way that he can.

## **LOCAL NO. 2, CHICAGO, IL**

### **Re: Organizing Drives**

International Vice President Craig Carlson, International Representative Ben Hague, and Local 2 Vice President Frank Taylor reported on Local 2's active organizing efforts at the Des Plaines Theater, the Metropolis Theater, and the James Lumber Center for the Performing Arts.

The Des Plaines Theatre is located within the Chicago metropolitan area. It was built in 1925 as a vaudeville house. It fell into disrepair and was shuttered in 2014. Des Plaines purchased the



theater in 2020 and began renovating it. Onesti Entertainment was chosen to operate the theatre which is a 900-seat live music venue. Local 2 successfully negotiated a collective bargaining agreement with Ron Onesti, providing wages, benefits, working conditions. Since reaching agreement, Local 2 stage workers have worked shows featuring Kevin Costner, Paul Anka, who also tours with a Local 2 represented crew.

The Local also successfully organized the stage crew at the Metropolis Theatre, located in the Chicago metropolitan area, Arlington Heights, Illinois. The venue holds 329 seats and presents self-produced performances, including concerts, comedy, and cabaret shows. Local 2 met over ten months to negotiate a three-year collective bargaining agreement which includes annual wage increases, overtime and other conditions, contributions to the Local's apprentice training fund and a grievance procedure.

The Lumber Center for the Performing Arts is located on the campus of the College of Lake County, about 50 miles north of downtown Chicago. The venue features three performing arts spaces, which showcase concerts, music, live theatre, and dance productions. Representative Hague worked directly with the crew and the Local filed representation cards with the Illinois Educational Labor Relations Board. After a successful card check, the Local is set to begin negotiations for a collective bargaining agreement. It will update the Board as the process continues.

Vice President Carlson expressed appreciation to President Loeb for his leadership encouraging and supporting local union organizational efforts. He also thanked General Secretary-Treasurer Wood. Vice President Carlson observed that the Local is extremely excited to provide the

benefits of unionization to the workers involved in these campaigns.

President Loeb remarked that the report shows Local 2's aggressive organizing posture. He commended the Local for improving the working conditions and the lives of all the affected workers.

## **LOCAL NO. 22, WASHINGTON, DC**

### **Re: The Kennedy Center**

International Vice President and Co-Director of Stagecraft Michael J. Barnes, Stagecraft Co-Director D. Joseph Hartnett, joined by Local 22 Business Agent Ryan Chavka, President David McIntyre, and Local Secretary-Treasurer Lynn Jackson reported regarding the conclusion of contract negotiations between Local 22 and Washington, D.C.'s John F. Kennedy Center for the Performing Arts.

As with many renewal negotiations, reaching an agreement during the height of the COVID-19 pandemic presented a challenge. Despite receiving significant pandemic relief aid, the Kennedy Center's management approached negotiations in mid-2020 with aggressive and detrimental positions. The Local's officers were nonetheless prepared to take on these challenges with a major employer of the Local's members. When bargaining for a new contract began, the Center initially sought to cut wages, eliminate jobs, and discontinue certain overtime payments. The Center's managers also contended that a new wing at the facility would be considered a separate facility that could be staffed by low-wage personnel.

Over sixteen months of hard negotiations, circumstances became more critical when the first touring production was scheduled at the Center following the March 2020 pandemic-related shut down. The

Local conducted a strike authorization vote, which led to meaningful discussions between management and President Loeb, the Stagecraft Department's Co-Directors, and local officers. Various other IATSE Locals with members working at the Center, including Local 772, Local 798, Local 868, and Local 18032 ATPAM remained in solidarity with the Local 22 stagehands. Co-Director Hartnett thanked those Locals and their officers for their patience and support, which were key factors in Local 22's success. Before the commencement of the first touring production to arrive at the Center, the parties reached an agreement, averting a strike. Local members ratified the contract, which was retroactive to September 2020 and will remain in effect through 2023.

Under the successor contract, Local 22 secured its jurisdiction at the facility; new bargaining unit positions will be created; and protocols concerning COVID-19 were formalized. In exchange, some staffing flexibility was added. Local 22 President McIntyre, as quoted in the media, summed up negotiations as follows, "We could not accept the Kennedy Center's managers using the pandemic as leverage to gut our contract and we would not go along with the fiction that an expansion of the building wasn't part of the Kennedy Center." While the negotiations were protracted, the Local secured an acceptable contract that is protective of the members while offering the Kennedy Center support to recover from the pandemic. Co-Director Hartnett commended the officers of Local 22 for their leadership during these trying times. Their solidarity and guidance were unwavering.

President Loeb remarked upon his specific involvement in conversations with the Center's management in



support of the Local's demands. He noted that the Local fought a difficult fight and brought it to a successful conclusion. This is a very important facility in the Local's jurisdiction, and the Local did not roll over merely because of the pandemic. He commended all those involved on the new contract and was satisfied that it has been ratified.

#### **LOCAL NO. 122, SAN DIEGO, CA**

##### **Re: Encore**

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders was joined by Local No. 122 Business Representative Richard Disbrow, and Local No. 122 Organizer Juan Perez to provide an update in regards to organizing and contract negotiations for workers at Encore (formerly PSAV) in San Diego.

As previously reported to the Board, in the early months of the COVID-19 pandemic, Encore audio visual technicians in San Diego overwhelmingly signed authorization cards to organize with Local 122. In July 2020, Encore workers overwhelmingly won their union election before the National Labor Relations Board, with around 75 percent of voting in favor of union representation, sending an overwhelming message that these workers were demanding to negotiate fair wages and conditions.

As the pandemic continued, Encore stalled or completely refused to negotiate with the newly elected union. The bargaining unit remained united and active despite the lack of work stemming from closures and COVID-19 related shutdowns. Local 122 together with allied labor organizations publicized the fight for a contract covering these workers. The Local commenced a letter writing campaign,

held events, and engaged with elected public officials. Workers spoke out about their working conditions with the company, including lengthy shifts and extensive periods of work with no rest for little pay. The Local also supported unit workers during this difficult time by getting them engaged in union training, which helped keep their skills up to date. As negotiations began in earnest for a first contract, the employer remained fixed in its position on many areas, such as brushing off the pay gaps that were pervasive among unit workers.

By February 2022, after remaining united for nearly two years, an agreement was ultimately ratified. While not every proposed condition was attained, the terms of the first contract for these workers included some historic achievements. The contract includes minimum call times, overtime for late hours and certain days, vacation accruals, paid holidays, equal gratuities, safety standards, meal penalties, bonuses, wage increases, on-site job stewards, and more. Important for many in the unit, a two-week scheduling notice is imposed. These conditions will make a significant improvement in wages and quality of life for the bargaining unit. Importantly, workers may now realize a new sense of dignity, respect, and community within the Alliance.

Vice President Sanders commended the Local for listening to the bargaining unit, focusing on the conditions they asked for, and drawing the unit in by making them feel like members of the IA throughout the campaign. This success shows the power of persistent and well-planned organizing.

President Loeb noted that this can be an extremely difficult company to deal with (despite having agreements with Encore in other areas). He empathized

with the difficulties the Local faced but observed that the Local found people who wanted a union and stuck to it. He commended the meaningful changes and attention given to these employees. He gave his best regards to the bargaining unit workers who remained united.

#### **LOCAL NO. 868, WASHINGTON, DC**

##### **Re: Strathmore**

International Vice President Daniel Di Tolla and Co-Director of the Stagecraft Department D. Joseph Hartnett reported on their assistance to Treasurers and Ticket Sellers Local 868 in connection with a successful resolution of collective bargaining agreement negotiations for workers at the Strathmore performance venue in Montgomery County, Maryland.

In April 2020, Local 868 believed it had reached a tentative agreement for a new contract with the Strathmore. Two weeks later, however, Strathmore withdrew from its understanding on the terms of the Local's tentative agreement and demanded further compromises from Local 868. A series of unfair labor practice charges were filed in response. With President Loeb's approval, and the assistance of the International, the Local engaged in a broad and visible public relations campaign that caught the attention of the County Executive of Montgomery County, which owns the real property on which the venue resides. The Baltimore Symphony Orchestra, which is one of the principal resident companies at the venue also took notice of the Local's dispute. The Baltimore Symphony Orchestra cancelled or moved several performances at Strathmore and requested that the parties agree to mediation. A tentative agreement was reached during the second mediation session. That agreement is for a three-



year term, which protects full-time employment for covered employees, provides wage and benefit increases, and provides a stipend for employees to seek professional advancement. The contract was ratified unanimously. Additional premium increases for certain employees were also secured along with increases in the health contribution for part time employees. While Strathmore may lease a handful of ticketing kiosks for placement on the venue's campus, they will remain under the jurisdiction of the Local.

Vice President Di Tolla offered his congratulations to the officers and members of Local 868, who made time to complete these negotiations and made themselves available for numerous

press interviews and negotiations while encouraging members to contribute to the campaign. The Local coordinated the printing of leaflets and scheduling public demonstrations. The Local's legal counsel deserves considerable credit for tracking the increasingly complicated exchanges of proposals between the parties and pursuing unfair labor practices filings. Both the International's Communications and Political and Legislative Departments also contributed to Local 868's success. Letters and press releases, interviews with the press and outreach to supportive patrons of Strathmore all raised the profile of this dispute for the benefit of the Local.

President Loeb remarked that

Strathmore's actions were absolutely outrageous. Management representatives tried to utilize the COVID-19 pandemic to mistreat these workers. The Local, he noted, is aggressive, active and unrelenting; they do not give up. The International Union proudly offered the support that the Local needed and will support any other Local situated in this way. President Loeb requested those reporting to extend his congratulations to the Local and its officers.

