

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 677
THIRD QUARTER, 2022



Bulletin



SEATTLE, WASHINGTON

HOME OF THE MID-SUMMER GENERAL EXECUTIVE BOARD MEETING

INSIDE: ► GENERAL EXECUTIVE BOARD 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.

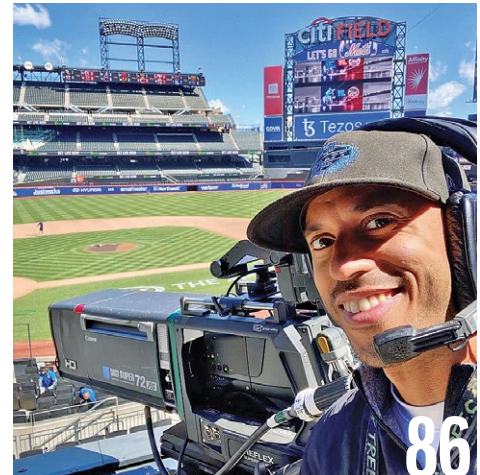
RETURN TO: IATSE PAC~ c/o 100 Centennial Street, #2186, LaPlata, MD 20646

THE OFFICIAL IATSE BULLETIN

NUMBER 677 • THIRD QUARTER 2022

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James B. Wood
Editor



The OFFICIAL BULLETIN (ISSN-0020-5885) is published quarterly by the General Secretary-Treasurer of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, (IATSE), 207 West 25th Street, 4th Floor, New York, NY 10001. Telephone: (212) 730-1770. FAX (212) 730-7809. Email: bulletin@iatse.net

Material for publication must be received before the first day of January, April, July, and October, to meet deadlines, respectively, for the First, Second, Third, and Fourth Quarter issues.

POSTMASTER: Send address change to the OFFICIAL BULLETIN, 207 West 25th Street, 4th Floor, New York, NY 10001. Entered as periodical postage paid matter at the Post Office at New York, NY and additional locations.

Canadian Publications Mail Agreement No.: 40845543.

Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

Subscriptions: IATSE members receive the OFFICIAL BULLETIN as part of their IATSE membership services. Nonmembers may subscribe for \$10.00 per year.

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IATSE

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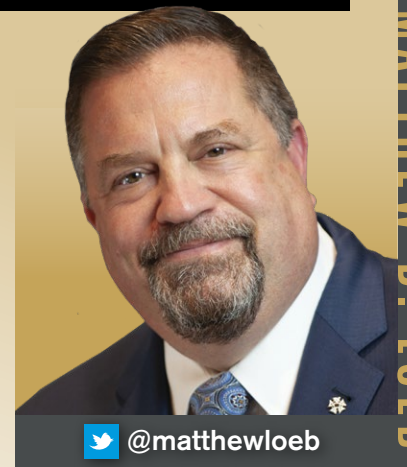


Or Visit: iatse.net/socials



Virtual Hearings

It would be an understatement to say that our lives continue to be upended by the COVID-19 pandemic in untold ways. One of the most obvious trends we're all familiar with is the unprecedented widespread use of videoconference technologies to connect with friends and family and to conduct meetings and professional business.



Users of the relatively low-cost and popular Zoom platform, for example, skyrocketed by tens of millions during the first calendar quarter of 2020 as the gravest days of the pandemic unfolded. While the use of these tools grew out of necessity, I suspect that they may be here to stay even after the overwhelming struggles of the pandemic are behind us. Virtual meeting platforms are generally easy to use. However, make no mistake that they should be used cautiously and sensibly when conducting union meetings so that union business is carried out properly, ethically, and securely. Planning and executing a virtual meeting will often create unique and sometimes unseen challenges. During last year's 69th Quadrennial Convention, for example, which was virtually held, the Alliance took painstaking steps to approximate an in-person meeting of Convention delegates as closely as possible. Regulatory concerns may come into play and virtual platforms may create opportunities for cyberattacks, hackers, and other malicious parties to threaten your work. However, practical steps may be taken to help things run smoothly.

Minor temporary technology glitches may be inevitable. But a few commonsense steps surrounding technology and software—by both participants and meeting hosts—can help set the stage for effective virtual meetings. First, I urge you to get to know thoroughly the virtual platforms that you are using. You may wish to spend time getting familiar with the settings, functions, and configurations, including options for privacy and security. This is particularly important for anyone serving as a virtual meeting host or moderator. In many instances the person serving as host or moderator has significant responsibilities over important privacy settings within a virtual meeting platform.

Even if you are not a host or moderator, you should have access to basic privacy safeguards and you should make yourself aware of them.

More generally, it is always a good idea to make sure that software and antivirus tools are installed and kept up to date on mobile devices and computers that you might be using for virtual meetings. Keeping your software and programs up to date with the latest versions may protect against viruses, hackers, and intruders.

Some of these considerations may take some practice and rehearsal. Whenever practical, users, hosts, moderators, or meeting chairpersons should test the virtual meeting platform so that all are familiar with the functions. For example, permitted participants should know in advance how to enter a meeting and use the platform to communicate with others in the meeting. Technical disruptions around these functions can cause unneeded delays and pressure.

It is also useful to keep other simple security measures in mind. Free wireless internet (wi-fi) networks, like the publicly available wi-fi in hotels, restaurants, or airports, may pose significant security risks by offering hackers and other bad actors access to sensitive information. Typically, a personal cellular phone network or a secure home network are better options.

Contingency plans may also be set forth in advance so that virtual meetings can proceed if technological problems arise. Think about whether you have backup hardware devices on hand that will allow access to a meeting if something goes awry or you're having trouble with your primary devices.

Continued on page 11



OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at The Sheraton Waikiki 2255 Kalakaua Avenue, Honolulu, Hawaii, 96815 at 10:00 a.m. on Monday, January 23, 2023, and will remain in session through and including Friday, January 27, 2023. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Sheraton Waikiki by calling 808-921-4611. Guest room rate for the IATSE is from \$335.00 to \$375.00, 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: December 20, 2022

Evidence of COVID-19 vaccination and booster shots will be required to enter the meeting. Proof of a negative COVID-19 test taken within 24 hours of the Monday morning session and the Wednesday morning session will be required to enter the meeting.

QUARTERLY REPORTS

Local unions are reminded that in order for the International to have accurate membership information, Quarterly Reports must be filed in a timely manner.

Article Nineteen, Section 7 of the International Constitution and Bylaws states in part: "It shall be mandatory upon each affiliated local union to make a quarterly report no later than thirty days following the end of each quarter." Therefore, Quarterly Reports

are due no later than April 30, July 30, October 30 and January 30 of each year.

If the number of changes for a local union does not fit in the space provided on the Quarterly Report, it is acceptable to write, "see attached list" on the form and attach such a list. It is not necessary to submit multiple Quarterly Reports in order to accommodate a large number of changes

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

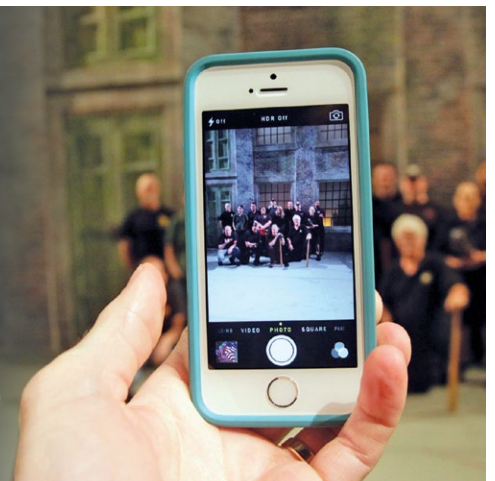
Please send your Bulletin submissions to bulletin@iatse.net.

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

JPEG or TIFF file formats only please.

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

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



Recognition of Longevity

In July of this year, our union celebrated its 129th year anniversary. In addition to that, 164 of our 362 local unions are now at least one hundred years old. Over such long periods of time our union has built up a rich history and developed many traditions.



Within the IA one of our strongest traditions is the respect and recognition given to those that have paved the way for us, our senior members. Whether these individuals have served their union by holding elected office, represented the membership as Stewards or simply were good and active members, these Sisters, Brothers and Kin are held in the highest regard by their fellow union members.

In the pages of The Official Bulletin, we often publish photos of individual members being recognized for their length of membership in their local union, but many of you may not be entirely familiar with what those “awards” actually are.

At the IATSE 45th Convention held in 1960, a recommendation by the General Executive Board was approved by the delegates to allow any member of the International aged 65 or more, with at least 25 years of membership in the IA to apply to their local union for Retired Membership status. Subsequently, at the 65th Convention held in 2005 the delegates approved the elimination of the 25-year requirement. Retired members in this category have their quarterly per capita to the International reduced to \$4.50 per quarter.

During the 49th Convention held in 1968, the delegates approved a recommendation that a member who was already classified as Retired, and who had been a member for 25 years or more and had reached the age of 75 would be eligible to

receive a permanent membership card known as the Gold Card. These members are considered to be lifetime members of the International and no per capita is paid by them for the rest of their lives.

These retirement categories are for those members who no longer want to work, hold office or maintain the right to vote. They can attend union meetings and have a voice but cannot vote. Some members wish to continue to do some of these things so even though they are eligible for Retirement Status they choose to remain full capita paying members.

Another item available from the International that recognizes longevity of membership is the 50-Year Membership Scroll signed by President Loeb and me. The presentation of this scroll has no impact on per capita payments and the recipients may still be an Active member (not classified as Retired by the International). Holders of this award are members of a very exclusive group.

Your Local may already count within its membership one or more Gold Card and/or 50-Year Membership Scroll holders. If you were fortunate enough to witness their presentation, I am sure it is a moment that you will always remember. These long-time members deserve our recognition and our thanks, and this is one small way to do it.

The IATSE Voter Toolkit – Make Your Voice Heard This Election

With the critical U.S. midterm elections a few weeks away (November 8th), the IATSE Political/Legislative Department is here to highlight a resource for the IATSE U.S. membership that is new for the 2022 elections – the IATSE Voter Toolkit. This webpage provides all the information you need to cast your ballot and ensure your vote is counted this election! It can be found on the Political/Legislative tab of IATSE.net or accessed via the link iatse.co/vote.

As pictured, the toolkit includes links to find your election dates and deadlines, check your voter registration status, register to vote, learn absentee ballot/vote-by-mail rules, track your ballot, find your polling place, and more. Each button redirects to a dynamic tool providing real-time election information unique to the user.

The toolkit also provides a phone number for the Voter Protection

Hotline if you encounter any difficulty casting your ballot and encourages IATSE members to vote for pro-worker candidates by utilizing the AFL-CIO Legislative Scorecard along with the slate of endorsed candidates released by their AFL-CIO State Federations and Central Labor Councils.

Union membership is fundamentally rooted in civic duty and the democratic process of voting. As recent years have starkly demonstrated, elections

have consequences that directly impact IATSE behind-the-scenes entertainment workers and their families. We hope that you will use the IATSE Voter Toolkit and share it with your fellow IATSE kin to learn about upcoming elections in your area and make your voices heard.

VOTER REGISTRATION

In addition to the launch of the IATSE Voter Toolkit, the Political/Legislative Department once again



[Find your election dates and deadlines](#)

Click above for your primary election date, early voting dates, and deadlines for voter registration, absentee ballot request, and absentee ballot return. The general election will be held on November 8, 2022.

[Check voter registration status](#)

[Register to vote](#)

[Absentee ballot \(vote by mail\) rules](#)

[Track your ballot](#)

[Find your polling place](#)

[Voter ID laws in your state](#)

[Find your state or local election office website](#)

If you are having any trouble casting your ballot on Election Day, call the **Voter Protection Hotline: 866-687-8683** (Spanish: 888-839-8682)

spent the summer and early-fall on a concerted voter registration program. We are utilizing the AFL-CIO Labor Action Network (LAN) to contact unregistered voters within the IATSE U.S. membership and assist them with getting registered. We have coordinated that program with District Secretary-Treasurers and Political Coordinators, as well as Locals who have expressed interest, to ensure all our members can participate in the upcoming elections.

In recent weeks, we have been responding to many local officer requests to secure a list of their members who may be unregistered to vote. We encourage the elected officers or Political Coordinator of every U.S. Local to contact the Political/Legislative Department (polleg@iatse.net) for such a list and for guidance on setting up a voter registration drive.

A large majority of IATSE members are registered to vote and have been for many elections. However, it never hurts to check your registration status because each election cycle seems to bring a new sinister effort to make the act of voting harder.

While it's true that states are federally mandated to clean their voter rolls, some are using this legal obligation as a tool of partisan voter suppression. Individuals who have moved since the last election, have not voted consistently in recent elections, or perhaps in some cases signed their name differently than how it appears on other government documents could be included in these purges. These tactics tend to affect the working class, people of color, and younger voters who tend to move frequently or vote with less regularity.

You can check your own voter registration status by visiting iatse.co/checkmyreg.

GET OUT THE VOTE - CONTINUE THE PROGRESS

In the two short years following the 2020 Presidential Election, we have achieved multiple, significant legislative victories on behalf of behind-the-scenes entertainment workers and their families.

***It never hurts to check
your registration
status because each
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bring a new sinister
effort to make the act
of voting harder.***

As reported in the IATSE Official Bulletin (2021 Q2 / No. 672), the American Rescue Plan Act contained every one of IATSE's stated priorities for subsequent COVID-19 relief legislation. It extended unemployment insurance programs, fully subsidized healthcare costs for those out of work, made labor unions eligible for forgivable loans, provided economic assistance to our employers, and more.

The bill provided relief to IATSE members who remained out of work through no fault of their own and economic support until it was safe to return to work. The American Rescue Plan Act also protected our healthy pension plans and delivered generational relief for the multiemployer pension system, covering all benefits due through 2051 and guaranteeing the retirement security promised to workers for the long-term.

Additionally, we've seen pro-worker appointments to the National Labor Relations Board (NLRB), unprecedented investment in the nation's infrastructure with labor protections included, and the confirmation of the first black woman, Justice Ketanji Brown Jackson, to the United States Supreme Court. At the time of this writing, Democrats in the Senate are on the precipice of passing the Inflation Reduction Act, which will ensure corporations finally start paying their fair share in taxes, lower prescription drug costs, and make historic investments to tackle the climate crisis.

This progress was only made possible because we elected a pro-worker majority to the U.S. House of Representatives, U.S. Senate, and Joe Biden to the White House in 2020.

As we reflect on these victories that we helped achieve, we must also look ahead to the substantial fights ahead of us. Working people remain in desperate need of the comprehensive labor law reforms offered by the PRO Act. The IATSE joins the majority of Americans calling for lawmakers to codify abortion access and protect the reproductive rights previously guaranteed by *Roe v. Wade*. We must defend decades of hard-fought progress on our human rights, racial and gender equality, voting rights, and even our right to organize in union. The most immediate way to bring about those changes and make progress on other issues important to IATSE workers and their families, is to turn out, vote, and grow the pro-worker majorities in Congress on November 8th.

Return to Work Agreement Update

In the spring, when COVID-19 numbers were relatively low, the Return-to-Work Agreement was re-negotiated. The IATSE partnered with the DGA, SAG-AFTRA, Teamsters and Basic crafts to negotiate a successor agreement. Ahead of these talks, the Unions and Guilds worked with their epidemiologist and other experts to address how to best assess how much COVID-19 is present in a community at any given time.

With the proliferation of at-home antigen tests, relying on our old measurements of community spread and positive COVID-19 case numbers was not enough anymore. Our experts suggested moving to the number of how many people have been admitted to hospitals with COVID-19, as that is a number we can track accurately. The parties agreed that eight or more COVID-19 admissions per 100,000 people per week would trigger the more stringent rules contained in Part I of the contract. As of this writing, unfortunately, most areas of the country have been above this metric for a few months. Looking to Europe, who is ahead of us in the current surge of Omicron subvariants, there is a good chance this wave will have crested and receded by the end of August or mid-September. Until the number of COVID-19 hospital admissions falls below eight, masks must be worn indoors as well as outdoors, and Zone A must be tested three times a week (for a five-to-seven-day workweek). The agreement is designed to self-adjust based on the metric contained therein and can thus

protect our members in areas with a high prevalence of COVID-19.

Some changes that affect both parts of the Agreement were negotiated. Buffet style meals may now be served, and vans can operate at full capacity (van capacity is affected if an actor who cannot wear PPE is present, however).

When the number of COVID-19 hospitalizations falls below eight per week, masks will be optional indoors as well as outdoors, unless a production elects to implement a more stringent policy. There are a few exceptions; Hair and Makeup Artists working on actors, those identified recently as “close contacts”, and anyone working near an unmasked actor who has been identified as a recent “close contact” must continue to mask indoors.

Other changes to the Agreement: the need for visual identifiers between vaccinated and unvaccinated employees was removed as the protocols (such as testing cadence and vehicle capacity allowances) were aligned to apply to all crew members equally.

These changes went into effect in early May. As the Agreement expires

on September 30th, aligning with the expiration of the COVID-19 sick leave provision, the Unions and Guilds will need to meet with the AMPTP in September. Also, a committee has been formed and will explore how this Agreement may be phased out at some point in the future.

The recent relaxed protocols issued by the CDC will no doubt affect some elements of the contract, such as how unvaccinated “close contact” employees are treated, and if companies elect to relax their 6’ of separation protocols. Testing cadence and mask wearing rules have not been changed by the CDC guidelines.

As we have in each round of these negotiations, we “follow the science.” This Agreement has protected cast and crew for a few years now, allowing film, streaming and television production to thrive. We’ve adjusted protocols with each new wave of the virus, making it as flexible as possible for the needs of a community at a given time. Keeping COVID-19 off our sets, protecting the cast and crew and, thus, our livelihoods, has always been the goal.



PAY TV

The Pay Television Agreement covers series produced nationwide by HBO, Showtime, Starz and Cinemax for distribution on their linear Pay TV service, and it expires at the end of this year. This decades-old contract was born out of the power of organizing. The first negotiations were held in the mid 90's to put an end to non-union production for these channels. Although hard to imagine today, at the time, Pay TV was produced almost exclusively non-union. The IATSE made it a priority to organize this segment of the industry, and after many organizing drives and picket lines, the companies agreed to negotiate together to put an end to labor strife.

As with most situations where a union does not control the labor force, the initial contracts were not as strong as our Majors Agreements. However, with each successive negotiation, and vastly improved union density on their productions, the contracts have improved greatly with each negotiation cycle.

The HBO Films Agreement, which covers mini-series and long-form productions for that channel, expired in August. We've agreed to extend the agreement to correspond with the expiration of the Pay TV Agreement at the end of the year. Since they produce high-budget mini-series and feature-length projects, HBO Films does not have access to the long-form rates of the Majors Agreements, and the terms and conditions follow the Pay TV Agreements.

Wages of the Pay TV contracts have been on par with the Basic and Area Standards Agreement since 2014. Over the years, the terms and conditions specific to this content had been negotiated independent of the Basic and Area Standards Agreements; for example, the now-standard 10-hour daily turnaround first existed in these contracts. The Pay TV Agreements also contains a 12-hour turnaround after a seven-day workweek, which is a first in any of our national agreements. MLK was agreed to in this agreement long before the studios agreed to add that holiday.

However, with the large gains in the 2021 Basic and ASA negotiations, such as weekend turnaround, prevailing rate meal penalties, and large, yearly gains for the daily benefit contribution amounts to the National Benefit Funds, the Pay TV Agreements will be reevaluated to determine if it may make sense to transition these projects to the Majors Agreements. The Locals were asked to submit proposals by mid-July, and the future of these contracts will be a discussion for the bargaining committee, which has been appointed by International President Matthew D. Loeb. Initial discussions with these employers are scheduled for early October in Los Angeles.

Your Local and the International will keep you informed as these negotiations proceed.

President's Newsletter

Continued from page 5

I could not possibly cover all considerations here, because every meeting is different. Local unions and other bodies, as well as members, may also wish to use independent information technology providers to advise them and assist with the setup and planning for virtual meetings. Just as important, these professionals may be able assess your virtual security controls, risks, and potential vulnerabilities.

Finally, both practical and legal issues surrounding virtual union meetings may stem from the Labor-Management Reporting and Disclosure Act (LMRDA) for unions in the United States. Furthermore, each union's constitution and bylaws should be considered. LMRDA regulations require that union members have equal rights and privileges to participate in union meetings and vote upon union business

at meetings. These considerations should be kept in mind when conducting union meetings on a virtual platform. For example, consider logistics when evaluating the methods for participation, (e.g., making and taking remarks from the floor (including the virtual floor), debate, making motions, amending motions, and otherwise acting on business that would normally be conducted in-person).

These are only a few general considerations that should be kept in mind when addressing issues surrounding virtual meetings. I urge you all to take some time to consider the best ways that work for you to navigate issues surrounding virtual meetings.

Be safe and be well.

In solidarity

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN SEATTLE, WASHINGTON JULY 25-29, 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 Pacific Daylight Time (PDT) on Monday, July 25, 2022, held at The Westin Seattle Hotel, in Seattle, Washington.

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 A. GLYNN,

Eleventh Vice President

JOANNE M. SANDERS,

Twelfth Vice President and Director of Trade Show and Display Work

PAUL F. DEAN, Thirteenth Vice President.

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, Dan'l Cook, Hannah D'Amico, Jamie Fry, Don Gandolini, Jr., Ron Garcia, John Gorey, Emily Gossmann, Benjamin Hague, Jennifer Halpern, Charles "Bo" Howard, Krista Hurdon, Cindy Jennings, Kent Jorgensen, Mark Kiracofe, Rachel McLendon, Peter Marley, Monty Montgomerie, Julia Neville, Elizabeth Pecos, Jeremy Salter, Stasia Savage, Wade Tyree, Jason Vergnano, Yvonne Wheeler and Special Representatives David Garretson and Joe Short. 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; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 7, Denver-Boulder, CO; 11, Boston-Waltham, MA; 12, Columbus-Marysville-Delaware-Newark, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ.-Coll. Of St. Benedict-St. Paul, MN; 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; 21, Newark, Middlesex, Mercer, Ocean and Union Counties, Asbury Park and Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 28, Portland-Salem, OR; 33, Los Angeles Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 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; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 154, Ashland, OR; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 333, Charleston-Myrtle Beach, SC; 353, PT. Jervis-Sullivan County, NY; 411, Province of Ontario; 475, Eau Claire, WI; 476, Chicago, IL; 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; 500, South Florida; 504, Orange County-Parts of Corona, CA; 536, Red Bank-Freehold, NJ; 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; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 18032, New York, NY; USA829, United States; ADC659, Canada; B20, Portland, Oregon; B27, Cleveland, OH; and B192 Hollywood, CA.

REPORT OF THE GENERAL SECRETARY-TREASURER

Audited Financial Statements

General Secretary-Treasurer James B. Wood reported on the Alliance's accounts and financial matters since the General Executive Board's meeting in Puerto Rico in March 2022. During the past two months, the auditors from the accounting firm of Schultheis & Panettieri have been working with the Finance Department staff to prepare the annual audited financial statements for the year ending April 30, 2022, and the audit is now complete. In keeping with past practice, the statements will appear in the Third Quarter 2022 issue of the Official Bulletin.

During the 2021-2022 fiscal year, the operational net income for the General Fund was \$4,161,919 bringing the total net assets to \$47,780,738 for that account. The net assets in the Convention Transportation and Per Diem Fund were \$7,227,095 at year-end and the net assets in the Defense Fund now stand at \$14,340,458. The total net assets of the Alliance now stand at \$67,096,305.

After a challenging couple of years financially for not only the Locals but the International as well, the total current assets of the General and Convention funds are now exceeding the April 30,

2020, levels and the Defense Fund is only approximately \$500,000 lower. The Defense Fund is lagging in the recovery primarily because some large legal battles continued throughout the COVID-19 shutdowns and the Basic Agreement and Area Standards Agreement negotiations and related costs to those contracts are covered by the Defense Fund.

The Form LM-2 Labor Organization Annual Report required by the U.S. Department of Labor has been completed and will be filed prior to the deadline of July 30, 2022 (90 days from fiscal year end).

2023 Mid-Winter General Executive Board Meeting

As was announced during the Mid-Winter meeting of the General Executive Board in San Juan, Puerto Rico, the 70th Quadrennial Convention will be held in Honolulu, HI the week of July 28 to August 1, 2025.

As is tradition, a meeting of the General Executive Board is always held in the convention city at approximately the mid-point between conventions. Therefore, the Mid-Winter 2023 meeting will take place at the Sheraton Waikiki the week of January 23 – 27, 2023. The link for reservations will be posted soon after Labor Day. Locals are encouraged to only



Representatives of the Host Locals 15, 488, 600, 700, 793, 800, 887, and USA829 welcome the Official Family and all the attendees to Seattle.

book the number of rooms that they will actually use because over booking and cancelling prior to the meeting results in many Locals being unable to obtain reservations at the group rate because the block sells out.

In addition, the cutoff date posted for reservations only means that is the last day the hotel will accept group rate reservations if rooms are still available in the block. If the room block sells out prior to the cutoff date then the cutoff date becomes meaningless so Locals are always encouraged to make their hotel reservations as soon as they know how many representatives will be attending the meeting.

The Global Supply Chain

The supply chain for goods and products, is something most people never thought of until it became a factor in everyone's life once the pandemic hit. Unfortunately, the International has not been immune from challenges related to the supply chain. The publication of the Combined Proceedings was delayed for over six months because of a lag in the manufacturing of the green pleather material used for the covers on the books.

In addition, both the 1st and 2nd Quarter issues of the Official Bulletin were each delayed for over a month from the planned publication dates because paper could not be delivered on time. Members who still receive the paper version of the Bulletin are encouraged to sign up for the electronic version because if this continues, the electronic version of the Bulletin will be published at the scheduled time and the paper version will arrive whenever it can be printed.

Due to the paper shortage, all

membership cards, road cards, per capita stamps and other supplies for 2023 were ordered at the end of May instead of the usual, mid-September time period. This advance planning was the only way to be sure to secure the paper in time to ship 2023 supplies and membership cards to Locals on the regular schedule.

In other Finance Department News,

1. The bound Combined Convention Proceedings books for the 2017 and 2021 International Conventions have now been completed and are in the mail to all local unions. This concludes all tasks related to the 2021 Quadrennial Convention and the file is closed.
2. The number of membership applications processed in the General Office during 2021 was 11,884 which exceeded the previous record by almost 1,000 applications. In the first six months of 2022, a total of 7,637 applications have been processed which if that pace continues would put the IATSE on track for over 15,000 applications this year. The staff in the Finance Department under the supervision of Wesley Vega deserves special recognition for their ability to keep up with the historic amounts of work and continuing to turn around the applications in a timely manner. While there have been more retirements and withdrawals than in a usual year, the total membership numbers of the Alliance have continued to increase and now stand at 163,470.
3. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. For the

year ended April 30, 2022, royalty payments in the amount of \$149,906 were received.

4. The International continues to charge for consultation responses for U.S. Immigration and Naturalization Service Visas. The present charge is \$300 for regular service and \$500 for a "rush" request, which must be processed within forty-eight hours. For the year ended April 30, 2022, the International received just under \$1.1 million in consultation fees which is very close to pre-Covid-19 numbers.

President Loeb thanked General Secretary-Treasurer Wood for his report. The growth in the Alliance is significant and continuing. The International was able to offer substantial assistance to the Locals and other organizations during the pandemic, which was support the members deserved. The International will continue to serve the Locals in any way that it can. Despite the significant outlay of money during the pandemic to support organizations and agencies that support members, the finances of the International are still in strong shape. President Loeb thanked General Secretary-Treasurer Wood and the staff of the Finance Department for their hard work in that respect.

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 October 1, 2021 through April 30, 2022 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City from May 25th thru

the 27th, 2022 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 conscientious work. He recalled that their review of the International's books and records continued during the pandemic shutdowns and has resumed in-person semiannually. President Loeb commended the Trustees for their diligent and meticulous examination of the Union's finances.

APPEARANCE DOW CONSTANTINE, KING COUNTY EXECUTIVE

Dow Constantine, King County Executive, welcomed the General Executive Board and meeting attendees to Seattle. He remarked that the County had contributed 35 million dollars to support the recovery of the creative, cultural, and entertainment industries/sectors. He proudly noted that the new Harbor Island Studios, which is the first film production studio to open in the area in 25 years, signals a new day for film in Seattle and King County to IATSE members. The Studios are moving toward a formal grand opening and will provide family-wage jobs with benefits. Executive Constantine expressed his appreciation to the International, Locals, particularly Local 488 for their leadership, tenacity, and support for the Studios.

Generally, he thanked the International and Locals for keeping crews safe through the negotiation of protocols that were not only industry standard but were used by other industries as well. Executive Constantine expressed his appreciation for bringing back tradeshow and live events work. Finally, he expressed his

appreciation to President Loeb for choosing Seattle as the host city for the 2022 mid-Summer Board meeting because doing so supported other industries including tourism, restaurants, etc.

President Loeb thanked Executive Constantine for attending the meeting and welcoming the Board and guests to Seattle, observing that he was confident the International would take full advantage of the offerings of Seattle when the meetings were concluded.

APPEARANCE PRESENTATION: BEHIND THE SCENES FOUNDATION BYSTANDER INTERVENTION TRAININGS

Lori Rubinstein, Executive Director

Lori Rubinstein, Executive Director of Behind the Scenes Foundation (BTS) addressed the Board regarding the programs and services available to IATSE members. Behind the Scenes was founded to provide assistance to entertainment technology professionals in need. Its stated mission is "[t]o provide a safety net for entertainment technology professionals who are seriously ill or injured or in need of mental health or substance use support."

Director Rubinstein recounted the far-reaching assistance BTS provided during the pandemic, most of which was received by members of the IATSE. She explained that consequences of the pandemic include psychological, emotional, mental, physical and financial trauma—some or all of which everyone experienced in one way or another. She also pointed to the troubling increase in suicides, particularly since 2020. She further observed that as we re-enter and re-engage with others some people might need additional support and counseling. Director Rubinstein advised

that BTS is a resource for IATSE members who are experiencing any of these issues.

Director Rubenstein emphasized the Bystander Intervention training provided by BTS. This course encourages the creation of psychologically safe environments that are free of bullying, harassment, and intimidation. Upwards of seventy percent of IATSE members have taken this course. She encouraged local unions to "spread the word" about BTS, view the BTS website for a listing of offerings and to contact her or her staff with questions. She expressed her appreciation to President Loeb for the opportunity to address the Board, and to Communications Director Jonas Loeb, Coordinator Steven Chaussee and the Local 849 Business Representative Shelly Bibby for their collaboration and support in letting members know about BTS.

Vice President Miller thanked Director Rubenstein for the training at District 2's Convention, which was impactful.

President Loeb welcomed BTS and Director Rubenstein to the meeting. He expressed his deep appreciation for the impressive work BTS has done on behalf of IATSE members, during this historic moment in the world and the IATSE.

APPEARANCE LOCAL NO. 161, AL, CT, DE, FL, GA, IL, LA, ME, MD, MA, MI, NH, NJ, NY, NC, OH, PA, RI, SC, TN, VT, VA, WV, AND WASHINGTON DC

**Re: Recognition of Production and
Payroll Accountants**

Local 161 Business Agent Laura Feron, Assistant Business Agent Cynthia O'Rourke, and member April Tafoya gave a thoughtful PowerPoint presentation to the Board regarding the Local's organizing efforts. They described the Local's



Local 161 member April Tafoya, Local 161 Assistant Business Agent Cynthia O' Rourke and Local 161 Business Agent Laura Feron.

multistate jurisdiction, the crafts covered, and benefits provided to those under Local 161 collective bargaining agreements. They noted that by comparison, Union benefits are appreciably better than those received by the non-union workforce. The Local's research also revealed other differences between union and non-union workers, which the Local is using in its campaign.

The Local's organizing campaign is multifaceted including person-to-person engagement, outreach on all media platforms, though social media seems to be more impactful, and enlisting the support of IATSE crew on television and motion picture productions. The Local 161 Representatives expressed appreciation to President Loeb for his support of their efforts and the opportunity to present to the Board. They requested support from all Locals in the International as they work toward unionizing workers in their crafts.

President Loeb thanked the Local for the update on their organizing efforts. He observed that the present economic and cultural climate is ripe for organizing non-union workers. He relayed the full support of the International to workers who wish to join the IATSE.

APPEARANCE LOCAL NO. 798, ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, TN, NC, SC, AL, GA, LA, MS, NY, NH, FL, AND THE CITIES OF MINNEAPOLIS AND LOUIS- VILLE

Re: REEL Works IATSE Entertainment Industry Hair Stylists Training

Local 798 President Angela Johnson, Local 798 Secretary-Treasurer John "Jack" Curtin, and IATSE Local 798 Vice President Jennifer Bullock appeared before the Board to present a report about the inaugural IATSE Entertainment Industry Hair Stylist Training, which was recently presented to workers together with Reel Works, a non-profit partner promoting diverse work opportunities within the media industry. Also joining the representatives of Local 798 during their appearance were International Trustee and

Education Department Director Patricia White, and International Representative Jennifer Halpern.

This innovative program, which Local 798 was essential in developing, seeks to introduce licensed hairstylists to career opportunities within film and television production. The four-month program, which has been prominently reported within industry media publications and elsewhere finished training its first 12-person graduating class in April 2022. As part of the Local's efforts to focus upon diversity, equity, and inclusion, this program focused upon bringing information to diverse candidates who would be prepared to enter the hair stylists and makeup artist sector of the industry and broadly prepare them for work in entertainment industry careers.

In addition to providing practical and thorough training on the fundamental aspects of work within the industry (e.g., working with various lengths or textures of hair while preparing wigs or hair styling), the training also featured a panel of prominent workers in makeup and hairstyling who offered valuable views based on their hands-on experience. The ideas for this program stemmed from



Local 798 President Angela Johnson, Local 798 Secretary-Treasurer John "Jack" Curtin, and Local 798 Vice President Jennifer Bullock.

initial discussions that began in January 2021 and Local 798 put forth significant efforts to begin the program within a year. After deliberating together with its partners, the Local and its designees became the principals of this program, which it hopes will introduce informed and experienced individuals to the industry. In part, the goal of the program was to provide training to people who will be competent in all hair styles. Despite the difficulties surrounding the COVID-19 pandemic, particularly in January 2021, a combination of online, in-person, and hybrid meetings evolved. The program covered concepts such as teaching the historical components of natural hair, with an emphasis on natural hair texture(s) of persons of color. The curriculum also consisted of more fundamental basics about on-the-job safety as well as theater and set terminology. The topics overall were geared toward inviting new and more diverse people into the industry and offering topics that are unique to work in these crafts. It was noted that some of historical aspects of education offered by the program are rarely taught within the field (e.g., the way that natural hair is prepared, and advanced wig preparation for television, film, and theater).

Those reporting believe that the program was a tremendous success and lasting relationships were formed. Within months following the graduation of the inaugural session, all twelve students have landed in the entertainment industry, spread out through Local 798's territorial jurisdiction, including Pennsylvania, Louisiana, and New York. In the future, Local 798 hopes to host further iterations of this program in all regions within its

jurisdiction. The Local's officers expressed the thanks for the commitment of the twelve students who took part in this initial program. They further encouraged other Locals of the Alliance or individuals who seek detailed information to reach out to Local 798.

Department Director White, noted that this program is incredibly special and without the Officers of Local 798, and Jennifer Bullock in particular, putting in the effort to make it a success, it would not have happened. New and diverse people have become introduced to the industry as a result of these efforts. Those reporting also extended their appreciation to the Alliance's Diversity, Equity, and Inclusion Committee for its work seeing that this program gets the funding that it deserves.

President Loeb thanked Local 798 for its efforts and noted that he looks forward to more graduates in the future. It is important to identify people who will enter the industry with skills that will help them succeed. It is imperative that the Alliance, its members, and Locals continue to support these efforts, which are motivated by a belief in inclusion and fairness. The industry is asking for it and the IA has stepped up to entrance to the industry in this field. He commended those reporting for making this a priority.

APPEARANCE LOCAL NO. 839, HOLLYWOOD, CA

Re: AMPTP Negotiations, and Organizing Successes

Local 839, The Animation Guild (TAG) Business Representative Steve Kaplan updated the Board on TAG's recent negotiations with the AMPTP as well as its recent organizing successes. Kaplan was

joined by International Vice President and Motion Picture and Television Department Director Michael F. Miller Jr., TAG Field Representative Leslie Simmons, and TAG Organizer Ben Speight.

839-AMPTP Negotiations

Local 839 began negotiations for a successor collective bargaining agreement with the Alliance of Motion Picture and Television Producers in November of 2021. Those negotiations had to be rescheduled due to the prolonged and contentious negotiations over the 2021-2024 Basic Agreement. The successful conclusion of the Basic Agreement negotiations helped to inform the overall costs in the successor Local 839 agreement, as TAG historically adopts the cost adjustments for the Motion Picture Industry Pension and Health Plan, as well as the percentage increases to the wage minimums that is achieved in those negotiations.

Kaplan called for a Negotiations Committee to be formed in the fall of 2020 and carefully formed the committee so it would include engaged member leaders of the various and growing number of craft and community committees that the Local has approved. To his surprise and pleasure, new members eager to engage also requested to participate in a small enough number to be able to be included. The 2021 Negotiations Committee was comprised of thirty-five members, including members from the Color Design, Storyboard, Designers, Timing Directors, Animation Writers, Computer Graphics, and Testing craft committees, as well as Family and Membership, Queer Tag, People of Color, and Young Workers community committees. They were tasked with working with their respective committees

and groups to craft proposals, as well as drafting a negotiations survey for the membership. The Negotiations Committee worked up to the commencement of negotiations, a period of over a year, and created forty proposals and discussion items that included priority matters of increases in wage minimums; improved working conditions in the “New Media Sideletter”; and, expanded coverage of the agreement outside of Los Angeles County.

Negotiations ran from November 2021 through May 2022 and were subject to sporadic and lengthy pauses due to the AMPTP’s scrambled negotiations calendar. During seven months of negotiations, including the end-of-year holidays, the Local spent almost a full month in discussions with the employers.

Additional pressure was placed on the AMPTP during negotiations when Local 839 held a rally and car window painting event to support the Negotiations Committee. Held in the parking lot of Local 80, the event turned out more than a thousand Local 839 members, as well as IATSE kin from other Locals, members of SAG-AFTRA, AFM Local 47, and other Los Angeles Unions. The event was supported by the Los Angeles County Federation of Labor, which lent their flatbed truck and speaker system, and was also attended by local politicians and candidates. Several news outlets and industry trades also covered the event and it trended on social media with users sharing photos, and videos with the hashtag #NewDeal4Animation and #Rally4Animation.

■ The Local reached a tentative agreement on May 24, 2022, that includes increases in contractual minimum wages, Continued inclusion

of MPI; improved benefits for on-call classifications;

- Increases in wages for Animation Timers, Color Designers, Storyboard “Unit Rates”; New and separate wage classifications and progression for Animation Writers, as well as increased Animation Writer Unit Rates;
- The addition of Martin Luther King Jr. Day as a paid holiday starting in 2023; expanded jurisdiction; the establishment of a Labor-Management Cooperative Committee; improvements to the New Media Sideletter that include:
- Language that permits individuals who were hired in Los Angeles and allowed to work remotely before and during the pandemic to continue to work under the terms of the agreement if the employer maintains a policy that allows remote work. This issue was identified as a priority by the membership and language was agreed upon after lengthy discussions on the matter.

Local 839 was fortunate enough to be one of the few Locals whose membership could almost immediately shift to working remotely and keep the animation industry functioning during the COVID-19 global pandemic. While the rest of the Motion Picture and Television Department Locals suffered a near, if not complete, evaporation of work for their members, Local 839 members were able to continue working at home. The Negotiations Committee and membership realized that this “work from anywhere” paradigm in animation is not likely to end.

Business Representative Kaplan noted that the Local benefited in these

negotiations, from the participation of Vice President Miller, whom President Loeb assigned, at his request, to provide assistance with the negotiations. Vice President Miller’s experience with the studios, history of supporting the Local’s negotiations, relentless pursuit of creative ways around problems, and respect from the membership, played a pivotal role in the Local’s ability to press the employers on this matter and reach an agreement. Kaplan thanked President Loeb on behalf of the membership for Vice President Miller’s continued assignment to support Local 839, and thanked Vice President Miller for his hard and tireless work.

The ratification vote for the 2021-2024 agreement opened on June 20 and ran for two weeks through July 1, 2022. The results of the ratification vote showed 68% of the eligible votes were cast. Of those votes cast, eighty-seven percent (87%) were cast in favor of ratification. Kaplan attributed these amazing results to the following factors:

Kaplan expressed sincere appreciation to Local 839 Representative Simmons and Organizer Speight for their creative and targeted communications and outreach to members. He stated that while he was proud of what the Local was able to achieve in the negotiations, he was prouder of the dedication and work of the Negotiations Committee, and expects to see the same dedication and work for the 2024-2027 agreement.

Organizing

Kaplan was proud to report that Local 839 had heeded the mandates of “Growth Equals Strength” and “Together We Rise”. The Local realized it had failed to police its jurisdiction in the animation

industry which allowed employers to open studios outside of Los Angeles and hire workers who do not enjoy IATSE representation and the ability to have a voice in their workplace. The Local is committed to correcting that mistake. The Local's Executive Board, early in this term, committed resources to organizing animation studios outside of Los Angeles, and organizing classifications and crafts in the industry that were previously unrepresented. In three years the Local has achieved movement towards those goals. Local 839 is committed to improving the working conditions, and lives, of animation workers across the United States.

The announcement of the certification of the Titmouse bargaining unit in Vancouver, British Columbia, was a flashpoint for interest in animation organizing across both Canada and the United States. Local 839 began receiving outreach from studios across the country. The Local quickly realized that it needed to have a full-time organizer who could focus on leading the various organizing drives that were being identified. Kaplan's responsibilities as Business Representative to the Local made it impossible to take on the work.

With the help of the IATSE Motion Picture and Television Department, Kaplan was able to bring on Benjamin Speight as the Local's full-time organizer. Speight's decades of experience in union organizing enabled him to hit the ground running, taking over various organizing efforts that were in place, engaging a research specialist to help map out the industry and where and how to focus efforts, and by taking charge of new organizing opportunities as they appeared.

The IATSE helped to form a community-focused animation interest group. Much like the Art Babbitt Appreciation Society in Vancouver, this group focuses on creating community among the animation professionals and provides a safe space for early organizing discussions.

The artists at Titmouse NYC quickly showed themselves to be some of the most self-starting, motivated, and engaged soon-to-be Union members the Local has had the opportunity to work with. The team eagerly completed the organizing training and exercises provided by Speight. Within a year, the Local had reached majority support.

The Local approached the company in late December with a demand for voluntary recognition after a card check. The company agreed after some discussion concerning the bargaining unit, and, on January 1, 2022, an arbitrator certified that over 90% of the unit had signed authorization cards. This was historic for two reasons: Local 839 now represents animation workers in another state, and the bargaining unit includes job classifications in animation production, which the Guild had not represented in decades. A negotiations committee was elected and has worked equally as hard to prepare for the negotiations for a first agreement, which are scheduled to begin next month.

This proved to be another spark that lit a roaring flame of interest in representation with Local 839 in animation production, this time back in Los Angeles. Calls began pouring in. Speight answering those calls and, working off of lists of animation production interest the Local had started building in 2018, he marshaled

and focused the efforts of production staff at the independent studios of Titmouse Los Angeles, Rick and Morty, Solar Opposites, and the six separate productions working at ShadowMachine, as well as the production crews of The Simpsons, Family Guy, and American Dad! now being produced by the Disney company. All of these productions built a strong enough majority of support from the production AND artistic staff to win voluntary recognition. These organizing drives took place during the Local's negotiation of its Master Agreement and after the Agreement had expired. Speight was instrumental in the organizing drives. Those recognition agreements will see over 300 animation production workers represented by Local 839.

In closing, Business Representative Kaplan reaffirmed his commitment to President Loeb and the General Executive Board to seeing the animation industry in the United States covered under a Local 839 agreement, adding to the IATSE's leverage in the motion picture and television industry. He and the Local are also happy to support newly minted IATSE Special Representative Ben Speight as he uses his passion for union organizing and experience in empowering workers to come together in union. Local 839 is committed to growing and strengthening the IATSE.

Ben Speight thanked Business Representative Kaplan and Vice President Miller for asking him to step up and engage in organizing across the country. He expressed his commitment to seeing workers in the industry organized.

Vice President Miller observed that the upfront work in explaining the bargaining

process to the membership and the Bargaining Committee was instrumental in the success the Local achieved in renegotiating its Master Agreement. Kaplan and the team at The Animation Guild wove those concepts into their work with the Bargaining Committee, ensuring that the Committee worked together in an effective matter. That will be key moving forward

President Loeb thanked Business Representative Kaplan for his report. He expressed his admiration for the Local's planning, commitment, and strategy going into negotiations. The Local made sure its committee was engaged, knew the importance of its role and the process, and was democratic. The turnout from the membership and the results of the ratification vote were impressive. With respect to organizing, President Loeb noted that under the terms of the constitution every Local in the Alliance is required to organize in their respective jurisdictions. There are significant opportunities out there and there will be successes in the future. President Loeb concluded his remarks by congratulating the Local on its great work and new contract.

APPEARANCE LOCAL NO. 868, WASHINGTON, DC

**Re: Capital One Hall,
and Strathmore**

Anne Vantine, Business Agent of Treasurers and Ticket Sellers Local 868 and member Emily Kester appeared before the Board to report upon recent organizing efforts within the Local's jurisdiction and to follow up its prior report to the Board concerning the resolution of collective bargaining agreement negotiations for

workers at Strathmore in Montgomery County, Maryland.

Box office workers within the Local's jurisdiction at Capital One Hall in Tysons Corner, Virginia voted overwhelmingly to band together and organize with Local 868 in 2022. This facility, which opened in 2021, is a new and modern 1,600 seat newly constructed, live performance venue within the metropolitan Washington, D.C. area. Offering theatrical and Broadway performances, the venue is operated by a prominent live event management company. Box office workers there, with the Local's support have now completed a successful organizing campaign, which will pave the way toward achieving working conditions consistent with comparable terms enjoyed by Local 868 members within the Washington, D.C. area. By standing together with workers at this facility, who were seeking to improve the conditions of their employment, the Local has also supported the collective benefits of its members and colleagues.

As was previously reported to the Board, following a series of unfair labor practices, protracted contract negotiations, and prominent public relations outreach, the Local secured a collective bargaining agreement for workers at Strathmore in Maryland. Workers will now have the benefits provided by this agreement for a three-year term. Wage and benefit increases will be advancing under the unanimously ratified contract. On behalf of the Local, the report described the sincere appreciation of Local 868 officers, who thanked the members of the Local in these bargaining units—who deserve considerable credit for their solidarity in these efforts—as well as the International's

staff and President Loeb's continued support.

President Loeb remarked upon the difficulty of the Local's recent negotiations but commended the dedication of the Local's officers in these recent efforts. The Local has fought through some onerous challenges and continues to organize within its jurisdiction. He commended the Local for continuing to seek organizing opportunities and reiterated the International's support.

APPEARANCE: IATSE TRAINING TRUST FUND

IATSE Training Trust Fund (TTF) Executive Director Liz Campos reported on the recent activities of the TTF. Director Campos was joined by International Trustee, Education and Training Department Director, and TTF Trustee Patricia White, TTF Trustee and IATSE Safety Committee Chair Kent Jorgensen, and TTF Program Coordinator Trevor Benson.

Director Campos started by introducing new TTF Trustee Jorgensen, and new TTF Program Coordinator Benson. She reported that the TTF has added a second Training Specialist to its staff, Anita Hartsock from Local 22. Hartsock has a wealth of training experience as well as course development experience and she will be working on several new and exciting projects for the TTF in addition to conducting OSHA trainings.

Director Campos reported that the TTF has added courses to its online programming. The online application processes were enhanced to meet training needs, the tremendous increase in the number of people utilizing online

programs, and the conversion of many in-person courses to courses on remote meetings platforms.

In addition to its OSHA 10 GES curriculum that is available to Locals, the TTF now has an OSHA 10 Entertainment Construction and an OSHA 30 General Entertainment Safety curriculum that can be sent to Locals upon request. Director Campos thanked Bill McCord, Eddie Raymond, Joe Aldridge, and Jay Stone for their work on the development of these curricula. She also thanked TTF Communications Manager Luz Vasquez for formatting the presentations, workbooks, and instructor guides for all three OSHA curriculum packages. Locals can apply for the curricula with the application on the TTF website. The OSHA 30 Entertainment Construction course will be coming soon.

The TTF is expanding its resources for employers and has created a new video to introduce employers to the Training Trust Fund. This video can also be used by Locals when talking to employers about contributions to the Trust during contract negotiations. The video is currently on the TTF's recently revamped employer page and can be provided to Locals on a thumb-drive by contacting the TTF at info@iatsetrainingtrust.org. Director Campos then played the video for the General Executive Board.

There have been changes to the Course Reimbursement Program over the past couple of months to streamline it and make it easier to use. Director Campos strongly encouraged any Local thinking about applying to reach out to Program Coordinator Benson, who will assist with completing applications, explaining the process and helping to make the program

work for the Local's training courses. The TTF wants to work with Locals and be able to support local union training efforts.

Based on feedback from the Locals and membership, the TTF is bringing back Train the Trainer Teaching Techniques – in a slightly revised virtual format designed for all trainers to incorporate when teaching virtually. This interactive workshop is for trainers who actively teach craft skills or safety classes virtually and are looking for strategies to organize their planning, improve their virtual course facilitation skills, and create more engagement in their courses. Participants will also practice new virtual training skills before returning to their respective local unions. The TTF is currently accepting applications from Locals. More information about the course can be found on the TTF website. The Train the Trainer Teaching Techniques for in-person training will resume in early 2023. In addition, three TTF Safety First courses Basic Safety, Ergonomics, and Biological Hazards have been translated into French.

The TTF is beginning to meet with Locals to hear more about training needs and the curricula, lesson plans, mini courses, and videos that are most needed. The Fund wants to expand its curriculum offerings not only by having courses in existing formats but by hosting shared lesson plans on the TTF website along with how-to-videos.

The TTF has upgraded its LinkedIn Learning partnership account so that all users have access to courses in all the available languages. Users now have access to over 21,455 courses on this platform. Director Campos encouraged all Locals to take advantage of this valuable resource

and promote it to their memberships. Signing up for an account is easy. In addition, Locals can apply to become Sub Administrators to create collections and recommend or assign courses to members. Additionally, the TTF can share the online application with locals which can send bulk emails to their members about registration. This simplifies the application process even more. Please contact the TTF at info@iatsetrainingtrust.org for more information about this program.

The TTF is excited to be able to support the Stagecraft Rigging Proficiency Program curriculum. Locals can apply to the Course Reimbursement program to have the costs of this course covered through reimbursement.

Director Campos reported that the TTF now has more total staff (twenty-two) and is focused on listening to how it can best support Locals, members and make things easier. For example, to improve access to training opportunities and resources, the TTF has simplified its eligibility process and now has one person dedicated to working with local unions when non-members apply for programs and courses. Locals will now receive just one email when this issue arises. In addition, the TTF has added a new section to its website that includes TTF graphics for use on local union websites and on social media. Simply click the "Social Media Assets" link under the "Resources" tab on the TTF website.

So far in 2022, over 26,160 courses and lessons have been completed by approximately 25,000 people for a cumulative total of more than 33,500 hours of training. This is on track with 2021 utilization.

Director Campos emphasized that if any Local has questions, they should ask. The Training Trust Fund is here to help and benefits from engagement with the Locals and the membership.

Director Campos concluded her remarks by thanking President Loeb, General Secretary-Treasurer Wood, Vice Presidents, Department Directors, and IATSE Representatives for their ongoing support of the TTF. She thanked the IATSE Communications Department for its coordinated work with the TTF Communications Department. She offered special thanks to the Education Department, especially International Representative Hannah D'Amico, for all her time helping with curriculum and living and breathing all things TTF.

Director Campos thanked the many Locals as well as all the individuals who have taken advantage of training opportunities available to them. She encouraged all to utilize TTF programs and recourses. The TTF is humbled and honored to have been able to carry on with offering resources to everyone during an incredibly challenging time.

Vice President Barnes thanked President Loeb for establishing the TTF a decade ago. The employers have a newfound focus on training that benefits the membership, and non-union workers are now interested in the training the union can offer them.

President Loeb thanked Director Campos for her report. He recalled that this Fund, which is still in its nascency, was created from the ground up. The sheer volume of programs and training opportunities are impressive. Clearly the TTF is an organizing tool which benefits

the Union. Since the Union uses bargaining power to negotiate for contributions to the TTF it is vital for the membership to take advantage of the programs.

APPEALS: PETER HAWKINS V. LOCAL NO. 873 – TORONTO, ON

The General Executive Board considered Peter Hawkins' May 16, 2022, appeal of President Loeb's decision dated May 9, 2022. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Hawkins' appeal and resolved to communicate this decision to Hawkins in writing in accordance with the advice of legal counsel. President Loeb and Vice President John Ford abstained from participating in any debate and/or vote in relation to this appeal.

IATSE STAGECRAFT DEPARTMENT

Co-Directors International Vice President Michael J. Barnes and International Representative Joseph Hartnett, International Vice Presidents Di Tolla, Lewis, Carlson, Glynn and Dean, International Trustee Patricia White, International Representatives Peter Marley, Christopher "Radar" Bateman, Stasia Savage, Joseph

Short, and Bo Howard presented to the Board. The live events industry remains heavily impacted by the COVID-19 pandemic. The Department is flexible as it continues to assist, support, and offer guidance to the Stagecraft Locals.

The Department has added several representatives, including Bo Howard from Local 322 in Charlotte, who primarily will be assisting Locals located in District 7. The Department has engaged Steve Lutge from Local 16 to assist the Department in Northern California and Amanda Sager from Local 154 to assist Representative Bateman with the newly organized unit of workers at the Tuahcan Festival in Utah working under their first collective bargaining agreement.

Inter-Departmental cooperation as well as cross Department cooperation have been essential as work in live events resumes. Standardized communication and training programs have been key factors to the progress being made. Indeed, the Department's ability to coordinate bargaining, organizing and activism with the stagecraft Locals is critical to increasing market share and Union density.

The Department's analysis and research indicate that market share of work



Co-Directors International Vice President Michael J. Barnes and Joseph Hartnett.

under a collective bargaining agreement and lack of workers in a particular area are the driving force determining the success of the Department and the Locals. Unfortunately, the lack of market share has placed additional burdens on many local unions. To address these issues, the Department remains committed to increasing market share and union density using coordinated standardized programs developed with the Locals.

Many of the Locals do not have the resources to respond to the challenges and opportunities COVID-19 created as we return to work. Retirements, a shift of many stagecraft workers to the Motion Picture & Television Industry, and sadly many losses due to COVID/"Long COVID", combined with apathy, burnout, and turnover to compound the worker shortages across the industry.

Staffing shortages and inflation have created opportunities and threats to increasing our market share and worker retention. Workers are demanding more from their employers and turning to unions to achieve their goals. While these factors previously occurred in the market, COVID-19 has increased their effect on contract negotiations and organizing opportunities.

The Stagecraft Department has standardized tools and processes to increase market share and Union density through organizing and collective bargaining, which will improve workers' employment and work-life balance.

Specifically, the Department is using a three-pronged approach to organize. Details of the plan are available upon request to Stagecraft Locals. The model, tools, and best practices created for the live

event music industry were developed to be adaptable to organize all facets and crafts of Locals that fall under the Stagecraft Department.

Bargaining

Data on COVID's impact on negotiations is still being collected and processed. Since the Board meeting in July 2021, the Department has experienced a significant increase, and variations in bargaining outcomes due to the COVID-19 pandemic.

Over the past six months, the Department has been engaged in one hundred eighty-five negotiations, fifty-five of which were national agreements.

Seventeen direct or cosignatory deals were completed, twenty-five local addendums to national agreements were signed. Direct assistance with Locals resulted in sixty-six contract ratifications. Seventy separate Stage Locals are covered under the settled agreements. The Department also assisted Locals in mediations with several recalcitrant employers and were successful in getting agreements to avert work stoppages. Descriptions of the Live Nation and Rock Labor national agreements follow.

Live Nation

The national agreement between Live Nation and the International covers fifteen facilities directly with three co-signatory agreements in seventeen separate Locals. Live Nation also has direct agreements with the Locals covering approximately forty facilities. Negotiations took place over a seven-month period between November 2021 and June 2022. Highlights of the agreement include annual wage increases,

cost of living allowance adjustments if certain thresholds are tripped, premium pay, additional holidays of Juneteenth Independence Day and Veterans Day and training and improved working conditions.

Rock Labor

The International concluded negotiations with Rock Labor. The new agreement mirrors the Live Nation National Agreement language, COLA, travel and training. It covered the production and site work on a festival in Local 22's jurisdiction. In addition, Locals 2 and 18 also secured an addendum to cover work on the Def Leppard Tour. It was noted that Vice President Carlson provided support and follow through in these markets. Updated addendums were bargained for Local 15 and Local 501. These addenda resulted in significant wage increases to meet the staffing challenges in these two jurisdictions.

The Rock Labor agreement is an area standard agreement used by the Department in other organizing efforts.

Broadway COVID Protocols

The Department in conjunction with Locals One, 306, 751, 764, 798, USA829, and ATPAM renegotiated the COVID-19 Safety Protocols covering Broadway Theaters. The protocols reflect updated masking and testing conditions as to Community Spread based on the guidance from the U.S. Centers for Disease Control and Prevention and New York State and City. These are set to be renegotiated in October. The Department objected to the Broadway League's unilateral decision to remove the masking requirements for the audiences on July 1, which unsurprisingly

has led to predictable growth of COVID-19 infections. The Department is in continuing discussions with the League about this decision. The Touring Protocols are currently being renegotiated.

Local Bargaining Assistance

Requests from Locals for assistance in collective bargaining negotiations continues to increase. The Department has assisted the following Locals.

Local 154 has now successfully organized all of the production work at the Oregon Shakespeare Festival. In 2015, the Run Crew organized and won their election. Together they negotiated a contract that works for their unit with the help of the International. On January 14th, 2022, the Scenic and Props Shop voted unanimously to join Local 154. In May 2022, the Costume Shop requested voluntary recognition and on June 6th a card count conducted by the Federal Mediation Service certified the Costume Shop at OSF is part of the bargaining unit. It took 38 years to unify the production departments with the IA, but the leadership of Local 154 determination made it happen. Local 154 is currently in negotiations with OSF for the Costume Shop Employees.

IATSE Local 217 (Rockford) and Rockford Metropolitan Exposition Auditorium and Office Building Authority completed an agreement for all stagehand work performed at BMO Harris Bank Center, Coronado Theater, and Davis Park. These venues are managed by ASM and the Agreement was unanimously ratified. Details include, among other things, annual wage increases, standardized rates, increased craft jurisdiction, increased rates for rigging and snow removal.

The Department provided assistance with Encore negotiations regarding Local 110's Area Standard Industrial Agreement and for help in creating a new Area Standard Hotel Agreement with Encore. The new Hotel Agreement will help ensure jurisdiction at hotels throughout the Chicagoland area and addresses work performed on hotel properties in which Encore is the preferred A/V provider. The new five-year area standard "Industrial Agreement" is also now signed and applies in areas where Encore is not the preferred A/V provider. Thirty other Employers negotiated and signed this exact area standard "Industrial Agreement", including Freeman, PGR, Extreme Reach, Complete Crewing and Program Productions and more. These agreements help maintain area standard rates and conditions by removing non-union competition. Both agreements have five-year terms with annual wage and benefit increases and were unanimously ratified.

Local 13 ratified their contract with Historic Theater Group, including wage increases, a one-time bonus, enhanced parental leave policy that took effect just a short time before one of the house staff became a new parent.

Local F-72 which represents daily ticket sellers at Citi Field and Yankee Stadium in New York City, recently ratified contracts for both venues. The contract for Yankee Stadium was especially challenging and allows the Local to continue referring members to the Stadium for the next four years. Box office and ticket seller Locals across the Alliance face challenges due to technological changes in the ticketing industry and must constantly reinvent themselves to maintain work.

The Department assisted Local 12 in securing an agreement at the new Major League Soccer stadium, "Lower.com field", home of the Columbus Crew soccer team. The Crew are owned by the same group that owns the Cleveland Browns. The Local was able to reach a 3-year deal at the new stadium with the same rates and conditions they enjoyed at the previous stadium. Significant wage increases will help keep pace with inflation.

Local 38 secured a successor agreement with the Detroit Lions for work performed at Ford Field. It is a 3-year deal with significant increases over the term of the agreement. More importantly, with assistance from the Department, the Local successfully standardized one rate for all rigging.

The Department assisted Local 320 in its negotiation at the Lucas Theater in Savannah, GA. Highlights include wage increases over the term of the agreement, additional holidays, and education fund benefit inclusion.

Local 635 Winston-Salem finalized their agreement with the Lawrence Jones Veterans Memorial Coliseum, with wage increases of sizeable wage increases and increasing the hourly rate for work in their city. The agreement also codifies improvements to working conditions and premium pay.

Non-League Negotiations

NETWorks, Troika, Big League, and Worklight productions finished their first season return to the road after the COVID-19 shut down. The International is in negotiations with these employers and will update the Board.

The following report was submitted

by International Vice President/Local One President James J. Claffey, Jr. before his retirement from Union office summarizing organizing opportunities in the live event music club sector of the industry.

Local One negotiated three fully executed collective bargaining agreements with Technical Operations, Inc., Arena Partners/UBS Arena and Webster Hall/EV Events as a result of successful organizing campaigns made possible by the assistance of the IATSE Defense Fund. Local One offered its sincere gratitude to President Loeb, General Secretary-Treasurer Wood, members of the IATSE Defense Fund and the Board for the International's overwhelming support of the Local and the newly organized members.

Local One noted that its recent organizing efforts would not have been possible without International assistance which covered legal fees during the worst financial times the Local has ever experienced. Local One (and the Alliance) will soon have a total of 29 new members with good jobs, new benefits, and positive conditions at new Local One/IA union venues. The new members extended their many thanks to President Loeb, the Board and the International.

It was noted that the 3,600 members of Local One could not be prouder or more thankful for everything President Loeb, General Secretary-Treasurer Wood and the Board did for Local One and all IA Stagecraft Locals of the IATSE during the pandemic.

Organizing

The Department continues to focus on increasing market share through organizing and has successfully brought

work under Union agreements across North America. In this regard, Locals 12, 15, 18, 22, 187, 191, 195, 346, 927, B29 are to be commended for their tremendous efforts.

It was noted that Local B29 President Richard Montgomery stated, "We are proud of the growth of our Local with the thirty new Front of House Workers that have the same rights and benefits as the other members of Local B29." The Department reported that Local B29 extends its thanks to International President Matthew Loeb and his staff for their leadership and guidance in this long, hard fought Union drive.

The Department noted that that B29 President Montgomery is steadfast because the Local's organizing campaign took seventeen years.

Administration and Assistance

The Department has been engaged with over fifty separate Locals to provide assistance and administrative functions. Assistance to Locals includes but is not limited to staffing, training, COVID compliance, Constitution review and drafting, and mergers.

The Live Event Worker Program

The Co-Directors discussed in detail the Live Event Workers' Campaign, which has as its' goal to recruit and connect people with quality, career building, union jobs in the entertainment industry. The campaign provides a common set of organizing tools and resources to local teams of Union Activists; it offers structure for regional and district organizer pods; and the Live Event Workers' Campaign gives one-on-one support for local unions seeking to grow their membership density

and protect their jurisdiction. Participating local unions are building pathways to membership.

Recruitment has been a common theme for The Stagecraft Department over the last sixteen months. In response the Department created a "Crew Build-Up Best Practices" fact sheet which was presented to Locals at virtual Department meetings and was a focal point for the Stage Caucus at the 69th Quadrennial Convention. Stagecraft Locals are strongly encouraged to contact the Department to receive information about and to be a part of the Live Event Worker Program.

Rigging Proficiency Program

The Stagecraft Rigging Proficiency Program (RPP) is a two-day, introductory entertainment rigging course designed to prepare workers to fill the present need for entertainment riggers in the live event industry. The training includes a lecture, demonstrations, hypothetical situations, and hands on activities. This course provides information in arena rigging, fall protection theory and protocols, general workplace safety practices, and professionalism. After completing this course, workers who achieve an understanding of the material may be able to work on the installation and striking a concert or other live productions in a U.S. event venue.

This curriculum is developed by the IATSE Stagecraft Department with the Education & Training Department, as a learning resource for IATSE workers. The goal is to provide IATSE Locals with a comprehensive, user-friendly training that will cover the fundamental knowledge essential to performing the duties of an

entertainment rigger in the live event industry.

The RPP offers participants a comprehensive introduction to rigging principles and best practices used in modern entertainment applications. Rigging systems and subsystems, the materials used, and the capacities of the systems are all covered. Participants will also gain an understanding of general safety practices, fall protection theories and protocols, and professionalism. The hands-on portion asks students to tie knots and assemble rigging and fall protection systems using the tools of the trade. The training is structured for use by local union trainers. The materials are complete and accurate as is, and they do not require any additional information to be taught. However, authorized trainers may choose to alter the presentation to meet their Local's needs, as desired.

Generous financial support for the Stagecraft Rigging Proficiency Program is provided by the IATSE Entertainment & Exhibition Industries Training Trust Fund. Instructor fees, travel costs, equipment and space rental are all covered expenses. To meet the current demand for entertainment riggers, the Training Trust Fund is expediting requests for RPP course reimbursement.

Since April of this year, eight local unions hosted the course. In that time 139 workers from forty-two different local unions attended the Stagecraft Rigging Proficiency Program. These early courses focused on developing local union Authorized Trainers for the purpose of propagating training opportunities. Fourteen additional local unions are in queue, looking for dates and venues to

host the Stagecraft Rigging Proficiency Program. Local unions looking to get started, contact the IATSE Stagecraft Department.

Associated Crafts and Technicians

The Department continues to hold quarterly meetings with the ACT membership. The most recent meeting focused on the history and structure of the IA and a presentation by the Political Department on the importance of political activism and how members can contribute financially to the PAC.

Conclusion

The IATSE's Stagecraft Departments ability to assist and benefit our members is directly tied to our ability to increase our market share and union density. The unprecedented impact COVID has had on the Live Event Industry requires an unprecedented response by the IATSE and all live event workers. Increased market share and union density through clear pathways to membership are crucial

President Loeb remarked that the times present a historic opportunity for the International through the Department to organize the workforce and to provide workers for a sector of the industry—live events—that is experiencing staffing shortages. He observed that organizing is the antidote to any issues faced by the Locals or the Department. Therefore, he encourages Stage Locals to reach out to the Department to obtain information about the Live Event Worker Program and other education and training materials. President Loeb underscored that the Locals take advantage of the openings available, reach out to workers, bring the workers into membership and the jobs under union

contract. He expressed his sincere appreciation to everyone in the Department for their apparent diligence, focus, and effort.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Vice President and Director of Canadian Affairs John Lewis, Assistant Motion Picture Directors Dan Mahoney and Vanessa Holtgrewe, and International Representatives Jamie Fry, Steve Aredas, Ron Garcia, Wade Tyree, Liz Pecos and Yvonne Wheeler, reported on current developments in the Motion Picture Television Department.