#### **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 10:30 a.m. on March 11, 2022.



**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE**  
**SHERATON PUERTO RICO HOTEL • SAN JUAN, PUERTO RICO • MARCH 8, 2022**

Since the last meeting of the Defense Fund Committee in New York, NY on July 20, 2021 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. One, New York, NY, Article Fourteen, Section 8(a), 8(b) & (d) – Legal/Strike or Lockout	\$129,750.00	Local No. 798, New York, NY, Article Fourteen, Section 8(d) – Legal	17,568.91
Local No. 7, Article Fourteen, Section 8(d) – Legal	1,963.00	Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) – Legal	15,255.00
Local No. 11, Boston, MA, Article Fourteen, Section 8(a), 8(b) & (d) – Legal/Strike or Lockout	58,710.00	Local No. 868, Washington, DC, Article Fourteen, Section 8(d) – Legal	61,106.35
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) – Legal	3,210.55	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	1,407.09
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	7,309.50	Local No. B-4, Boston, MA, Article Fourteen, Section 8(d) – Legal	8,850.00
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) – Legal	2,268.00	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	7,839.38
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	3,036.00	<b>SUB TOTAL : \$450,220.03</b>	
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) – Legal	12,349.37	<b>INTERNATIONAL</b>	
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) – Legal	18,723.63	IATSE – Article Fourteen, Section 8(d) – Legal – Titmouse (Vancouver)	24,000.00
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) – Legal	15,500.00	IATSE – Article Fourteen, Section 8(d) – Legal – AQTIS	4,613.37
Local No. 76, San Antonio, TX, Article Fourteen, Section 8(d) – Legal	920.00	IATSE – Article Fourteen, Section 8(c) – Area Standards – Legal	34,513.33
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	15,798.81	IATSE – Article Fourteen, Section 8(c) – Basic Agreement	246,345.18
Local No. 122, San Diego, CA, Article Fourteen, S ection 8(d) – Legal	9,225.00	IATSE – Article Fourteen, Section 8(d) – Legal – Walnut	731.25
Local No. 125, Roselawn, IN, Article Fourteen, Section 8(d) – Legal	2,558.18	IATSE – Article Fourteen, Section 8(c) – Legal – Miscellaneous	2,492.57
Local No. 190, Wichita, KS, Article Fourteen, Section 8(d) – Legal	850.00	<b>SUB TOTAL : \$312,695.70</b>	
Local No. 205, Austin, TX, Article Fourteen, Section 8(d) – Legal	9,280.00	<b>LOBBYING AND CONSULTING</b>	
Local No. 250, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	3,768.66	Article Fourteen, Section 8(c) – Thorsen & French Advocacy, Inc.	75,000.00
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) – Legal	2,460.00	Article Fourteen, Section 8(c) – State & Broadway, Inc.	48,000.00
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) – Legal	12,982.50	<b>SUB TOTAL : \$123,000.00</b>	
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) – Legal	10,675.43	<b>EDUCATION</b>	
Local No. 523, Quebec, QC, Article Fourteen, Section 8(d) – Legal	2,480.82	Article Fourteen, Section 8(f) – LEAP Reimbursements to Locals/Officers	25,079.07
Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) – Legal	37.00	Article Fourteen, Section 8(f) – Misc. Training/Instructors	117,377.19
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) – Legal	14,336.85	<b>SUB TOTAL : \$142,456.26</b>	
		<b>GRAND TOTAL : \$1,028,371.99</b>	
		Respectfully submitted by:	
		Matthew D. Loeb	
		Colleen A. Glynn	
		James J. Claffey, Jr.	
		John M. Lewis	
		Daniel Di Tolla	



## EDUCATION AND TRAINING

### FROM WORKING BEHIND THE SALON CHAIR TO WORKING BEHIND THE SCENES: THE I.A.T.S.E. ENTERTAINMENT INDUSTRY HAIR STYLIST TRAINING

On Saturday morning, April 23rd, 2022, the twelve hairstylists of the inaugural cohort of the I.A.T.S.E. Entertainment Industry Hair Stylist Training gathered at Make-up Artists and Hair Stylists Local 798's Union Hall for their final class. Twelve tables overflowed with mannequin heads, roller sets, brushes, spray bottles and other hairstyling supplies. All eyes focused on the front of the room, where wardrobe technician Shannon Koger (Local 764) dressed Local 798 Vice President and NY Education Director Jennifer Bullock in a long skirt, corset, and frock coat, while Local 798 Secretary-Treasurer John "Jack" Curtin pinned a tricorner hat to her long curly wig. Longtime professionals in their crafts, Mr. Curtin and Ms. Bullock were demonstrating how to style under pressure during quick changes.

This class was the culmination of fifteen weeks of training which began on January 11th, 2022, when Make-up Artists & Hair Stylists Local 798, launched the first of its kind, inaugural I.A.T.S.E. Entertainment Industry Hair Stylists Training. Designed in partnership with the I.A.T.S.E. Education and Training Department, and Brooklyn-based media and workforce development organization Reel Works, the program is a groundbreaking industry achievement for its focus on training hairstylists from underrepresented communities in New York City.

Recruited through NYC cosmetology schools and the New York City Department of Education, participants

were required to have a high school diploma, a New York State Cosmetology license, and live in the five boroughs of New York City. While the first cohort of students all came to the training with a wide variety of professional and life experiences, they all shared a common ambition: to move from working behind a salon chair to working behind the scenes. To help them achieve this goal, the program educates hairstylists on the opportunities available to them within the entertainment industry through theoretical information and practical education on all textures of hair. Highlighted within the program is an emphasis on period hairstyling, braiding, wig preparation and working on all hair lengths and textures including Afro-textured hair. The project was made possible with the support of Netflix, AMC Networks, and the NY Consortium for Workers Education.

Ms. Bullock brought together prominent Local 798 members, from award-winning Heads of Department to Broadway Hair Designers as educators, to train hair stylists on the skills needed to be successful in the entertainment industry through a robust curriculum. A total of 140 hours of training over fifteen weeks included Theatre and Set Terminology and Etiquette; Anatomy of Hair; Bald Cap Hair Preps; Roller Sets Patterns; Hat and Mic Placement; Barbering; and more. Reflecting on a class where students had the opportunity to hear from and converse with a

professional panel of Hair and Costume Designers, student C'iera Mckim noted, "This was my favorite class. I enjoyed getting advice and feedback from every single artist. The advice and knowledge given was incredible. And I got to meet someone whose career I've admired from afar for years." Upon completion of the training, graduates were paired with Local 798 mentors to help them navigate pathways to work and union membership.

Some of the educators and mentors were present on the Saturday of the quick-change lesson to celebrate the students' successful completion of the program. All twelve students who were recruited finished the program. When asked how the program influenced her plans for the future, Ms. Mckim remarked, "It changed my life. I have been trying to find my way into the industry forever and this class came at a point when I was thinking it just was not obtainable. This program has influenced my career in a major way. It put me on the correct path to my dreams." At the ceremony, Angela L. Johnson, President of Local 798, welcomed the students to the industry, "This program is part of Local 798's continuing plan to facilitate the expansion of equity, diversity, inclusion, accessibility and belonging in the entertainment industry as we tell stories together with all our collaborators on the stage and screen. We are proud of our diverse, talented membership, and look forward to welcoming the graduates of this program to the industry."





# IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

## FOUR EASY WAYS TO GET STARTED WITH TRAINING

*The IATSE Training Trust Fund is committed to providing IATSE workers training that improves existing skills, develops new skills, embraces technological change, and focuses on the safest way to perform the work of the crafts. Our programs are designed for workers in every craft, are free of charge, and are offered online and in person. Explore these options today!*

### LinkedIn Learning

1

Access over 17,000 courses taught by industry experts with a LinkedIn Learning membership through the TTF. Enhance your technology and design abilities, video lighting and sound engineering skills, and much more. You can even browse courses in English, French, German, Japanese, Mandarin Chinese, Portuguese, and Spanish!

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

### TTF Safety First! Online Courses

We developed the TTF Safety First! Online Courses specifically for IATSE workers. Each of the 20 interactive courses presents information and best practices that can help you spot workplace dangers and minimize risks. Stories and case studies shared by workers in the various crafts give you a first-hand account of the importance of safety.

2

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

### IATSE TTF/AVIXA Partnership

3

Obtain an AVIXA Elite Membership through the TTF to take free, online introductory AV courses specific to your needs as an entertainment industry worker. Start your audiovisual training with Quick Start to the AV Industry and Networking Technology and continue through Event Setup for AV Techs and Project Management.

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

### OSHA 10/General Entertainment Safety Classes

Our OSHA 10 training covers a range of worker health and safety topics relevant to IATSE craftspersons. Increase your workplace hazard awareness and learn how to access tools and resources to minimize risks to your health and safety. You'll earn your OSHA 10-hour completion card and 10 points towards your ETCP renewal credits.

4

[www.iatsetrainingtrust.org/osha-10-ges](http://www.iatsetrainingtrust.org/osha-10-ges)



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



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



@IATSETTF



@IATSETTF



# EDUCATION AND TRAINING

## SUMMER 2022 SAFETY AND HEALTH OBSERVANCES

This summer, join the IATSE Education and Training Department and the Occupational Safety and Health Administration (OSHA) in celebrating two upcoming safety events: OSHA's Heat Illness Prevention Campaign and Safe + Sound Week 2022.

### HEAT ILLNESS PREVENTION CAMPAIGN

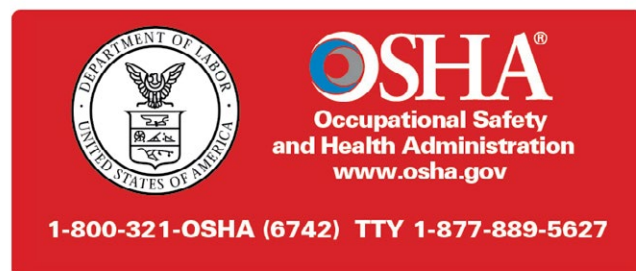
Heat Illness Prevention is a top priority for OSHA. This past fall, OSHA announced that it has begun its rulemaking process to consider a heat-specific workplace standard.

The message of OSHA's Heat Illness Prevention Campaign boils down to one memorable triad: Water, Rest, Shade. Excessive heat is a potential hazard to workers. This summer we urge IATSE workers to be especially cautious while working in the heat. Small adjustments such as wearing a hat, applying sunscreen (15 SPF or greater), and limiting your exposure to the sun during peak hours (10:00 a.m. to 4:00 p.m.) can benefit your health tremendously.

Employers are responsible for protecting their workers by supplying them with access to water, rest, and shade. It is also smart to carry a portable, refillable water container with you to help remain hydrated. A heat illness prevention program also requires that emergencies are planned for, and that employees receive training. This summer remember that excessive heat is not just uncomfortable, but it is also deadly. Remain aware of the



**The work can't get done without them.**



dangers of heat and ask your employer about their heat illness prevention program. For more information: [www.osha.gov/heat](http://www.osha.gov/heat)

OSHA also provides a plethora of resources which may be helpful for workers and local unions, including posters and other hand-outs: [https://www.osha.gov/publications/bytopic/heat-illness-prevention-\(outdoor-workers\)](https://www.osha.gov/publications/bytopic/heat-illness-prevention-(outdoor-workers))

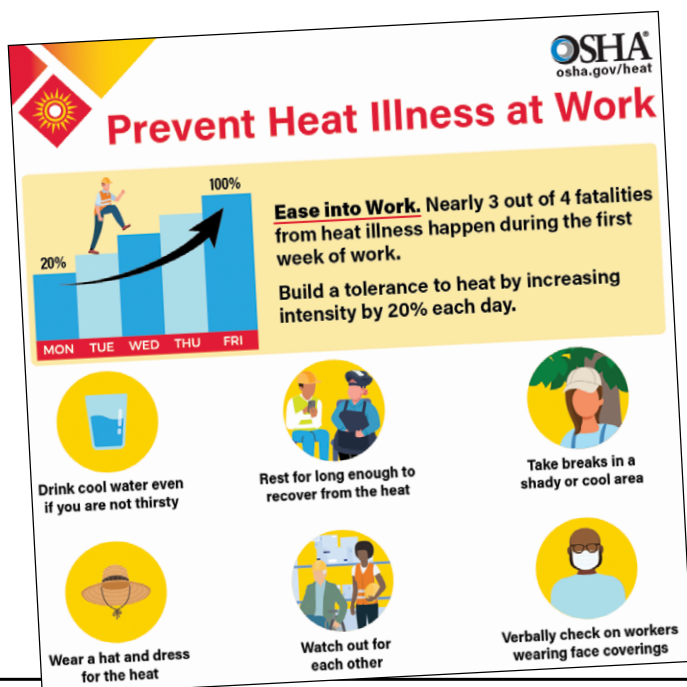
Having trouble getting the word out? Feel free to share OSHA's pre-made, heat illness prevention graphics on social media: <https://www.osha.gov/heat/video-graphics>

The OSHA-NIOSH Heat Safety Tool App is another useful resource that workers can use to stay safe in the heat. The App is free and available on both iPhone and Android Smartphones: <https://www.cdc.gov/niosh/topics/heatstress/heatapp.html>

### SAFE + SOUND WEEK 2022

Mark your calendars! OSHA's annual Safe + Sound Week will take place from August 15-21, 2022.