As reported to the Board at the last meeting in Puerto Rico, the HBO Films Agreement expires in August but has been extended to align with the expiration of the Pay TV Agreements. The Association of Independent Commercial Producers Agreement covering commercials expires in September, the Theatrical Low Budget and the Pay TV Agreements expire at the end of this year, and there are a number of other low-budget agreements for smaller production entities expiring as well. It is guaranteed to be a very busy remainder of 2022.

The AICP Bargaining Committee, appointed by President Loeb, has met weekly to draft proposals addressing the Union's core priorities. Negotiations with the AICP in New York for the first round of negotiations will commence in August, with more dates to be scheduled for September.

Streaming commercial production continues to grow. Netflix will now be

implementing a more budget friendly tier with an AVOD option (Advertising-Based Video on Demand) by the end of the year. This AVOD option has already been implemented by other streaming services, such as HBO Max and Hulu; both have had success offering both AVOD and SVOD options.

Streaming services will require a greater need for commercials and IATSE members will have more work opportunities. As always, the key will be organizing in the field. Members are encouraged to report every job to their local union representative. The Union must continue to organize aggressively non-union commercials to keep its density this industry. The Union's ability to negotiate strong agreements depends on it.

Showcasing the synergy of working with the other IATSE Departments, the MPTV Department continues to work closely with the IATSE Political Department to encourage union production and have had successful proactive conversations regarding campaign spots for Democratic candidates.

Pay Television proposals were due at the beginning of July. The bargaining committee will be selected by President Loeb. The Department is currently compiling and sorting the proposals.

Motion picture and television production is being buffeted by forces outside the industry. Recently, it was reported in a Hollywood Reporter article that rising inflation, gas prices, and shipping delays have impacted construction budgets and schedules. The cost to build new stages has increased roughly 15% with 8 to 10-month lead times for crucial components and supplies. However, this has not

slowed the need for more soundstages, nor the construction of them to handle all the content being created. Filming on location in Los Angeles is up 40% in the first quarter of 2021, and overall hours into Motion Picture Industry Pension and Health Plans are slightly above 2021's record year. Using year-end calculations from the National Benefit Funds, days of work for motion picture, streaming and television production across the country grew by almost 58% from 2018 to 2021.

That being said, the major studios have committed massive budgets to compete in the ever-more-competitive streaming space. This year, Disney plans to spend \$33 billion, Warner Bros. Discovery \$23 billion, and Netflix around \$17-\$18 billion. The Department will continue to monitor the various forces that come to bare on the industry but, for the time being, production continues to outpace anything that has come before.

Vice President Miller shared some excellent news concerning the major streaming services. On July 1st of each year, the Studios supply the Union with a list of streaming services with more than 20 million subscribers. This number is a trigger in both the Basic and Area Standards Agreements for better wages across a variety of programming. As of this July, AppleTV +, Paramount Plus, HBO Max, and Peacock have all joined the list of consumer pay subscription new media services with more than 20 million subscribers. Last year, that list included just Amazon Prime Video, Disney+, HBO Max, Hulu, and Netflix. In combination with the gains from the 2021 Basic Agreement negotiations for high budget streaming series and features, the improvements negotiated will

result in increased wages and benefits for workers under the Agreement.

What was originally a Paramount+ feature-length project called "Smile" (FKA "Something is Wrong with Rose") recently announced they have decided to release the horror movie in theaters. Shooting in New Jersey, eight Locals were affected by this change and their members will receive checks representing an increase to theatrical wages and fringe amounts back to date of hire.

The merger of Warner Brothers and Discovery is still in process, but as that merger goes into effect, some impact on production is expected. The newly merged entity plans to reduce its global workforce by up to 30% fewer employees due to overlap between the two companies. The Department is watching this closely.

Payroll deposit verification protects the members from unscrupulous employers and remains a top priority for the Department. Currently, the Department has over \$70 million on hold across 472 productions. There have been thirty deposit drawdowns approved since the last GEB, with a total of \$7.7 million released. Each of these requests requires coordination between an IA Rep and the affected Locals; it is no small task to evaluate each draw-down request. The Department has been working with the International's IT department to create a drawdown portal to help streamline the release of payroll deposits. The process currently requires significant allocations of personnel as it is time consuming. Once the new portal is implemented, it is anticipated that the staff needs for payroll deposit release will be reduced significantly. This portal will serve the

Locals and productions more efficiently as productions wrap and request releases.

The MVPA a/k/a Music Video Agreement is in the process of being renegotiated.

In July, President Loeb and Vice President Miller travelled to Washington D.C. to reaffirm the Mutual Aid and Assistance Pact with the International Brotherhood of Teamsters. This agreement was codified in 2010 and established how both unions can work together and achieve shared goals and initiatives. This pact also strengthens the relationship between the IATSE and the new Teamster leadership of General President Sean M. O'Brien and the Director of the Teamsters Motion Picture and Theatrical Trade Division, and Local 399's Principal Officer and International Vice President, Lindsay Dougherty. The IATSE will continue to work alongside the Teamsters for each re-negotiation of the Return to Work Agreement and their many shared organizing drives. Union solidarity plays not just an important role within the IATSE – it benefits all members to fight alongside the other Motion Picture and Television Unions and Guilds as well.

As reported at the last GEB, the Department reported on the Music Supervisors. The Union is pursuing all available options regarding this new bargaining unit. Music Supervisors for film, streaming and television deserve the same protections as the rest of the IA crew, and the union is committed to fighting for them.

The Department is working closely with organizers in various parts of the industry and other areas of organized labor to develop a long-term strategic plan for large scale organizing.

The Return to Work Agreement was re-negotiated this spring, with the IATSE, DGA, SAG-AFTRA, Teamsters and Basic Crafts once again negotiating together. The unions once again looked at the latest scientific findings with the help of their epidemiologists and other experts. The trigger for relaxing the protocols (which is Part II of the RTW Agreement) was changed to less than 8 COVID hospital admissions per 100,000 people over a seven-day interval. This metric is more accurate than positive COVID case results, as at-home testing has led to inaccurate numbers. Many areas of the U.S., as a COVID summer surge is happening, have returned to the more stringent protocols of Part I of the agreement. The types of acceptable tests were expanded to include some additional antigen tests, as well as a LAMP molecular test. When COVID hospitalizations are low, crew may remove their masks indoors, regardless of vaccination status, with the exception of Hair and Makeup Artists working with performers and those identified recently as “close contacts” or working with an actor present who is a “close contact”. The need for visual identifiers between vaccinated and unvaccinated was removed as the protocols (such as testing cadence and vehicle capacity allowances) were aligned to apply to all crew members equally.

The changes went into effect in early May and it was recently extended through to September 30th, which aligns with the expiration of the COVID sick leave provision. Some additional changes were made, buffet style meals may be served in both Part I and II of the Agreement, and vans can be at full capacity, except when a performer cannot wear PPE. Also, a

committee will be formed to explore how this agreement may be phased out at some point in the future.

The Department continues to see production occurring in areas that have not seen significant amounts of shooting in recent years.

Montana continues to be a busy destination with another spin off from Yellowstone (that's two spinoffs plus the original series). There are at least two additional projects slated for Montana this year.

Utah is the location for a massive limited series called “Horizon”. It is reputed to be a long-awaited project from Kevin Costner and is being produced under single production agreements.

Arizona has announced a new tax incentive to lure work to the state. Production in Arizona all but vanished when the tax incentive there was not renewed by the legislature several years ago. This resulted in the migration of many MPTV technicians to other jurisdictions and ultimately led to the merger of Studio Mechanics Local 485 into Stage Local 336. The new \$125m incentive is significant but also comes with some requirements and challenges that have the potential to slow implementation. The Department is also closely watching this development to see if additional production is additive to the current levels or if this will result in the further migration of production from jurisdictions that have seen an over-subscription to their respective infrastructure and labor pools.

Since the last round of bargaining and the substantial increases in the meal penalty structure, the Locals have begun communicating regularly with crews

on productions asking to vote on the implementation of French hours. "French Hours" votes simply serves to do away with meal breaks, meal penalties, and potential overtime. Surprisingly, the Department continues to hear of crews being asked for this and occasionally agreeing. Needless to say, but the use of "French Hours" is contrary to the will of the Locals and Membership which prioritized the abuse of meals in the last round of negotiations. The few crews that have allowed "French Hours" have, in effect, undermined their Union and bargaining committee by giving this hard-earned benefit back to the employer. While the new provisions have not totally eliminated meal period violations, the additional costs have caused most productions to re-evaluate their schedules to avoid prevailing rate penalties. In several instances, crew members have reported that the new meal penalty structure has resulted in some meal penalty checks that have resulted in penalties that are greater than wages.

Since the last GEB meeting, Yvonne Wheeler has joined the West Coast office as an International Representative. She has been working on the "Stand with Production" organizing campaign. This campaign consists of commercial production workers including Line Producers, Production Supervisors, Assistant Supervisors, Production Assistants, and Bidding Producers.

Two courageous workers walked off their jobs because of the abusive work environment and lack of safety protocols. They have been leading the drive to sign the petition for these non-represented crew members. There are thousands of commercial production workers who are

not entitled to industry standard wages, holidays, or employer-funded healthcare pension or saving plans.

Alongside Assistant Department Director Mahoney, Representative Wheeler has developed training materials, which included creating a paper and digital petition/authorization card, the "Rap" and FAQs, contact reports, flyers, and PowerPoint phonebank training.

Liz Pecos was also appointed as an International Representative with the MPTV Department in May. She, along with Trustee and Department Director White, have been assisting Local 161 in the Local's Majors' negotiations.

President Loeb has appointed Representatives Pecos and Wheeler as Co-Chairs to the Basic and ASA joint labor-management Diversity, Equity, and Inclusion Committee. Assistant Department Director Holtgrewe will assist as well.

Vice President Davis, since joining the IA West Coast Office as an International Representative earlier this year, has also been working closely with various entities to implement and expand their diversity pipelines and access.

Hollywood CPR is looking to expand the recruitment base for their program and Vice President Davis is helping to facilitate the inclusion of LA Trade Tech and other local colleges.

Vice President Davis has also been coordinating with Warner Bros. on their Action to Access program, Endeavor Content, who have expressed an interest in utilizing existing programs for placement with crews of current productions, and NBC/Universal, who have had ten trainees thus far. Vice President Davis remains

Chair of the California IATSE Council and Entertainment Union Coalition among other duties with the LA County and State Labor Federations and the California Film Commission.

Vice President Miller discussed a pay equity study that the International has begun to develop. Due to a resolution passed at the last Quadrennial Convention, the Department has been talking with several entities, including the UCLA Labor Center and the Economic Roundtable about the study. The Department is currently gathering data from a variety of Locals to determine the scope of this endeavor.

The volume of Award Shows/Live Events continues at a very high volume, including multiple agreements signed specifically for streaming services. These live events often have an IATSE stage crew and an IATSE technical crew working side by side.

Representative Tyree has been actively organizing up and down the eastern seaboard. With close to twenty projects organized in the last four months, that averages out to one successful campaign every week! The need, thirst, and interest in organizing is rampant and impossible to ignore and it includes everything from feature films to episodic television to reality competition programming and even documentaries.

Special thanks goes out to the leadership at the New York Production Locals, Laura Fearon and Cynthia O'Rourke at Local 161, Cory Parker at 478, Mike Akins at 479, Chris O'Donnell at Local 481, Darla McGlamery at Local 491, Peter Kurland at 492, Chaim Kantor and Theresa Khouri at 600, Rosemary Levy and

Samantha Reese at Local 798, and dooner at Local 800 who have tirelessly kept their fingers on the pulse of the industry and have answered every call to action by the membership.

The results of their efforts have resulted in more Union projects and in benefits for the crew as well as industry standards wages, terms, and conditions.

As an example of the volume of organizing targets, on the West Coast in one week in June, the office had eight commercials called in, along with one low budget feature and a reality show. In July the volume of organizing continued, with five non-union commercials being called in during a single day. It is important to note that these projects were staffed with IATSE members. The good news is that they were called in, the bad news is that the sheer number of productions being called in with members already engaged indicates an epidemic of non-union production. The non-union commercials pose a significant threat to the commercial industry, to the union's strength at the bargaining table and the long-term sustainability of its members in the area.

The issues the Union must address to protect the members never stop. It came to the Department's attention this winter that a payroll company was deducting \$0.75 cents from each employee's paycheck as a direct deposit fee. Representative Tyree worked with the affected employers to make sure this practice stopped, and all the members were made whole. The company refunded just north of \$1,400 to those employed in IATSE covered crafts. The payout represents approximately 1,900 unique instances that members had to pay in order to receive their hard-earned

paycheck. The company has resolved this problem and will make sure that it is no longer an expense the crew must pay for.

A pending arbitration for a reality show in Georgia that required their crew to remain in quarantine when not working without any extra pay has been settled. The International was unaware of the 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 12 hour daily minimum guarantees. The Department immediately grieved, and arbitration was set for right after the General Executive Board meeting. Finally, after almost a year, the company capitulated to the union's demands and the crew will receive \$53.50 for each day of the week and retroactively guaranteed a 12-hour daily minimum. With a crew of over 130 people, for two months of work, this will be a significant expense for the company. Each crew member could receive up to \$3,000, depending on length of employment. This is a reminder to bring any unusual situations to your Local. Vice President Miller thanked Local 479 Business Agent Mike Akins for making the Department aware of this situation.

In conclusion, this report highlights the breadth and depth of the workload the Department undertakes every day. From multiple negotiations to non-stop organizing across the country, prepping for arbitrations, resolving emergent issues as they arise, servicing agreements and Locals, every Representative has their hands – and plates – full. The addition of Vice President Davis and Representatives Pecos and Wheeler will help with this pressure, but this is an

ever-more-complicated world. Studios continue to consolidate and labor relations departments at the studios are morphing into employer litigation services. The Department will continue to monitor the evolution of the Industry as preparations for the 2024 Basic and Area Standards Agreement negotiations begin. The union will need everyone pulling together as one to face these growing threats.

President Loeb thanked Vice President Miller and the Department for the extremely comprehensive report. This is a complicated time. The Return to Work protocols allowed the industry to get back up and running, which created challenges but also opportunities. It is encouraging to hear about all the new organizing that is happening. All workers deserve union representation and the IATSE needs to continue to organize to build its strength and provide representation to all. The Union continues to build and strengthen relationships with the other unions in the industry that will be extremely helpful going forward. President Loeb concluding by expressing his appreciation for the Department's hard work.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, along with Vice President C. Faye Harper, International Trustee Carlos Cota and Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, Ben Hague, and John "JT" Gorey, provided an update of Departmental activities to the General Executive Board since the 2022 Mid-Winter Meeting.



International Vice President C. Faye Harper, International Vice President and Director of Tradeshow Joanne M. Sanders and International Representative Dan'l Cook.

State of the Tradeshow and Exhibition Industry

As reported in March 2022, the Tradeshow and Exhibition Industry faced significant losses as a result of the Pandemic over the last two years. UFI, the Global Association of the Exhibition Industry, recently compiled statistics on the nature and extent of those losses in 2020. Those statistics confirm the trade show industry contracted by 68% in 2020 compared to 2019 and also saw over \$370 billion in contracted work never coming to pass in the United States alone. Circumstances are, however, improving. Showing significant decreases in show cancellations and a corresponding increase in the number of available jobs and a leveling off employee shortage as well.

Ongoing Work of the Department

The scope and breadth of the Department's activities are reflected in the many Locals that are being assisted, which literally span every region of the United States, including Locals 7 (Denver), 13 (Minneapolis), 17 (Louisville), 18 (Milwaukee), 31 (Kansas City), 39 (New Orleans), 46 (Nashville), 53 (Springfield), 76 (San Antonio), 99 (Salt Lake City), 126 (Fort Worth), 127 (Dallas), 205 (Austin), 363 (Reno), 415

(Phoenix), 423 (Albuquerque), 470 (Oshkosh), 500 (South Florida), 665 (Hawaii), 720 (Las Vegas), 834 (Atlanta), 835 (Orlando) and 927 (Atlanta). Vice Presidents Harper and Sanders, Trustee Cota, Representatives Kiracofe, Gandolini, Cook, Hague and Gorey have assisted Locals in collective bargaining negotiations, event staffing, skills and training classes and certifications member recruitment drives, grievances, contract administration and arbitration case preparation as applicable. The combined efforts of the Department and local unions have resulted in strong contracts that set the area standard for wages and benefits and safety. Their joint involvement has also increased work opportunities, which is welcomed after a long pandemic hiatus.

ENCORE Global (formerly known as PSAV)

Representatives Cota, Cook, Gorey and Hague continue to host biweekly meetings with Locals engaged in active organizing campaigns, contract negotiations and other related issues with Encore Global and the audio-visual industry generally. These meetings provide a networking platform for Locals to compare notes, share information and support each other.

Tradeshow Canada

Local 105 London, Ontario

Local 105 has commenced bargaining a renewal of its collective agreement with Encore with the assistance of International Vice President John Lewis and Representative Jennings.

National Agreements

AV Tranquility

Representative Hague concluded a tentative renewal of the AV Tranquility agreement. This agreement covers fourteen Locals performing work related to AV and LED displays. The new agreement includes, among other things, wage increases in each of the next three years.

Encore Global (formerly known as PSAV)

Vice President Sanders commenced negotiations for a renewal of the Encore Global agreement in April 2022 in New York along with Representatives Cota and Cook. These negotiations remain ongoing.

Freeman AV

A renewal agreement was concluded with Freeman AV in March 2022. The Department continues to work with Locals in the implementation of the agreement.

Organizing/Recruiting/Training

Representative Hague assisted in soliciting support for and then registering participants for the Midwest Rigging Proficiency Training and the Rigging Scaffolding Training. Both courses were held in Chicago in March and May 2022 respectively, with more than 35 participants in the Rigging Proficiency training course over forty participants in

the Rigging Scaffolding training course from more than six different Locals.

Association Partnerships

Exhibitor Services and Contractors Association (ESCA)

On June 26, ESCA's Labor and Management Council met in person in Asheville as part of the ESCA Summer Conference. Vice President Sanders, serving as co-chair of the group for a second term, presided over the meeting. The focus of the discussion included supply chain and freight issues as they affect show set up and safety issues that may arise on the floor, especially when using lifts to hang signs. The group is going to investigate OSHA standards in other industries to address the concerns.

Exhibitions and Conferences Alliance (ECA)

The ECA is continuing its advocacy for the Tradeshow industry's small businesses by lobbying for the ERTC Reinstatement Act. There are now 104 co-sponsors in the House of Representatives.

Other Activities

Activism

Representative Cota has been heavily involved in legislation that would set an industry wide health and safety standard for staging & live events at state properties. Thus far, there is no formal opposition to the Bill. The Bill will have one more committee hearing then a floor vote in the senate, before landing on the Governor's desk.

Representative Hague attended the Rosemont Voters League Reception at the Rosemont Convention Center in March. In April, he attended a Lollapalooza Job

Fair held at Kennedy-King College.

AVIXA Live Events Council

Representatives Cook, Cota, and Hague continue to participate in the AVIXA Live Events Council meetings online. Representative Cota participated in a panel addressing these issues at the AVIXA Live Events Forum during InfoCOMM 2022 in Las Vegas.

Member Education

The Tradeshow Department continues to market Audiovisual Readiness Training (AVRT). This is a skills-based training program developed by the Department in partnership with the IATSE Education and Training Department and Employers. It is posted on the IATSE website as well as the IATSE Training Trust Fund website.

Recently, the TTF added an AVIXA course to the Tradeshow AV Collection, AVoIP Foundations, which addresses the demand for AV consumption anytime, anywhere and by any device. The course takes the learner through the various technical aspects that must be addressed and considered before, during and after implementation.

Staff Development

Representative Hague is continuing to complete courses for the CUNY Certificate in Labor Relations. Representative Hague also participated in the IATSE Leadership Development Week in Chicago in May 2022.

Representative Gorey attended the Mental Health & Suicide Prevention for Live Events and Entertainment Industries presentation at InfoComm. He is completing the Mental Health/First Aid Certification.

Tradeshow Participation

Since the last GEB, Tradeshow Representatives participated in InfoComm and ExhibitorLive in Las Vegas. The International will exhibit at Siggraph, LDI and IAEE ExpoExpo. Representative Cook concluded the report with the successful organizing by Local 15 of hotel audio-visual technicians employed by Encore in Seattle, Bellevue, Sea-Tac, Tukwila, and Tacoma. NLRB Region 19 certified Local 15 as the exclusive bargaining representative on December 18, 2015. On January 4, 2016, Local 15 formally requested that PSAV bargain with the Union for a first contract. The company did not respond and instead initiated a number of legal challenges to the certification of the Local. With the assistance of International President Loeb, the parties reached a tentative agreement on June 1, 2022 which was subsequently ratified in July 2022. At that time, one of the workers who was part of the original organizing drive was introduced to the Board. The worker received a rousing ovation for their staunch dedication to the IATSE over seven years of unnecessary obstacles and roadblocks.

President Loeb congratulated all the PSAV/Encore employees for their unwavering commitment and support to the Union. He extended warm welcome to each of the workers. He expressed his relief about the resumption of tradeshows and exhibitors after what has been an extended hiatus due to the myriad impacts of the COVID-19 pandemic. He noted that because Representatives are assisting local unions with many matters, this has enabled the Locals to address servicing their venues and staffing shows and supporting their memberships. He

extended appreciation to Vice President Sanders for her leadership and to the Representatives for their industrious work.

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 activities of the Communications Department.

The Alliance's award-winning website has continued to receive updates and new functionality. The latest iteration features a re-designed homepage, an events calendar and a new page that makes it easier for social media users to visit high-impact pages and actions on the iatse.net website. The Department has compiled a 2022 iatse.net style guide describing the fonts, colors, and logos used on the site. Locals may obtain a copy of the 2022 style guide by reaching out to the Department at comms@iatse.net.

Analytics measuring the performance of the IA's social accounts (e.g., Facebook, Instagram, LinkedIn, Twitter and TikTok) remain significant. While reach, engagement, and audience growth were lower compared to the explosive growth seen in 2021, reach and engagement still exceeded pre-COVID-19 pandemic levels. LinkedIn and TikTok, the IA's two newest platforms, saw continued audience growth. In the first half of 2022, meaningful investments in social media also supported ongoing IA initiatives.

Short form video content has emerged as an important pillar of good social media programs. In response, the Communications Department will

continue to place emphasis on facilitating, producing, and sharing content in this format.

The IA's email program continues to be the most reliable means of distributing information to Locals, members, and allies. Open rates of emails remained extraordinarily high, beating the industry standard by a wide margin, and signifying a notable level of engagement. The digital weekly newsletter continues to be a way for active members to engage with the union and related news. Allies and kin who wish to receive the weekly newsletter are advised to sign up at iatse.co/newsletter. Additionally, the public-facing advocacy list surpassed 300,000 allies for the first time in March, providing an outlet to galvanize our campaigns at any moment.

The email program continues to offer important support for Alliance initiatives. This includes promoting education and training courses and U.S. political concerns relevant to the IA's members. In Canada, emails distributing press releases and promoting educational opportunities are widely distributed. Locals wishing to bolster their email program with the preferred email distribution and petition-hosting platform of the AFL-CIO (which has been utilized with enormous success by the International) should reach out to the Communications Department. The program—Action Network—is available at no cost to IATSE Locals. Demonstrations and training are also available by request at iatse.co/actionnetwork.

The Department has continued to introduce and amplify the diverse perspectives of IATSE members across all crafts through the member story program. This has grown considerably

during the past six months. More than seventy IATSE member spotlights have been published to date. Locals along with the International's departments and committees have contributed to this success. In the first quarter of 2022 the Communications Department collaborated with the Diversity, Equity, and Inclusion Committee, (DEI) in honor of Black History Month to publish eight member spotlights and highlight the accomplishments and contributions of members within our industries. In addition, the Department has contributed to a 21-day challenge to help expand our collective understanding of diversity, equity, and inclusion. The Department also supported the IA Women's Committee to help usher in Women's History Month and recognize some of the historical trailblazing women in our IA history and labor history generally. Throughout the month of March, the Alliance showcased women within the IA and other unions and guilds. The Communications Department collaborated with the DEI Committee again in May to highlight five members for Asian American Pacific Islander Month. More recently, the Department along with the Pride Committee, in June, profiled the voices of our IA brothers, sisters, and kin within the LGBTQIA+ community. Local Officers or Department Directors wishing to nominate a member for the program may contact the Department.

The Communications Department continues to support General Secretary-Treasurer Wood in compiling and curating content for quarterly editions of the IATSE Official Bulletin. Recent Bulletin issues have been impacted by global supply chain issues. However, the Department

and General Secretary-Treasurer Wood continue to inform members that the Official Bulletin is available electronically. As the world becomes more digital, the Communications Department and General Secretary-Treasurer Wood continue to also merge both print and digital elements to boost publicity for the Official Bulletin. These efforts are expected to boost member engagement and followers on the IA's social media accounts, website traffic, and encourage IA members to digitally receive the Official Bulletin.

Press relations in support of IA strategic campaigns continues to grow. Most of the press releases distributed appear on the IA website. Notable press mentions have been distributed by prominent print and digital media sources. The Department also reported improvements in how it tracks press coverage.

In support of organizing campaigns within the motion picture and television production field, the Department launched maintained information for workers, offered petitions, toolkits, and pushed forward public relations. In pursuit of social media initiatives, the Department has continued to profile union organizing efforts, including one of the most popular social media videos to date, which gained tens of thousands of views and thousands of engagements.

The Department has also continued to help with fortifying the ranks of live event workers and the Alliance's efforts to recruit capable new members. A website, graphic design, print materials, podcast distribution, and online advertisements have been designed to connect workers with this industry.

The Department continues to provide

support to ongoing campaigns of IA Locals including digital media and press.

Support of the Political & Legislative Department also remains important. An installment of the 2022 IATSE political coordinator forum was titled, "Using Action Network in your Local Political Program." As previously described, the AFL-CIO and the IATSE Communications Department continue to recommend Action Network as the preferred platform for sending mass emails and creating online actions. This forum covered several digital tools within the Action Network platform. Along with sound strategy, Locals may engage at state and regional levels. Locals that wish to view a recording of the training or would like a one-on-one training session can reach out to the Department at comms@iatse.net. The Alliance's website now also includes an IATSE voter toolkit. This page serves information to members on matters related to elections and voting. Resources include links to information on absentee voting, voter registration status, voter identification laws, and the AFL-CIO's legislative scorecard. Locals are encouraged to direct members to this comprehensive webpage.

The Communications Department also recently partnered with the Diversity, Equity, and Inclusion Committee to issue a statement in support of Judge Ketanji Brown Jackson's historic confirmation to the Supreme Court. Kimberly Butler-Gilkeson, co-chair of IATSE's DEI Committee said, "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. Congratulations to Justice Jackson."

In continuing the committee's groundwork for permanent cultural change and inclusiveness within IATSE, the Communications Department looks forward to more fruitful collaborations in the future, celebrating cultural moments and amplifying the diverse perspectives, values and beliefs of all members and leaders of this Alliance.

President Loeb remarked that the communications tools of the IA integrally support all of our efforts and campaigns. The digital realm—including social media, press outreach, and websites—has become a vital way of supporting organizing and bargaining as well as diversity, equity, and inclusion efforts. Overall, supporting activism remains important and the Department is doing its part to bring the Alliance into this modern age.

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, and IATSE Safety Director Kent Jorgensen presented the report of the IATSE Education and Training Department.

Union Leadership Training

IATSE Winter School

IATSE Winter School returned on



International Representative Hannah D'Amico, Assistant Director Robyn Cavanagh, International Representative Jennifer Halpern, International Trustee and Department Director Patricia White and IATSE Safety Committee Chair Kent Jorgensen.

Friday, March 11, 2022, and Saturday, March 12, 2022, immediately following the Mid-Winter GEB Meeting in San Juan, Puerto Rico, with two courses, each of which focused in a separate way, on worker representation and fairness.

“The Right to Union Representation: Weingarten Rights and Representation in Disciplinary Meetings” covered the ins and outs of Union representation in meetings with management that could result in discipline. Fourteen Officers and Representatives from twelve Locals attended and sharpened their skills to function effectively in all types of worker representation cases.

“Being the Change: Inclusivity in Our Unions and Workplaces,” taught by Naomi R Williams, Rutgers University, began with a brief history of labor and other social movements, and then covered the importance of intersectionality and movement building. Twenty students from thirteen Locals worked together toward building a shared language around issues of race and gender oppression during a “Racial Justice Dominoes” activity and went on to discuss facets of this important topic.

Online Essentials of Union Leadership

The “Essentials of Union Leadership”

series began as a way to fulfill requests for an online IATSE Officer Institute in the early days of the pandemic when it was impossible to present training in person. The online series continues to be popular among new and seasoned officers alike, as a complement to in-person training. The courses include Foundations of Union Leadership, Leadership Theories & Styles, Strategic Planning, and Building Capacity: Internal Organizing.

A total of 28 students have completed all four courses in the series and receive certificates from the University of Wisconsin School for Workers.

Staff Training

President Loeb, all the IATSE Vice Presidents, International Representatives, and key staff attended our annual IATSE staff training on April 19 and 20, 2022. Facilitated by Todd Vachon, Director of Rutgers University Labor Education Action Research Network (LEARN), the two days of virtual training dedicated time for participants to process the past year, discuss challenges, and set goals. Building empathy and our ability to understand, appreciate, and interact with people in a diverse union is critical to our work as leaders. On day one, Rutgers University Teaching Professor Naomi R Williams

led a DEI education session with a focus on cultural competency. Recognizing that leadership and strategic planning in any organization requires sharp tools and skills, on day two, Admiral Peg Klein from the United States Naval War College, introduced staff to “Mental Models” and “Rethinking” strategies.

Leadership Development Week

The second IATSE Leadership Development Week took place from May 2 – 6, 2022 in Chicago, Illinois. Eight instructors, some of them new to IATSE, thirty-nine students, and four Education and Training staff members came together for six classes, with content tailored specifically for IATSE leaders. The classes offered were: Managing with Labor’s Values; Local Union Trustee Training; U.S. Labor History Through the Lens of Political Economy; Diversity, Race and Gender; Running Your Union Meetings to Build Union Power; and Labor Law. Leaders from twenty-six local unions participated.

District Trainings

The pandemic has taken a toll on everyone’s mental health, and the entertainment industry is no exception. In the Fall of 2019, in response to concerns

about the rising number of suicides and the prevalence of alcohol/substance misuse within our industry, the Behind the Scenes Foundation began work on a suicide prevention and emotional wellness initiative, and the IATSE was an early partner. The goal of the initiative is to provide easily accessible education and resources to members of the entertainment technology industry. Lori Rubenstein, Behind the Scenes Executive Director, addressed the Board during the 2022 mid-Summer meeting.

The 2022 District Education Session, Mental Health Tools, and Resources for the IATSE, is a one-hour presentation developed and presented in collaboration with Behind the Scenes Foundation, to provide information to IATSE leaders about the tools and resources available to IATSE members through the Behind the Scenes Mental Health & Suicide Prevention Initiative. These include an online therapist finder; online behavioral self-assessments; easy-to-navigate resource links; the Stop Bullying, Harassment, and Intimidation Campaign; Toolbox Talks and One-Sheets; information on substance misuse, suicide prevention information; and the Mental Health First Aid (MHFA) training. Christine Rossi-Wright of the Actors' Fund of Canada will present the Canadian District presentation.

Upcoming Leadership Training

Upcoming 2022 leadership trainings are Local Union Trustee Training (September 28-29, 2022, in New York, NY); IATSE Officer Institute 1.0 (Oct 17 - 21, 2022 in Cleveland, Ohio); and the Officer Institute 2.0 for Secretary-Treasurers (December 2 - 4, 2022 in Los Angeles, California). Applications are

available on the IATSE website and Local leaders are encouraged to apply without delay to avoid disappointment.

GEB Education Session

The Education session at this General Executive Board meeting is "Strategic Communication to Combat Disinformation" to be led by instructor Sabrina Joy Stevens. It is crucial that leaders are accurate and trusted sources of information for members.

LEAP

The International's 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> where they can find information and a list of schools with labor education programs and courses in both the U.S. and Canada.

Webinars

Webinars continue to play a role in IATSE education for both leaders and workers. They cover a broad continuum of subject matter from labor history to financial wellness, safety to self-care. In addition to presenting valuable information, these sessions encourage personal growth, promote open dialogue between the International and the membership and among members themselves, and build the union's capacity for activism and solidarity. The IATSE website is updated frequently with information about future webinars, including:

- August 3 - "The Components of an Effective Union: The Union Triangle" Instructor, Dr. Donald Taylor of University of Wisconsin, The School for Workers
- August 15-19 - As part of "Safe and Sound Week", several webinars will be presented. The IATSE website has information about classes and scheduling.
- August 23 - "Union Meetings to Build Union Power" led by Stephanie Furtado of the University of Illinois Champaign Urbana will be a leadership webinar based on the successful in-person Leadership Development Week course. More webinars are being planned all the time and will be announced via email and on the IATSE website.

Student Outreach

Two key partnerships in New York comprise the majority of the Department's student outreach programming: The first, in its ninth year, is with The Roundabout Theatre Company and the more recent partnership is with Reel Works.