Safe + Sound is a year-round OSHA campaign with the goal of ensuring that every workplace establishes an occupational safety and health program. Safe + Sound Week is an annual week-long safety observance, held by OSHA, to promote the goals of the Safe + Sound campaign.





The IATSE is an official campaign sponsor and partner for Safe + Sound Week! There are many ways to celebrate Safe + Sound Week. If your Local has never participated before, simple things, like posting safety reminders on bulletin boards or articles in Local newsletters and social media 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.

The IATSE Education and Training Department plans to host a series of safety and health-related webinars during the week. Event details will be announced closer to Safe + Sound Week, in mid- to late-July. Watch for more information on IATSE social media and in your email.

For more information, visit OSHA's website:

Safe + Sound Week: <https://www.osha.gov/safeandsoundweek>

Safe + Sound Campaign: <https://www.osha.gov/safeandsound>

## HOW TO PARTICIPATE

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 "Heat Illness Prevention" 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/>



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

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

Applying To: **Cleveland, OH**

### LOCAL UNION INFORMATION

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

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

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

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

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

### CERTIFICATION

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

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

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

### FOR OFFICE USE ONLY:

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

Notified \_\_\_\_\_

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

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



## Leadership Week Returns

**A**TSE Leadership Development Week returned from a pandemic break during May 2-6, 2022.

Thirty-nine Local Leaders from twenty-seven different local unions gathered in Chicago for a week of customized learning. Participants could choose up to three different courses that fit their needs and the needs of their Locals, from a menu of six. Topics ranged from foundational skills such as Local Union Trustee Training and

Labor Law, to nuanced social justice-focused learning about Diversity, Equity and Gender and US Labor History with the Lens of Political Economy. The nuts and bolts of union administration was covered in Running Your Meetings to Build Union Power and Managing with Labor Values, which was designed especially for those who manage staff in the union office.

Participants were able to attend just one class or up to three, as their schedules permitted. Those who had multiple classes liked being together with different

groups of students depending on the topics. Safety was a primary concern, of course, and attendees, instructors and staff observed strict COVID-19 protocols.

The dynamic of local leaders coming together to learn, exchange ideas, and develop strategies for their critical work builds a skilled cadre of local union leaders who are better equipped to tackle the challenges required to run effective Locals; to be inclusive and respectful; and to keep their local unions strong and relevant for all workers.



### **Managing With Labor's Values**

Benjamin Hague, 18  
Andrew "Roo" Oyaas, 491  
Greg Reeves, 728

### **US Labor History -Political Economy**

Debbie Bedard, 780  
Adriane Bennett, 478

Stephen Cabinum, 491  
Kristen Davis, 800  
Nicholas Eaton, 274  
David Gaul, 2  
Jessica Hoffman, 480  
Phil Jaynes, 720  
Jim Twocrow, 480  
Glen Weinstein, 52  
Thomas Woods, 52

### **Trustee Training**

Daniel Berger, 119  
Kimberly Butler-Gilkeson, 764  
Molly Coffee, 479  
John Dickinson, 762  
Michael Dunbar, 119  
Chris Grindeland, 13  
Cory Husher, 414  
Tania Kahale, 665

William Kassman, 22  
Mary Leach, 4  
Erik Molitor, 4  
Carrie Monroe, 13  
John Navarro, 484  
Donna Oakes, 476  
Brent Pierson, 484  
Charity Skipper, 78  
Kristal Stephens, 414





**CLASS SESSION 2  
CHICAGO, ILLINOIS, MAY 2-6, 2022**

**Diversity, Race  
and Gender**

Debbie Bedard, 780  
Kimberly Butler-Gilkeson, 764  
Stephen Cabinum, 491  
Molly Coffee, 479  
Jessica Hoffman, 480  
Mary Leach, 4

Leah Okin, 764  
Brent Pierson, 484  
Jim Twocrow, 480  
Glen Weinstein, 52  
Thomas Woods, 52

**Running Meetings To  
Build A Strong Local  
Union**

Kristen Davis, 800  
Nicholas Eaton, 274  
David Gaul, 2  
David Gersten, ATPAM  
Benjamin Hague, IATSE  
Irene Hartmann, 798  
Aaron Herrbach, 274  
Phil Jaynes, 720

Jennifer Jobst, 769  
Tania Kahale, 665  
Wendy McCay, 769  
Andrew "Roo" Oyaas, 491  
Thomas Pusateri, 769  
Greg Reeves, 728  
Rina Saltzman, ATPAM  
Charity Skipper, 78



**CLASS SESSION 3  
CHICAGO, ILLINOIS, MAY 2-6, 2022**

**Labor Law 101**

Debbie Bedard 780  
Adriane Bennett 478  
Kimberly Butler-Gilkeson 764  
Stephen Cabinum 491  
Kristen Davis 800  
Nicholas Eaton 274

David Gaul 2  
David Gersten 18032  
Aaron Herrbach 274  
Jessica Hoffman 480  
Phil Jaynes 720  
Jennifer Jobst 769  
Tania Kahale 665

Mary Leach 4  
Wendy McCay 769  
Leah Okin 764  
Andrew "Roo" Oyaas 491  
Brent Pierson 484  
Greg Reeves  
Rina Saltzman 18032

Charity Skipper 78  
Jim Twocrow 480  
Glen Weinstein 52  
Thomas Woods 52



# I.A.T.S.E. ADVANCED OFFICER INSTITUTE 2.0 FOR SECRETARY-TREASURERS

## December 2 - 4, 2022 | Los Angeles, CA

### FOR U.S. AND CANADIAN LOCALS

*PRE-REQUISITE SECRETARY-TREASURER 2.0: You must currently hold office in your local union as Secretary or Treasurer OR (regardless of office) be a graduate of a prior IATSE Officer Institute 1.0, held in Philadelphia, Chicago, Los Angeles, Calgary, New York City, Atlanta (2015), Las Vegas, Toronto (2015), Cambridge, Austin, Vancouver, Linthicum Heights, MD, Denver, Orlando, Nashville, Atlanta (2018), Toronto (2018), San Francisco, Minneapolis, Phoenix, Astoria, NY, or Cleveland.*

**APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 3 WEEKS PRIOR TO THE BEGINNING OF COURSE. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE THEIR CERTIFICATE.**

APPLICATION			
PLEASE PRINT LEGIBLY			
<b>1. APPLICANT</b>			
LAST NAME		FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, IF DIFFERENT FROM ABOVE:			
STREET ADDRESS			HOME PHONE
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE
EMAIL ADDRESS (PLEASE PRINT)			CELL PHONE
SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:			
FACEBOOK	TWITTER	INSTAGRAM	
<b>2. LOCAL UNION INFORMATION</b>			
LOCAL NUMBER	LOCAL UNION CITY/STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
<b>3. APPLICANT SIGNATURE</b>			
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
<b>4. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:</b>			
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 2.0.			
SIGNED			DATE
TITLE			
<b>FOR I.A.T.S.E. EDUCATION DEPARTMENT USE</b>			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

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

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

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



# I. A.T.S.E. Local Union Trustee Training

## September 28 - 29, 2022 | New York, NY

You **MUST CURRENTLY HOLD OFFICE AS A TRUSTEE** in your Local Union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is **NOT** required for this class. Preference will be given to Local Unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early. Participants are required to attend all classes to graduate and to receive their certificate.

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED		DATE
TITLE		
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 2:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 3:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
AUTHORIZATION FROM APPLICANTS:		
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.		
APPLICANT NUMBER 1 SIGNED		DATE
APPLICANT NUMBER 2 SIGNED		DATE
APPLICANT NUMBER 3 SIGNED		DATE
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

**Return Completed Application via Email or Mail to:**  
**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**  
**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**  
**Facebook: @iatse | Twitter: @iatse**



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

## October 17 – 21, 2022 | Cleveland, OH

### FOR U.S. AND CANADIAN LOCALS

*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**

<b>1. APPLICANT</b>				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE Women's S M L XL Men's M L XL 2XL ___XL	
STREET ADDRESS			HOME PHONE _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____	
CELL PHONE _____-_____-_____		EMAIL ADDRESS (please print)		
<b>3. LOCAL UNION INFORMATION</b>				
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE	
OTHER UNION POSITIONS PREVIOUSLY HELD:				
<b>4. APPLICANT SIGNATURE</b>				
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
<b>5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD</b>				
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above-named applicant in the I.A.T.S.E. Officer Institute.				
SIGNED				DATE
TITLE				
<b>FOR I.A.T.S.E. EDUCATION DEPARTMENT USE</b>				
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***



## CREW SHOTS



Supported by the IATSE Training Trust Fund, the Rigging Training held at the Mullins Center in Massachusetts on May 3rd was a huge success. The training included participants from Locals 53, 74, 84, 95, 200 and Host Local 232.

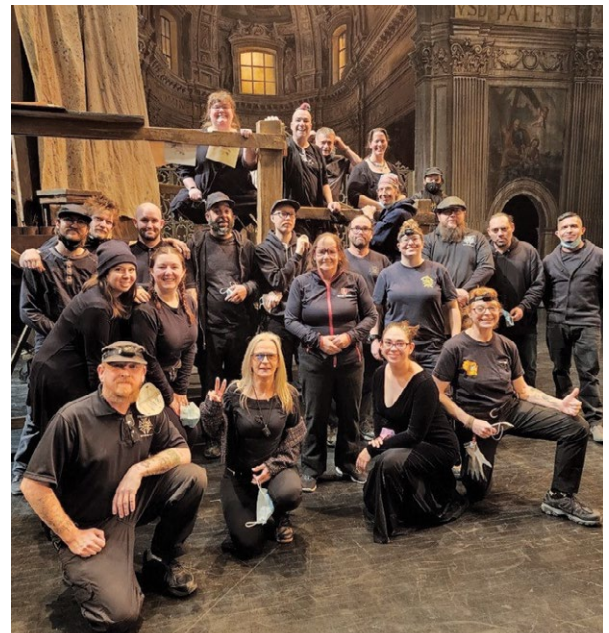


Bravo! to the unstoppable Local 28 Run, Wardrobe and Hair crew behind the magic of Hamilton Musical's 'And Peggy' Tour in Portland, Oregon.