Roundabout Theatre Company

In person Hidden Career Path Days are still sidelined in New York City schools by the pandemic, but interest in the craft of technical theatre remains strong. This Spring, instead of students visiting theatres to meet with technical theatre professionals, the professionals visited the schools via virtual panels. Two Zoom events were held for James Madison High on March 24, 2022, four Local One sound designers and technicians logged on to share information about their craft with students, and on April 28, 2022, four Local

One electrician spoke about careers in electric.

The Hidden Career Path Day model, co-created with Roundabout, has now been put into a "How To" format. The Hidden Career Path Days Handbook includes detailed information on the roles participants play, sample room setups, sample agendas, sample material lists, who should be involved, and more. The handbook has already been shared with a few local unions that have contacted the Department for guidance on how to create student outreach opportunities, such as Local 42 in Omaha, Nebraska. Local unions may request the handbook by emailing Representative Jennifer Halpern at jhalpern@iatse.net.

Theatrical Workforce Development Program (TWDP)

Each Fall, since the inception of the Theatrical Workforce Development Program in 2016, a new cohort of fellows has begun the three-year program (except for the pandemic years 2020 and 2021).

Despite the pandemic, four cohorts of fellows have completed all three years of the program and celebrated this accomplishment in a joint graduation ceremony on June 13, 2022. The majority are working in the industry, looking and sounding increasingly like professional backstage technicians, honing their skills, and meeting IATSE members along the way, many of whom volunteer guidance and expert advice. The Department continues to participate in recruitment for this program, interviewing candidates and collaborating with colleagues at the Roundabout when choosing the next cohort of fellows. Cohort 5 will begin the program this Fall.

ReelWorks

The Department's partnership with ReelWorks, which began in the Fall of 2019 with the successful Local 52 Studio Mechanics Bootcamp for Electricians, has expanded to include other film and television crafts. In New York, Grip Training took place with Local 52 this spring and summer. Interest in the crafts and an abundance of work also led to a Props Information session on June 6, 2022, presented by IATSE Local 52 and hosted by Reel Works. Barbara Kastner, Monica Jacobs, and Natalie Dorset, walked participants through the ins and outs of working in the props department, answered questions, and encouraged interested attendees to apply to be placed on the over hire list.

The inaugural session of the 15-week IATSE Entertainment Industry Hairstylist Training concluded on April 23, 2022. This program was extremely successful and was reported on by the officers of Makeup Artists and Hairstylists Local 798, who devoted considerable time and attention to this new program.

Local 798 is planning to repeat this program in New Orleans, partnering with both Reel Works and Local 478. Plans are also in the works for a makeup artist training in New York in 2023. A Wardrobe Training with Local 764 begins on September 10, 2022, and applications are being accepted and reviewed now.

Passion and Pay: Why Unions Matter

"Passion and Pay" is a PowerPoint presentation that contains basic information on what a union is and a discussion of the nature of entertainment industry work as it relates to basic personal economics and the current state

of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about a particular Local and craft.

Craft Skills and Safety Training

The IATSE remains an active participant in the USITT / IATSE / OSHA Alliance. As part of the partnership, OSHA requires that the filing of a Biannual OSHA Alliance Report. For the last reporting period (October 1 - March 31, 2022), the International reported on having provided 26 different "events" (safety and health-related trainings and webinars) and 65 "disseminations" (Communications Department/TTF Outreach). Thanks to the TTF and Communications Department, OSHA's Annual Safe + Sound Week will take place August 15-21, 2022. The IATSE is a longstanding, official campaign sponsor and partner for Safe + Sound Week.

Since the winter GEB meeting, the Department attended the 2022 Event Safety Summit which was held at the Rock Lititz Campus in Lititz, PA on March 22-24, 2022. The Summit is an annual event hosted by the Event Safety Alliance. International Representatives Fr. Dave Garretson and Hannah D'Amico presented a session, "Elevating Your Workforce: Safety, Training, and Measuring Progress," which addressed the importance of having standardized, measurable safety training criteria for workers in the Entertainment Industry. The panel, which was well-received, highlighted three trainings that all entertainment industry workers can take, regardless of craft and experience level: OSHA Outreach Training, First Aid/CPR/AED, and Mental Health First Aid.

On May 24, in observance of Mental

Health Awareness Month, the Education and Training Department, and the Behind the Scenes Foundation were invited to present the virtual webinar on “Mental Health and Suicide Prevention for the Entertainment Industry,” for INTIX (Association for Ticketing Industry and Box Office) previously delivered at the INTIX 2021 Conference last winter. INTIX President and CEO, Maureen Anderson, valued the presentation so much that she offered the IATSE a spot in the INTIX 2023 live programming on the spot.

The same message was shared again at the AVIXA's InfoComm 2022 Conference and Trade Show, held in Las Vegas, Nevada from June 4-10, 2022, when the Education Department once again partnered with the Behind the Scenes Foundation to present the panel on “Mental Health and Suicide Prevention for the Live Events and Entertainment Industries.”

In addition to staffing the IATSE booth on the Stage Expo floor, International Trustee and Education Director Patricia White, and International Representative Hannah D'Amico represented the Union at many panels and events and were often accompanied by IATSE Representatives who were representing the Union in the International's booth.

International Trustee and Tradeshow Representative, Carlos Cota was a panelist for the Live Events Forum. Representative Cota addressed the industry's labor shortage and spoke on the benefits of using IATSE union labor for live events. This was the fourth consecutive AVIXA Live Events Forum that featured an IATSE speaker.

Also in attendance were International Vice President and Director of the Trade Show Department Joanne

Sanders, Stagecraft Department Co-Director Joe Hartnett, and International Representatives Mark Kiracofe, Carlos Cota, Ben Hague, John Gorey, Dan'l Cook and Cindy Jennings.

In January 2020, the Stagecraft Department enlisted the help of the Education Department to create an introductory entertainment rigging course designed to prepare workers to fill the present need for entertainment riggers in the live events industry. The Education Department continues to work closely with the Stagecraft Department to develop and improve the new IATSE Stagecraft Rigging Proficiency Program (RPP) curriculum, which will be reported on in the Stagecraft report.

ETCP

The Entertainment Technician Certification Program (ETCP) recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment technology disciplines.

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

IATSE Craft Advancement Program (ICAP)

Over twelve years ago, a small group of IATSE members approached President Loeb with a proposal that the International take a stronger role in the craft and safety education of IATSE members. Their suggestions were ambitious and insightful and led President Loeb to create the

IATSE Craft Advancement Program (ICAP) in 2009. Their three-point mission was to advise the Training Trust Fund, represent our union in standards writing, and facilitate the IATSE/USITT/OSHA Alliance. Over the years, the ICAP popularized OSHA training, ETCP certification, Mental Health First Aid, and a variety of safety and craft resources, too numerous to list in this report. In working to ensure that entertainment industry professionals work safely every day and maintain the highest skill level possible, each of them played an integral role in the creation of a culture of continuous education in our union.

Over time, the ICAP's work expanded to the point that a committee of volunteers could no longer effectively service the work. By that time, Education and Training had become an official Department of the IATSE, and the IATSE Training Trust Fund had grown exponentially. Therefore, after much serious deliberation, the ICAP Committee unanimously recommended to President Loeb that it be disbanded, and its functions transferred to the Union and the IATSE Training Trust Fund.

The members of the ICAP and the Locals that gave them the support to do this work were

Peter Donovan (Local One), Eddie Raymond (Local 16), Kent Jorgensen (Local 80), Joe Aldridge (Local 720), Alan Rowe (Local 728), and Sheila Pruden (Local 873).

On behalf of the Education and Training Department, Director White expressed deep gratitude to the members of the IATSE Craft Advancement Program for their lasting contribution to the Alliance.

President Loeb remarked that the number and variety of programs offered by the Education and Training Department are tremendous. He observed that the training is across the IATSE, in both countries and in U.S. territories. He went on to state that the International has the preeminent culture of training and knowledge in the labor movement. President Loeb expressed his sincere appreciation to everyone in the Department, particularly the leadership of Director White.

IATSE BROADCAST DEPARTMENT

Broadcast Department Co-Directors Steve Belsky and Fran O'Hern along with International Representatives Rachel McLendon and Kevin Allen reported on recent developments within the Broadcast Department

The report began by describing recent collective bargaining gains in various markets. Following nearly a year of negotiations, the Department achieved a contract to cover work done in Los Angeles, San Diego, Arizona and Texas. This successor contract brings improvements in wages, working conditions and benefit contributions. Despite resistance from the employer, in these areas, many crafts had their base rate of pay improved to reflect added duties, while others will receive premium payments when extra duties are required. The four-year contract is projected to protect against inflation with outsized wage increases in the outer years.

A successor contract was achieved with Golf Channel. The deal, which runs through 2024, includes notable wage increases which will compound throughout the term of the contract. It also

provides for improvements in safety and reporting standards and creates a training and development committee, designed to increase opportunities for groups not historically present on golf broadcast crews.

An agreement has also been reached to cover workers on the U.S. locations of a new prominent golf tour. In addition to industry leading compensation, especially concerning benefit contributions, this contract has strong safety and workplace protections. It is especially noteworthy that these workers will now have the coverage of a collective bargaining agreement for the first time and the protections they deserve.

After a new production company took over soccer work in Los Angeles traditionally covered by an IA agreement and attempted to perform it on a non-union basis, the Department worked with IA technicians, the West Coast Office and Locals to ensure this new entity will return the protections of a Union contract to cover this work. Those efforts were successful and soccer broadcasts in Los Angeles are now once again being completed under the benefits and protections of an IATSE contract.

In addition to major contracts in each market that tend to set area standards, the Department also constantly works to keep the contracts of smaller employers in each market up to those standards, thereby preventing wages and benefit contributions from stagnating. Secondary employer contracts in a number of markets were successfully renegotiated since the last meeting of the General Executive Board in markets such as Chicago, Arizona, Texas, South Florida, among others.

After over a decade of delay by the

employer, broadcast technicians working at television news stations in New York and Washington, D.C., voted to ratify a new three-year agreement. The negotiations, led by Locals 794 and 819, have resulted in gains including significant wages increases in the first year and sizable retirement benefit provisions. The new contract preserves important existing economic terms, which were a target of employer claw backs. The Broadcast Department team noted the significant efforts of the Communications Department for continued advice and support surrounding this and other matters since the start of the year. However, in Michigan, the same employer continues to delay agreement on a successor contract, but the Department will continue to assist and support Local 38 in its efforts to secure a contract for technicians there.

The Department has begun working with Local 793 in the Pacific Northwest in anticipation of the expiration of two major contracts in that region. Daily workplace issues are being identified and proposals to solve them are developing. Contract talks, with the Department's assistance, have also been ongoing in New York with major regional sports networks in that metropolitan area. The members and leaders of Local 100 were commended for their professional conduct and committed approach to these negotiations.

The Department has also engaged on a number of issues in the Midwest, successfully concluding agreements relating to work there and addressing subcontracted work in the jurisdictions of Minnesota and Wisconsin.

Otherwise, the Department continues its focus on organizing work in new and

existing jurisdictions and industries. The Alliance's efforts to strengthen the workforce in various sectors of the broadcast industry are ongoing, including efforts to build solidarity among freelancers crewing new and existing work done by established and relatively new entities. Unifying messages to these groups are laying the groundwork for extended campaigns to gain further solidarity. In addition to national and regional media networks, the employees of local media outlets have reached out to the Department seeking assistance in organizing their workplace. While there are many challenges in organizing workers at television stations, the Department has formulated plans to meet them and bargaining a contract which brings fairness to their workplace.

In the southern U.S., the Department has brought more bargaining unit members in South Florida under contract. Following a successful organizing effort, the Union has been duly elected and studio technicians should soon begin working under a collective bargaining agreement. Elsewhere, the Alliance is supporting the work of Locals seeking to organize in-house scoreboard video system workers at various sports arenas.

The Department has assisted Local 119 in the San Francisco Bay area with a number of issues that have arisen since the ratification and adoption of a renewal agreement with a prominent employer. The transitions surrounding this contract have proved challenging, but the Local and the Department remain committed to find ways to build a stronger, respectful relationship in this market. The employer's recent actions have continued to make

this difficult. As always, the Alliance will maintain the protection of freelance technicians among its primary focuses.

The Department continues to monitor the industry to keep abreast of new developments. Industry events have recently offered invaluable insight into the future of our industry. Assisting with the operations and practices of Locals also remains a priority. This is essential to protecting the rights and privileges of our members. The Department has engaged with newly elected Local leaders to orient them in their new positions and alert them to the many ways the International can help with the efficient running of their Local. Newly chartered Locals continue to elect officers, approve constitutions and bylaws, and elect officers. The Department continues to work on fully integrating other workers into the IATSE, by providing steward training for members of new and existing bargaining units.

While identifying and developing new crew members is always necessary to offset the retirement and other transitions away from the pressures of the broadcast industry, the COVID-19 pandemic, particularly in early stages, have had an impact on workforce retention and longevity. The Department is working with

certain employers to establish uniform standards for training compensation (covering trainers and trainees) and to coordinate with Locals to ensure that training is targeted where needed.

As was noted previously, a broadcast summit is planned on October 11 and 12, 2022 in Austin, Texas. This event, which the Department strives to hold annually, offers an opportunity for Locals to come together, share experiences, and learn about new developments in the broadcast industry. Forthcoming event details will be distributed to Locals covering broadcast workers.

President Loeb thanked the Department for its very comprehensive report. He noted that a significant amount of work has taken place involving organizing efforts and those have been successful. He further remarked that gaining successor contracts with prominent companies are under a challenge. Changes in technology and emerging streaming technology also create difficulties. However, the antidote is organizing and again he reiterated his appreciation for the work of the Department.

IATSE CANADIAN AFFAIRS REPORT

International Vice President and



International Vice President and Director of Canadian Affairs John Lewis and International Representatives Krista Hurdon and Emily Grossman.

Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Jason Vergnano, Krista Hurdon, Jeremy Salter, Monty Montgomerie, Cindy Jennings and Emily Grossman, 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).

Organizing

As previously reported at the last General Executive Board meetings, IATSE Canada continues to aggressively pursue organizing opportunities. More specifically, the Department has been assisting in 28 active campaigns involving 18 local unions. Of those 28 campaigns, 7 have resulted in a certification or are currently in litigation before the applicable labour board or are in the process of ongoing negotiations to secure bargaining rights voluntarily. Specifically, successful organizing efforts of Local 262 (Cinema du Parc) and Local 471 (Blues Fest and CityFolk) have resulted in collective agreements providing, among other things, solid wages and hours of work stipulations, “no contracting out” language and defined overtime provisions.

With the assistance of International Representatives Salter and Jennings, Local 357 filed an application for certification to represent wardrobe production shop workers at the Stratford Shakespearean Festival of Canada in June 2022 with the Ontario Labour Relations Board. This organizing success comes on the heels of

similar wardrobe production shops across Canada, including the Royal Winnipeg Ballet (Local 63) and Vancouver Opera (Local 118).

With the recent hire of International Representative Emily Grossman as a full-time organizer based in Vancouver, the Department has increased its efforts to organize workers in the animation industry. With the assistance of IATSE Animation Guild Local 839, particularly, Business Representative Steve Kaplan, the Department has twelve active organizing campaigns under way in Vancouver, Toronto, Montreal and Nova Scotia. Recent changes to the British Columbia Labour Code, which provide for automatic certification when a union is able to establish the support of 55% plus 1 of the employees in a particular workplace, is cause for optimism. The Department’s organizing efforts also now include UNITE THE ARTS, a monthly newsletter aimed at non-union entertainment workers in Canada called. To date, the May, June and July issues of the newsletter have been received.

Bargaining

Since the last General Executive Board Meeting, the Department has been involved in 31 separate negotiations. Of these, 17 were completed, 5 involved bargaining for a first contract, 5 required mediation or conciliation and one agreement was the result of binding arbitration. These negotiations took place during tumultuous times which included not only post-pandemic uncertainty but also unprecedented inflation and high employee expectations. Many Locals were able to secure record setting wage

increases with the assistance International Representatives who were assigned to assist them in their bargaining. The notable negotiations are included below.

BC Council of Film Unions & AMPTP/ CMPA Bargaining

The BC Council of Film Unions, comprised of IATSE Locals 669 and 891 as well as Teamsters Local 155, are party to an agreement with the Alliance of Motion Picture and Television Producers and the Canadian Media Producers Association. The BC Master Agreement expired on March 31, 2021. Bargaining a renewal agreement initially started in February 2021 and then proceeded to non-binding mediation in August 2021 without success. The Council commenced unfair labour practice proceedings against the AMPTP/ CMPA alleging bargaining in bad faith in November 2021. In February of 2022, the BC Labour Relations Board ruled in part in favour of the Council which, in turn, led to additional bargaining and the conclusion of a renewal agreement on May 4, 2022 which was subsequently ratified on June 8, 2022. Highlights of the new agreement expiring on March 31, 2024 include yearly wage increases, retroactive wage increases backdated to July 11, 2021, recognition of the National Day for Truth and Reconciliation as a new paid holiday (September 30), a fringe benefits increase, longform Streaming Video On Demand over \$41 Million being treated as a feature film in terms of rates and fringes, the introduction of a new side letter setting out a special program through the BC Human Rights Commission to address issues of reconciliation, equity, diversity, and inclusion and the introduction of a

new hair and makeup side letter setting out processes to assess worker skills and training for those working with naturally textured hair or applying make-up to dark skin tones. Locals 669 and 891 are currently in the process of reviewing ways to improve the bargaining process for the next bargaining cycle.

Local 828 and Drayton Entertainment

Drayton Entertainment has a unique footprint in Ontario, presenting live theatre on seven stages, at six venues, in five communities across the province. In September of 2021, the Local was successful in organizing the scenic painters. Bargaining took place starting in the winter of 2022 and an agreement was reached relatively quickly. Highlights of the agreement include premium pay, a shift premium for overnight work, paid sick, bereavement, family and personal violence leave, retirement savings and benefits contributions, vacation pay and annual wage increases.

Local 118 and Carousel Theatre for Young People

Local 118 certified the CTYP in March 2019. Negotiations for a first collective agreement started in May 2019 and then proceeded sluggishly with the assistance of a provincial government appointed mediator and the need for first contract arbitration. Highlights of gains made in this first agreement include minimum calls, guaranteed annual hours for the Lead Technician and Head of Wardrobe, seventh day worked premiums, night work premiums, paid bereavement leave, premiums when assigned to perform teaching functions, annual wage increases, and fringe benefits contributions.

IATSE 514 - Association des producteurs publicitaires (APP) Commercial Agreement

Although not technically a first agreement, the newly merged AQTIS Local 514 of the IATSE, concluded its first term agreement with the Quebec Commercial Producers Association in May 2022. Highlights include annual wage increases, increased rest after a 16-hour workday and a payroll period reduction from three weeks to two weeks.

Associated Designers of Canada Local 659

The ADC successfully negotiated its national term agreement with Professional Association of Canadian Theatres (PACT); its first as an IA Local. The agreement includes increased jurisdiction, recognition in all playbills, establishment of a health benefit contribution by producers and increases to the minimum fee.

Local Engagement

Local 250 BC Interior - Stage

Local 250 was chartered in October of 2021 but the BC Interior region was shut down due to COVID all winter, so the 46 new members were activated on April 1, 2022. The Local held its first General Meeting on March 15, 2022 during which officers were elected, their constitution was adopted, and their collective agreement was ratified. There are two venues currently under IATSE contract – the South Okanagan Event Centre in Penticton, and Prospera Place (through Okanagan Stage Services) in Kelowna. Representatives Salter and Vergnano have conducted two separate Continuing Organizing Membership Education Training (COMET) courses and a significant number of organizing

targets have been identified. Local 250 has tremendous potential for growth and the Department will continue to work with the Local officers and members.

Local 873 Toronto – Motion Picture Technicians

The film industry is rapidly growing in Toronto and resulting in more productions shooting outside of the Greater Toronto Area. To better access additional qualified crew, Local 873 after discussions with neighbouring Stage Locals, including Local 105 entered into a Memorandum of Agreement governing the performance of film and television work performed in the area in and around London, Ontario. The understanding provides qualified Local 105 members the opportunity to be added to the Local 873 “non-member roster” and be prioritized when crewing for work taking place in the London area. A similar agreement exists between Locals 129 and 873 for the area surrounding Hamilton and between Local 471 and Local 873 for the area in around Kingston, Ontario.

Training Efforts

The Department had previously recommended the creation of a steward training program which the International's Education and Training Department then took on and produced excellent materials. A number of Canadian International Representatives took the course and subsequently became capable of conducting the training course. Since January 2022, Department has delivered the training course to Locals 118, 295 and B-173. Additional training course delivery dates with other Locals are currently being scheduled for the Fall 2022. The Department is also seeing a renewed

interest in COMET Training which consists of a 5-step COMET course to assist Locals in identifying and prioritizing organizing targets, forming organizing committees and then launching an organizing campaign.

IATSE Canada Health Plan

The IATSE Canada Health Plan was formed ten years ago. It continues to meet its mandate of reducing health care costs by pooling resources of Locals and health trusts. The Plan was renewed on July 1, 2022 for the nineteen Locals, two staff plans (International and Local 669) and one non-IATSE group (Alberta Federation of Labour). The Plan has grown and now covers 19,948 members plus 15,142 covered dependents, which is an increase of over 2,000 members from last year. The estimated costs for the upcoming year are \$54.5 million. The negotiated renewal will see an increase of 1% or \$0.7 million across all 22 groups with no increases in administrative rates, Member Assistance Programs and Critical Illness coverage.

Canadian Entertainment Industry Retirement Plan

The Canadian Entertainment Industry Retirement Plan continues to remain stable despite the volatility of financial markets. In terms of plan management, investment management fees were lowered again, from .53% to .48%, due to the incredible growth in enrolment and assets. Since 2021, five Locals joined CEIRP, namely Stage Local 250 (BC Interior), Stage Local 523 (Quebec City), ADC Local 659, Wardrobe Local 863 (Montreal), and the Canadian Animation Guild Local 938.

In addition to this incredible growth, CEIRP is investigating the option of adding

Environmental Social and Governance factors to the plan. CEIRP recently sent members a survey about socially responsible investing, which showed that members are interested in these types of investments. As a result, the CEIRP plan provider, Canada Life, is looking to make changes to their investing policies.

CEIRP is also now working on communication strategies and piloting a presentation program to members. The goal is to help all members (including executive boards and office staff) gain a better understanding of the plan. Included in this project is the development of bilingual explainer videos that can be shared on websites, social media platforms and other media. Members already have access to CEIRP information through the plan's monthly newsletter, its website www.ceirp.ca, and its Facebook and Twitter pages.

President Loeb thanked Vice President Lewis and the Canadian Department for all of their hard work. In doing so, he commended the Department for the numerous member services initiatives it has undertaken.

IATSE LEGAL DEPARTMENT

General Counsel Samantha Dulaney, Canadian Counsel Ernie Schirru, and Associate Counsels Adrian D. Healy and Jacob J. White updated the General Executive Board on recent developments in legal matters and affairs.

Canadian Counsel Schirru provided the General Executive Board with an update on legal matters of relevance to the IATSE in Canada since the last General Executive Board meeting. Counsel Schirru explained that the IATSE is optimistic and eager to take advantage of recent

amendments to the British Columbia Labour Code that now allow the British Columbia Labour Relations Board to certify a union without a representation vote when that union can show it has the support of 55% plus 1 of the employees in the bargaining unit.

Counsel Schirru then provided a summary of a recent British Columbia Court of Appeal decision in *Cambie Surgeries Corporation v. BC Attorney General* which confirmed a lower court decision that dismissed challenges to the BC Medicare Protection Act which prevent a medical clinic's ability to provide health care services like surgeries to those who are willing to pay. Counsel Schirru explained that the BC Court of Appeal found the prohibitions set out in the Act were lawful, enforceable, and consistent with the principles of a democratic society that places emphasis on access to health care for everyone and not just the wealthy.

Finally, Counsel Schirru briefed the General Executive Board on the joint efforts of the International and the Canadian Legal Department to assist Canadian Locals in understanding and applying amendments to the International Constitution that were passed during the 69th Quadrennial Convention. In particular, the amendments set out in Article One, Section Three, paragraph five of the International Constitution which now allow Locals to hold members accountable for conduct that is, among other things, inconsistent with the diversity, equity, and inclusion principles of the IATSE.

Counsel White provided the Board with an update regarding the National Labor Relations Board. In March, the

Department reported on five important cases that were pending before the NLRB, including the Atlanta Opera case, which is of particular importance to the IATSE. Unfortunately, the Board has not issued decisions in any of those cases in the past four months.

There were only two significant decisions issued by the NLRB in that time. In the *Hospital Menonita de Guayama, Inc.*, 371 NLRB No. 109 (2022), case, the NLRB upheld the so-called “successor bar doctrine.” This doctrine provides incumbent unions with an irrebuttable presumption of majority support for at least six months after a change in employer ownership. Incumbent unions enjoy this irrebuttable presumption even if the employer claims it can provide objective evidence that the union has lost majority support.

Back in 2020, the NLRB made employer-friendly changes to its election rules. One change essentially eliminated so-called “blocking charges” which are unfair labor practice charges that would operate to block a decertification election. In *Rieth-Riley Construction Co.*, 371 NLRB No. 108 (2022), the Board reaffirmed that NLRB Regional Directors still have authority to dismiss representation and decertification petitions if the Regional Director determines there is merit to a pending unfair labor practice charge involving misconduct “that would irrevocably taint the petition and any related election.” So, while unfair labor practice charges will no longer automatically block a decertification election, they can still block an election if the Regional Director determines, after an investigation, that there is merit to the charge.

The Legal Department will continue to monitor the NLRB and keep the Board apprised of any developments.

Counsel Healy reported that labor union representation petitions filed with the NLRB by workers in the United States rose by nearly 60% recently in 2022 as compared with the previous year. This information indicates that workers are broadly seeking union representation at an increasing pace. Meanwhile, however, the NLRB’s congressionally approved funding has remained flat for many years (and effectively been reduced due to inflation). The Legal Department recommended that the Alliance encourage Congress to prioritize investment in this critical agency and take steps to encourage federal lawmakers to recognize and fund its important role within U.S. labor relations.

Counsel Healy also described notable outcomes from the U.S. Supreme Court’s 2021-2022 term. The consequences from two cases in particular, which do not directly impact labor relations or workers’ rights, are being monitored. Two decisions issued in June 2022 – *West Virginia v. Environmental Protection Agency*, 597 U.S. ____ (2022), and *American Hospital Association v. Becerra*, 596 U.S. ____ (2022) – involved significant judicial action surrounding the federal courts’ capacity to defer to federal agencies’ capacity to administer the laws they are charged with applying. In both cases, the Court issued impactful rulings, following protracted judicial review, which could ultimately extend to actions by worker protection agency actions in the future (e.g., agency action directed at securing workers’ wages, safety and health).

General Counsel Dulaney remarked that Environmental Protection Agency case discussed by Counsel Healy will likely have significant implications for unions because unions practice before administrative agencies—the Department of Labor and the National Labor Relations Board. Going back to the 1930s and the administration of President Franklin Delano Roosevelt, these agencies have been afforded deference to administer the statutes over which they have authority. Thus, the Department of Labor interprets and administers the Labor-Management Reporting and Disclosure Act (LMRDA), and the National Labor Relations Board administers the National Labor Relations Act (NLRA). The EPA case reins in the deference afforded to government agencies. If these agencies are stripped of the ability to issue administrative guidance it can grind their work to a halt to the detriment of working people.

General Counsel Dulaney then discussed the *New York State Rifle & Pistol Assn., Inc. v. Bruen* decision, which struck down New York state’s concealed weapons regulations, and *Dobbs v. Jackson Women’s Health Organization*, which overturned *Roe v. Wade*. These decisions were in line with the Court’s decisions in *Janus v. State, County, and Municipal Workers*, which stripped public sector unions of the ability to enforce union security clauses, and *Citizens United v. FEC*, which enabled corporations to spend unlimited money in elections.

The Legal Department is working closely with the AFL-CIO’s Union Lawyers Alliance in a multi-layered approach to dealing with these issues. Attorneys are

providing advice to unions and members regarding what is lawful in combatting the real-life practical effects of these wrong-headed rulings.

President Loeb says frequently there are few worker issues that cannot be resolved by organizing. General Counsel Dulaney expressed her belief that the only way to beat back and defeat these anti-union, anti-human court decisions is to vote and hold accountable those that are elected. One clear way forward is to grow support for the PAC.

President Loeb thanked the Department for its report. He asks the Legal Department to provide these reports because it is important to keep the membership apprised of legal developments and obviously there are serious legal issues facing the country. It is disappointing to hear about the delay at the NLRB. While there may be budget issues facing that agency, a friendly administration and friendly Board needs to result in favorable decisions at a more rapid pace. President Loeb concluded his remarks by thanking the Department for its continued work on behalf of the members of the Alliance.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Affairs Department Director Tyler McIntosh and Assistant Department Director Jackson Rees reported to the Board on the advancement of the IATSE's federal legislative agenda, provided an update on engagement with the Biden administration, reviewed 2022 midterm elections, and outlined the International's political program for the fall.

Legislative Update

The Department continues to be engaged in the fight to increase federal arts funding which directly results in more work for IATSE members in the nonprofit arts sector. On March 10th, Congress passed a \$1.5 trillion omnibus government funding package for Fiscal Year (FY) 2022 that funds the federal government through September. Contained within the FY 2022 omnibus package is increased federal arts funding for the National Endowment for the Arts (NEA).

The NEA is funded at \$180 million, representing a \$12.5 million annual increase above the current level. This appropriation is a victory to build upon in the coming years.

Immediately following the passage of FY 2022, the work began on FY 2023. President Biden has asked Congress to fund the NEA at \$203.55 million for FY 2023. The IATSE joined arts and entertainment unions within the Department of Professional Employees, AFL-CIO (DPE) on a congressional letter writing campaign to encourage members of Congress to support increased federal arts funding in this year's appropriations process. The joint effort sent nearly 4,000 letters to Congress and helped recruit 142 signers for the House funding request letter – 17 more signers than previous year – and 44 signers for the Senate letter.

On July 20th, the House of Representatives voted to approve \$207 million in funding for the NEA. If enacted by Congress, the proposed increase of \$27 million would be a record-high for the agency and meaningful step toward IATSE's goal of funding the NEA at \$1 per capita, or \$331 million.

Chairs Dr. Maria Rosario Jackson of the NEA and Shelly Lowe of the National Endowment for the Humanities (NEH) announced intentions to establish Chief Diversity Officer positions within their respective agencies. This will help ensure more equitable allocation of federal arts grants and support career opportunities for people from communities that are underrepresented in our industries.

The entertainment unions of DPE have announced its joint Policy Agenda for Advancing Diversity, Equity, and Inclusion in the Arts, Entertainment, and Media Industries. The DPE policy agenda was among the first to call for Chief Diversity Officer roles at NEA and NEH. Establishment of this role was a direct ask made by President Loeb during a meeting with Dr. Jackson and similarly by the Department in meetings with NEA senior staff. This collective advocacy served as a driving force behind the change.

IATSE praised the leadership of NEA Chair Dr. Jackson and NEH Chair Lowe for acting on its recommendation and taking steps to foster a more inclusive and representative entertainment industry.

The U.S. House of Representatives passed H.R. 2116, the Create a Respectful and Open World for Natural Hair (CROWN) Act with a bipartisan vote of 235-189. The CROWN Act is legislation that will help end race-based hair discrimination and is a component of the DPE DEI policy agenda. The Department encouraged all IATSE Locals to show support for the CROWN Act on social media, sending sample social media copy and template language. The Department provided a call-in number to the House for members to urge their representative

to vote YES on the CROWN Act. The Department collaborated with the IATSE Diversity, Equity, and Inclusion Committee to issue a statement commending the House on passage of the bill.

The Senate is planning a vote on the Protecting the Right to Organize (PRO) Act this fall. The bill will fail due to a lack of 60 votes for passage. But it is important to hold a vote so it is clear which Senators stand with working people prior to the 2022 midterm election. The fight for the PRO Act and comprehensive labor law reform will continue in the next Congress. Activism opportunities are forthcoming. The Department will keep the Board and locals informed so IATSE members can make their voices heard on this issue.

Executive Branch & Judicial Branch Update

In late-April the IATSE received outreach from The White House asking about successful organizing drives. The International connected The White House with The Animation Guild (TAG), Local 839 and the organizing committee at Titmouse NY Animation Studio. New TAG member Rachel Gitlevich was invited to The White House on May 5th to discuss their successful union organizing.

Vice President Kamala Harris and Labor Secretary Marty Walsh held a roundtable discussion with worker organizers to discuss their efforts to organize unions in their workplaces. President Biden stopped by the discussion and thanked the organizers for their leadership in organizing unions, the inspiration they offer to workers across the country who may want to organize, and their contributions to the worker

organizing momentum that is growing across the country.

Rachel spoke with President Biden, Vice President Harris, and Secretary Walsh about the future of organizing and ways the administration can continue to support workers seeking to join a union.

Director McIntosh acknowledged Motion Picture & Television Department Assistant Director Vanessa Holtgrewe and TAG Local 839 Business Representative Steve Kaplan for their efforts to coordinate the meeting.

On February 25th, President Biden nominated Judge Ketanji Brown Jackson to become the 116th Associate Justice of the United States Supreme Court. On March 2nd, the International released a statement lauding President Biden's nomination of Judge Jackson. Judge Jackson's nomination marked the first time that a black woman has been nominated to the Supreme Court.

The IATSE joined the AFL-CIO in a campaign to confirm Judge Jackson to the Supreme Court.