To Kick off Women's History Month, our talented IA Sisters who work backstage on Disney's The Lion King-Rafiki Tour gathered together for a crew shot. #IATSEWomenUp Pictured left to right: Sondra Nottingham, Dionne Vernon, Jen Guethelin, Danyiela Marks, Tami Lee Thompson, Katy Brown, June Abernathy, Eilish Anderson, Brittney "Duckie" Steele, Danae Jimenez, Dawn Reilly, Meg Sump, Barb Swanson, Season Saulet, Lindsey Roller, Raven Lafontant, Debbie Burkman-Margolies.

PHOTO CREDIT: DAN SWALEC/KEVIN LOWTHER.



Local 99 and 470 members pose for a crew shot to celebrate the final performance of Utah Opera production of Puccini's Tosca at the historic Capitol Theater in Salt Lake City.



# 52nd Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

**T**he Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Toran Argosino, Megan Bell, Sofia (Ollie) Benedetti, Layne Burton, Nicholas Chen, Mikala Gruber, Sarah McFeely, Marlen Popkin, Jesse Harman Rupem and Isabel Schulte.

## **TORAN ARGOSINO**

In high school, Toran Argosino became increasingly involved in tackling social issues. Through phone banking for CA Proposition 15 and canvassing with other volunteers in West Covina, he experienced what it was like to communicate with local community members about crucial social issues. Following these volunteer opportunities, Toran became a community organizer, taking to organizing high school students around education of social issues and their history. Taking up a leadership position in a club, Argosino helped provide educational workshops for

students to understand Filipino history and culture from a socially critical perspective. Soon you can find Toran at UC Davis, working to continue building strong communities around social and environmental issues through new and innovative means.

## **MEGAN BELL**

Megan has been an exemplary student and has received accolades from her teachers and peers. Along with maintaining high grades in challenging academic subjects Megan was also one of the leads in the school play. She has been a part of Student Council, French

Council and the Model United Nations Club. Outside of school Megan is active in dance including being an assistant teacher for many years. Megan will be going to UBC's Sauder School of Business in the fall.

## **SOFIA (OLLIE) BENEDETTI**

Sofia (Ollie) attends Lexington High School in Lexington, MA. Benedetti will be attending Brandeis University in the fall with a minor in physics hoping to pursue a career in the field of engineering. Sofia (Ollie) would like to thank The Richard F. Walsh Foundation for this scholarship opportunity.



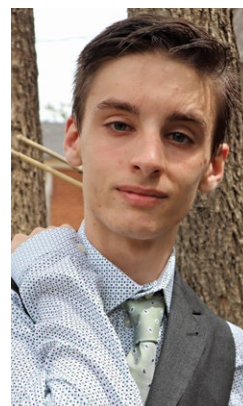
**Toran Argosino**



**Megan Bell**



**Sofia (Ollie) Benedetti**




**Layne Burton**



**Nicholas Chen**





## LAYNE BURTON

Layne is the son of Peter Burton, Business Agent at Local 112 and member of Local 484, and Cynthia Burton. He has attended Classen School of Advanced Studies at Northeast since 6th grade, majoring in Drama. As a drama major, Layne has been involved in a number of productions both on and behind the stage, such as acting roles, set building, being a stagehand, sound, costume design, and lights. He graduated Classen as a valedictorian and plans to attend The University of Oklahoma in the fall of this year for a major in Mechanical Engineering and a minor in German Studies. Layne is thankful to the Walsh/Di Tolla/Spivak Foundation for this amazing scholarship to allow him to continue pursuing a higher education!

## NICHOLAS CHEN

Nicholas is a Grade 12 high school student from Vancouver Technical Secondary School in Vancouver, British Columbia. He will be attending Western University Ontario to study aviation and

management. His goal after graduating is to pursue a career in aviation as a commercial airline pilot. Nicholas is extremely honoured to have been chosen as one of the recipients of the 2022 Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation Award.

## MIKALA GRUBER

Mikala lives in Brooklyn, New York and graduated from Edward R Murrow High School spring 2022. She will be attending New York University's school of Liberal Studies, and is planning on majoring in political science.

## SARAH MCFEELY

Sarah is a student filmmaker at the Fine Arts Center in Greenville, South Carolina. In the fall, she will be attending DePaul University in Chicago, Illinois to study film and television production. She aspires to be a documentary filmmaker to help bring awareness to social issues. She is the daughter of Local 491 member Hal McFeely III and niece of Chris McFeely, also of Local 491.

## MARLEN POPKIN

Marlen Popkin is a Brooklyn-born High School Graduate of NEST+m. He is an avid jazz musician, and soccer player apart from being an enthusiastic student. He will be attending Wesleyan University, where he will be studying Mathematics and Environmental Science.

## JESSE RUPEM

Jesse lives in southern California and loves to create inventions. He plans to start a company called JHR Innovators to help the world in any way he sees fit. Jesse adores music and spends his days being social with friends. He has developed an optimistic view of the world and wants to spread good where he can. See a need, Fill a need!"

## ISABEL SCHULTE

Isabel is from Denver, Colorado. Isabel will be attending the University of Northern Colorado in the fall majoring in Elementary Education. In her free time, she loves to read, play soccer, and watch Formula 1.



Mikala Gruber



Sarah McFeely



Marlen Popkin



Jesse Rupem



Isabel Schulte



# 53rd Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation are pleased to offer ten scholarship awards each year. Each scholarship recipient will receive a \$10,000 grant which is paid out over a four year period. Each year of the four year period \$2500 will be paid directly to the recipient's educational institution. Counting the year 2022 awards, the Foundation will have had 110 scholarship recipients to date.

## ELIGIBILITY

The rules of eligibility for the 53rd Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

- a) Be the son/daughter of a member in good standing of the IATSE;
  - b) Be a high school senior at the time of application; and
  - c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree. The scholarship is not open to students that have already started college or university.
3. A complete copy of the applicant's high school transcript is also to be submitted to the Foundation Office. The transcript must have the school's seal or stamp for authenticity and can be sent in directly by the school or the student (together with the application).
  4. The record of the score achieved by the applicant on the Scholastic Aptitude Test (SAT) or the American College Testing (ACT). Please note the Foundation does not have a code for the scores to be submitted electronically therefore a printed copy of the scores attached to the application will be accepted by the Foundation.
  5. Letter(s) of recommendation from a teacher or clergyman.

## HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website ([www.iatse.net/member-benefits/scholarship-foundation](http://www.iatse.net/member-benefits/scholarship-foundation)) and download the application.
2. The application is then to be completed and returned to the Foundation Office.

## DEADLINE

The deadline for filing all of the above required materials with the Foundation Office is December 31, 2022. **No extensions granted.** The winners of the scholarship awards will be notified by the Foundation Office in May, 2023, and will be announced in a future issue of *The Official Bulletin*.

## RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION REQUEST FOR APPLICATION

Please send me an application for the 53rd Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_

Parent(s) Name/Local Union No.: \_\_\_\_\_

**Mail to: IATSE, 207 West 25th Street, 4th floor, New York, NY 10001 • Telephone: 212-730-1770**



# Shoring Up the Workforce

**A**s the Live entertainment industry opens back up again, Locals have encountered difficulty finding referents and members to fill open positions. The labor shortage across the U.S. and Canada is hitting all businesses, especially those in entertainment, hospitality, and transportation. Addressing the shortage of labor after the pandemic has been challenging for local unions and employers alike. Many employers who previously did not use the IATSE are desperately seeking our services to fill their labor needs. This is an organizing opportunity and a moment in time that will not likely come around again.

Locals across the country have reached out through traditional methods such as social media, open referral hall registrations, website postings, and good old fashion word of mouth. All of these methods are necessary and effective for filling the immediate needs of the dispatch system; however, we should also be looking at the long-term needs of our crafts and our union with a focus on local community resources.

In the past, the idea of vocational trades and technical education has been considered to be a second choice to a college education. In today's labor market, this perception does not ring true. The trades hold some of the most promising jobs available for graduates of both higher education and those seeking apprenticeship programs directly out of high school. The IATSE Student Outreach program offers a guide to communicating with University, Community College,

Veterans organizations, and high school students, who have a desire to work in the industries that we represent.

This method of organizing and recruiting new members is not new to our Locals, however, it is now even more essential for long-term sustainability and growth. Very few students have been exposed to Union education and culture and it leaves them confused about union jobs as a potential career path. Student outreach is an excellent way to educate them and our communities about the IATSE and our trade.

The IATSE has developed presentations that provide a brief overview of the history of our union, labor law, and the labor movement that is available to local unions. The excellent benefits and training available to members of IATSE give us a significant advantage in recruiting new workers to fill the needs of our employers, thus reducing the need for them to hire

freelance techs and non-union labor providers. Programs like A/V essentials, OSHA 10 and 30, rigging safety, AVRT, and ETCP open opportunities to less-experienced candidates by offering on-the-job training and a path to success. By focusing less on initial qualifications and more on general skills and willingness to learn, we can find talented people who can be trained to meet the specific needs of our employers.

These types of opportunities are most appealing to recent graduates and people looking to make a career change. Analysts predict that 2023 will be challenging for the Tradeshow Industry as it reaches and/or exceeds prepandemic levels. Please reach out to your tradeshow representatives now. We will assist you in developing long-term plans that will benefit current and future members.





## “DON’T LOOK UP”... UNTIL YOU’VE SEEN “ENTERTAINMENT RIGGING 101”

Early into the inoculation phase of COVID-19, Stagecraft Department Co-Directors, International Vice-President Michael J. Barnes and Joseph Hartnett, realized that Stage Locals would need more than a vaccine to solve a problem brewing on the horizon.

The entire Stagecraft Department listened as their Co-Directors’ explained that the pandemic had caused attrition to Stage Local rosters. Referring ample crew in busy times is challenging enough, but thin rosters at a time when concert promoters trot out the most aggressive and compressed concert schedule in history becomes a “Don’t Look Up” scenario. Concern among Stage Department Reps grew with their collective visualization of simultaneously booked stadiums, sheds, arenas, and festivals in every city in the U.S.A. and Canada.

Prior to meeting that day, it was obvious that Co-Directors’ Barnes and Hartnett had not only “looked up”, but they’d

done so with great scrutiny. Plans had been made, social media links created, training envisioned, communication and networking put in play.

But even with a solid plan, time was tight, and it would take a village to execute it in time. Fortunately, President Loeb provided us the village needed to recruit, train, and populate Stage Locals throughout our Alliance. Soon in our huddle was the Communications Department, Education Department, the Training Trust Fund and well positioned Stage Locals to help implement the plan.

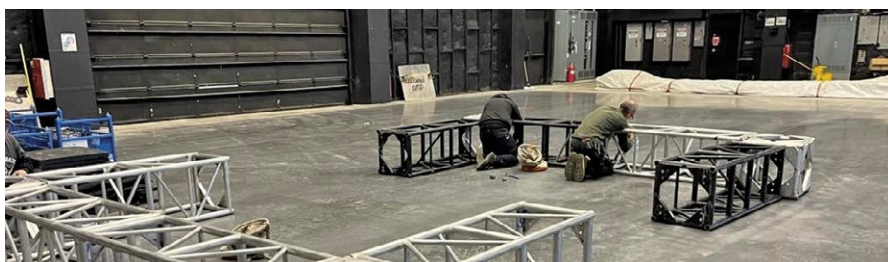
When work ramps up, many Stage Locals run low on qualified riggers. Therefore, one facet of our overall plan created an “Entertainment Rigging 101” seminar, designed to familiarize seasoned riggers, in various regions, with a basic rigging skill set curriculum. They’d then present this seminar to recruits, that have an aptitude and desire to perform rigging work on concert productions, who we’ve enlisted via job fairs, social

media links and solicitation of skilled stagehands that had never been offered the luxury of IATSE representation.

“Entertainment Rigging 101” was introduced in Chicago and Philadelphia to veteran and novice riggers alike. Experienced riggers have been selected to present this seminar to other stage Locals, while the recruits are now better equipped to be an asset on rigging crews.

In Chicago, more than thirty-seven riggers hailing from eleven stage Locals participated in our two day “Entertainment Rigging 101” seminar, including Locals 2, 13, 18, 38, 49, 99, 217, 251, 470, 476, and 690.

We thank all involved with “Entertainment Rigging 101” for their efforts in helping us best position IATSE to success in what we believe will be a record setting concert season and we invite every interested Local to participate.





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**etcp.esta.org**  
etcp@esta.org



## We Will Not Go Back!

To a time when our decisions were dictated to us...

To a time when we were property - of fathers, husbands, or some other self-ordained authority...

To a time when all of our life choices were limited ...

To a time when 'personhood' was denied based on race and gender...

To a time when our grandmothers were left to their own devices...

To a time when our career options were limited to those sanctioned by the definition of "nice girls"...

To a time when our bosses, supervisors, or other authority took full credit for our accomplishments...

To a time when our civil rights were less than those of our male identifying kin...

To a time when only men's health was enshrined in medical research ...

To a time when access to contraception was only for the wealthy...

To a time when insured health care for women fell far short of the coverage for men...

To a time when only one doctor near a college campus of more than thirty thousand students would provide contraceptive prescriptions and other treatments to sexually active college women...

To a time when some medical treatments would not be administered without spousal permission...

To a time when we couldn't get a

car loan without a co-signer, based on gender...

To a time when we could not run for Union or political office...

And most importantly, we will NOT go back to a time when rusty hangers seemed less risky than back-alley clinics.

We are full citizens of these United States. We are full persons and no one has the right to measure our personhood at less than one hundred percent. The extremists who voted to reject the Women's Health Protection Act in the Senate have sent their message across the bow - they would like nothing more than for us to go back to the America before women were recognized as full human beings. They will not rest until women are under their control.

The end result will impact our economy, our access to thriving careers, our access to comprehensive health care, our families' wellbeing, our democracy. The extremists will not rest until our actions are criminalized, providing them the ultimate control over women and their autonomy.

It's time to get fired up sisters, brothers, and kin. We cannot sit this one out. We must shift the dialogue and ultimately turn our arsenal of votes on the misogynist extremists in November. Remember, democracy dies in darkness! We fight for liberty and justice for all... not just the privileged few.





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# GREEN COMMITTEE

## GREEN TIPS FROM IA MEMBERS!

On April 29, 2022, the Green Committee hosted a panel discussion with IA members from a variety of different crafts to discuss their work in sustainability. Followed are some highlights of that discussion.

The panel kicked off with a recorded interview featuring Sister Georgina Curtis, Local 705 founder and Chair of the Locals Green Committee. Sister Curtis told us about the Locals efforts to educate their members on the importance of sustainability and practical steps to recycle and repurpose textiles.

A relatively new initiative in the Local is the opening of The Green Room which is a repurpose room within the Locals offices that allows members to donate and swap kit and other items. The goal is instead of buying new to regenerate and repurpose extras. Saving both money and the environment by not sending items to landfills. The Green Room has been well received so far and the Committee is eager to see how it grows in the future.

A common question that was asked to all our panelists was that some people feel overwhelmed with the idea of tacking sustainability on their productions or in their Locals, how can they get started?

All of the panelists agreed that starting small is key. Sister Susan Sampliner, ATPAM Local 18032 member and Co-Chair of the Broadway Green Alliance said, "do something greener today than you did yesterday." Taking small steps and going after the low hanging fruit first to inspire others can create momentum.

Brother Jonathon Jackson, Local 52 Green Committee Chair suggested

calling your local sustainability office and collaborating with other local groups. One of the first steps their committee took was to send out a survey asking what people were concerned about while on production. Priorities that came out of that survey were better recycling, what to do with after show waste and gas generators transitioning to electric. Many of the Green Committee meetings for Local 52 collaborate with other IA Local Green Committees and address craft departments directly so they can learn and inspire each other.

It was noted by Sister Curtis that, "productions are becoming greener and more savvy about recycling" the panelists felt this was a direct impact from IA members working before, during and after production to make a difference.

A second question asked was how to inspire your members to become active in the sustainability movement and grow the movement within the entertainment industry. Sister Bernadette Warren, Local 873 Environment Committee, said one of the things they do in their committee is to publish a bi-monthly newsletter called Dialogue and highlight their members and the sustainable work they are doing in their crafts. The Local also created a Going Green and Paperless Guide for their members.

Brother Jackson and Sister Sampliner both mentioned that social events motivate people and raise awareness. Have a park clean up or hold a contest to emphasize the things we can do in our workplace to be more sustainable. Going where the people are and being creative is what IATSE members do best! Social media is a great outlet for creative content!



The Broadway Green Alliance, which Sister Sampliner has Co-Chaired since 2008, has a variety of toolkit's and suggestions on their website [www.broadwaygreen.org](http://www.broadwaygreen.org). Of particular interest to Locals may be the Green Captain program. Broadway shows, tours and some colleges have existing Green Captain programs that would be happy to collaborate with local unions.

A question from the floor was if working sustainability was more expensive. Sister Sampliner summed it up perfectly by describing the three buckets you have during production; actions that are done to save money, actions that are an investment but over time save money and actions will cost more but you make the commitment to the cause. Sister Sampliner said, "most shows don't start there but can get there over time."

Finally, everyone on the panel was asked what their favorite personal sustainable tip was. Some highlights were walking or cycling to work, using a clothesline, rain barrels, reusable cutlery kits and composting.

For more information on the incredible panelists or to obtain the full panel discussion for viewing please reach out to [iatsegreen@iatse.net](mailto:iatsegreen@iatse.net).



# “We Say Gay!”

**A**s the 2022 midterms approach, numerous bills are being pushed across the U.S. which discriminate against LGBTQ+ people.

In Florida, the state legislature just passed what is known as the “don’t say gay” bill, a law that outright bans public school districts from teaching about sexual orientation or gender identity in kindergarten through the third grade, while in higher grades they prohibit presenting them “in a manner that is not age-appropriate or developmentally appropriate for students”. On the surface it may sound reasonable, but who gets to decide what is “appropriate”? Critics argue the ambiguity of this language essentially extends the ban to higher grade levels as well.

Press secretary Christina Pushaw suggests that anyone opposing this

bill is a “groomer” or someone who doesn’t “denounce grooming 4–8-year-old children”, once again perpetuating the disgusting and hateful trope that LGBTQ+ people are sexual predators. Supporters of the bill argue that parents should be the ones to discuss the topic with their children, but when a Republican state senator attempted to broaden the language to ban “human sexuality or sexual activity”, it was rejected by Republican lawmakers. Once again, they have proven that it’s not actually about sex or parental rights, but about demonizing LGBTQ+ people specifically.

Florida Governor Ron DeSantis has since signed this into law.

At least nine other states are considering legislation limiting LGBTQ+ speech in schools, including Indiana, Iowa, and Texas, which is going even further with the governor issuing

a directive that doctors, nurses, and teachers report parents of trans kids for child abuse.

“These bills are appalling,” said International President Matthew D. Loeb. “LGBTQ+ people are not some imaginary threat. They are our fellow IATSE members, friends and family and deserve to be treated with the same respect and dignity as anyone else.”

The IATSE Pride Committee states, “We strongly condemn these bills and any law or government action that criminalizes who people are. We must demand that the elected officials who the IATSE supports not back, nor vote, for any legislation that attacks us. We encourage people to let it be known to their elected officials that we will not stand for these attacks.”

The IATSE Pride Committee vows to continue to “say GAY” at every chance they get.

You can use this legislative tracker to see a list of anti-LGBTQ bills by state:

**<https://freedomforallamericans.org/legislative-tracker/anti-lgbtq-bills/>**

Tell your Senators to Vote YES on the Equality Act:

**<https://act.freedomforallamericans.org/a/call-your-lawmaker>**

Tell Florida Lawmakers to Oppose “Don’t Say Gay” Bill:

**<https://act.eqfl.org/a/oppose-dont-say-gay-bill2>**

If you are, or know of, an LGBTQ+ person in need of assistance, please see the resources below:

GLAAD’s LGBTQ Resource List:  
<https://www.glaad.org/resourceelist>

Trans Lifeline:  
<https://translifeline.org>, 1-877-565-8860 (USA)  
or 1-877-330-6366 (Canada)

The Trevor Project for LGBTQ Youth:  
<https://www.thetrevorproject.org/get-help/>



## LOCAL UNION NEWS

### LOCAL 38, ALAN LICHTENSTEIN RETIRES FROM FISHER THEATRE, DETROIT, AND GRANTED HONORARY LIFE MEMBERSHIP IN DETROIT STAGE EMPLOYEES UNION

After more than forty years of theatrical management in Detroit, Brother Alan Nathan Lichtenstein recently announced his retirement as Executive Director of The Fisher Theatre. In recognition of his contributions to Detroit's theatrical arts community, he was presented with an Honorary Lifetime Membership in the Detroit Stage Employees Union, Local 38, at a special ceremony on May 2, 2022.

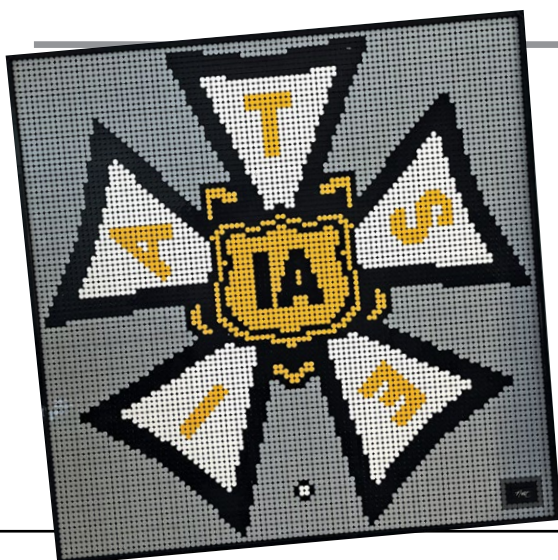
After attending Yale School of Drama, Alan's theatrical career began in New York as a manager for the Murray Louis/Alwain Nikolais and Erick Hawkins dance companies. Subsequently, he moved to Detroit to assume the role of Artistic Director at the Music Hall Center for Performing Arts, and the Masonic Temple Theatre. Alan was initiated into the Association of Theatrical Press Agents & Managers (ATPAM) on January 4, 1982. Later that year, the Nederlander Organization named him Executive Director for both the Fisher Theatre and Masonic Temple Theatre. In 1995, he assumed a similar role at the Detroit Opera House. In all, Alan presented over 800 touring shows and productions in the Detroit marketplace.