On April 7th, Justice Ketanji Brown Jackson made history as the first Black woman confirmed to 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. The IATSE issued a statement applauding her confirmation. She was officially sworn in on June 30th.

In the June 24th ruling in *Dobbs v. Jackson Women's Health*, five Justices used *Dobbs* to overturn *Roe v. Wade* and abandon a 50-year precedent. The Department collaborated with the Communications Department, Women's Committee, Diversity, Equity, and Inclusion Committee, and Pride Committee to issue statements con-

demning the decision. The issue affects the bodies, lives, work, and freedom of union kin; the protection of which is the reason the Union exists.

The *Dobbs* decision's emphasis on the 14th Amendment leaves the door open for the Court to potentially roll back other established rights. Conservative Justice Clarence Thomas explicitly stated in his concurring opinion that previous rulings in *Griswold v. Connecticut* (right to contraception), *Lawrence v. Texas* (same-sex activity), and *Obergefell v. Hodges* (same-sex marriage) should be overturned. The decision to overrule *Roe v. Wade* stands to impact other members of the Union. Decades of hard-fought progress on racial and gender equality, voting rights, and the right to organize in union are now at risk.

Political Update

The IATSE faces another of the most consequential elections in history this November. Those elected will decide the fate of legislation on reproductive rights in the immediate and impact the course of history in the fight for human rights.

The Department has been developing new resources and trainings to facilitate local and member engagement in the 2022 midterm elections.

The Department released the IATSE Advocacy Resource Summary, a one-page reference with brief descriptions of all the political/legislative advocacy resources the Department has developed for use in the 2022 election cycle. It can be found on the Advocacy Resources page of IATSEPAC.net.

The newest resource is the IATSE Voter Toolkit webpage. The toolkit provides the

U.S. membership with all the resources they need to cast their ballots. The webpage contains clearly marked buttons to “Find your election dates and deadlines”, “Check your voter registration status”, “Register to vote”, learn “Absentee ballot (vote by mail) rules”, “Track your ballot”, “Find your polling place”, check the “Voter ID laws in your state”, and “Find your state or local election office website”. Each button redirects to a dynamic tool that can provide real time election information unique to the user. The toolkit provides a phone number for the Voter Protection Hotline and encourages members to vote for pro-worker candidates. It can be found on the Political/Legislative page of the website, or at the direct link <https://iatse.net/political-legislative/iatse-voter-toolkit/>.

The Department’s work on the 2022 IATSE Political Coordinator Forum Series continues. The Department has hosted a forum titled Local Union Political Endorsements. Director McIntosh thanked International Vice President Carlson from Local 2, International Vice President Barnes from Local 8, and Martha Smith from TWU Local 764 who were featured speakers. The forum had over seventy attendees.

There is a new tool for use by IATSE Locals and Districts – the IATSE Political Endorsement Tracker. The tracker was developed to proactively collect more information on the endorsements made by IATSE local unions. The online form allows IATSE Locals and Districts to inform the International of federal and statewide candidates they have endorsed. Timely knowledge of the political endorsements being made by IATSE affiliated bodies is key to ensuring the International political

program is effective and reflects the interests of its members. The International indicates support for federal candidates through IATSE PAC contributions, which the Department seeks to align with endorsements made by IATSE Locals and Districts.

The Department partnered with the Communications Department to build the tracker into the IATSE.net website. It can be accessed on the Political/Legislative page of IATSE.net via the IATSE Political Endorsement Tracker button, or the link in the Resources sidebar.

Director McIntosh acknowledged Locals 8, 26, 336, 665, 720, 834, and B-192 for their engagement in this effort.

Director McIntosh noted that prior to finalizing an endorsement, the Department urges IATSE Locals to contact the Department to coordinate information on the candidate or race.

The Department partnered with the Communications Department to host the fourth webinar in the 2022 IATSE Political Coordinator Forum Series focused on Action Network and how the free software can be used to bolster local union political programs. Senior Communications Coordinator Steven Chaussee provided a walkthrough of Action Network and how it can be used by IA Locals to send mass communications, build targeted email lists, and organize petitions, letter-writing campaigns, and other calls-to-action. The forum had over forty attendees. The Communications Department received outreach from several Locals to set up new Action Network profiles.

The next forum will focus on voter registration and the Department anticipates hosting this forum in August.

The IATSE has partnered with the National Democratic Training Committee (NDTC) to educate political candidates on the crafts of the IATSE and how to ensure their political campaigns utilize union labor in every aspect if they intend to run as a pro-labor candidate – specifically regarding the IATSE jurisdiction of campaign commercials and live events. NDTC is the largest Democratic campaign training organization in the nation and has trained more Democrats on how to win elections and build long-term power in their communities than any other organization.

NDTC published a blog written by the Department titled Making Pro-Worker Campaign Commercials and Live Events, featuring content from the IATSE’s informational one-pager: IATSE – The Union Behind Entertainment and Political Campaigns. It was also featured on social media.

This is part of the Department’s continued effort to ensure that political candidates and campaigns utilize IATSE labor to produce political commercials and/or large staged events. The Department has been proactive about educating political candidates and campaign committees before they sign their media firms and staging vendors. The Department has provided this resource to the Democratic campaign committees and the AFL-CIO. The resource is available for Locals to provide to candidates running in their area.

The Congressional redistricting process following the conclusion of the census has concluded. Every state now has a new congressional map in place for the 2022 election. The new maps have six more

Democratic-leaning seats than the old ones and the same number of Republican-leaning seats, but after accounting for incumbency, Republicans gained ground from redistricting.

There are two other important takeaways from the 2021-22 redistricting cycle. The number of swing seats will continue to decline – the new maps have six fewer highly competitive districts – and people of color will remain underrepresented in Congress.

Director McIntosh reviewed the 2022 midterm election landscape. The House is leaning toward Republican control. The Senate is a toss-up. In addition to federal elections, thirty-six gubernatorial races will be on the ballot this fall. It is a fight working people must gear up for if the Union wants to continue advancing its legislative agenda.

A small minority of Senate contests in 2022 are likely to be highly competitive.

The Department has provided more detailed key race updates in its presentations at the 2022 District Conventions. The Department has presented to Districts 1, 2, 3, 4, 7, 9, 10, and 14. The presentation provides an overview of the IATSE's political program, the role of local union Political Coordinators, the IATSE Political/Legislative Advocacy Resources available to Locals and where to find them, key races in each District, and action items Locals can pursue to achieve pro-worker victories this November.

The International political program plan for the fall is underway. Director McIntosh thanked President Loeb, General Secretary-Treasurer Wood, and the General Executive Board for their continued investment in the International's

political program allowing the Department to build additional capacity.

The Department has an approved budget to hire local IATSE members on as temporary release staff to work for their AFL-CIO state federation's Labor 2022 program. Roxie Pauline from Local 329 was specifically requested by the Pennsylvania AFL-CIO to serve as a Zone Lead for their Labor 2022 program. This is one of six leadership roles statewide reserved for skilled political organizers who will help run the organized labor program in Pennsylvania. Director McIntosh commended Roxie Pauline for this well-earned recognition and opportunity. The Department released her to the Pennsylvania AFL-CIO. The Department will be sending comprehensive information about release staff opportunities to Political Coordinators in the coming weeks.

The Department has an approved budget from the IATSE PAC Committee to conduct a robust direct mail program in 2022 to help register and turn IATSE members out to vote.

The IATSE has once again partnered with Power the Polls, a first-of-its-kind initiative launched in 2020 to recruit poll workers and ensure a safe, fair election for all voters. Three hundred thirty-five IATSE members signed up to serve as poll workers through this partnership in 2020. The Department will be sending information about this opportunity to Locals in the fall.

The Department will be conducting comprehensive peer-to-peer texting and phone banking programs this fall.

Vice President Sanders recounted her prior work as a release staff member

and strongly encouraged all Locals to participate in that program.

President Loeb thanked Director McIntosh and Assistant Director Rees for their report. The Department is clearly doing all that it can to engage with the Locals on issues that are important to IATSE members. The level of access with politicians is notable. It is vital that the Union stand up for its members and their rights, and to do that the Union must engage with everyone. The Department has provided easy to use tools that allow the Locals and the members to become involved in the political process. President Loeb concluded his remarks by encouraging all local unions to reach out to the International if they need assistance in this area.

IATSE DISASTER RESPONSE COMMITTEE

International Vice President Damian Petti, International Trustee Andrew Oyaas, Assistant Department Director for Motion Picture and Television Production Dan Mahoney, International Representative Wade Tyree, joined by Kent Jorgensen, Chair of the IATSE Safety Committee Local 478 Secretary-Treasurer Dawn Arevalo provided a report of the Disaster Response Committee.

The report began by discussing the need to be aware of cyber security. Cyber-attacks can be perpetuated against local unions and they should evaluate their potential vulnerabilities. There are many commonsense steps and best practices to keep Locals' data safe from attacks. For example, for email security, send an email to the sender to ask before opening attached files, no matter what type. If you do not know the sender and/or know

why they are sending you a file do not immediately open it. Even if a sender looks legitimate when sending a password reset link, do not open the link unless you used a link on a log-in page to request it. Phony emails may look authentic, but they may not be. Furthermore, Wi-Fi security and password protections should be well thought out and secure. Using public Wi-Fi (as opposed to personal cellular phone networks) can also expose users to security risks. When traveling, even if using a cellular phone network or hotspot, when transferring files between your computer and your office, use a VPN (virtual privacy network) connection. Anywhere along the line between a computer sending a file and the device receiving it, malicious software may find specific data packets and recreate your file. It is advisable to not operate your office, or any computer, under an administrator privileges log-in. This is a special type of user and should remain so. Make sure operating systems and software are up to date on all computers and devices. Anti-virus and anti-malware software should also be kept up to date. Consider whether online banking and or financial institutions have an option to use two-factor authentication. If so, it should be used. It is also important to make sure files are backed up in depth. Another option to consider is securing cyber liability insurance for local unions, especially if member data is kept in a cloud format. Also be aware, finally, of the risks surrounding social media (e.g., do not click links from new people before knowing who they are).

The report also discussed the current 2022 hurricane season possibilities. To date, no major system has made landfall in

the United States. However, the National Ocean and Atmospheric Administration (NOAA) is predicting a significant amount of activity in the Atlantic basin and the Gulf of Mexico. In the Pacific, NOAA is predicting a below normal season of activity. However, throughout the hurricane season, warmer, dryer conditions conducive to wildfires may persist.

As part of disaster preparedness planning, Trustee Oyaas suggested downloading the following types of electronic applications (apps): a storm tracker; FEMA (Federal Emergency Management Agency) offerings in the U.S.; analogous apps for the Canadian provinces of Alberta, Saskatchewan, Nova Scotia, Newfoundland & Labrador; local television stations' news and weather apps.

It was also noted that in July 2022, a new mental health hotline number went live in the U.S. Known as number 988 the program did not encompass all of Canada as originally envisioned. However, all Canadian provinces now have crisis hotlines where all social services including suicide prevention are made available to callers. All Canadians can call 211 to receive vital social services around the clock free of charge. There is also a federal suicide prevention line in Canada at 833-456-4566 and in French language at 866-277-3553.

Finally, the committee discussed updates surrounding the COVID-19 pandemic. The U.S. experienced more than one million deaths in just over two years as of May 2022. In the same period, 41,932 Canadians have succumbed to the disease. However, 71.2% of Americans aged five and older are fully vaccinated

and 86.1% of Canadians aged five and older are fully vaccinated. The Omicron BA.2 variant, which is currently making up more than half of all cases and is very contagious, is still causing trouble. New variants, according to researchers, may emerge and escape anti-bodies produced from vaccines. However, vaccines may still provide substantial protection against the worst cases. While vaccination rates continue to improve, these new variants pose a significant health risk. All are encouraged to follow well-known health measures to mitigate the spread of the virus.

President Loeb noted that it was reassuring to hear of no specific natural disaster events that have affected members of the Alliance. He expressed appreciation for the information on cyber security and the best ways to adhere to practices that all should be aware of. The Committee was formed because of the broad needs of the Alliance, and he indicated hope that the Locals will continue to benefit from the Committee's efforts.

IATSE DIVERSITY, EQUITY AND INCLUSION COMMITTEE

International Representative and Diversity, Equity and Inclusion (DEI) Co-Chair Liz Pecos and Co-Chair Kimberly Butler-Gilkerson along with International Vice President C. Faye Harper, IATSE Communications Coordinator Megan Greene, Committee Members DeJon Ellis, Tuia'ana Scanlon and Tony Burns updated the Board on the Committee's activities since the Board met in Puerto Rico in March. The Committee has undergone changes in membership due to members returning to work full-time and taking on larger leadership roles at the local and

national levels. These changes have allowed others the opportunity to participate and have permitted the Committee to maintain the momentum for its ambitious initiatives. The following new members were welcomed to the Committee:

- Manny Diaz, Local One, New York City
- Melanie Barnett-Stubberfield, Local 2, Chicago
- Malakhi Simmons, Local 728, Los Angeles
- Andy Garner-Flexner, Local 839, Los Angeles

Each of these members is actively engaged in diversity and inclusion in their respective Locals. They bring a wealth of varied skills, knowledge and personal experience that will be of invaluable assistance in our efforts. The Committee recognized Jonquil Garrick-Reynolds who has taken on the responsibility of DEI Secretary.

The Committee continues to expand its work with Visibility Matters campaign, amplifying and highlighting stories of the IATSE's diverse membership. The communications working group continues to work jointly with the IATSE Communications Department to issue statements on topics ranging from the confirmation of Justice Ketani Brown Jackson to the U.S. Supreme Court, a commitment statement after the Buffalo mass shooting in May 2022, the appointment of Chief Diversity Officer positions at the National Endowment for the Arts and National Endowment for the Humanities and the recent U.S. Supreme Court decision reversing *Roe v. Wade*. Since launching DEI social media accounts last summer at the 69th

Quadrennial Convention, the Committee has seen growth in following and member engagement. The Committee developed member spotlights for Black History month, Asian American Pacific Islander month, Pride month (in collaboration with the Pride Committee) and plans to continue sharing member stories and voices for Hispanic Heritage and Indigenous months.

IATSE Canada has been actively working to promote the creation of DEI committees and initiatives across the country. Some notable achievements include IATSE Local 295 successfully negotiating Truth and Reconciliation Day as a paid holiday, Local 873's partnership with the City of Toronto and XOTO to create an Entertainment Trades workforce development training program for diverse youth. Local 856 in Winnipeg developed a partnership with the Winnipeg Film Group to create a \$10,000 BIPOC Filmmakers Fund. Local 822 in Toronto and Local 212 in Calgary are developing training programs for technicians to work on Black, Indigenous, People of Color (BIPOC) hair and make-up. Local 849, which represents the Maritime provinces film and television workers, is partnered with Screen Nova Scotia to create a Diversity Mentorship Program. Local 709 has run pilot diversity training programs on two productions and Local 891 is working with an Indigenous Relations expert to build the Local's Reconciliation, Equity, Diversity and Inclusion initiatives.

With the recent implementation of DEI initiatives in several of the IATSE collective bargaining agreements and more initiatives in development, the Committee sees the development and roll out of

joint training programs, outreach and mentorship. In New York, the workforce development program REEL WORKS/MEDIAMKRS, has partnered with IATSE studio mechanic locals to create training programs for adults interested in transitioning into the motion picture industry. This partnership was created between the New York City Mayor's Office of Media and Entertainment, the City University of New York, media companies, and unions and to train, credential and prepare both traditional and non-traditional students for careers in media and entertainment. In the spring of 2022 New York locals offered training courses including Local 798 training for hair stylists and Local 52 studio mechanic boot camp for grip and electric departments workers. Local 764 will begin its first session of wardrobe training in September. Local 489 in Pittsburgh will also be offering a group training session this summer through Reel Works. The Roundabout Theater Company continues its partnership with the IATSE theatrical unions in a 3-year training program called "Theatrical Workforce Development". The participants, all 18-24 years old, work hands-on in multiple disciplines of technical theatre training with some of the industry's top professionals.

In California and other motion picture and television jurisdictions, employers such as Warner Brothers and NBC-Universal are starting to unveil on-set training programs for craft-specific skills. Locals will work with a local-by-local approach with employers to determine the parameters and guidelines of these training programs. The joint Diversity Committees for the Basic and Area Standards Agreements, to

be co-chaired by IATSE Representatives Liz Pecos and Yvonne Wheeler, will also work with Motion Picture and Television Locals and the Alliance of Motion Picture and Television Producers to continue the discussion on training and diversification of the industry.

The Committee urges members to support local efforts in outreach and training underrepresented members, especially in the areas of mentorship and training the next generation of industry workers in the advanced and technical skills and safety required to do the job. Mentorship will empower, build competence, grow skills and invest in the future of our industry.

In addition, training and development are equally important for developing and retaining the workforce. Training creates a common set of knowledge and skills and instills confidence and engagement in the membership. The IATSE Education and Training Department has courses and webinars available for members and offers targeted officer training. The Committee in conjunction with the Education and Training Department is developing DEI-specific training to the IATSE membership. The IATSE website has training told through an intersectional lens such as the "IA Roadshow", "Labor Rights and Voting Rights", "Equity, Diversity and Inclusion Basics" and "Women in Labor: Our Pivotal Historic Moment." Members are also encouraged to access the LinkedIn course catalog, available to all members through the IATSE Training Trust Fund, which includes a myriad of DEI courses and other development courses.

The Committee has reviewed research from Locals that have conducted individual

demographic surveys and will next meet with companies to narrow which company the Committee and IATSE will partner with to conduct a Union-wide survey.

The Committee is also working in collaboration with other IATSE committees on resolutions passed at the Quadrennial Convention and will discuss at future meetings the referral of new resolutions coming from the 2022 district conventions including District 2's Resolution 5 to research anti-racism and implicit bias training; Resolution 11 to adopt the "Together We Shine" initiative with respect to the needs of the Locals to find equitable solutions for unintentional consequences of systemic racism in our policies and/or constitution and bylaws and to promote diversity, inclusion and a more tolerant working environment for all members; and Resolution 16, to collect data on the extent of ageism within the entertainment industry and include ageism in the intersectional lens of DEI directives agreed to at the 2021 Quadrennial Convention; from District 10, Resolution 2, to condemn the SCOTUS decision on the abortion ban and speak to lawmakers about the repealing of Roe v Wade.

The appalling and unconscionable decision by the Supreme Court to strike down Roe v. Wade and denying women of their fundamental right to exercise power over their own bodies in certain states has left many reeling, devastated and angry. To further the blow, as reported in the Washington Post, all sides of the abortion rights debate acknowledge that women of color are most likely to be affected by abortion laws. There is a highly disproportionate effect on women of color and minority communities when it comes

to access to healthcare, contraceptives, and abortion rates. The Committee expressed appreciation to the International for supporting women's rights to exercise autonomy over their bodies and to make healthcare decisions in their best interests.

As the Committee was reeling from the Supreme Court's decision to overturn Roe v. Wade, the Supreme Court broke with centuries of established federal Indian Law and handed down another decision with severe implications for tribes and Indigenous communities across the United States in the *Oklahoma v Castro-Huerta* ruling. The ruling, giving states unprecedented power to prosecute crimes in Indian country at the expense of Indigenous people and tribal sovereignty, is a significant change for tribal sovereignty, essentially inviting states into the previous sovereign territory of tribal criminal jurisdiction. The power of tribes to create and be governed by their own laws is at the center of tribal sovereignty. Immediately, any non-Indian on Indian crime, including domestic violence, will fall to state and federal jurisdiction leading to less protection for tribal citizens and less reporting from tribal citizens who are untrusting of state and federal police. Further implications could lead to increased isolation of those on reservations and sovereign land with restriction of access to resources, training and jobs.

The radical moves of the Supreme Court indicate that more than ever the Union must take heed of the state of our political landscape. As President Loeb and our Political Department state, elections have consequences, and the United States is now witnessing devastating

repercussions of a disastrous presidential term and subsequent appointments to key positions. The Committee encouraged members to remain vigilant and active against further attacks on human, civil, and political rights.

The Committee expressed its support for the creation of the Chief Diversity Officer positions for the National Endowment for the Humanities and National Endowment for the Arts, which will help ensure a more equitable allocation of federal arts grants and support career opportunities in America's creative economy for people from communities that are underrepresented in our industries. Diversity in the arts, entertainment and media industries cannot be successful unless current systems of access are enhanced. The establishment of Chief Diversity Officers for the NEH and NEA was a key proposal in the AFL-CIO Department for Professional Employees joint policy agenda for advancing DEI in the arts, entertainment and media industries. And just a few weeks ago, National Labor Relations Board General Counsel Jennifer Abruzzo and Chairperson Lauren McFerran announced the appointment of Kimberly Sanford as the NLRB's first Chief Diversity Officer. This appointment fulfills a key component of the NLRB's commitment to achieving the goals outlined by President Biden's Executive Order 14035, "Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce."

The Committee thanked President Loeb, General Secretary-Treasurer Wood the General Executive Board and our IATSE kin for their continued support and engagement in the Committee's efforts.

They are encouraged by DEI initiatives being included in collective bargaining agreements, more Locals launching active diversity committees and task forces and Locals engaged in soliciting their state legislatures to pass diversity uplifts and DEI-related legislation, but much more work must be done.

President Loeb observed that the work undertaken by Co-Chairs Pecos and Butler-Gilkerson and the Committee is daunting because it is huge. He noted that there are connections that must be made and then pursued, programs that need to be established and coordinated across myriad industries all while the Committee works full-time jobs. He expressed his appreciation to the Co-Chairs for synchronizing the information, programs, training, and initiatives. The Committee's efforts are bearing fruit in the negotiation of Truth and Reconciliation and Juneteenth Independence holidays, DEIA language in agreements. President Loeb thanked the Committee for its strong commitment and its leadership.

IATSE GREEN COMMITTEE

International Representative Stasia Savage reported to the General Executive Board on the activities of the IATSE Green Committee since the last meeting. At the last GEB, the Committee reported that the IATSE had recently become involved with the United Nations Entertainment Net Zero Accord (ENZA) group. That work has continued since last fall and is well on its way to being a fully fleshed out Accord for the conference this fall in Egypt.

In connection with ENZA, last week International Representative Savage was invited to attend the launch event for the New Zero World campaign at the UN

General Assembly. The theme of this campaign is, it's not just climate change, it's the everything change. The focus is to create a global opportunity to present action orientated solutions and shift the focus from talking about a vision for the future to achieving lasting change.

The campaign intends to do this by storytelling and educating on various platforms around the world and in all sectors and industries. As entertainment is the ultimate storyteller the IA looks forward to presenting more about this initiative as it develops.

On Earth Day this year the Committee, along with the Education Department, put together a panel discussion highlighting activities and green tips from IA Locals. Savage, along with Hannah D'Amico and Patricia White from the Education Department led the panel which included Jonathon Jackson from Local 52, Georgina Curtis from Local 705, Bernadette Warren from Local 873, and Susan Sampliner from ATPAM Local 18032 and Co-Chair of the Broadway Green Alliance.

The panel was a wonderful hour of members talking to other members about what they can do in their own Locals to promote sustainability and how to get started with their own Green Committees. A summary of this event was published in the most recent Bulletin and a recording is available to share with anyone who may have missed it.

The Committee also has the recording from the 2021 Earth Day Panel discussion with the Green Spark Group and the Broadway Green Alliance available as well as the caucus presentation from the Convention last year. All are excellent presentations on the importance of

the sustainability movement in the entertainment industry.

In April, President Loeb invited the Green Committee to speak on behalf of the IA at the UNI General Assembly in support of Resolution #6 - take action for a sustainable and a just transformation of our industry. On behalf of multiple stake holders across the world stage, who are concerned about climate change and its impact on health, safety and social and economic issues Representative Savage was honored to speak and see the resolution pass with full support.

The resolution encourages a participatory approach that stresses collaboration. The Union can promote research, creativity, innovation and take scientifically proven action. All while taking an equitable and holistic view of our actions and their impacts on people and the planet. The Union can do this through its unique ability to tell stories through content development, production, distribution, and promotion.

This spring the IA also committed to being involved with the newly formed SAG-AFTRA Green Council.

In early May, Savage had the privilege to sit on a grant awarding committee of the Broadway Green Alliance to fund green initiatives in the New York City area. Over twenty projects were funded such as creating education programs on sustainability, the purchase of reusable resources for set building and model making, funding designers for digital media and other creative and sustainable needs in the entertainment industry.

In June the IA promoted the International Trade Union Confederation Global Day of Action to "Climate and

Employment Proof our Work". This was a social media campaign where individuals were encouraged to reach out to their employers to begin a conversation about how to reduce workplace carbon footprints. IA members took action in this campaign and continue to engage in the online campaign to reduce the use of plastic water bottles in the industry.

The Young Workers Climate Convergence event will be held in Los Angeles September 15-18 of this year. This event is a gathering for young workers (ages 18-35) who believe that Labor has a critical role to play in the climate movement, and provides an outlet where they can strategize, learn, connect, collaborate, and build power in the movement.

To wrap things up, the Committee has been very busy with new initiatives. The Committee believes that the industry must lead by example and set standards to preserve the course of entertainment for future generations. In short, everyone must make climate citizenship a priority and commit to long lasting change.

President Loeb thanked the Committee for its report. The Committee is clearly very active and doing important work. The Union must continue to do its part in this area, and the Committee is doing a great job in providing direction.

IATSE MEMBER ASSISTANCE PROGRAM

International Trustee Patricia White provided an update on the IATSE's Member Assistance Program (MAP) which had been introduced and approved by the Board during their 2022 mid-Winter meeting in Puerto Rico. The International is establishing a safety net for workers in small Locals which often do not have

the resources to provide comprehensive health and wellness care to their members. In partnership with the Entertainment Community (formerly Actors) Fund, Vice President Lewis and Trustee White worked diligently to bring to fruition President Loeb's vision. The plan covering qualifying Locals in Canada is effective May 1, 2022 and the U.S. plan is effective June 1, 2022. The services provided by the MAP are extensive and local unions are encouraged to publicize the benefits to their members. The pandemic amplified the importance of health and wellness and the International is endeavoring to leave no Local or member without access to services that are beneficial.

Vice President Lewis added that even though the program is in its nascent stage, it has been met with tremendous response which continues to grow. President Loeb expressed his great satisfaction with not only the MAP but also with the reception from Locals. He noted that this is a very important program for those Locals that do not have the resources or bandwidth to provide the services offered by the MAP. He reminded qualifying Locals that the programs are active and members should not hesitate to use them. Finally, President Loeb expressed his appreciation to Vice President Lewis and Trustee White for their conscientious and skillful work in this endeavor.

IATSE NATIONAL BENEFIT FUNDS REPORT

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

Contribution receipts through the end of June 2022 were just shy of \$295 million. This amount, as compared to the same six-month period in 2021 is 50% higher and looking at the same period in 2019 receipts are 38% higher. The National Funds continue to experience record increases in contributions.

As of June 30, 2022, net assets of the Funds have reached \$2.6 billion. Compared to total net assets of approximately \$1.7 billion as of December 31, 2017, asset levels have increased by almost 50%. Comparing year end 2021 to the first six months of 2022, the net assets of the Funds decreased by 1.51% which is solely the result of the sub-optimum investment environment that has existed throughout 2022.

As of July 2022, The IATSE National Health & Welfare Fund provides health coverage to 50,626 lives in one of its eight different Plan options: Plan A, Plan C1, Plan C2, Plan C3, C4, the Medical Reimbursement Plan, the Retiree Only Medical Reimbursement Plan and Triple S for the Plan's Puerto Rico residents. Investment returns for the Health Plan year-to-date (YTD) June 30, 2022 were down 10.4%.

The IATSE Annuity Fund now holds balances for over 88,000 participants. Accounts are held in various options provided by The Principal investment managers. The Principal has an easy to use app that allows participants to check their balances and to plan for retirement with a special retirement calculator.

The IATSE National Pension Fund continues to provide monthly retirement benefits to approximately 2,600 pensioners and/or beneficiaries from Plans B and

C (and the former Plan A). There are approximately 18,000 active working and 4,700 inactive participants who are vested in the Plan and who will be eligible for a benefit from the Fund at the Plan retirement age of 65. Investment returns for the Pension Plan YTD June 30, 2022 were down 11.9%.

The Fund Office staff continues to work with its new software vendor, CPAS, on a redesign of its current website. The first version is expected to be launched in October 2022 ahead of Plan C's annual open enrollment. This would be a redesigned version of the current Funds website with a better platform for reductions in site delays, ease of document uploading and a few more features that the current site cannot handle.

After the new database system is completed, CPAS will implement a fully integrated group of participant, Local, and employer portals allowing for many more features such as employer on-line contributions, pension estimates, completion of applications online and more. The target for this launch is currently set for mid-year in 2024.

All channels of communications remain open at the Fund Office. Any participant who wants to come in person should contact the Fund Office ahead of time for the best time to visit. The fastest way to reach the staff continues to be through email (listed below) and through its website, www.iatsenbf.org. The Fund Office sends important email blasts to every registered user on their website as well as local union offices. Please continue to encourage your members to register and visit the site often and share Fund Office messages via your Local websites.

- For participant services assistance, psc@iatsenbf.org
- For assistance with appeals, appeals@iatsenbf.org
- For assistance with Annuity Fund matters, annuity@iatsenbf.org
- For assistance with claims matters, claims@iatsenbf.org
- For assistance with pension matters, pension@iatsenbf.org
- For assistance with contract matters, contracts@iatsenbf.org

The Joint Board of Trustees of the Health & Welfare Fund continue to review the need for continued relief for those participants who have not yet been able to work, or have not worked enough to requalify for coverage under Plans A and C. At the July meeting, the Board agreed to continue providing no-cost COBRA continuation coverage through the end of December of this year to those who remain on Plan provided relief (at October 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, April 2020, and has continued uninterrupted for those who had yet to meet eligibility rules through the Plans. The Board has agreed that unless there is a dramatic shift in the pandemic causing loss of industry wide work again, this will end any relief provided by the National Health & Welfare Fund.

At the height of the pandemic, the Funds aided over 12,000 participants and their families. As of July 1st, over 1,300 participants and their families remain in need of Fund provided COBRA (Consolidated Omnibus Budget

Reconciliation Act) continuation coverage. Protection from the loss of health care coverage came in numerous forms. In April of 2020 the Fund reinstated anyone whose coverage terminated in Plan C and added 10 days of work per month to those enrolled in Plan A to prevent a loss of coverage. For several quarters thereafter, the Fund absorbed the cost of co-payments in Plan C and continued to add days of work in Plan A. The Federal government provided reimbursement to the Fund for a short period if participants were put onto COBRA continuation coverage. When that window closed the Trustees approved continuing COBRA at no cost to those still in need. That relief continues today and will continue to the end of this year.

The total cost to the National Health & Welfare Fund, has been a little over \$100 million.

In order to help ease re-entry into Plan C at January 1, 2023, the usual \$150 administrative fee will be eliminated and any participant on no-cost COBRA relief through December 31st will be sent an enrollment form for coverage beginning January 1, 2023 regardless of their CAPP balance. As a reminder, employer contributions received through October 31st are used for Plan C's January coverage quarter.

President Loeb remarked that the Trustees to the NBE, like the Motion Picture Industry Funds, have approved reimbursement of travel for medical care for certain medical treatments received by Plan participants. He stated that the Union Trustees, while acting for the benefit of the participants, remain interested and vigilant in the interest of members. He thanked the Trustees for their service noting that

the participants are in capable hands and proven leadership.

IATSE PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice President Craig Carlson, Political and Legislative Affairs Department Director Tyler McIntosh, and Assistant Director Jackson Rees updated the Board on the status of the IATSE PAC. For the period January 1 to June 30, 2022 the IATSE-PAC received \$132,083.76 in contributions and made disbursements of \$173,000.00. The State and Local PAC received \$15,000.00 in contributions and made no disbursements. The Federal Speech PAC had receipts of \$90,000.00 and made disbursements of \$105,000.00.

There were two significant one-time contributions. Including \$9,484.00 from the PAC event at the Mid-Winter General Executive Board Meeting and \$5,635.00 from various District Convention fundraisers.

There are presently 1,077 monthly credit card and payroll contributors from 129 different local unions and those contributions amounted to \$116,964.76 during the period. This is an increase of 13% in the number of monthly contributors since the end of 2021.

The distributions of \$173,000.00 from the IATSE-PAC were contributed to sixty-eight different campaigns. The distributions of \$105,000.00 from the Federal Speech PAC were contributed to five different 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 who become monthly contributors

and will include any new signups from those attending the PAC Fundraiser during the Mid-Summer General Executive Board meeting.

Director McIntosh reiterated President Loeb's February 10th letter to all U.S. Local Officers urging every U.S. Local to deliver the IATSE PAC: Join the Fight! Presentation to its membership. A recording of the 20-minute webinar and a PowerPoint presentation with a suggested script were included with the letter. Director McIntosh thanked those Locals who have delivered the presentation for their solidarity.

To influence the federal legislative fights and opportunities ahead, the IATSE must grow and strengthen IATSE PAC. Director McIntosh stressed that cannot be done without the Locals.

Director McIntosh announced the details for the 2022 Mid-Summer General Executive Board IATSE PAC fundraiser.

Vice President Carlson emphasized the important work that the PAC does and reiterated the need for Local leaders to work with the membership of their Locals to fund the PAC.

The Board was then greeted with welcoming video messages from Representative Pramila Jayapal and Senator Patty Murray who represent Seattle and Washington state, respectively.

President Loeb thanked General Secretary-Treasurer Wood and Director McIntosh for the report. Everyone has now seen the impact that national politics can have on the everyday lives of IATSE members. Support for the PAC needs to increase significantly. The impact of the lack of participation from members will be disastrous for the membership. It is

absolutely vital that members increase their participation in the PAC.