Throughout his storied career in Detroit, he was an admired partner and advocate of local trade unions. Besides Local 38, he developed steadfast relationships with Local 786 Theatrical Wardrobe Technicians, Local 757 Box Office & Ticket Sellers, and American Federation of Musicians Local 5. He is incredibly well-respected in Detroit's entertainment and arts community owing to his trust, loyalty, professionalism and integrity.

At the presentation Local 38 President John S. Kinsora and Business

Representative E. Joseph Miller granted Alan N. Lichtenstein an honorary lifetime membership on behalf of the local union's Executive Board and members. Also in attendance were officers and members of Local 786, and American Federation of Musicians Local 5.

PHOTO ("Alan with E Board.dCrop"): (L-R) Secretary-Treasurer Keith R. Braun, 2nd Vice President Muktsar Ali, President John S. Kinsora, Alan N. Lichtenstein, 1st Vice President John Ferry, Business Representative E. Joseph Miller, and 3rd Vice President Peter Zwolinski.



### UNION MADE LEGO LOGO!

The IATSE Canadian Office boardroom is boasting some new artwork! This piece, made entirely of round Lego blocks was designed and built by Canadian Office Operations Manager (and IA Pride Committee Chair) Nate Richmond. Even the frame is Lego!



# National Culture Summit: The Future of Arts, Culture, and Heritage in Canada

Canada's arts, culture and heritage sectors play a fundamental role in building a stronger, more cohesive, and resilient society. These sectors are not only significant drivers of Canada's economy, but also critical contributors to Canada's well-being and help us create meaning and forge a stronger shared identity based on shared values. The National Culture Summit was created by the Ministry of Canadian Heritage to create a greater understanding of the industry's fundamental roles and value, and to provide a space to discuss ways of supporting recovery and long-term growth. The Summit was held May 2-4 at the National Arts Centre in Ottawa.

In order to promote the IATSE's interests, International Vice President & Director of Canadian Affairs John Lewis was invited to join two preparatory

roundtables with Heritage Minister Pablo Rodriguez – one on proposed amendments to the Broadcasting Act through Bill C-11, and a second on how to best support workers, going forward, in the arts & culture sector. The Summit itself opened with an address by Prime Minister Justin Trudeau. Vice President Lewis amplified the IATSE's position on necessary worker supports as part of a

panel whose focus was on how workers can bounce back from COVID-19, sustain their careers, and contribute to the cultural growth of Canadian society. Behind the scenes, Local 471 members were working hard to ensure that the three-day event ran seamlessly. The IATSE was not just on stage at this important event – we were backstage as well!



**International VP John Lewis poses with Local 471 members working the National Culture Summit at the NAC in Ottawa.**

## A GAME CHANGER FOR UNION ORGANIZING IN BRITISH COLUMBIA

On April 6, 2022, the provincial government of British Columbia announced a major change to the province's Labour Relations Code by moving to a single step, or "card check" certification process. In jurisdictions with card check, the requirement to have a vote is eliminated once a certain percentage of workers at a workplace have signed union representation cards. In BC, that threshold has been set at 55%.

A major reason card check is important is that it eliminates the need for workers to express their wishes twice; first by signing a representation card, and then through a vote on whether or not they want to join a union. It is during the vote that we often see employers attempting to interfere with the certification process, using coercion and fear tactics to intimidate workers into voting

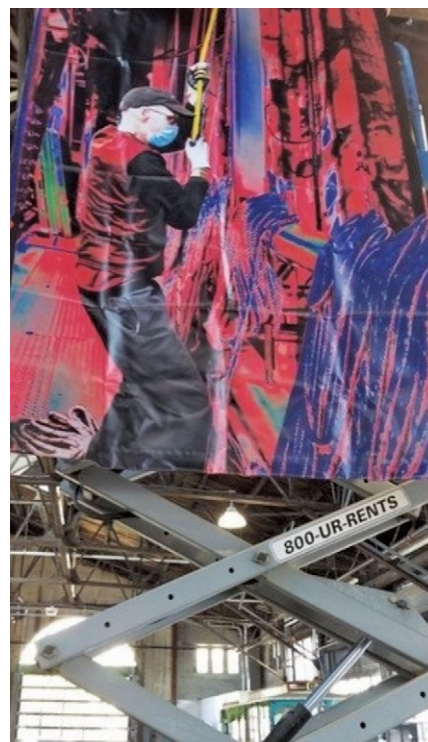
against forming a union. BC Minister of Labour Harry Bains states, "The current two-step system can lead to interference in organizing. Under the Charter of Rights and Freedoms, workers who wish to collectively organize must not be impeded in any way."

The IATSE is actively organizing in most of our crafts throughout British Columbia and this change helps to expedite the process, alleviate some of the fear that workers have when organizing, and create labour stability by eliminating divisive votes. This change will make our organizing efforts more effective and efficient. Similar processes for joining a union currently also exist in the provinces of PEI, New Brunswick, and Quebec, as well as in federally regulated industries.



## Local 8 Captures the Spotlight

**P**hotographed at load in for Pennsylvania Ballet Nutcracker. In April, Local 8 members were the spotlight of 'Behind The Stage Door' Art Exhibit at Cherry Street Pier in Philadelphia. Delighted to see the spotlight shed on our members who work tirelessly behind the scenes. Union Proud.



## RETURN TO CITT

After a two-year hiatus, the IATSE was excited to return to CITT Expo-Scène; the only major Canadian event dedicated to professionals in the professional audio, sound, lighting, audiovisual, video and multimedia technologies. This year's event, held at the Palais des congrès de Montréal on April 13 and 14, featured more than 75 exhibitors, hundreds of products and brands, which hosted over 2,000 attendees from all across North America. Pictured here are Local 514 Vice-President of Fiction and Commercials Francesca Waltzing, Local 56 President Natalie Goyer, and International Representative Jason Vergnano.





# IATSE HEROES: Local 891 Staffer Nadine Umutoni

*Reprinted from: Vancouver Sun, April 5, 2022, Author: Gordon McIntyre  
Rwandan genocide survivors launch locally roasted coffee company*



**P**ortion of Neza Coffee profits will fund trauma therapy, mental-health supports for other genocide survivors in Rwanda and Vancouver

A survivor of the mid-'90s genocide in Rwanda has started roasting coffee beans from her homeland and selling them in B.C. to try to help fellow survivors get trauma counselling. "For me, this is more than buying a cup of coffee, it's a cup of hope," Nadine Umutoni said inside Coffee Central Roasting in East Vancouver. The coffee is called Neza, which means greatness, Umutoni said, and costs \$22 for a pound of medium, dark or espresso roast, mostly available at farmers' markets, with proceeds going to survivors.

Umutoni was the youngest of nine Tutsi children and grew up mostly on her grandmother's coffee farm surrounded by a huge extended family of uncles, aunts and cousins. "It all begins with my grandma," Umutoni said on Tuesday. "She was the most courageous and kind woman I've ever known." And growing up in a community of farmers, Umutoni saw firsthand how hard they worked, how much dedication they had tending their crops. "So I've always known I wanted to be a part of that, one way or another," Umutoni said.

She and her husband, also a genocide survivor, began roasting fair-trade coffee beans purchased from a small co-op in Rwanda whose member farmers were being fleeced by middlemen, so the venture has a two-pronged benefit. The Rwandan genocide began on April 7, 1994, and for the next 100 days members

of the Hutu ethnic majority slaughtered an estimated 800,000 people, most of them — such as Umutoni and her family — belonging to the Tutsi minority. She lost her grandmother, mom, three brothers and two sisters almost as soon as the carnage began. Umutoni was eight.

Virtually every child survivor witnessed violence and believed they would die, one subsequent study found; another revealed that 37 per cent of Rwandan households in 2001 were headed by children; on-and-on the studies go, documenting the horrors inflicted. Umutoni's life was saved by a neighbouring Hutu woman who hid the young girl at first, and then guided her on a treacherous weeks-long walk to safety across the border in Congo, with the woman in late pregnancy and with her own three children in tow as well. At one point they had been stopped by militiamen armed with machetes, who wanted to murder Umutoni. They pulled the little Tutsi girl out of the group and sat her next to a mass grave. That was when the pregnant woman trying to save the little girl's life told the men they would have to kill her first. The woman gave the militiamen all the money she had and they allowed Umutoni to continue with the group instead of killing her.

"My grown-up self, when I look back and see all the wonderful things women have done in my life, the hard-working farmers, how courageous they are," Umutoni said, "and they do all these things with a smile on their face. "This is inspiring and I want to be able to be part of it

and help the farmers make a living as much as I can, help them reap the benefit of their hard work."

The work she and her husband have begun to try to help has a lot of potential, Masahiro Minami said.

Minami, an assistant professor at Simon Fraser University, is an expert in postwar psychosocial reconciliation and community development who has spent considerable time in Rwanda talking to genocide survivors. Because options are few for rural Rwandans to relocate, he said, attackers and survivors still live side-by-side. "People nicknamed it the Intimate Genocide because it was relatives and friends and neighbours that were trying to exterminate people with Tutsi backgrounds," Minami said "They're living with trauma every day, their trauma and the triggers for traumatic reactions are very near."

Umutoni moved to Vancouver fifteen years ago, with no English and no money, but she kept telling herself the day would come when she would be in a position to help. "I kept saying, 'When I'm ready, when I'm ready,' but I don't think you can ever be ready ... but I said to my husband let's just start even if it's five bags of coffee at a time and hope this grows into more capacity for us to buy more at a fair-trade price." Theirs is a small company, for now anyway, and the beans began going on sale in December. "Even if it's one person at a time that can be helped," Umutoni said. "I don't know if you ever heal, but at least try to get them the tools to learn how to deal with trauma."



## LOCAL UNION NEWS

### LOCAL 33 HEAD UP THE 2022 OSCARS

On March 27th, Local 33 stagehands proudly rocked a Local 33 pin on their lapels or swag along with some great looking t-shirts to show solidarity at the 2022 Oscars.



Local 329 proudly donated over \$6,200 to the Scranton Cultural Center in response to a generous fundraising challenge initiated by member Gary Lippi. Accepting the gift earmarked for restoration of the proscenium was Deborah Peterson, Executive Director of the Center. Pictured here are John Cardoni, General Manager and Honorary Member of Local 329, Gary Lippi, Ben Martin, Local 329 Business Agent and Director Peterson. The Scranton Cultural Center has been a familiar venue to hundreds of Broadway Tours for over 75 years and is listed on the National Register of the Historic Places.



## WEST COAST IATSE MAY DAY

On May 1, 2022, IATSE proud Los Angeles Locals took to the streets for the May Day march to protest and protect worker's rights.