IATSE PRIDE COMMITTEE REPORT

IATSE Canadian Operations Managers 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, Local 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 2022 Mid-Winter General Executive Board meeting in San Juan, Puerto Rico.

The Committee provided an update on the status and content of various Republican Party bills passed by states across the United States that target the LGBTQ+ community and perpetuate ignorance and discrimination, including the "Don't Say Gay" Bill signed into law by Florida Governor Ron DeSantis in March 2022. The Committee urged meeting attendees to take the time to educate themselves about the issues facing the LGBTQ+ community and to engage in

political processes which support the equal treatment of the LGBTQ+ community and oppose the passing of these types of bills.

The Committee provided comment on the U.S. Supreme Court's recent decision to overturn Roe v Wade and the negative impact that decision will have on the ability of sisters and kin to make their own healthcare decisions and to access safe abortions. The Committee then provided comment on the potential negative impact the decision may end up having on other significant human rights decisions previously issued by the U.S. Supreme Court including Griswold v. Connecticut (the right to contraception), Lawrence v. Texas (the right to same-sex activity) and Obergefell v. Hodges (the right to same sex marriage) and once again urged the meeting attendees to engage in political processes and to support politicians who oppose the erosion of the human rights successes these decisions stand for. Efforts are currently under way to codify important rights for the LGBTQ+ community, which include, among other things, a bill recently introduced in the House of Representatives that would codify gay marriage.

The Committee provided comment on

recent developments in Canada affecting the LGBTQ+ community in a positive way, including the recent elimination of Canadian Blood Services ban on the ability of men who have sex with men from being able to donate blood regardless of circumstance and the introduction of high-risk behaviour screening as an alternative. The Committee also highlighted the Canadian Federal Government's recent amendment to the sex question in the national census questionnaire by including the words 'at birth' and the addition of a new question relating to gender. These changes to the Canadian national census questionnaire now allow cisgender, transgender and non-binary census respondents to provide responses which accurately reflect their circumstances and also make Canada the first country in the world to collect and publish data on gender diversity through a national census. The Committee also highlighted the Canadian Federal Government's recent decision to allocate over \$100 million over five years starting in 2022 and 2023 to support the implementation of a LGBTQ2 Action Plan which is currently in the works.

The Committee provided an update on recent IATSE initiatives affecting the



Local 631 Business Agent Kimberly Holdridge, International Representative Rachel McLendon, IATSE Canadian Operations Manager and IATSE Pride Committee Chair Nate Richmond, National Business Agent United Scenic Artists, Carl Mulert and Assistant Director of the Costume Designers Guild, Local 892 Doug Boney.

LGBTQ+ community by first presenting a video explaining the United Nations Human Rights Office of the High Commissioner's Independent Expert on Sexual Orientation and Gender Identity (IE SOGI) three-year mandate which is set to conclude at the end of 2022. The Committee then explained that IATSE has officially signed on to support the International Lesbian and Gay Association (ILGA) statement asking the UN to renew the IE SOGI mandate for an additional three years. The Committee reported that IATSE District 2 passed a resolution at its recent convention confirming that all future district resolutions will include gender neutral language.

The Committee went on to report on IATSE's participation in various pride events in 2022. Committee Chair Richmond reported on his participation in the Canada Pride celebrations and companion human rights conference and parade held in Winnipeg, Manitoba and IATSE Canada's participation in the Toronto Pride Parade as well. Committee member Boney reported on the IATSE's participation in the Los Angeles Pride Parade while Committee member Mulert reported on IATSE's participation in the New York Pride Parade.

The Committee concluded its report by providing an update on recent education sessions developed in consultation with the IATSE Education Department and, in particular, the "Supporting LGBTQ+ Workers OR How to Run a Tight Allyship" session which is in the process of being posted on the Pride Committee website. The session provides information and examples of how Locals and their Representatives can take concrete steps

to be inclusive and supportive of their LGBTQ+ kin.

President Loeb thanked the Committee for its report and, in doing so, noted the number of activities and efforts to combat hateful behavior. He is encouraged that people are talking about LGBTQ+ issues. He once again confirmed the IATSE's commitment to supporting the Committee and its various initiatives.

IATSE WOMEN'S COMMITTEE

International Vice President Joanne Sanders, along with Committee members International Vice President Colleen Glynn, International Representatives Stasia Savage and Cindy Jennings, and Local representatives Ellen Popiel, Dawn Arevalo, and Lucia Aloï reported to the Board on Committee activities since the mid-Winter meeting of the Board. The Women's Committee Executive Council and the thirteen District Coordinators have continued to meet bi-weekly online. The group launched its current campaign at the 2022 Districts meetings, profiling women who are the International's "hidden figures". Thus far, Districts 1, 2, 3, 4, 7, 9, and 10 held their Women's events in conjunction with their District meetings. Each of the Coordinators is receiving recommendations from the Locals in their area on women who might be featured.

The committee has been inundated with requests and concerns from women throughout the Alliance as they try and navigate a world in which their rights to autonomy in health care are fading fast, depending on where they reside. Women across the United States are mobilizing. All of this is happening as shows reopen while COVID-19 still wreaks havoc. The Local

committees have to pivot from addressing Covid related issues to addressing the protection of women's rights to autonomy and dealing with other work-related needs, like affordable childcare, elder care, and paid family leave policies. To this end, the Committee has created a list of resources that are available upon request by email to iatsewomen@iatse.net.

On a high note, and amidst the multiple attacks on women, on June 9 several of Committee members celebrated the unveiling of the Lorraine Hansberry Monument on Times Square. Hansberry was the first Black Woman to have a play produced on Broadway – *A Raisin in the Sun*. The unveiling was scheduled during Tony Awards Season. This monument was erected by Monumental Women, the charity the Women's Committee contributed to during the Board's meeting in Puerto Rico.

International Representative Cindy Jennings reported on Canadian committees which have been actively involved in educating their members on a number of topics. Local 873 provided a 4-hour course entitled "Negotiating Your Deal" where thirty-five were in attendance. The Committee hosted a Zoom Meet & Greet that featured Vice President Sanders addressing "The Importance of a Women's Committee in 2022 and Beyond", Siobhan Vipond speaking on "Gender Equity in the Labour Movement", and DEI co-directors Kimberly Butler-Gilkeson and Liz Pecos on "Women in the Workplace: Creating a Culture of Equity and Inclusion and Cultivating Diverse Leadership". The meet and greet was recorded and is available on the Local 873 website. It will be edited down to three single videos.

Local 891 recently participated in the United Way's Period Promise by fundraising to help alleviate period poverty in British Columbia. This was discussed at the District 12 meeting leading to interesting conversations about menstruation and its effect on work.

The Canadian Labour Congress released its report on Violence in the Workplace entitled Harassment and Violence in Canadian Workplaces: It's [Not] Part of the Job. Representative Jennings is preparing an article on this for the next Bulletin.

Districts 11 and 12 are preparing for the Canadian Convention which will include a Women's networking event as well as a Women's Caucus meeting. The Women's Networking Event will be in support of a Charity in Newfoundland called First Light, a registered non-profit organization that serves the urban Indigenous and non-Indigenous community alike by providing programs and services rooted in the revitalization, strengthening and celebration of Indigenous cultures and languages in the spirit of trust, respect, and friendship.

At this meeting of the Board, the Committee held its Women's Event at the Can Can Theatre on Wednesday, July 27. The response was overwhelming. At each GEB, the Committee raises money for non-profits in conjunction with our events and Behind the Scenes was chosen as the recipient for this meeting. The Committee urged Locals, sisters, brothers, and kin, to support their work. Donations can be made on their website at <https://wp.behindthescenescharity.org/product/donate>. Please insert "IA Women's Committee" in the "In Honor of" slot

so that we can tally total donations. It is imperative during this current attack on women's rights that members have a myriad of resources to meet their needs.

The Women's Committee is proud of the work accomplished in the Districts and Locals since the Board's last meeting. There is still much to do and 2022 will impose its own challenges with or without a pandemic. Women's rights are on the line all over the United States. The midterms will soon be upon us, and members are encouraged to support the IATSE PAC and to support pro-worker candidates.

President Loeb expressed indignation and frustration about the politicization of the federal judiciary, particularly the Supreme Court. President Loeb told those in attendance that the actions of the Supreme Court are changing America and liberty. He stated that no one, regardless of position or branch of government, should be permitted to do anything meant to defeat justice. The reversal of Roe v. Wade goes directly to basic human rights which are indeed natural rights and the Court's actions are tantamount to sculpting away human and working rights. President Loeb further observed that "a person's right to control their bodies should not be in the Courts." He advised that the National Benefit Funds, Motion Picture Industry Pension and Health Plans are implementing benefits to meet the healthcare and medical needs of participants who may be impacted by Roe's reversal. In addition, the International is researching organizations and programs that provide healthcare services to those who are impacted by the reversal of Roe v. Wade.

Those in attendance stood in support of the International's unequivocal and

unwavering defense of women's rights and individual bodily autonomy.

#IATSEWomenUP #TogetherWeRise

IATSE YOUNG WORKERS COMMITTEE

Communications Director Jonas Loeb, International Representative Wade Tyree, Senior Communications Coordinator Steven Chaussee and Communications Outreach Coordinator Megan Greene, reported on the significant activities and developments of the Young Workers Committee since the last meeting of the General Executive Board.

The Young Workers' Committee hosted the biennial 2022 IATSE Young Workers Committee Conference from April 12 -14, 2022 in Minneapolis, Minnesota. At this first in-person meeting since the onset of the COVID-19 pandemic, the Committee took prudent steps, precautions and made recommendations surrounding the spread of the COVID-19. In addition, the Committee closely monitored shifting Canadian regulations for re-entering the country from the U.S., which had again changed in weeks prior to conference.

The conference included several informative sessions covering the history and structure of the Alliance; labor law; political coordination; communications; and opportunities for continuing education. This final topic was presented together with representatives of the IATSE Training Trust Fund. The 2022 IATSE Young Workers Committee Conference marked the tenth anniversary of this event. To celebrate this important milestone and cap off the conference, the Committee invited five influential conference alumni to speak on a panel hosted by International Representative Wade Tyree, which featured

Tuia'ana Scanlan of Local 665, Paul Cox of Local 631, Cynthia O'Rourke of Local 161, Sean McQuillan of Local 891, and Patrick Landers of Local USA829.

In order to solicit instant feedback from attendees, the Communications Department built digital feedback forms so young workers could quickly complete questionnaires. Doing this provided better insight into how much attendees valued each session and also allowed for adjustments to be made. When asked "how valuable did you find the Young Workers Conference Overall," 82% of attendees found the Young Workers Conference to be a five out of five, while 16% rated it a four out of five. The Committee thanked attendees who provided their feedback and offered valuable insight into opportunities to improve upon the conference when it occurs in the future. Eighty-eight young workers were in attendance, representing fifty-five local unions in the Alliance. The Committee thanked host Locals 13, 490, and 745 for their support and collaboration in this successful event.

In June, delegates of the AFL-CIO 2022 Constitutional Convention passed a resolution directly related to young workers. This resolution indicated that the young workers initiatives of AFL-CIO affiliated unions in the United States should remain a priority. Among others, Rachel Gitlevich (an animator and Local 839 member) addressed the convention on the final day and participated in a young workers' panel immediately afterwards. It was noted that the IATSE Young Workers Committee looks forward to being a frequent collaborator with the AFL-CIO's

young workers program, and the Committee will provide further updates

with more information at future meetings of the General Executive Board.

President Loeb commended the Young Workers Committee and its successful 2022 conference. Young workers will remain integral to the success of the Alliance and other unions within the labor movement now and in the future. The active, sophisticated Committee that the Alliance has put in place will continue to receive our full support and should continue to build upon its strengths with dedicated members going forward.

LOEB V. BALA, IATSE LOCAL NO. 479

Representative Donald Gandolini updated the Board on charges filed by President Loeb against former member Robert Bala. The charges alleged that Bala violated Article One, Section 3, Article Sixteen, Section 1 and Article Twenty-one, Section 5 of the International Constitution; Resolutions 7 and 10 endorsed by Delegates to the 68th Quadrennial Convention (which address advocacy for workers subjected to bigotry or bias, standing against hatred and discrimination, and the promotion of equality and dignity) and Resolutions 6 and 13 endorsed by the Delegates to the 69th Convention (addressing inclusivity and diversity and inclusion) by using racist, sexist, pejorative language against black women. After trial, Bala was found guilty of using racist, incendiary, sexist, harassing and discriminatory comments and of describing black women by using a pejorative term. He was expelled from the Union and fined \$10,000.

President Loeb stated unequivocally that harassment, racism, sexism, bullying and discrimination in any form will not

be tolerated, encouraged, overlooked, ignored, or accepted by the IATSE or any of its affiliated local unions. Those in attendance demonstrated their support with a sustained standing ovation.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

Vice Presidents Michael F. Miller, Jr. and Thom Davis, and the IATSE Directors of the Motion Picture Industry Pension and Health Plans (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 MPIPHP.

Last year was a record year of contributions into the MPIPHP. The first five months of 2022 have exceeded those record contributions.

Reported 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 comparable weeks in 2021 by about 2% at 47.9 million through May. Residual contributions into the plans in 2021 of \$510 million were received. Thus far in 2022 residuals are exceeding the comparable time period in 2021.

Investment returns for the Pension Plan in 2021 were 13.4%. Each of the primary bargaining party assumptions were exceeded in 2021, placing the Plans on solid footing in the first year of the new term of the collective bargaining agreement. Total investment assets in the MPIPHP as of December 31, 2021 were \$12.2 billion. Thus far, 2022 has exceeded assumptions in both hours and residual contributions, but investment returns are trailing significantly as reflected in the downturn of the U.S. stocks and bonds markets. Through July 15, 2022, the

pension plan was down 7.4%. The average 60/40 portfolio is down more than 16% during this period. The Directors' asset allocations and moves out of equities and traditional bonds and into alternative and uncorrelated investments is driving this outperformance relative to the markets and plan peers in a market where equities are down 20% and bonds are down 9%.

The MPIPHP had over 17 months of reserves as of May 31st in the Active Plan and 9.3 months in the Retiree Health Plan. These reserves act as a safety net to the Plans' participants.

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 now has over 60,000 participants as of May 2022. 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.

There will be many challenges as the industry and the Motion Picture Pension and Health Plans emerge from the pandemic. Health care in the U.S. remains in crisis. As health costs continue to skyrocket, much work will need to be done to preserve the high-quality healthcare that the members deserve. One month of reserves in the Active Health Plan is currently in excess of \$70 million. 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.

In light of the recent Supreme Court Decision in *Dobbs v. Jackson Women's Health Organization* reversing *Roe v. Wade*, the Trustees of the MPIPHP are in the process of amending the benefits to provide for cost reimbursement for participants who are required to travel in order to receive medical care for certain specified procedures. The MPI will reimburse necessary travel and housing up to \$4,000 per year.

Healthcare protection for IA members and their families is the highest priority and the Directors will continue to do everything in their power to ensure that the members have access to healthcare regardless of the whims of politicians occupying statewide offices.

Director Rhine remarked that she did not think she could have been prouder of their work than she was during the pandemic, but that level of pride was exceeded when the Directors voted to provide cost reimbursement for participants who are required to travel out of their home state to obtain reproductive health care. She specifically thanked the male Directors on the Plans for initiating and supporting that effort.

President Loeb thanked the Directors for their report. The Plans are healthy and weathering the stock market drop better than other plans. The skyrocketing cost of healthcare continues to be a problem and dealing with that will be a priority for the Directors. President Loeb concluded

his remarks by expressing his pride in the ability of the Plans to offer the members support in times of crisis.

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.

Canada Performing Arts Workers Resilience Fund

On February 1, 2022, the federal government announced funding for live performance workers in need of financial assistance with the introduction of the Canada Performing Arts Workers Resilience Fund (CPAWRF). The IATSE played an extensive role in defining the nature and scope of this \$60 million fund and also in defining the eligibility requirements for access to financial assistance available through the fund as well. The CPAWRF has two funding streams. Stream One provides funding to organizations for the purposes of issuing direct one-time financial assistance payments to eligible workers capped at \$2,500. Stream Two provides organizations with funding to be used for training workers.

With the assistance of the IATSE Canadian Office, the AFC (formerly the Actors' Fund of Canada) was one of four organizations awarded Stream One funding which will be available to dancers, musicians and live performance technicians/workers. Once Stream One funding recipients were announced, the

IATSE Canadian Office commenced efforts to educate IATSE Locals of the existence of the fund and to also promote awareness amongst members, permits and all other workers in the industry. The AFC and the other organizations awarded Stream One funding began accepting and processing applications for financial assistance in June 2022.

The IATSE Canadian Office, with the assistance of retired International Representative Jim Brett as well as legal counsel and accountants, worked with a number IATSE Locals to make an application for Stream Two training funds. The IATSE was just recently awarded \$900,000 in Stream Two funding. The IATSE Canadian Office is now in the process of working with Stage Locals across the country to ensure members, permits and all live performance industry workers take advantage of the training that will be made available through the CPAWRF.

EI Government Consultation

The federal government is currently in the process of consulting the labour relations community on ways to modernize the Employment Insurance program to better meet the evolving needs of Canadian workers and employers and, in particular self-employed workers. Self-employed workers currently remain ineligible for EI regular benefits that are otherwise available to workers in traditional employment relationships during periods of unemployment although they are able to access EI benefit coverage for unemployment that arises in connection with maternity, parental, sickness, and compassionate care leaves. However, less than 1% of self-employed

workers choose to pay into the system in order to gain access to EI benefits during such leaves because the cost of doing so is prohibitive. The IATSE Canadian Office provided formal written submissions on this issue last fall as part of phase one of the federal government's consultation process. The Canadian Office was also invited to participate in phase two on consultation process which consisted of roundtable discussions with government. While the majority of IATSE members are employees, IATSE ADC Local 659 – the designers in theatre – is the only segment of the IATSE's membership that is made up exclusively of self-employed workers. The Canadian Office therefore participated in those roundtable discussions with representatives of the IATSE ADC Local 659. The Canadian Office will continue to work with the federal government moving forward to ensure that a modernized EI program that better addresses the needs of all workers, including those who work outside the traditional employer/employee relationship, is ultimately adopted by the federal government.

Online Streaming Act - Bill C-11

The Online Streaming Act (Bill C-11) contemplates amendments to the Canadian Broadcast Act to include online undertakings in an effort to support the creation of and access to Canadian film, music, television and digital media programming through the regulation of the internet and foreign based streaming services. The IATSE Canadian Office has been working for a considerable period on this issue. It is one of the few unions that has been afforded countless opportunities to meet with federal politicians, political

staff and officials and also the opportunity to make extensive written submissions as well. The IATSE generally supports Bill C-11 and its intent but has been advocating for minor amendments to the proposed legislation which are in the best interests of the IATSE and its membership. Efforts in this regard have included the drafting of an op-ed piece by Vice President Lewis on the meaning of 'Canadian Content' which ran in the Parliamentary Hill newspaper Hill Times which was followed up with Vice President Lewis giving testimony before the Heritage Committee, formal written submission to the Committee and then letters to all Committee members, relevant MPs, government policy advisors, and key government staff. The IATSE Canadian Office's lobbying efforts were widely shared and quoted on social media and also resulted in press interviews with a number of news media outlets. These efforts resulted in the Minister of Canadian Heritage publicly committing to revisit how to define what "Canadian" means when it comes to the film industry.

Bill C-11 has currently before a Senate Committee where it will be the subject of further review and potential amendment before finally becoming law. The IATSE Canadian Office will continue to keep a close eye on that process and take the steps necessary to provide input as required to protect the best interests of the IATSE and its membership.

President Loeb observed that the Canadian Department is active, strategic, and responsive in its advocacy for legislation that protects the rights and interests of the Alliance, Locals and members. He expressed his appreciation to the reporters for their efforts covering

the vast legislative agenda in Canada.

REMOTE MEMBERSHIP MEETINGS

General Counsel Dulaney reported on President Loeb's decision to permit local unions to host membership meetings using remote electronic systems. She advised that since the COVID-19 Pandemic and to ensure the continued ability of IATSE Locals in Canada and the United States to conduct business safely, the International supported requests from Locals to meet through remote electronic platforms. It was noted that after the emergency shut-down orders were lifted, many Locals believed the hybrid/remote meetings option enhanced member participation and wished to continue. Other Locals wished to return to in-person meetings.

Against this backdrop, President Loeb directed the Legal Department to provide guidelines that would permit those local unions that wish to meet on remote meeting platforms to do so lawfully within Canadian Federal and Provincial and U.S. labor laws. Counsel Dulaney reported that Locals which want a remote meetings option must seek approval from President Loeb. She advised further that President Loeb approved guidelines and criteria that must be followed, and those guidelines were emailed to local unions in Canada and the United States. The criteria are also available upon request to the International President.

President Loeb observed that it is his preference that Locals meet in-person. He listed the benefits of collaboration, exchange of ideas, and camaraderie as just a few of the advantages of in-person gatherings that cannot be replicated in an electronic meeting. Using the Board meeting as

an example, he stated that engaging in-person was why many in attendance traveled to Seattle. Acknowledging there are times when virtual meetings might prove more efficient than in-person (such as emergency meetings or if there is a light agenda), President Loeb noted that virtual meetings can be one-dimensional and are certainly less dynamic due to the lack of interaction between members. He counseled that for those Locals that pursue virtual meetings, such meetings should not be the rule and should not supplant all in-person meetings.

WEST COAST OFFICE REPORT

Vice Presidents Michael Miller 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 last General Executive Board meeting.

The West Coast Office is back to hosting in-person meetings, including monthly Business Agent meetings, trainings, membership meetings, and various committees and negotiations. The WCO will also host the Low Budget Theatrical Agreement and Pay Television Agreement negotiations later this year as well as any meetings with the Association of Independent Commercial Producers that occur in Los Angeles.

The West Coast Office continues to be used as a COVID testing site for the West Coast Locals so that they can engage safely in work site visits and monitoring.

Recently the Los Angeles County Federation of Labor passed a resolution to have the unions in the Federation use IATSE-represented technicians for their

events and meetings. This was driven by an increase in unions outsourcing the management of their membership meeting to outside audiovisual entities. Raising awareness among union kin that this is the work that IA members do on a daily basis will ensure that more unions use signatory employers when they outsource their meetings and events.

The California Labor Federation held its convention during the week of the General Executive Board meeting. Vice President Miller was pleased to announce that Lorena Gonzales was elected to the position of Executive Secretary-Treasurer, replacing the retiring Art Pulaski, who served for more than 25 years and worked closely with the IATSE and affiliated local unions throughout his tenure.

Gonzales is a longtime ally of the IATSE, having served as head of the San Diego and Imperial Counties Labor Council before moving into the California State Assembly. The IATSE is excited in what Executive Gonzales brings to the table and the positive impact it will have on the membership.

CALIFORNIA IATSE COUNCIL (CIC) 2022 LEGISLATIVE INITIATIVES

Vice President Miller then discussed two major legislative initiatives pursued by the CIC in 2022.

SB 831: Safety in Motion Picture Production

Following the tragic death of Halyna Hutchins, two California State Senators drafted separate legislation to address what they saw as the need for firearm safety on set. One of them, Senator David Cortese, made clear his intent to introduce a bill that banned all firearms on set. Vice

President Miller, along with the California IATSE Council and Locals 44 and 600, became involved immediately to educate Senator Cortese about existing industry protocols covering firearm use on sets. Consequently, Senator Cortese not only dropped the firearm ban but agreed that he would broaden the scope of his bill, SB 831, so it would mandate proactive safety practices. IATSE/CIC worked for months, collaborating with the Directors Guild of America, to craft a substantive safety bill which included script-based risk assessments and on-set safety supervisors. As a result, the California IATSE Council became the lead sponsor of SB 831.

During those months there were also meetings with the Motion Picture Association (MPA) and studio safety departments to see if some agreement could be reached. The IATSE/CIC informed the MPA and the studios that it wanted productions in California to have the same safety protocols and procedures in place that are implemented when filming in the United Kingdom, Australia, and New Zealand. While some progress was made, particularly concerning script-based risk assessments, it proved difficult to reach full agreement on safety supervisors.

The second bill, SB 829, was introduced by Senator Anthony Portantino, in consultation with the MPA and the studios. That bill was far more limited in scope and effectiveness, focusing only on training. SB

831 passed through the Senate Labor and Judiciary Committee with strong votes of support and no stated opposition. Senator Portantino's bill also moved forward. However, the final committee stop for both bills was the Senate Appropriations Committee, chaired by Senator Portantino. Despite what the CIC believed was a path to success, neither senator seemed interested in working together to resolve the differences between the bills. In the end Senator Portantino shelved both bills. That, in effect, ended them for the 2022 legislative session.

Although disappointed with the present outcome, the CIC has no doubt that it will win the long game on the safety on set issue. The partnership with the DGA and the other guilds and unions mirrored the unity of the Return-to-Work negotiations and agreements. The CIC will revisit this legislation during the next legislative session.

AB 1775: Safety for Staging for Live Events

One legislative initiative the CIC has wanted to take on for a long time is the lack of safety standards for workers who set up and tear down temporary staging at live outdoor events. In 2022, the CIC worked to make that goal a reality. San Diego Assemblymember Chris Ward introduced AB 1775 and the CIC is the sole sponsor. The bill requires entertainment vendors that contract for events at state owned and operated facilities to certify that all

entertainment workers are certified under OSHA 10. Further, department heads and leads must complete the OSHA 30 course. And they, along with leads in specific dangerous areas, are encouraged to complete the ETCP program. The bill is modeled on laws in effect in Nevada and San Diego County. With powerful testimony from CIC expert witnesses, such as Eddie Raymond of Local 16, this legislation has passed, with strong support, through two Assembly Committees; the Assembly floor with a 65-8 vote; and two Senate Committees. There has been no opposition, written or verbal, and strong support from the Legislators. It now has only the Senate Appropriations Committee (where there will be no hearing) and the Senate floor vote left before it goes to the Governor's desk. Both will take place in August.

President Loeb thanked Vice President Miller for his report. It is important that the WCO advocate for IATSE members, regardless of the industry. There is a huge contingent of the membership in Los Angeles and being involved and engaged there and in the state capital is vital. The Union will continue to be engaged in those efforts to represent the membership.

ADJOURNMENT:

Having completed all business properly brought before it, the Board meeting was adjourned at 3:30 p.m. on July 28, 2022.

**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
THE WESTIN SEATTLE - SEATTLE, WA - JULY 25, 2022**

Since the last meeting of the Defense Fund Committee in San Juan, PR on March 8, 2022 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(d) – Legal	\$98,576.11	Local No. 863, Montreal QC, Article Fourteen, Section 8(d) – Legal	1,973.26
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) – Legal	715.00	Local No. 868, Washington, DC, Article Fourteen, Section 8(d) – Legal	9,766.38
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	11,994.00	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	4,679.64
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) – Legal	1,484.00	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	628.32
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	27,071.00	Local No. F72, Norfolk, VA, Article Fourteen, Section 8(d) – Legal	665.00
Local No. 27, Cleveland, OH, Article Fourteen, Section 8(d) – Legal	5,225.00		SUB TOTAL : \$424,987.79
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) – Legal	259.00	INTERNATIONAL	
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) – Legal	15,266.50	IATSE – Article Fourteen, Section 8(d) – Legal BC – Bargaining Structure/Benefits Issues/Covid Issues/Burning at Both Ends/CWA Petitions/Life Briefly/Music Venue Organizing/Rhino Campaign Website Hosting/Titmouse Organizing – Legal	42,355.23
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) – Legal	875.00	IATSE – Article Fourteen, Section 8(c) – Area Standards – Legal	46,369.50
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) – Legal	5,614.20	IATSE – Article Fourteen, Section 8(c) – Basic Agreement – Legal	44,939.60
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) – Legal	18,080.53	IATSE – Article Fourteen, Section 8(c) – Media Relations & Strategic Comm.-AMPTP Negotiations – Legal	45,600.00
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	16,878.83	IATSE – Article Fourteen, Section 8(c) – Miscellaneous – Legal	5,013.51
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	1,275.00		SUB TOTAL : \$184,277.84
Local No. 125, Roselawn, IN, Article Fourteen, Section 8(d) – Legal	868.00	LOBBYING AND CONSULTING	
Local No. 134, San Jose, CA, Article Fourteen, Section 8(d) – Legal	595.00	Kathy Garmezzy	24,000.00
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) – Legal	8,162.10	Thorsen & French Advocacy, Inc.	75,000.00
Local No. 191, Cedar Rapids, IA, Article Fourteen, Section 8(d) – Legal	1,722.00	State & Broadway, Inc.	42,000.00
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) – Legal	4,148.50		SUB TOTAL : \$141,000.00
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) – Legal	46,830.98	EDUCATION	
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) – Legal	689.85	LEAP Reimbursements to Locals/Officers	23,499.50
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) – Legal	412.08	Misc. Training/Instructors	192,279.43
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) – Legal	12,367.34	Young Workers Conference	43,794.57
Local No. 794, New York, NY, Article Fourteen, Section 8(d) – Legal	30,470.50		SUB TOTAL : \$259,573.50
Local No. 798, New York, NY, Article Fourteen, Section 8(d) – Legal	85,796.75		GRAND TOTAL : \$1,009,839.13
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) – Legal	11,897.92	Respectfully submitted by:	
		Matthew D. Loeb	
		Colleen A. Glynn	
		Paul F. Dean, Jr.	
		John M. Lewis	
		Daniel Di Tolla	

INDEPENDENT AUDITOR'S REPORT

Mr. Matthew D. Loeb, President

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists
and Allied Crafts of the United States, Its Territories and Canada and Affiliates

Opinion

We have audited the combined financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International"), which comprise the combined statements of financial position as of April 30, 2022 and 2021, and the related combined statement of activities and combined statement of functional expenses for the year ended April 30, 2022, and combined statements of cash flows for the years ended April 30, 2022 and 2021, and the related notes to the combined financial statements.

In our opinion, the accompanying combined financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2022 and 2021, and its changes in net assets for the year ended April 30, 2022 and its cash flows for the years ended April 30, 2022 and 2021, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the International and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the combined financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the combined financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that,

individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the combined financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the combined financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the combined financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about International's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited the International's April 30, 2021 combined financial statements, and we expressed an unmodified audit opinion on those combined audited financial statements in our report dated July 6, 2021. In our opinion, the summarized comparative information presented herein as of and for the year ended April 30, 2021 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplemental information on pages 25 through 35 is presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

/s/ Schultheis & Panettieri, LLP
Hauppauge, New York
August 5, 2022

COMBINED STATEMENT OF FINANCIAL POSITION
APRIL 30, 2022 AND 2021

	2022	2021		2022	2021
Assets			Liabilities and Net assets		
Current assets			Current liabilities		
Cash	\$ 3,448,060	\$ 2,595,765	Accounts payable and accrued expenses	\$ 460,882	\$ 517,256
Investments - at fair value	57,959,606	55,249,686	Tenant deposit payable	29,357	29,357
Receivables			Other	103,861	103,955
Accrued interest and dividends	170,148	188,669	Total current liabilities	594,100	650,568
Promissory notes	35,200	17,500	Deferred compensation plan	11,525,320	18,879,743
Per capita taxes	517,000	442,000	Deferred income	12,482,000	10,217,344
Other	44,657	48,390	Employers' bonds	1,607,789	834,501
Prepaid expenses	222,685	131,646	Notes payable	-	1,818,330
Total current assets	62,397,356	58,673,656	Total liabilities	26,209,209	32,400,486
Property and equipment - net	30,744,838	31,593,517	Net assets		
Other assets	163,320	32,387	Without restrictions	66,551,038	57,394,392
Total assets	\$93,305,514	\$90,299,560	With restrictions	545,267	504,682
			Total net assets	67,096,305	57,899,074
			Total liabilities and net assets	\$93,305,514	\$90,299,560

COMBINED STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2022
(WITH COMPARATIVE TOTALS FOR 2021)

	2022			2021
	Without Restrictions	With Restrictions	Total	
Revenue				
Per capita taxes and assessments	\$30,909,756	\$ -	\$30,909,756	\$23,392,369
Political action contributions	-	445,826	445,826	550,844
Processing fees	2,272,911	-	2,272,911	1,034,345
Supplies and other	48,556	-	48,556	18,537
Rent	301,478	-	301,478	370,166
Royalty income	145,907	-	145,907	135,446
Other	445,470	-	445,470	161,356
Net assets released from restrictions:				
Satisfaction of program restrictions	405,241	(405,241)	-	-
Total revenue	34,529,319	40,585	34,569,904	25,663,063
Expenses				
Program services	23,876,110	-	23,876,110	18,225,333
Management and general	7,650,968	-	7,650,968	7,702,914
Total expenses	31,527,078	-	31,527,078	25,928,247
Change in net assets before other changes	3,002,241	40,585	3,042,826	(265,184)
Other changes				
Net investment income (loss)	(3,018,347)	-	(3,018,347)	142,419
Pandemic relief	1,818,330	-	1,818,330	-
Pension related changes other than benefit costs	7,354,422	-	7,354,422	9,995,888
Change in net assets	9,156,646	40,585	9,197,231	9,873,123
Net assets				
Beginning of year	57,394,392	504,682	57,899,074	48,025,951
End of year	\$66,551,038	\$545,267	\$67,096,305	\$57,899,074

COMBINED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED APRIL 30, 2022 (WITH COMPARATIVE TOTALS FOR 2021)

	2022			2021
	Program Services	Management and General	Total	
Payroll and allowances	\$ 8,926,063	\$ 3,311,443	\$12,237,506	\$10,365,866
Payroll taxes	540,890	231,810	772,700	690,524
Employee benefits	4,810,863	2,025,694	6,836,557	6,646,771
Occupancy	173,866	74,515	248,381	251,535
Utilities	70,240	30,104	100,344	88,394
Real estate taxes	209,118	89,621	298,739	334,080
Maintenance and repairs	135,224	57,953	193,177	142,328
Telephone	68,744	29,462	98,206	110,742
Printing and postage	797,389	288,023	1,085,412	859,430
Office	328,745	134,008	462,753	289,525
Legal	1,720,452	20,540	1,740,992	1,137,183
Accounting	-	257,167	257,167	242,774
Consulting and outside services	229,118	98,194	327,312	503,474
Computer	272,761	116,897	389,658	336,013
Insurance	150,267	64,400	214,667	225,374
Meetings and conferences	2,627,359	-	2,627,359	233,450
Per capita taxes - affiliated organizations	1,100,801	-	1,100,801	1,061,395
Promotional and charitable	-	475,977	475,977	261,482
Political contributions	604,500	-	604,500	898,098
Education and training	262,810	-	262,810	73,037
Currency exchange	252,823	90,557	343,380	328,920
Depreciation	594,077	254,603	848,680	847,852
Total expenses	\$23,876,110	\$7,650,968	\$31,527,078	\$25,928,247

COMBINED STATEMENT OF CASH FLOWS
YEARS ENDED APRIL 30, 2022 AND 2021

	2022	2021
Cash Flow from Operating Activities:		
Change in net assets	\$9,197,231	\$9,873,122
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	848,680	847,852
Net (appreciation) depreciation in fair value of investments	2,898,757	682,080
Receivable - Accrued interest and dividends	18,521	80,179
Receivable - Promissory notes	(17,700)	(10,500)
Receivable - Per capita taxes	(75,000)	(379,000)
Receivable - Other	3,733	30,859
Prepaid expenses	(91,039)	13,122
Other assets	(130,933)	(698)
Accounts payable and accrued expenses	(56,374)	223,050
Tenants' security deposits	-	(25,937)
Other current liabilities	(94)	55,290
Deferred compensation plan	(7,354,422)	(9,995,888)
Deferred income	2,264,656	(2,655,656)
Employers' bonds	773,288	(724,327)
Currency translation adjustment	554,587	(150,654)
Net cash provided by (used in) operating activities	<u>8,833,891</u>	<u>(2,137,106)</u>
Cash flows from Investing Activities:		
Purchase of investments	(66,303,394)	(82,120,129)
Sale of investments	60,140,128	82,074,462
Purchase of property and equipment	-	(396,667)
Net cash provided by (used in) investing activities	<u>(6,163,266)</u>	<u>(442,334)</u>
Cash flows from Financing Activities:		
Notes payable	(1,818,330)	1,818,330
Net cash provided by (used in) financing activities	<u>(1,818,330)</u>	<u>1,818,330</u>
Net increase (decrease) in cash	<u>852,295</u>	<u>(761,110)</u>
Cash		
Beginning of year	<u>2,595,765</u>	<u>3,356,875</u>
End of year	<u>\$3,448,060</u>	<u>\$2,595,765</u>

Supplemental cash flow information:

There were no cash outlays for interest or income taxes during the years ended April 30, 2022 and 2021.

NOTES TO COMBINED FINANCIAL STATEMENTS
YEARS ENDED APRIL 30, 2020 AND 2019

Note 1 - Description of Organization and Significant Accounting Policies

General

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The combined financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly-owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non-share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.

Management has evaluated subsequent events through the date of the auditor's report, the date the financial statements were available to be issued.

Basis of accounting

The financial statements are presented on the accrual basis of accounting.

Fund accounting

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been combined for financial statement purposes.

Canadian exchange

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the combined statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the combined statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the combined statement of activities.

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services includes salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2022 and 2021 was \$265,978 and \$262,704, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2022 and 2021 was \$376,781 and \$374,534, respectively. This amount is included in employee benefits in the combined schedule of expenses.

Functional allocation of expenses

The financial statements report certain categories of expenses that are attributable to more than one function. Expenditures classified as program services relate primarily to the tax purpose of the organization. Expenditures classified as management and general relate primarily to administrative functions. All expenses are allocated in a manner that best reflects the actual costs associated with each function, primarily based on estimates of time and effort.

Inventory

The International maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of the items held.

Valuation of investments and income recognition

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Note 2 - Cash

	2022	2021
Interest bearing	\$2,443,557	\$1,773,226
Non-interest bearing	1,004,503	822,539
Total	<u>\$3,448,060</u>	<u>\$2,595,765</u>

At times throughout the years the International may have, on deposit in banks, amounts in excess of FDIC and CDIC insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

Note 3 - Investments

Investments consist of the following:

	2022	2021
Investments at fair value as determined by quoted market price		
U.S. government securities	\$23,652,837	\$25,481,193
Corporate debt instruments	17,949,205	16,573,422
Registered investment companies	14,014,733	12,046,811
Investments at estimated fair value		
Certificates of deposit	2,159,853	965,272
Non-publicly traded stock	182,978	182,988
Total	<u>\$57,959,606</u>	<u>\$55,249,686</u>

Investment income (loss) consists of the following:

	2022	2021
Interest and dividends	\$ 672,648	\$ 905,990
Net appreciation (depreciation) in fair value	(2,898,757)	(682,080)
Currency translation gain (loss)	(554,587)	150,654
Less: investment expenses	(237,651)	(232,145)
Total	<u>\$ (3,018,347)</u>	<u>\$ 142,419</u>

Note 4 - Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2022 and 2021 was \$364,575 and \$236,300, respectively. The fair value of the International's investment in the building reserve as of April 30, 2022 and 2021 was \$607,545 and \$243,214, respectively. This amount is included in the investments at fair value in the Combined Statements of Financial Position.

Note 5 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available, which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

U.S. government securities: U.S. Treasury notes are valued at the closing price reported on the active market on which the individual securities are traded. Other U.S. government and agency obligations are valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate debt instruments: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

Registered investment companies: Valued at the closing price reported in the active market in which the securities are traded.

Certificates of deposit: Value estimated by the manager of the account at prevailing market prices.

Non-publicly traded stock: Valued at the closing net asset value of shares as reported by independent third party valuation.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2022, with fair value measurements on a recurring basis:

	2022	Level 1	Level 2	Level 3
Investments at fair value				
U.S. government securities				
U.S. treasury securities	\$23,489,357	\$23,489,357	\$ -	\$ -
Mortgage backed securities	163,480	-	163,480	-
Corporate debt instruments				
Domestic corporate bonds	17,949,205	-	17,949,205	-
Registered investment companies				
Money market mutual funds	12,404,129	12,404,129	-	-
Fixed income mutual funds	1,610,604	1,610,604	-	-
Certificates of deposit	2,159,853	2,159,853	-	-
Other investments				
Non-publicly traded stock	182,978	-	-	182,978
Total	\$57,959,606	\$39,663,943	\$18,112,685	\$182,978

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2021, with fair value measurements on a recurring basis:

	2022	Level 1	Level 2	Level 3
Investments at fair value				
U.S. government securities				
U.S. treasury securities	\$25,481,193	\$25,481,193	\$ -	\$ -
Corporate debt instruments				
Domestic corporate bonds	16,573,422	-	16,573,422	-
Registered investment companies				
Money market mutual funds	11,213,812	11,213,812	-	-
Fixed income mutual funds	832,999	832,999	-	-
Certificates of deposit	965,272	965,272	-	-
Other investments				
Non-publicly traded stock	182,988	-	-	182,988
Total	\$55,249,686	\$38,493,276	\$16,573,422	\$182,988

Note 6 - Risks and uncertainties

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Contributions to and the actuarial present values of the Pension Fund are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

Note 7 - Availability of financial assets

The International's financial assets available within one year of the Combined Statements of Financial Position date for general expenditures are as follows:

	2022	2021
Financial assets at year end		
Cash	\$ 3,448,060	\$ 2,595,765
Investments - at fair value	57,959,606	55,249,686
Accrued interest and dividends	170,148	188,669
Promissory notes	35,200	17,500
Per capita taxes	517,000	442,000
Other	44,657	48,390
Total financial assets available within one year	\$62,174,671	\$58,542,010

None of the financial assets are subject to other contractual restrictions that make them unavailable for general expenditure within one year of the Combined Statements of Financial Position date. As part of the International's liquidity management, financial assets are structured to be available for its general expenditures, liabilities, and other obligations as they come due.

The International invests excess cash in marketable securities which can be drawn upon in the event of an unanticipated liquidity need.

Note 8 - Promissory notes

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2022 and 2021.

Following is a summary of outstanding promissory notes as of April 30th:

Local No.	2022	2021
938	\$ 21,000	\$ -
822	-	2,500
B-778	14,200	15,000
Total	\$35,200	\$17,500

Note 9 - Property and equipment

	2022	2021
Land	\$ 5,377,407	\$ 5,377,407
Building and improvements	30,043,520	30,043,520
Furniture and equipment	3,275,485	3,275,485
	38,696,412	38,696,412
Less accumulated depreciation	7,951,574	7,102,895
Property and equipment - net	\$ 30,744,838	\$ 31,593,517

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2022 and 2021 was \$848,680 and \$847,852, respectively, computed using the straight-line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

Note 10 - Notes payable

The International received a loan from its bank in the amount of \$1,818,330 under the Paycheck Protection Program established by the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act"). Eligibility was subsequently expanded under the American Rescue Plan Act of 2021 to include certain nonprofit organizations. The loan was subject to a note dated April 12, 2021 and would be forgiven to the extent proceeds of the loan were used for eligible expenditures such as payroll and other expenses as described in the CARES Act. An application for forgiveness was submitted to the Small Business Administration and was approved for full loan forgiveness on March 22, 2022. The proceeds are reflected as Pandemic relief in the Combined Statement of Activities for the year ended April 30, 2022.

Note 11 - Per capita tax

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

Period	Quarterly Stamps Allocation				Alfred W. DiTolla/ Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2021 - April 30, 2022	\$ 58.00	\$ 51.75	\$ 4.00	\$ 2.00	\$ 0.25
Jan. 1, 2020 - Dec. 31, 2020	57.00	50.75	4.00	2.00	0.25

The International granted COVID-19 relief by waiving the quarterly per capita fees for all Locals for the 2nd quarter of 2020. The International also granted per capita relief for the 1st, 2nd and 3rd quarters of 2021 for those Locals that continued to see a substantial impact on their members' earnings. Accordingly, the financial statements for the years ended April 30, 2022 and 2021 reflect a reduction in per capita tax revenue of approximately

\$3,200,000 and \$8,200,000, respectively. Any waivers that have not been redeemed by the Locals are recorded in deferred income and amounted to approximately \$80,000 for the year ended April 30, 2022.

Note 12 - Rent income

The International Building Corp. was a lessor under a commercial lease, which expires on July 31, 2023. Future annual rental income under non-cancelable leases are as follows:

2023	\$5,763
Total	\$5,763

The International entered into a ten-year lease agreement with the IATSE Entertainment and Exhibition Industries Training Trust Fund (the "Training Trust"), a related party, for office space located at 2210 W. Olive Avenue, Burbank, California, at a monthly rate of \$22,500. The lease is effective from September 1, 2019 through August 31, 2029 and is cancelable upon 180 days' notice. Under the terms of the agreement, the monthly rent will increase 3% annually and the Training Trust will pay the base rent plus escalation charges for real estate taxes and parking fees and will pay for its own maintenance and utilities. In addition, the Training Trust secured a \$29,357 security deposit, pursuant to the lease.

Total rent income received for the years ended April 30, 2022 and 2021 was \$301,478 and \$370,166, respectively.

Note 13 - Royalty income

The International has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL-CIO. The annual royalties received by the International for the years ended April 30, 2022 and 2021 were \$145,907 and \$135,446, respectively. The term of the existing agreement expires on December 31, 2025.

Note 14 - Employee 401(k) Savings Plan

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 25% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

Note 15 - Multiemployer plan that provides postretirement benefits other than pension

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2022 and 2021 were \$2,729,233 and \$2,657,443, respectively.

Note 16 - Staff pension plan

The International's employees are also covered by the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten

years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund uses an April 30 measurement date.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure its assets and obligations to determine the funded status as of the end of the employer's fiscal year.

The following is a summary of the funded status of the Pension Fund as provided by the consulting actuaries:

Obligations and funded status as of April 30, 2022 and 2021 were as follows:

	2022	2021
Accumulated benefit obligation	\$ 61,684,377	\$ 68,685,426
Projected benefit obligations	68,331,352	77,240,354
Fair value of plan assets	56,806,032	58,360,612
Funded status - unfunded	\$(11,525,320)	\$(18,879,742)

Contributions and benefit payments made during the years ended April 30, 2022 and 2021 were as follows:

	2022	2021
Employer contributions	3,764,944	\$3,655,292
Benefits paid	2,602,830	2,418,726

Future contributions:

Contributions to the plan are expected to be \$3,839,496 for the year ending April 30, 2023.

Future benefit payments:

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

2023	\$ 2,856,144
2024	3,093,302
2025	3,314,167
2026	3,455,528
2027	3,581,329
2028 through 2031	20,301,532
Total	\$36,602,002

Net periodic benefit cost:

Components of net periodic cost for the years ended April 30, 2022 and 2021 were as follows:

	2022	2021
Service cost	\$2,931,577	\$2,730,672
Interest cost	2,277,444	2,244,360
Expected return on plan assets	(4,133,328)	(3,179,750)
Amortization of transition (asset)/obligation	-	-
Amortization of prior service cost/(credit)	269,382	269,382
Recognized amortization of net actuarial loss	1,487,288	2,711,495
Net periodic benefit cost	\$2,832,363	\$4,776,159

Unrecognized net periodic benefit cost:

The Plan Sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Combined Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

Components of unrecognized net periodic benefit cost were as follows:

	2022	2021
Service cost	\$ 1,543,558	\$ 1,812,940
Net (gain)/loss	15,540,104	21,692,563
Unrecognized net periodic benefit cost	\$17,083,662	\$23,505,503

The weighted average assumptions used to determine benefit obligations and net periodic benefit cost were as follows:

	2022	2021
Benefit obligation:		
Discount rate	4.50%	3.00%
Rate of compensation increases	3.25%	3.25%
Measurement date	4/30/2022	4/30/2021
Net periodic benefit cost:		
Discount rate	3.00%	3.00%
Rate of compensation increases	3.25%	3.25%
Expected return on plan assets	7.00%	7.00%
Measurement date	4/30/2021	4/30/2020

Plan Assets – The Pension Fund assets were invested in the following categories:

	Target allocation range
Equity securities	30% - 65%
Fixed income	20% - 55%
Alternative investments	0% - 30%
Cash & equivalents	0% - 12%

The Pension Fund has investment guidelines for plan assets that seek capital preservation and long term growth. The investment goals are to attain a total return performance equal to or in excess of the applicable benchmarks and in excess of the actuarial assumption, while adequately supporting the ongoing operating cash flow requirements of the Pension Fund. All assets selected for the portfolio must be marketable and must be selected with care, skill and diligence.

To develop the expected long-term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.0% long-term rate on assets assumption as of April 30, 2022 and 2021.

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2022, with fair value measurements on a recurring basis:

	2022	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	\$ 1,608,181	\$ 1,608,181	\$ -	\$ -
U.S. government securities				
U.S. treasury securities	3,240,667	3,240,667	-	-
Mortgage backed securities	2,443,115	-	2,443,115	-
Corporate debt instruments				
A or above credit rating	180,877	-	180,877	-
Below A credit rating	833,808	-	833,808	-
Corporate stock				
Mid cap core	3,047,062	3,047,062	-	-
Large cap value	5,805,448	5,805,448	-	-
Large cap growth	10,051,720	10,051,720	-	-
International value	5,259,670	5,259,670	-	-
All cap core	3,178,869	3,178,869	-	-
Large cap core	3,540,546	3,540,546	-	-
Small cap core	2,204,075	2,204,075	-	-
Registered investment companies				
Fixed income & mortgage backed securities	8,840,196	8,840,196	-	-
Alternative	4,348,984	4,348,984	-	-
Emerging markets	414,545	414,545	-	-
Domestic realty	1,164,173	1,164,173	-	-
International realty	362,602	362,602	-	-
Partnership/joint venture interests	281,494	-	-	281,494
Total	\$56,806,032	\$53,066,738	\$3,457,800	\$281,494

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2021, with fair value measurements on a recurring basis:

	2021	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	\$ 1,651,424	\$ 1,651,424	\$ -	\$ -
U.S. government securities				
U.S. treasury securities	2,745,219	2,745,219	-	-
Mortgage backed securities	2,421,554	-	2,421,554	-
Corporate debt instruments				
A or above credit rating	86,962	-	86,962	-
Below A credit rating	881,491	-	881,491	-
Corporate stock				
Mid cap core	2,476,518	2,476,518	-	-
Large cap value	6,295,120	6,295,120	-	-
Large cap growth	12,564,504	12,564,504	-	-
International value	5,927,363	5,927,363	-	-
All cap core	3,602,752	3,602,752	-	-
Large cap core	3,302,892	3,302,892	-	-
Small cap core	2,278,817	2,278,817	-	-
Registered investment companies				
Fixed income & mortgage backed securities	9,000,642	9,000,642	-	-
Alternative	2,875,606	2,875,606	-	-
Emerging markets	428,075	428,075	-	-
Domestic realty	1,068,671	1,068,671	-	-
International realty	392,939	392,939	-	-
Partnership/joint venture interests	360,063	-	-	360,063
Total	\$58,360,612	\$54,610,542	\$3,390,007	\$360,063

Note 17 - Net assets

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as without restrictions and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as with restrictions as they arise from contributions made for the restrictive purpose of this fund.

Note 18 - Contingencies

The International is a party to various legal actions and administrative proceedings and subject to various other claims arising in the ordinary course of business. Management of the International believes that the disposition of these actions and proceedings will not have a material adverse effect on the financial position of the International.

Note 19 - Prior year summarized information

The financial statements include certain prior year summarized comparative information in total but not by net asset class and functional expense category. Such information does not include sufficient detail to constitute a presentation in conformity with the basis of accounting on which these financial statements were prepared. Accordingly, such information should be read in conjunction with the organization's financial statements for the year ended April 30, 2021 from which the summarized information was derived.

Note 20 - Tax status

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

The International Building Corp. is a Canadian tax exempt not-for-profit Corporation.

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.

**COMBINING SCHEDULES OF INVESTMENT INCOME
YEARS ENDED APRIL 30, 2022 AND 2021**

	2022			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 4 47,111	\$ 64,699	\$ 160,838	\$ 672,648
Net appreciation (depreciation) in fair value of investments	(1,812,716)	(399,160)	(686,881)	(2,898,757)
Currency translation gain (loss)	(519,343)	(30,594)	(4,650)	(554,587)
Less: Investment expenses	(141,942)	(10,859)	(84,850)	(237,651)
Total	<u>\$(2,026,890)</u>	<u>\$(375,914)</u>	<u>\$(615,543)</u>	<u>\$(3,018,347)</u>

	2021			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$532,856	\$83,632	\$289,502	\$905,990
Net appreciation (depreciation) in fair value of investments	(400,527)	(70,779)	(210,774)	(682,080)
Currency translation gain (loss)	122,989	22,207	5,458	150,654
Less: Investment expenses	(139,912)	(6,800)	(85,433)	(232,145)
Total	<u>\$115,406</u>	<u>\$28,260</u>	<u>\$ (1,247)</u>	<u>\$142,419</u>

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2022**

Local No. 1, New York, NY, Article Fourteen, Section 8(d) - Legal	\$ 237,119	Local No. 868, Washington D.C., Article Fourteen, Section 8(d) - Legal	70,873
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	1,963	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	7,953
Local No. 11, Boston, MA, Article Fourteen, Section 8(d) - Legal	58,710	Local No. B-4, Boston, MA, Article Fourteen, Section 8(d) - Legal	8,962
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	3,925	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	9,700
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	14,844	Subtotal	<u>876,827</u>
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	3,752		
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	30,107	INTERNATIONAL	
Local No. 27, Cleveland, OH, Article Fourteen, Section 8(d) - Legal	5,225	IATSE - Article Fourteen, Sections 8(c) and (d) - Legal - BC Bargaining Structure/ Benefits	
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	12,608	Issues/ Covid Issues/ Burning at Both Ends/ CWA Petitions/ Life Briefly/ Music Venue	
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) - Legal	33,990	Organizing/ Rhino Campaign Website Hosting/ Titmouse Organizing - Legal	81,617
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) - Legal	875	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	7,114
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) - Legal	33,581	IATSE - Article Fourteen, Section 8(c) - Legal - Area Standards	101,875
Local No. 76, San Antonio, TX, Article Fourteen, Section 8(d) - Legal	920	IATSE - Article Fourteen, Section 8(c) -	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	33,068	Legal/ Collective Bargaining - Basic Agreement	289,794
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	10,500	IATSE - Article Fourteen, Section 8(c) -	
Local No. 125, Roselawn, IN, Article Fourteen, Section 8(d) - Legal	3,426	Media Relations & Strategic Comm.-AMPTP Negotiations	45,600
Local No. 134, San Jose, CA, Article Fourteen, Section 8(d) - Legal	595	IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	7,699
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	8,162	Subtotal	<u>533,699</u>
Local No. 190, Wichita, KS, Article Fourteen, Section 8(d) - Legal	850		
Local No. 191, Cedar Rapids, IA, Article Fourteen, Section 8(d) - Legal	1,722	LOBBYING AND CONSULTING	
Local No. 205, Austin, TX, Article Fourteen, Section 8(d) - Legal	9,280	Article Fourteen, Section 8(c) - Thorsen French Advocacy	150,000
Local No. 250, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	3,769	Article Fourteen, Section 8(c) - Kathy Garnezy	28,000
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) - Legal	6,609	Article Fourteen, Section 8(c) - State & Broadway, Inc.	84,000
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) - Legal	46,831	Subtotal	<u>262,000</u>
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal	12,983		
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	11,365	EDUCATION	
Local No. 523, Quebec, QC, Article Fourteen, Section 8(d) - Legal	2,481	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/ Officers	57,486
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) - Legal	14,749	Article Fourteen, Section 8(f) - Misc. Training/ InfoComm/ Instructors	194,990
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) - Legal	12,367	Article Fourteen, Section 8(f) - Young Workers	7,408
Local No. 794, New York, NY, Article Fourteen, Section 8(d) - Legal	30,471	Subtotal	<u>259,884</u>
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	103,366		
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	27,153	Total	<u>\$1,932,410</u>
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	1,973		

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2021**

Local No. 1, New York, NY, Article Fourteen, Section 8(d) - Legal	\$38,180	INTERNATIONAL	
Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) - Legal	4,474	IATSE - Article Fourteen, Sections 8(c) and (d) - Legal -	
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	17,410	Animators Union, Barclays, Chartering of New	194,682
Local No. 11, Boston, MA, Article Fourteen, Section 8(d) - Legal	27,860	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	80,239
Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) - Legal	10,308	IATSE - Article Fourteen, Section 8(c) - Legal/ Collective Bargaining -	
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	4,569	Basic Agreement	11,695
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	59,187	IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	37,664
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	22,547	Subtotal	<u>324,280</u>
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	31,625		
Local No. 26, Grand Rapids, MI, Article Fourteen, Section 8(d) - Legal	1,750	LOBBYING AND CONSULTING	
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	21,498	Article Fourteen, Section 8(c) - Thorsen French Advocacy	120,000
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) - Legal	45,791	Article Fourteen, Section 8(c) - State & Broadway, Inc.	<u>24,000</u>
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	25,541	Subtotal	<u>144,000</u>
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	12,600		
Local No. 205, Austin, TX, Article Fourteen, Section 8(d) - Legal	13,567	EDUCATION	
Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) - Legal	21,066	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/ Officers	20,389
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal	4,815	Article Fourteen, Section 8(f) - Misc. Training/ InfoComm/ Instructors	51,948
Local No. 611, Sta. Cruz, CA, Article Fourteen, Section 8(d) - Legal	28,867	Subtotal	<u>72,337</u>
Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal	4,366	Total	<u>\$1,087,620</u>
Local No. 756, Cleveland, OH, Article Fourteen, Section 8(d) - Legal	6,523		
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	25,460		
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	2,269		
Local No. 848, Sydney, NS, Article Fourteen, Section 8(d) - Legal	19,686		
Local No. 868, Washington D.C., Article Fourteen, Section 8(d) - Legal	77,330		
Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	6,954		
Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	12,760		
Subtotal	<u>547,003</u>		

**COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2022**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Assets										
Current assets										
Cash	\$ 362,955	\$ 2,849	\$ 602,015	\$ 7,738	\$ 31,233	\$ 288,659	\$1,607,344	\$545,267	\$ -	\$ 3,448,060
Investments - at fair value	36,018,541	-	-	-	7,222,375	14,718,690	-	-	-	57,959,606
Receivables										
Accrued interest and dividends	120,042	-	-	-	12,947	37,159	-	-	-	170,148
Related organizations	32,684,238	-	-	-	374,540	176,072	-	-	(33,234,850)	-
Promissory notes	35,200	-	-	-	-	-	-	-	-	35,200
Per capita taxes	458,000	-	-	-	16,000	43,000	-	-	-	517,000
Other	44,641	-	16	-	-	-	-	-	-	44,657
Prepaid expenses	179,674	23,657	18,276	1,078	-	-	-	-	-	222,685
Total current assets	69,903,291	26,506	620,307	8,816	7,657,095	15,263,580	1,607,344	545,267	(33,234,850)	62,397,356
Property and equipment - net	6,137	14,324,262	15,352,486	1,061,953	-	-	-	-	-	30,744,838
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets 151,139	4,980	-	7,201	-	-	-	-	-	163,320	-
Total assets	<u>\$71,020,720</u>	<u>\$14,355,748</u>	<u>\$15,972,793</u>	<u>\$1,077,970</u>	<u>\$7,657,095</u>	<u>\$15,263,580</u>	<u>\$1,607,344</u>	<u>\$545,267</u>	<u>\$(34,195,003)</u>	<u>\$93,305,514</u>

COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2022

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 396,444	\$ -	\$ -	\$ 8,316	\$ -	\$ 56,122	\$ -	\$ -	\$ -	\$ 460,882
Related organizations	-	19,015,959	14,035,105	175,786	-	-	8,000	-	(33,234,850)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other	103,861	-	-	-	-	-	-	-	-	103,861
Total current liabilities	529,662	19,015,959	14,035,105	184,102	-	56,122	8,000	-	(33,234,850)	594,100
Deferred compensation plan	11,525,320	-	-	-	-	-	-	-	-	11,525,320
Deferred income	11,185,000	-	-	-	430,000	867,000	-	-	-	12,482,000
Employers bonds	-	-	-	-	-	-	1,607,789	-	-	1,607,789
Notes payable	-	-	-	-	-	-	-	-	-	-
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	23,239,982	19,015,959	14,035,105	1,144,255	430,000	923,122	1,615,789	-	(34,195,003)	26,209,209
Net assets -										
Without restrictions	47,780,738	(4,660,211)	1,937,688	(66,285)	7,227,095	14,340,458	(8,445)	-	-	66,551,038
With restrictions	-	-	-	-	-	-	-	545,267	-	545,267
Total net assets	47,780,738	(4,660,211)	1,937,688	(66,285)	7,227,095	14,340,458	(8,445)	545,267	-	67,096,305
Total liabilities and net assets	\$71,020,720	\$14,355,748	\$15,972,793	\$1,077,970	\$7,657,095	\$15,263,580	\$1,607,344	\$545,267	\$(34,195,003)	\$93,305,514

COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2021

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Assets										
Current assets										
Cash	\$ 269,140	\$ 2,355	\$ 602,240	\$ 10,086	\$ 204,803	\$ 167,697	\$834,762	\$504,682	\$ -	\$ 2,595,765
Investments - at fair value	32,283,789	-	-	-	7,459,147	15,506,750	-	-	-	55,249,686
Receivables	-	-	-	-	-	-	-	-	-	-
Accrued interest and dividends	116,948	-	-	-	7,079	64,642	-	-	-	188,669
Related organizations	32,752,199	-	-	-	369,679	139,815	-	-	(33,261,693)	-
Promissory notes	17,500	-	-	-	-	-	-	-	-	17,500
Per capita taxes	390,000	-	-	-	15,000	37,000	-	-	-	442,000
Other	48,374	-	16	-	-	-	-	-	-	48,390
Prepaid expenses	81,032	31,460	18,076	1,078	-	-	-	-	-	131,646
Total current assets	65,958,982	33,815	620,332	11,164	8,055,708	15,915,904	834,762	504,682	(33,261,693)	58,673,656
Property and equipment - net	7,221	14,703,213	15,794,899	1,088,184	-	-	-	-	-	31,593,517
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	27,406	4,981	-	-	-	-	-	-	-	32,387
Total assets	\$66,953,762	\$14,742,009	\$16,415,231	\$1,099,348	\$8,055,708	\$15,915,904	\$834,762	\$504,682	\$(34,221,846)	\$90,299,560

COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2021

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 384,076	\$ -	\$ -	\$ 6,515	\$ -	\$ 126,665	\$ -	\$ -	\$ -	\$ 517,256
Related organizations	-	19,070,899	14,035,104	147,690	-	-	8,000	-	(33,261,693)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other	103,955	-	-	-	-	-	-	-	-	103,955
Total current liabilities	517,388	19,070,899	14,035,104	154,205	-	126,665	8,000	-	(33,261,693)	650,568
Deferred compensation plan	18,879,743	-	-	-	-	-	-	-	-	18,879,743
Deferred income	9,265,344	-	-	-	316,000	636,000	-	-	-	10,217,344
Employers bonds	-	-	-	-	-	-	834,501	-	-	834,501
Notes payable	1,818,330	-	-	-	-	-	-	-	-	1,818,330
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	30,480,805	19,070,899	14,035,104	1,114,358	316,000	762,665	842,501	-	(34,221,846)	32,400,486
Net assets										
Without restrictions	36,472,957	(4,328,890)	2,380,127	(15,010)	7,739,708	15,153,239	(7,739)	-	-	57,394,392
With restrictions	-	-	-	-	-	-	-	504,682	-	504,682
Total net assets	36,472,957	(4,328,890)	2,380,127	(15,010)	7,739,708	15,153,239	(7,739)	504,682	-	57,899,074
Total liabilities and net assets	\$66,953,762	\$14,742,009	\$16,415,231	\$1,099,348	\$8,055,708	\$15,915,904	\$834,762	\$504,682	\$(34,221,846)	\$90,299,560

COMBINING SCHEDULES OF ACTIVITIES
YEAR ENDED APRIL 30, 2022

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	\$27,856,248	\$ -	\$ -	\$ -	\$ 996,842	\$ 2,056,666	\$ -	\$ -	\$ -	\$30,909,756
Political action contributions	-	-	-	-	-	-	-	445,826	-	445,826
Processing fees	2,272,911	-	-	-	-	-	-	-	-	2,272,911
Supplies and other	48,556	-	-	-	-	-	-	-	-	48,556
Rent	276,882	500,000	280,953	68,747	-	-	-	-	(825,104)	301,478
Royalty income	145,907	-	-	-	-	-	-	-	-	145,907
Other 445,428	-	-	-	-	-	42	-	-	445,470	-
Total revenue	31,045,932	500,000	280,953	68,747	996,842	2,056,666	42	445,826	(825,104)	34,569,904
Expenses										
Program services	19,499,399	581,925	506,374	72,551	1,133,541	2,253,904	748	405,241	(577,573)	23,876,110
Management and general	7,384,614	249,396	217,018	47,471	-	-	-	-	(247,531)	7,650,968
Total expenses	26,884,013	831,321	723,392	120,022	1,133,541	2,253,904	748	405,241	(825,104)	31,527,078
Change in net assets before other changes	4,161,919	(331,321)	(442,439)	(151,275)	(136,699)	(197,238)	(706)	40,585	-	3,042,826
Other changes										
Net investment income (loss) of amounts designated for current operations	(2,026,890)	-	-	-	(375,914)	(615,543)	-	-	-	(3,018,347)
Pandemic relief	1,818,330	-	-	-	-	-	-	-	-	1,818,330
Pension related changes other than benefit costs	7,354,422	-	-	-	-	-	-	-	-	7,354,422
Change in net assets	11,307,781	(331,321)	(442,439)	(51,275)	(512,613)	(812,781)	(706)	40,585	-	9,197,231
Net assets										
Beginning of year	36,472,957	(4,328,890)	2,380,127	(15,010)	7,739,708	15,153,239	(7,739)	504,682	-	57,899,074
End of year	\$47,780,738	\$(4,660,211)	\$1,937,688	\$(66,285)	\$7,227,095	\$14,340,458	\$(8,445)	\$545,267	\$-	\$67,096,305