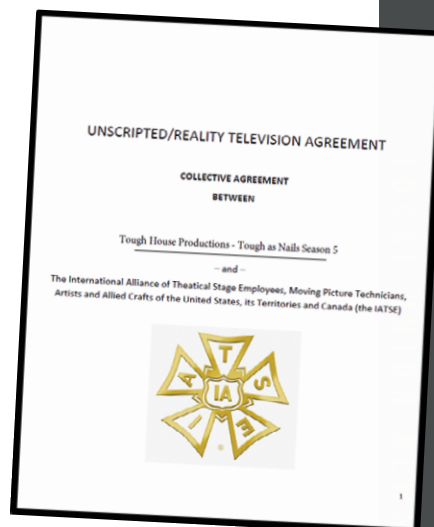
The animation industry in Canada saw its first IATSE Local when it organized Titmouse workers and chartered the Canadian Animation Guild, Local 938. International Representative Emily Gossmann, a former Titmouse animator, created this drawing to illustrate that journey and demonstrate that the IATSE door is open to other animators across the country who are looking for representation!



"Hey! Now that I've joined up, do you mind if my Friends do the same?"

## FIRST SIGNING OF IATSE NATIONAL REALITY TV AGREEMENT FOR CANADA

On April 18, 2022, the first ever signing of the National Reality Agreement for Canada took place for the CBS reality show *Tough as Nails*. Going into its fifth season, the production chose Hamilton, Ontario as its shooting location. This marked the second time in less than a year that an IATSE signatory producer came to Canada to shoot a reality television show. Anticipating future opportunities to grow the IA's footprint in Canada for reality and other unscripted productions, the National Agreement was created to service work in this genre across the country. The agreement will be administered by the IATSE Canadian Office with existing Motion Picture Production Locals servicing the agreement when a signatory production shoots in their jurisdiction. It is our hope that this new agreement will help to secure new work for IA members in the unscripted/reality TV space.





## IN MEMORIAM

### REMEMBERING MICHAEL DENNIS LARKIN

It is with a deep sense of sadness and regret that we must report to you the passing of our 53-year member, Honorary Gold Card Recipient, Past Trustee, Vice-President, and President of Local One. He was born on November 17, 1943 and initiated into Local One on June 26, 1969.

Brother Dennis was an avid New York Ranger and New York Yankee fan. He was also the Captain of the Manhattan Indians Stagehand Hockey Club and one of the dirtiest players on the ice. He was the Co-Chair of the IATSE Safety Committee, and as a Yankee Season Ticket holder he was asked his advice on the needs of the handicapped for the new Stadium.

Brother Dennis enjoyed attending the 50-year luncheons and when possible, always voted in the Local One elections. Dennis is also responsible for the higher pay rates for Vari-Lite operators. He worked throughout the jurisdiction and was the Property Master at the Richard Rogers Theatre. His career was cut short in a tragic fall at Radio City Music hall on December 21, 1995, where he became a quadriplegic for the past 26 1/2 years.

Brother Dennis' strength and courage should be an inspiration to us all. After the accident he would always sign off a conversation by saying "work safe." Each year all that could attend were invited to a barbeque at his house. It was a time when the same stories were told and the laughs kept coming.

Brother Dennis will be missed by family and friends alike. May his soul Rest in Peace.

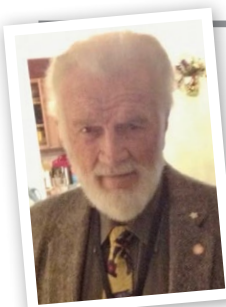


### REMEMBERING MICHAEL JOSEPH MCCARTHY, SR.

Our respected Brother Michael Joseph McCarthy, Sr., passed away due to multiple health complications just past midnight on Monday, May 2nd. Mike was a third generation IATSE member, having joined Local One in New York on May 1st, 1950. He also was a member of Local 500 and a member and business agent of the now-dissolved Miami Local 545.

Mike was a 1986 charter member of Local 477 and served multiple terms as our business manager. He received an official scroll in honor of his many years of service from the Local on November 7th, 2018.

Local 477 leadership and the many members who knew and worked with Brother McCarthy over the decades will always remember this man for exactly who he was: a fighter for and believer in organized labor, someone who always had the back of the least among us, who was always ready to stand up for others, who spoke his mind without mincing words. Unionism was always at the very center of Mike's heart and soul. We cared for and knew this man well, and we will miss him.



### RICHARD W. SABO "RICK"

Richard W. Sabo "Rick", 64, a resident of Annapolis, MD for twenty-five years and previously of Las Vegas, NV, died on February 28 in Pasadena, MD. Born on March 6, 1957 in Milwaukee, WI to the late Richard and Nancy Sansone, Rick was a graduate of Valley High School, Snow Junior College, where he played football, and the University of Nevada Las Vegas. He began his career as a convention management producer in Las Vegas with GES and later moved to Maryland to work with the Kelly Companies/Convention Services Unlimited. Rick loved golf, football, cigars, fishing, traveling and music. Rick was a Local 22 member and was very involved in the production of the past few International Conventions including the most recent Virtual 69th Quadrennial Convention.





## REMEMBERING LAUREL CANCELLA MCCAWLEY

Local 887 lost a dear friend and leader last year. Laurel was instrumental to the vitality of the Local. In the late 1980's, when our numbers were dwindling, she helped institute a welcoming membership policy. As Business Agent, Laurel oversaw the implementation of a legal dispatch system, and set us on our path to achieve parity wages. Beyond her role in the Local, she was a manager of the 5th Ave costume shop, an accomplished gardener, baker and designer who for nineteen years produced the Seahawks Dancers' uniforms. Her family was her strength and joy. We all miss her.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Edward F. Forkin	1	Raymond C. Boyle	44	Martin Gillette	80	R. M. Michue	322
January 18, 2022		January 6, 2022		January 12, 2022		January 6, 2022	
Richard J. Hart	1	Patrick Butcher	44	Michael A. Kemp	80	Daniel L. Cook	336
February 26, 2022		February 4, 2022		February 2, 2022		February 3, 2022	
William F. Hauser, Jr.	1	Gerard A. Jordan	44	Keith A. Whiteaker	80	Ray L. Morain	363
February 6, 2022		January 8, 2022		February 2, 2022		March 14, 2022	
Charles M. McIntyre	1	Douglas E. Madison	44	Kevin Schlack	107	Wendy Jarry	461
March 3, 2022		March 26, 2022		January 3, 2022		January 26, 2022	
Kevin D. Strohmeyer	1	Douglas R. O'Connor	44	Tom Luchetta	110	Terry Baughman	476
March 15, 2022		January 31, 2022		March 5, 2022		March 13, 2022	
Louis P. Valentino	1	Dwane S. Owen	44	Thomas Schipper	114	Patrick D. Gianneschi	476
March 12, 2022		March 4, 2022		March 6, 2022		March 4, 2022	
F. Robert Bauer	7	Arthur L. Schneider	44	William T. Monday	115	George B. Lindberg	476
March 24, 2022		February 20, 2022		March 17, 2022		January 24, 2022	
James E. Davis	8	Gordon Seto	44	Danielle Cody	119	John P. Monckton	476
January 25, 2022		January 11, 2022		January 18, 2022		January 5, 2022	
Anthony Gomes	11	Jack E. Smith	44	Rom B. Rosenblum	119	David K. Broome	478
February 26, 2022		January 15, 2022		January 5, 2022		January 24, 2022	
Laura Seagraves	15	Barton M. Susman	44	James A. Hopper	122	George J. Hollier	478
March 17, 2022		February 16, 2022		March 14, 2022		March 2, 2022	
Kandi Lee Blomquist	16	Richard J. Bedard	52	John Perrillo	122	Sherry L. Richard	478
January 9, 2022		January 16, 2022		March 28, 2022		March 15, 2022	
Keith J. Gabriel	16	John Caputo	52	Hamik Aratdonian	127	Charles Litchfield	479
February 7, 2022		February 10, 2022		February 17, 2022		March 29, 2022	
Katsuhiko Okada	16	John E. Donohue	52	Douglas C. McIntosh	129	Dayton Spann	479
January 4, 2022		January 15, 2022		January 8, 2022		January 1, 2022	
Richard G. Olague	16	Francis Maiorino	52	Robert M. Wilson	129	Alexis Pearlman-Flores	480
January 7, 2022		February 25, 2022		February 28, 2022		January 29, 2022	
John W. Siler	16	Haywood L. Mann	52	Gregory N. Little	134	Jeff Hurst	484
March 15, 2022		January 27, 2022		February 10, 2022		March 1, 2022	
Anthony Gomes	23	John F. Mchugh	52	Reed Putnam	169	James Bertis	491
February 26, 2022		March 3, 2022		January 1, 2022		March 7, 2022	
Willard D. Robison	24	Kurt P. Perez	52	Edwin A. Jaroszewski	187	Natalie J. Nye	491
March 22, 2022		March 27, 2022		March 24, 2022		February 19, 2022	
Joseph V. Falcetti	33	Katherine Szilagyi	52	John F. Mchugh	195	Kenneth M. Bailey	500
February 4, 2022		January 27, 2022		March 3, 2022		February 19, 2022	
Fred J. Fleck	33	Richard Ashby	58	Greg Chown	212	Richard R. Renick	500
January 25, 2022		January 20, 2022		March 8, 2022		January 31, 2022	
Glenn E. Futter	33	David Liss	59	Frazer J. M. Kilpatrick	212	Sam M. Townsend	500
January 25, 2022		January 2, 2022		February 2, 2022		February 22, 2022	
Maria Q. Quintanar-Hall	33	Leon A. Ranch	59	Leroy R. Routly	212	Michael K. Brown	504
January 26, 2022		January 15, 2022		February 10, 2022		March 1, 2022	
Robert L. Johnston Jr	38	David Reilly	74	Kevin Cassidy	306	Gary W. Carlson	504
January 6, 2022		March 2, 2022		March 25, 2022		January 10, 2022	
Gloria Kuhn	39	Tom Doherty	80	Debbie Vogel	306	Dennis A. Logan	504
February 7, 2022		January 11, 2022		February 26, 2022		January 1, 2022	



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Brendan Fahy Bequette March 30, 2022	600	Jerry Carnevale January 23, 2022	705	Karen Rousso March 15, 2022	751	Kevin C. Knight January 19, 2022	891
Joseph Blanford February 10, 2022	600	Silvino Castro January 4, 2022	705	Jeanne Hobbs January 1, 2022	768	Cameron Lafave January 9, 2022	891
Liam Clark January 11, 2022	600	Tzvetanka Ganev March 9, 2022	705	Robert A. Daily February 1, 2022	784	Christian Letnar February 15, 2022	891
George S. Dible February 8, 2022	600	Arturo Moreno January 18, 2022	705	William Kelsey January 1, 2022	795	Malcolm Marsden March 5, 2022	891
Lindsey Jones February 11, 2022	600	Rebecca S. Sanchez January 19, 2022	705	Dennis Mancini February 2, 2022	800	Martin Oicle February 16, 2022	891
Christian Mccardel February 16, 2022	600	Louis Villegas January 22, 2022	705	Zuhdi Sardar February 2, 2022	800	Angela Will January 22, 2022	891
Richard V. Norling Sr January 7, 2022	600	Mark West-Wright March 15, 2022	705	Alfred Sole February 12, 2022	800	Jerry Carnevale January 23, 2022	892
Arnold L. Rich January 3, 2022	600	Anthony J. Castanedo February 10, 2022	720	Judy Black February 9, 2022	803	Roddy Diamond February 1, 2022	906
Arnold Street March 31, 2022	600	Robert R. Nelson January 30, 2022	720	Anana Maalea January 7, 2022	857	Gary W. Carlson January 8, 2022	923
Herbert G. Thomas March 29, 2022	600	Richmond L. Aguilar February 12, 2022	728	Jill Gurr January 13, 2022	871	Mary Ellyn Devery February 19, 2022	18032
John F. Harmon January 20, 2022	618	Christopher Bateman March 10, 2022	728	Michael Jimenez January 29, 2022	871	Nancy Brous March 8, 2022	USA829
Terry L. Dycus February 22, 2022	631	Lloyd C. Gowdy February 8, 2022	728	Patrick Beaudrow February 17, 2022	873	William Chaiken February 22, 2022	USA829
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Brent Brewington February 24, 2022	695	George G Silic January 7, 2022	728	Jim Bridge January 25, 2022	891	Robert Markell January 27, 2022	USA829
Michael E. Fowler January 31, 2022	695	Michael A. Sibus March 9, 2022	729	Mel Christensen February 9, 2022	891	Susan O'Neill February 22, 2022	USA829
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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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George Hollier  
Michael McCarty Sr.  
Sonido Bestial La Vida de Richie  
Martin NuRuddin  
Fund Contribution



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**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&AOE&GA** Animation Guild and Affiliated Optical Electronic 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  
**MAHSG** Make-Up Artists & Hair Stylists Guild  
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**MT** Mail Telephone Order Clerks  
**O** Operators  
**PC,CP&HO** Production Coordinators, Craftservice Providers and Honeywagon Operators  
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**S** Stage Employees  
**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers  
**SM** Studio Mechanics  
**SM&BT** Studio Mechanics & Broadcast Technicians  
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**GuildSS,PC,CC&PA** Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants  
**T** Theatre Employees  
**T&T** Treasurers & Ticket Sellers  
**TBR&SE** Television Broadcasting Remote & Studio Employees  
**TBSE** Television Broadcasting Studio Employees  
**TSA** Ticket Sales Agents  
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**TWU** Theatrical Wardrobe Union  
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**CDG 892 HOLLYWOOD** – Ivy Thaide, 3919 West Magnolia Blvd., Burbank, 91505. (818-848-2800) (Fax: 818848-2802) Executive Director: Brigitta Romanov.

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

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

**T 818 SAN FRANCISCO** – Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Leontyne Mbele-Mbong.

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

**T B66 SACRAMENTO** – Ronald Eck, iatse.b66@gmail.com; P.O. Box 2210, Sacramento, 95812. (916-245-1191). Bus. Agt.: Danny Royster, dannyroyster46@gmail.com.

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

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

## COLORADO

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

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

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

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

## DISTRICT OF COLUMBIA

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## FLORIDA

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

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

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

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

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

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

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

## GEORGIA

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

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

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

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York)**

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

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## HAWAII

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

## IDAHO

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

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## ILLINOIS

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

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

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

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

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

**SM 476 CHICAGO** – Anthony Barracca, 6309 N. Northwest Highway, Chicago, 606310490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Anthony Barracca.

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

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**TBSE 762 CHICAGO** – Kris Kettner, iAT762treas@hotmail.com, P.O. Box 4350, Oak Park, 60304 (773-793-3124) Bus. Agt.: Joel P. Colwell, jpcolwell@gmail.com.

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

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

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

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

## INDIANA

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

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

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

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

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

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

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

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

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## IOWA

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

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

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

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## KENTUCKY

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

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**M 260 Lake Charles-Alexandria-Pineville-Fort Pol, LA** – Officer In Charge, Bo Howard, 207 W. 25th St. New York, NY. 4th Fl. 10001. (212-730-1770)

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

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

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

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## MARYLAND

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

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

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

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## MASSACHUSETTS

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

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

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

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

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

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

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

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

## MICHIGAN

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

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

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

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

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

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

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

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

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## MIDATLANTIC AREA

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## MINNESOTA

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

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

**SM 490 STATE OF MINNESOTA** – Owen Brafford, owen.brafford@gmail.com, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-393-0550) Bus. Agt.: Kellie Larson.

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



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

## MISSISSIPPI

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

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

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

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

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

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

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

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

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

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**M 240 BILLINGS** – Jack Webb, webb.jack18@yahoo.com; P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Timothy Keiser.

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

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

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

## NEVADA

**M 363 RENO/LAKE TAHOE** – Kathleen Brunel, P.O. Box 9840, Reno, 89507. (775-786-2286) Bus. Agt.: Stephen Earnaut.

**M 720 LAS VEGAS** – David Weigant, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

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## NEW JERSEY

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

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

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

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

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

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

**M 536 RED BANK/FREEHOLD** – Edward Baklarz, 231

Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox, scox70@hotmail.com (732-492-7630).

**M 632 NORTHEAST NEW JERSEY** – Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

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

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

## NEW MEXICO

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

**SM 480 STATE OF NEW MEXICO** – Marisa Frantz, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-672-7909) Bus. Rep.: Bryan Evans, bevans@iatselocal480.com.

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## NEW YORK

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**S 004 BROOKLYN and QUEENS** – Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Mgr.: Kenneth Purdy.

**S 009 SYRACUSE/ROME/ONEIDA/UTICA** – Linda Mack, P.O. Box 617, Syracuse, 132010617. Bus. Agt.: Keith Russell.karus01@aol.com

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

**S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY** – Derek Kirkaldy, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: Matthew J. Consler.

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

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**S 054 BINGHAMTON** – Daniel Sonnen, 175 Foster Road, Vestal, 13850. (607-777-2909) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336)

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**M 121 NIAGARA FALLS/BUFFALO** – John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-866-1136) Bus. Agt.: John Scardino, Jr., iatse121js@gmail.com.



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

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

**MPP,O,VT&AC 306 NEW YORK** – Diana Diaz, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Michael Fewx; (Stage) Carol Bokun.

**M 311 MIDDLETOWN/NEWBURGH/KINGSTON/ POUGHKEEPSIE** – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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

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

**M 592 SARATOGA SPRINGS** – James Farnan, jfar-nan592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Robert Mink Jr., 0592ba@gmail.com.

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

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

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

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

**TWU 764 NEW YORK AND VICINITY** – Martha Smith, msmith@ia764.org; 545 West 45th Street, 2nd fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agt.: Frank Gallagher (516-445-6382), fgallagher@ia764.org; Bus. Rep.: Leah Okin (917-499-0852).

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**EE/BPBD 829 NEW YORK** – Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212679-1421).

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

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## NORTH CAROLINA

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

**M 417 DURHAM/CHAPEL HILL/RALEIGH** – William Hanner, secretarytreasurer@iatse417.org P.O. Box 91329, Raleigh, 27675. (919-422-0866) Bus. Agt.: Rob McIntire, iatseba417@gmail.com.

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**M 574 GREENSBORO/BURLINGTON/HIGH POINT** – Susanne Daves-Brown, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatselocal574.org.

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

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

## NORTH DAKOTA

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

## OHIO

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

**S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE** – Jimmy Sizemore, sec- treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Brian Thomas, businessagent@iatse12.org.

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

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/ SANDUSKY/ERIE COUNTY** – Steven Stuckert, steve@iatse27.com 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: James J. Holden, jimmy@iatse27.com.

**S 048 AKRON/CANTON/MASSILLON/ALLIANCE/ MANSFIELD** – Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Irene Mack-Shafer, businessagent@ialocal48.com.

**M 064 STEUBENVILLE, OH/WHEELING, WV** – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley.

**S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES** – Emily Junker, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Tom Sellars.

**S 101 NILES/WARREN/YOUNGSTOWN** – Mark Chizmar, mchizmar@iatse101.net; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: Jeffrey Hall, ba@iatse101.net.

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

**SM 209 STATE OF OHIO** – Leyna Haller, secretarytreasurer@iatse209.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-331-0299) Bus. Agt.: James Butler, businessagent@iatse209.com.

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

**TWU 747 COLUMBUS** – Scott W Kuentz, scottk@sirius1.com; 1813 Dorsetshire Road, Columbus, 43229 (614-329-8682). Bus. Agt.: Kerry Taylor, dktaylor67@gmail.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

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

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



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

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

**T B27 CLEVELAND** – Patrick Duffy, duffylocalb27@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

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

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

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

## OKLAHOMA

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

**S 354 TULSA/PONCA CITY** – Emerson Parker, iatse354secty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Tab Birt.

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

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

## OREGON

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

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

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

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

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

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

## PACIFIC NORTHWEST

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

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

## PENNSYLVANIA

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

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

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

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

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

**S 098 HARRISBURG/HERSHEY/CARLISLE** – Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Mark A. Matlock, ialocal98@yahoo.com.

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

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

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

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

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA** – Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724 (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp944@hotmail.com, (716-761-6944).

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

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

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

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

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

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

**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WEAVERSPORT/ JOHNSTOWN// INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/ SELINGROVE/INDIANA** – Dustin Wagner, dswagner21@

yahoo.com; 169 Mini Mall Road, #107 Ebensburg, PA 15931 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

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

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

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

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

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

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

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

**T B29 PHILADELPHIA** – Kathleen McCann, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

## PUERTO RICO/VIRGIN ISLANDS

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

## RHODE ISLAND

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

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

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

## SOUTH CAROLINA

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

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

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

## SOUTH DAKOTA

**S 220 SIOUX FALLS/MITCHELL/HURON** – Jon J.



Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpaterson1910@yahoo.com.

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

## TENNESSEE

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

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

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

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

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

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

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

**TWU 894 KNOXVILLE** – Susan Elford, susyelford@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com

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

## TEXAS

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

**S 076 SAN ANTONIO** – Timothy Gapinski, local76secretary@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE** – Marilyn Davis, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Tyler Alberts.

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

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

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

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

**M 331 TEMPLE/KILLEEN/BRYAN/WACO** – Holly

Serfass, itserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: William Sproul, billrat2@centurylink.com .

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

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

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

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

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

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

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

## UTAH

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

## VERMONT

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

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

## VIRGINIA

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

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

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

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

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

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

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

## WASHINGTON

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

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

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

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

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

## WEST VIRGINIA

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

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

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

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

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

## WISCONSIN

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

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

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



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

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

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

## WYOMING

**S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY** – Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort

Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

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

## DISTRICT SECRETARIES

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

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

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

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

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

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

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

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

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

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

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

**District No. 12 (Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, Northwest Territories & Nunavut)** – Amanda Bronswyk, IATSE Local 891 1640 Boundary Road Burnaby, BC V5K 4V4 (779-995-8916) Email: iatse12@gmail.com.

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





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—Matthew D. Loeb, IATSE  
International President

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



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