**COMBINING SCHEDULES OF ACTIVITIES
YEAR ENDED APRIL 30, 2021**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	\$20,787,822	\$ -	\$ -	\$ -	\$ 850,424	\$ 1,754,123	\$ -	\$ -	\$ -	\$23,392,369
Political action contributions	-	-	-	-	-	-	-	550,844	-	550,844
Processing fees	1,034,345	-	-	-	-	-	-	-	-	1,034,345
Supplies and other	18,537	-	-	-	-	-	-	-	-	18,537
Rent	319,683	525,938	272,918	68,633	-	-	-	-	(817,006)	370,166
Royalty income	135,446	-	-	-	-	-	-	-	-	135,446
Other	160,794	-	548	-	-	-	14	-	-	161,356
Total revenue	22,456,627	525,938	273,466	68,633	850,424	1,754,123	14	550,844	(817,006)	25,663,063
Expenses										
Program services	15,615,841	583,064	447,649	56,842	1,548	1,402,568	1,037	664,178	(547,394)	18,225,333
Management and general	7,433,170	287,180	220,485	31,691	-	-	-	-	(269,612)	7,702,914
Total expenses	23,049,011	870,244	668,134	88,533	1,548	1,402,568	1,037	664,178	(817,006)	25,928,247
Change in net assets before other changes	(592,384)	(344,306)	(394,668)	(19,900)	848,876	351,555	(1,023)	(113,334)	-	(265,184)
Other changes										
Net investment income (loss) of amounts designated for current operations	115,406	-	-	-	28,260	(1,247)	-	-	-	142,419
Pension related changes other than benefit costs	9,995,888	-	-	-	-	-	-	-	-	9,995,888
Change in net assets	9,518,910	(344,306)	(394,668)	(19,900)	877,136	350,308	(1,023)	(113,334)	-	9,873,123
Net assets										
Beginning of year	26,954,047	(3,984,584)	2,774,795	4,890	6,862,572	14,802,931	(6,716)	618,016	-	48,025,951
End of year	\$36,472,957	\$ (4,328,890)	\$2,380,127	\$ (15,010)	\$7,739,708	\$15,153,239	\$ (7,739)	\$504,682	\$-	\$57,899,074

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2022**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$11,038,145	\$ -	\$ -	\$ -	\$ 965,000	\$ 234,361	\$ -	\$ -	\$ -	\$12,237,506
Payroll taxes 772,700	-	-	-	-	-	-	-	-	772,700	-
Employee benefits	6,752,312	-	-	-	-	84,245	-	-	-	6,836,557
Occupancy	849,713	223,772	-	-	-	-	-	-	(825,104)	248,381
Utilities	-	57,856	37,149	5,339	-	-	-	-	-	100,344
Real estate taxes	-	150,575	109,458	38,706	-	-	-	-	-	298,739
Maintenance and repairs	71,156	19,408	99,242	3,371	-	-	-	-	-	193,177
Telephone	98,206	-	-	-	-	-	-	-	-	98,206
Printing and postage	960,077	-	-	-	124,715	620	-	-	-	1,085,412
Office	414,524	759	6,560	24,849	2,304	2,268	748	10,741	-	462,753
Legal	68,466	-	-	-	-	1,672,526	-	-	-	1,740,992
Accounting	240,790	-	-	16,377	-	-	-	-	-	257,167
Consulting and outside services	298,742	-	28,570	-	-	-	-	-	-	327,312
Computer	389,658	-	-	-	-	-	-	-	-	389,658
Insurance	209,518	-	-	5,149	-	-	-	-	-	214,667
Meetings and conferences	2,627,359	-	-	-	-	-	-	-	-	2,627,359
Per capita taxes - affiliated organizations	1,100,801	-	-	-	-	-	-	-	-	1,100,801
Promotional and charitable	475,977	-	-	-	-	-	-	-	-	475,977
Political contributions	210,000	-	-	-	-	-	-	394,500	-	604,500
Education and training	2,926	-	-	-	-	259,884	-	-	-	262,810
Currency exchange	301,858	-	-	-	41,522	-	-	-	-	343,380
Depreciation	1,085	378,951	442,413	26,231	-	-	-	-	-	848,680
Total expenses	\$26,884,013	\$831,321	\$723,392	\$120,022	\$1,133,541	\$2,253,904	\$748	\$405,241	\$(825,104)	\$31,527,078

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2021**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$10,138,452	\$ -	\$ -	\$ -	\$ -	\$ 227,414	\$ -	\$ -	\$ -	\$10,365,866
Payroll taxes	690,524	-	-	-	-	-	-	-	-	690,524
Employee benefits	6,560,243	-	-	-	-	86,528	-	-	-	6,646,771
Occupancy	844,769	223,772	-	-	-	-	-	-	(817,006)	251,535
Utilities	-	51,271	31,763	5,360	-	-	-	-	-	88,394
Real estate taxes	-	183,988	107,917	42,175	-	-	-	-	-	334,080
Maintenance and repairs	58,313	26,104	57,911	-	-	-	-	-	-	142,328
Telephone	110,742	-	-	-	-	-	-	-	-	110,742
Printing and postage	859,430	-	-	-	-	-	-	-	-	859,430
Office	262,133	757	7,789	4,175	1,548	1,006	1,037	11,080	-	289,525
Legal	121,900	-	-	-	-	1,015,283	-	-	-	1,137,183
Accounting	239,080	-	-	3,694	-	-	-	-	-	242,774
Consulting and outside services	474,410	2,359	24,955	1,750	-	-	-	-	-	503,474
Computer	336,013	-	-	-	-	-	-	-	-	336,013
Insurance	220,225	-	-	5,149	-	-	-	-	-	225,374
Meetings and conferences	233,450	-	-	-	-	-	-	-	-	233,450
Per capita taxes -										
affiliated organizations	1,061,395	-	-	-	-	-	-	-	-	1,061,395
Promotional and charitable	261,482	-	-	-	-	-	-	-	-	261,482
Political contributions	245,000	-	-	-	-	-	-	653,098	-	898,098
Education and training	700	-	-	-	-	72,337	-	-	-	73,037
Currency exchange	328,920	-	-	-	-	-	-	-	-	328,920
Depreciation	1,830	381,993	437,799	26,230	-	-	-	-	-	847,852
Total expenses	\$23,049,011	\$870,244	\$668,134	\$88,533	\$1,548	\$1,402,568	\$1,037	\$664,178	\$(817,006)	\$25,928,247



Mental Health and Psychological Safety for a Better Workplace

It's been over two and a half years since the first outbreak of COVID-19 hit the United States and Canada. Many lives have been lost and many more disrupted. The entertainment industry suffered a near total shutdown and IATSE members have met these challenges, coping with everything from job loss to isolation from loved ones.

Many of us are back to work now, with all the same stressors that we coped with before COVID-19 - those that accompany being freelance, working long hours, and managing unpredictable schedules - but on top of those issues, we are still dealing with how to stay safe from COVID-19 while on the job. So we are back to work, but it's a new normal.

Other factors compound these difficulties. Between Supreme Court decisions, climate change, a difficult economy, and politics, just watching the news on an average day can cause significant anxiety.

The bottom line is that this takes a toll on all of us, and many have developed mental health issues over the course of

the last two and a half years. Workplace health and safety doesn't just mean protection from COVID-19 or wearing PPE to avoid physical injury. Mental Health and psychological safety are important to our collective workplace safety. When there is an accident in the workplace, it affects not only the injured individual, but everyone on the job and in the local union.

In the Fall of 2019, there was no way to predict just how much the need for mental health services was about to increase, but, in response to concerns about the rising number of suicides and the prevalence of alcohol/substance misuse within our industry, the Behind the Scenes Foundation (BTS) began work

on a suicide prevention and emotional wellness initiative.

Lori Rubinstein, Executive Director of the Behind the Scenes Foundation said that when plans for the initiative first began, the IATSE was her first call. The initiative has brought together a steering committee of people from across our industry - representing labor, employers, and mental health professionals who work with our industry - to provide easily accessible education, tools, and resources to support entertainment industry workers and promote mental health and psychological safety. The pandemic sped up the timeline for rolling these out as the magnitude of the crises grew, and it brought new needs to the forefront.

Fortunately, vaccinations and other precautions have made it possible for Lori Rubinstein and the IATSE Education and Training Department to hit the road and spread the word in person. The Department has travelled



District 9 Education Session



Lori Rubinstein,
Executive Director of
Behind the Scenes
Foundation.

to all thirteen IATSE Districts, to present “Mental Health Tools and Resources for the IATSE”, and to reach as many IA members as possible. All of the following tools and resources which were presented at the District Trainings can be found at www.btshelp.org/mentalhealth.

BEHIND THE SCENES MENTAL HEALTH TOOLS AND RESOURCES

Alcohol and Substance Misuse is rampant in our industry. The BTS website includes information on the signs and symptoms of misuse and the long-term effects, as well as what to do if you are concerned about a co-worker, about someone you report to, or someone who reports to you, how to have a conversation with someone about their use, and available resources.

The Entertainment Industry Therapist Finder is an online searchable database of therapists who understand the unique culture and stresses of working in entertainment industry. It only includes listings for mental health professionals who understand what it's like to work in our industry.

Anonymous Online Behavioral Self-Assessments serve as a way for an individual to understand what they, or someone they care about, are feeling and to determine if professional help might be needed. They also can provide a vocabulary to someone who is having difficulty describing their thoughts and emotions.

The BTS Mental Health Resource Page makes getting help less overwhelming by providing simple, straightforward, easily navigable links for suicide intervention, drug and alcohol misuse support, mental health and emotional support, anxiety, depression, and other issues. (This includes both U.S. and Canadian resources.)



Local 764 members,
Raven Jakubowski
and Kimberly
Butler-Gilkeson

Bullying, Harassment, and Intimidation are still prevalent in our industry and impact all areas of the industry, all ages, and all racial, gender and sexual identities. The BTS website includes numerous resources including posters reminding viewers of the words and actions that can cause harm, information for those who are targets of or bystanders to bullying, and steps everyone can take to fight these behaviors both individually and organizationally. Free webinars on Bystander Intervention in the Workplace that are customized to be relevant to entertainment industry workers will be offered soon.

Toolbox Talks can help destigmatize mental health challenges and create psychologically safe work environments for everyone. Sample language about mental health and respectful workplaces to incorporate into your regular safety briefings are provided and can be used as is or customized.

Informational One-Sheets on common issues such as anxiety and depression can be downloaded and shared with crew members in need of assistance.

#BeThe1To Help Save a Life Suicide Prevention Materials include the warning signs, the steps to help keep someone safe, and practical guidance and examples. Unfortunately, over the last several years suicides within our industry have been on the rise – and this has not

lessened even as people have returned to work, underscoring the importance of getting this information into as many hands as possible.

The Mental Health First Aid (MHFA) Training provides individuals with the knowledge and skills to be able to reach out and provide initial help and support to someone who may be developing a mental health or substance use problem, and help connect them to the appropriate care. Almost 450 individuals took this training between April 2021 and July 2022, seventy percent of whom are members of the IATSE. These certified mental health first aiders can make a real difference to their colleagues in the workplace.

The IATSE is committed to protecting the safety and health of workers in the entertainment industry. Mental Health is Health; Psychological Safety is Safety. All of the tools and resources mentioned here and presented as part of the 2022 District Convention Education Sessions, can be found on the Behind the Scenes website, at www.btshelp.org/mentalhealth. Local Unions in every district, across the United States and Canada, had stories of IA kin in need of assistance. If you need assistance, reach out to your IA kin. If you see a co-worker, family member, or friend in need, please reach out to them, contact the Behind the Scenes Foundation, and utilize the tools and resources available, because taking care of each of is a form of union solidarity.

EDUCATION AND TRAINING

ESTA TECHNICAL STANDARDS PROGRAM

Are you an IATSE technician interested in making a difference by improving safety standards in the entertainment industry? Consider joining the ESTA Technical Standards Program (TSP).

WHAT IS THE ESTA TECHNICAL STANDARDS PROGRAM (TSP)?

The ESTA TSP is the only ANSI-accredited standards program geared toward the Entertainment Technology Industry. TSP standards are regularly used by manufacturers, employers, installers, and workers across the industry. TSP exists to prevent accidents, injuries, and ultimately save lives.

HOW TO GET INVOLVED

Use your skills to make a difference by joining a TSP Working Group! TSP Working Groups are responsible for creating the safety standards that protect workers

in our industry. Working Groups are made up of individuals who are knowledgeable and experienced in a particular subject. They seek to improve existing standards and work to develop new standards upon request. The ESTA TSP is looking for knowledgeable, interested candidates to join Working Groups.

TSP Working Groups are open to anyone who has a material interest in the topic. You do not need to be an ESTA member to join a working group. There are two types of working group memberships, depending on your level of involvement: voting and observer. Active participation is required to be a voting member. Voting members must attend meetings regularly (approx. four meetings annually) and reply to group correspondence. Observers take on a more passive role. Those with observer status cannot vote and are not required

to attend meetings (although they may). All TSP members, regardless of status, must have access to email and pay a flat-rate, annual fee of \$100.

Current Working Groups include:

- Control Protocols
- Electrical Power
- Event Safety
- Floors
- Fog & Smoke
- Followspot Position
- Photometrics
- Rigging
- Stage Machinery

Interested IATSE members may contact International Education Representative, Hannah D'Amico for instructions on how to apply: hdamico@iatse.net.

More information about TSP can be found on the ESTA website: <https://tsp.esta.org/tsp/index.html>.

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).

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

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

Return Completed Application via Email or Mail to:

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

Email: officerinstitute@iatse.net

Facebook: @iatse Twitter: @iatse

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, held in Philadelphia, Chicago, Los Angeles, Calgary, New York City, Atlanta 2015, Las Vegas, Toronto, Cambridge, Austin, Vancouver, Linthicum Heights, Denver, Orlando, Nashville, Atlanta 2018, Toronto 2018, San Francisco, Minneapolis, Phoenix, or Astoria, NY.

APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 4 WEEKS PRIOR TO THE BEGINNING OF COURSE. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE THEIR CERTIFICATE.

APPLICATION			
PLEASE PRINT LEGIBLY			
1. APPLICANT			
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	
2. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
3. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
4. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute 2.0.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
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IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

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Check out the most popular content this year!

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| 01 Excel Essential Training | 09 Blender 3 Essential Training |
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| 04 Media Composer 2020 Essential Training | 12 Networking Foundations: Networking Basics |
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Actionable Steps for a Sustainable Future in Live Events

As we rise together to bring Live Events back to the public, the Stagecraft Department remains heavily impacted by the COVID-19 pandemic

Analysis indicates the IA's regional market share is the driving force determining the success of the Department and the Locals both in both organizing and negotiations. Building on the success we have experienced post COVID-19, focus is on increasing market share using coordinated standardized programs like the Live Event Workers Program and Rigging Proficiency Program. Locals interested in hosting rigging training or in need of staffing assistance should email stagecraft@iatse.net

The Department announced at the Seattle General Executive Board we are adding to our Toolbox a new standardized program, Pathways to Membership. By increasing the number of members, we have throughout the country, we are both reducing the threat of replacement workers and increasing our ability to make contract improvements. This leverage

is becoming progressively important as our members are demanding more at the bargaining table.

“The solution to our problems is to organize the workers.”

**INTERNATIONAL PRESIDENT
MATTHEW D. LOEB,
SEATTLE 2022 GENERAL
EXECUTIVE BOARD**

Inflation, staffing shortages, worker demands, public support and favorable political winds have created the best opportunity to increase union density to grow and strengthen our union. By creating clear, achievable pathways to membership for new workers and

workers being referred through our Dispatch Systems, we are increasing our bargaining strength and shaping our future benefits and wages.

Locals are asked to identify an organizer to participate in the Pathway to Membership Program. Regularly scheduled Zoom meetings will be held to discuss best practices submitted by the Locals. Our collective experience both good and bad will be discussed to develop a web-based data available to the Locals to grow and strengthen their Local.

Societal factors are in our favor to organize and represent more workers in the market. We can decide to bring in more referrals/permits, we can increase our market share, we can increase our bargaining strength. We are better positioned now, than any time in recent history to shape our future.

Locals are encouraged to contact the Stagecraft Department at stagecraft@iatse.net to learn more about the Pathways to Membership Program.

LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
LOCAL 19, IATSE INTERNATIONAL	FIVE FLAGS EVENT CENTER	STAGEHANDS
LOCAL 51	VOLUNTARY RECOGNITION OF ALLIANCE THEATRE A DIVISION OF WOODRUFF ARTS CENTER	INTERNATIONAL
	VOLUNTARY RECOGNITION OF JONES HALL FOUNDATION EMPLOYEES	STAGEHANDS

CREW SHOTS



In a historic election, Production Employees at Brooklyn Bowl Philadelphia united for a crew shot after voting "Yes" for a union with IATSE Local 8.

Into the “Netaverse” with Elliott Calo

By Justin Conway, *International Rep.*



You may have heard of the Facebook “metaverse” but have you heard of the Brooklyn Nets “Netaverse”? The “Netaverse” is a cutting-edge volumetric camera system recently developed by Canon Camera and installed at the Barclay’s Center in Brooklyn, New York, home to the NBA’s Brooklyn Nets. Local 100 members are the first sports broadcast technicians in the United States to be trained in this “Netaverse”, officially known as the Free-Viewpoint Camera System - a system that covers and records all angles of the court simultaneously, allowing for unprecedented replay capability.

Ultimately it will allow the viewer to manipulate point of view in real time on the Facebook virtual reality platform. IATSE securing jurisdiction of this work is essential to the future of our members’ employment opportunities in this space.

We recently had the opportunity to have a conversation with one of the pioneering technicians bringing this new experience to the public. Local 100’s Elliott Calo was generous enough to offer his valuable insight on this emerging technology:

Q: TELL US ABOUT YOURSELF ELLIOTT, HOW LONG HAVE YOU BEEN A MEMBER OF THE IATSE, AND HOW DID YOU FIRST LEARN OF THE CANNON VOLUMETRIC CAMERA SYSTEM?

I’ve been in Local 100 since April 2014, initially as a utility and now a camera operator and operator of Canon’s volumetric camera system. I first learned about this new technology in 2021 when I was filling in for someone with the Brooklyn Nets in-house scoreboard crew when I noticed in one of the windows

of their monitor wall a looping piece of test footage that grabbed my attention. I knew what I was looking at shouldn’t have been physically possible to shoot because the camera was moving throughout the court at floor level during play, almost like a video game. I was told it was this new virtual camera they were trying out. Fast forward a few months and one of my crewers approached me with a new job opportunity for which she had me in mind. As it was the chance to be a part of this new technology on the ground level, I knew I couldn’t pass it up.

Q: WHAT DOES YOUR WORK DAY LOOK LIKE? WHAT CHALLENGES ARE UNIQUE TO THIS NEW JOB? WHAT SKILLS DID YOU NEED TO DEVELOP TO DO THIS JOB?

For a typical game, because there’s no hardware to build or production meetings to attend, I arrive to site about four hours before tip off. The systems operators and primary Canon personnel have already been at work for hours, calibrating the entire system in the arena and communicating with the crew in

Japan to make sure everything is prepared and functioning optimally. By the time I sit down, the systems operator will have a previously recorded game uploaded to the database that we can use for setup and practice, so I then begin fine tuning my work station to my specific liking. Setting up my monitor, adjusting the sensitivity of all the knobs and joysticks for my controls, and creating the various hot keys for some base camera angles to be able to jump to at any time. I then start practicing to get up to speed by game time. Unlike my typical camera work where I can focus solely on operating, for this system I constantly have a lot of dishes I’m spinning at the same time, thinking just as much as a producer and an editor as I am a camera operator. While operating the controls, which alone isn’t a simple task, I’m also analyzing the game in real time to pick out the key plays and begin designing the shot that best highlights the action in a way no other physical camera angle can attain.

I think people assume we operate similar to a robotic or cable camera, but actually by default we don’t record live

movements, but rather design our shots from the ground up, after the action has already happened, using keypoints with specific angles that the software then stitches together to create one move. That allows us the freedom to be as imaginative and dynamic as possible with our camera movement while precise with our framing at any given moment. Ideally, I strive for both quantity and quality, in part because sometimes the limitations of the system's processing ability can make certain plays and shots unusable. It's still in its infancy and with that come some growing pains. Sometimes there will be noticeable "tearing" where the players or objects aren't fully rendered and might have parts missing, so you can have a great shot of a monster alley-oop, but right when the player gets to the rim, he might be missing a chunk of his upper body, or the ball might disappear in flight. Sometimes I have to adjust the angles to try to minimize some of the shortcomings. The fact that the system can process an astronomical amount of data and churn out the virtual images with only a three second delay is a technological breakthrough and lightyears faster than some of the closest competition which could take hours.

Q: WHY DO YOU FIND THIS NEW JOB ENJOYABLE?

This job incorporates a lot of skills I've picked up throughout my educational and professional career and combines them into one endeavor that checks a lot of boxes for my brain in a way that is very rewarding for me. I studied cinematography at NYU's film school and initially had the intention of continuing my trajectory as a camera operator or director of photography for film and television before (thankfully) changing lanes into sports broadcasting.

Some of those skills atrophied a bit without a need for them in my day to day life anymore, but this job has helped me dust off those parts of my mind again and use my knowledge of shot composition through movement and storytelling in a format where I'm basically limited only by my imagination. At the same time, I always love the immediacy of live sports and all the countless split-second choices one makes in the moment, and I think my experience doing that day in and day out has helped develop the level-headedness and intuition in pressure situations to make a job like this fun and engaging. I enjoy the mental gymnastics of switching from thinking like a spectator to thinking like a producer to thinking like a camera operator to using my experience as a camera operator. It's an engaging way to work and an engaging way to see these players perform these larger than life feats of athleticism.

Q: WHERE DO YOU SEE THIS NEW SYSTEM TAKING OFF IN THE FUTURE?

Because of the virtual nature of this system that doesn't have to conform to space or time, it can go in so many different directions depending on where Canon and the various third parties (teams, leagues, broadcasters, advertisers, developers, AI, etc) decide to take it. They can go the meta verse route and fans at home can have a much more visceral experience at home with VR goggles, or choose which angles they want to watch the game from, or potentially put themselves in the players' place and see the game through their eyes.

I personally see a potentially huge impact across all sports with official reviews, similar to how Hawk Eye has become essentially integrated into tennis tournaments at the highest level. If this system can continue on its trajectory

and eventually have the capability of creating photorealistic renderings with precision as to real objects in relation to real fields of play, this can completely remove uncertainty from officiating. How many times do you watch a game where the officials sit there for minutes trying to go back and forth between various replay camera angles, only for them to say that there wasn't conclusive evidence one way or the other? With this system, I can stop time, move the camera to exactly where it needs to be, and show the precise moment(s) in questions in as many angles as I want, as tightly as I want, as slowly as I want. Once we can get to the point where the virtual renderings are reliable enough for officials to determine the fate of a game on what we can show them, then leagues as a whole can make the decision to adopt this technology, and eventually you could see it in every professional arena and stadium, out of necessity. If it can be adopted so widely on such a utilitarian level, that will open the floodgates for the creative avenues for this technology. I can see practically every major team sport incorporating this system, but particularly the sports where there's a lot of dynamic fluid movement between players across large playing surfaces where traditional camera placements can't get too close to the action. Once the system can overcome some of its initial issues with sensitivity towards lighting changes, there can be a place for it in practically every sport.

Elliott and his fellow Local 100 members are demonstrating that rather than be afraid of the challenges new technology can bring, by embracing new technology we can help shape the future of our industries making the future more secure for our members and our union stronger.

DIVERSITY, EQUITY AND INCLUSION

PATH FORWARD: PUTTING DEI INTO ACTION

The IATSE DEI committee welcomes new members:

- Melanie Barnett-Stubberfield, Local 2, Chicago
- Manny Diaz, Local 1, New York City
- Andy Garner-Flexner, Local 839, Los Angeles
- Malakhi Simmons, Local 728, Los Angeles

The committee met at the 2022 mid-winter General Executive Board in Seattle for a DEI luncheon. Members discussed obstacles that black and brown members face when pursuing leadership roles and higher craft classifications as well as how to enhance pathways to jobs.

The committee urges members to support local efforts in outreach, mentorship and training underrepresented members. Through mentorship we can empower and build competence, grow skills and invest in the future of our industry. Statistically, employees who are involved in mentorship programs have a fifty percent higher retention rate than those not mentored and twenty-five percent of mentees experienced an increase in wages. Those involved in mentorship programs are five times more likely to get promoted and those who

serve as mentors are six times more likely to also be promoted.

Training and development are important for retaining the workforce. It not only enhances performance and boosts productivity but can also increase job satisfaction and morale. While several Locals are independently developing training for their members, the IATSE training department also has webinars available for members. Members can visit the IATSE website now and access training told through an intersectional lens such as the "IA Roadshow", "Labor Rights and Voting Rights", "Equity, Diversity and Inclusion Basics" and "Women in Labor: Our Pivotal Historic Moment." Members are also encouraged to access the LinkedIn course catalog, available to all members through the IATSE Training Trust Fund, which includes a DEI catalog.

The recent appalling decision by the Supreme Court to strike down Roe v. Wade has our union and our nation reeling, devastated and angry. Not surprisingly, women of color are most likely to be affected by abortion laws as there is a highly disproportionate effect on BIPOC and minority communities when it comes to access to healthcare, contraceptives,

and abortion rates. For many BIPOC and marginalized women, they already face cultural stigmas, language barriers and low or no access to insurance. Prior to the SCOTUS decision their access to abortion was at best, limited, and now, women of color, poor women, trans women and women from rural areas will see an immediate impact with dangerous implications.

Currently twenty-two states have banned or severely limited abortion, mostly in the south, where the country's largest Black and Brown populations reside. The restrictions on the abortion bans will drive up the demand for services in reproductive sanctuary states, and although many options are being developed to provide safe passage and access for those in abortion-banned states, for women of color, finding access and means to travel including the ability to take time off work, find child-care and resources to make the trip will be even more challenging. We applaud the International for seeking ways to mitigate these obstacles for members by working with the benefit funds and charities to provide access to travel funds and coverage for reproductive health for members.

Left to Right: Yvonne Wheeler, International Representative, Megan Greene, IATSE International, Liz Pecos, International Representative, Toni Burns, Locals B-27 and 27, Dejon Ellis Jr., Local 80 and Tuia'ana Scanlan, Local 665



Emerging Tradeshow Technologies

Over the past several decades there have been a number of technological innovations intergraded into the tradeshow experience. Most notably are QR codes, RFID tags, and cell phone applications for lead tracking and traffic flow; tablets and touch screens to provide product information; as well as much improved LED lighting and video walls. As tradeshows begin to make a post pandemic return, there are some new technologies that are emerging. Augmented reality, transparent screens, and robots are becoming more and more common.

Augmented Reality (AR) is an interactive experience in which virtual components can be placed or interacted with in the real world. This can be done by having participants wear an AR headset, wear smart glasses, or use a display device with a camera, such as a smartphone or tablet. This technology is great for allowing a potential customer to see what a product would look like in the real world. For example, a new booth design could be viewed in the actual space where it could potentially be set.

Transparent screens provide a similar experience but with an opposite approach. With a transparent screen, the actual physical product is placed behind the screen. The screen then provides product information around, or potentially in front of, the physical object. This can be done in three dimensions if the object is surrounded by the transparent screen. In addition to

providing information, this technology could be used to display animations of what the product does in front of or on top of the physical product. It can also be used to simulate different options for the product such as color or add-ons.

Robots are coming... Advanced Robot Solutions has developed Tracey the Furo-D robot. Tracey can provide a number of services to tradeshow booth attendees. It can display a custom face, take photos and selfies, scan badges for lead tracking, and display media and product information on its thirty-two-inch touch display.

August Robotics has developed two robots to help with the cleaning and set-up of Tradeshows. Diego is a UV-C disinfection robot. Diego can navigate on its own and disinfect surfaces and the air along its path. Most notable in the robot category is Lionel (no apparent relation to Lionel from Futurama).



Lionel was developed in partnership with August Robotics and DB Schenker who is an exhibition logistics provider. Lionel is a floor marking robot that can mark booth corners, booth numbers, electrical drop points, and rigging points with tape, chalk, or water-soluble paint. Lionel is first given a CAD drawing and then uses a laser base station to navigate around the tradeshow floor while making its marks. This robot has made appearances in Europe, at the Kay Bailey Hutchinson Convention Center in Dallas, and the Las Vegas Convention Center in Las Vegas. Lionel is still under development but could soon change the landscape of tradeshow set up. Much like moving lights, this innovative technology could provide additional opportunities for our IA tradeshow workers if they are aware and prepare themselves through training.

Welcome to Dystopia

*"And you may find yourself living in a
shotgun shack..."*

*And you may find yourself in another
part of the world...*

*And you may ask yourself
"...how do I work this...?"*

*And you may ask yourself
"...well how did I get here...?"*

*And you may say to yourself
"...my god what have I done...?"*

Talking Heads: Once in A Lifetime

For millions of women across the country, that describes how they feel, caught somewhere between Indiana and Kansas, the crossroads of America. Who would have imagined that the SCOTUS ruling would put two of the reddest states in America at opposite ends of the spectrum? And yet, that's where we are.

In a rush to control the lives of women in Indiana, the General Assembly convened a special session on July 25th, attracting a visit from Vice President Kamala Harris who met with the Democratic caucus to discuss their options to soften the legislative blow amidst a cesspool of egregious language and amendments. Because of Indiana's GOP Super Majority, much of the work of the minority caucus never made it to the hearings. In the end, Indiana Republicans made certain that women will have NO autonomy over their own person. Effective September 15th, abortion procedures are banned at zero weeks, making Indiana the first state to pass such legislation in special

session. Indiana had to claim first at something – they're 47th in the nation or worse on education spending, available/affordable childcare, healthcare, workforce development – oh the list goes on. The only exceptions to the new law are in cases of rape and incest or the health of the mother, but then only up to ten weeks. And let's not overlook the criminal penalties for doctors, the impact of which will affect already questionable health care access.

By contrast, just a few days earlier, in a stunning display of common sense, Kansas voters overwhelmingly rejected a constitutional amendment that would have put women's lives in the hands of their Legislature and governor. It was a victory for women, a victory for voters, and a victory for Kansans who oppose heavy-handed government intervention in private decisions. But Kansans can't rest. The midterms are coming, and Kansas Republicans believe, as Justice Alito believes, that states, not women, should decide this issue.

Now, you may find yourself in a different world, trapped in states that would rather hold you prisoner than let you live a full life. Now, you may ask yourself "...how do I work this...?" And you may say to yourself "...my god what can I do...?" All legitimate questions.

So, start by understanding our health care plans – the Trustees at the National Benefit Funds and the Motion Picture Industry Pension and Health Plans



took swift action to improve related coverages should women have to seek health care outside of their home states. Then, check your voter registration and make sure it's up to date. Then, get involved in a message campaign that will deflect the dis and misinformation that's swirling around this issue. Follow that up by getting on board with local voter registration efforts. Finally, help to ensure a safe and secure voting process by signing up with Power the Polls. This is civic action at its best!

Indiana Legislators did not represent the will of the people in the legislation they passed. Five hundred miles west, Kansas voters' voices were heard around the world. To their credit, they fought the sleazy disinformation campaign. Women and men across this country can do the same. We must all recognize that our rights, the rights of our daughters, and their daughters cannot be dismissed so that the real minority can retain power.

The IATSE Pride Committee Stands with Our Sisters and Kin

As we prepared for the New York City Pride March, fifty-three years after the events of Stonewall, we recognized that once again we are facing the uncertainty of our rights to live and love.

The US Supreme Court has handed down a devastating decision, overturning fifty years of precedent that gave people agency over their own bodies via access to safe abortions. To be clear, this decision does not end abortion. It ends safe abortions and will be especially harmful to those that are already struggling to survive. The IATSE Pride Committee strongly denounces this decision, and we stand with our kin

and commit to fighting this rollback of fundamental rights for people to make their own healthcare decisions.

We must also underscore that this is only the beginning. Conservative Justice Thomas made clear that other past rulings that should be overturned are Griswold (right to contraception), Lawrence (same-sex activity), and Obergefell (same-sex marriage).

Rights for which we have fought

for over decades, can be taken away overnight. We must remember that pride began as a protest. And as we watch rights being stripped away, we need to stand together to once again protest as if our life depends on it. Because, for many, it absolutely does.

The IATSE Pride Committee

Nate Richmond

Doug Boney

Kim Holdridge

Rachel McLendon

Carl Mulert



Toronto, ON: June 26, 2022 - Toronto Locals 58, 667, 822, 873.



Winnipeg, MB: (Canada Pride 2022): June 5, 2022 - John Lewis, Nate Richmond, and all Winnipeg Locals (63, 669, 856, ADC659)



New York, NY: June 26, 2022 - International President Matthew D. Loeb, General Secretary-Treasurer James B. Wood, International Pride Committee Co-Chairs Nate Richmond and Carl Mulert, DEI Co-Chair Liz Pecos, and New York Locals One, 4, 161, 600, 700, 751, 764, 798, USA 829, ATPAM, and the International)



Los Angeles, CA: June 12, 2022 - Doug Boney (Intl Pride Committee) and the Los Angeles Locals 33, 80, 600, 700, 705, 706, 728, 729, 800, 892, 839, 871, B-172, USA 829 and the International.

Study on Violence in the Workplace

On March 30, 2022, the Canadian Labour Congress released a report entitled *Harassment and Violence in Canadian Workplaces: Its [Not] Part of the Job*. The CLC partnered with the Centre for Research and Education on Violence Against Women and Children at the University of Western Ontario, in order to better understand violence and harassment in the workplace in Canada.

Strong evidence is needed to shape policy decision, legislation and practices aimed at preventing violence and harassment in the workplace, making reporting more effective and comfortable and holding perpetrators to account for their actions. The study had nearly five thousand diverse participants from across Canada. The results were sobering and found that 71.4 percent of respondents had experienced at least one form of harassment and violence or sexual harassment and violence, 65

percent reported experiencing at least one behaviour or practice of violence and harassment at work, and 43.9 percent reported experiencing at least one behaviour or practice of sexual violence and harassment at work.

Gender diverse individuals were more likely to experience and report these forms of harassment, followed by women and a not insignificant number of men. LGBTQ2S+ individuals were highly likely to have experience both violence and harassment (72 percent) and sexual

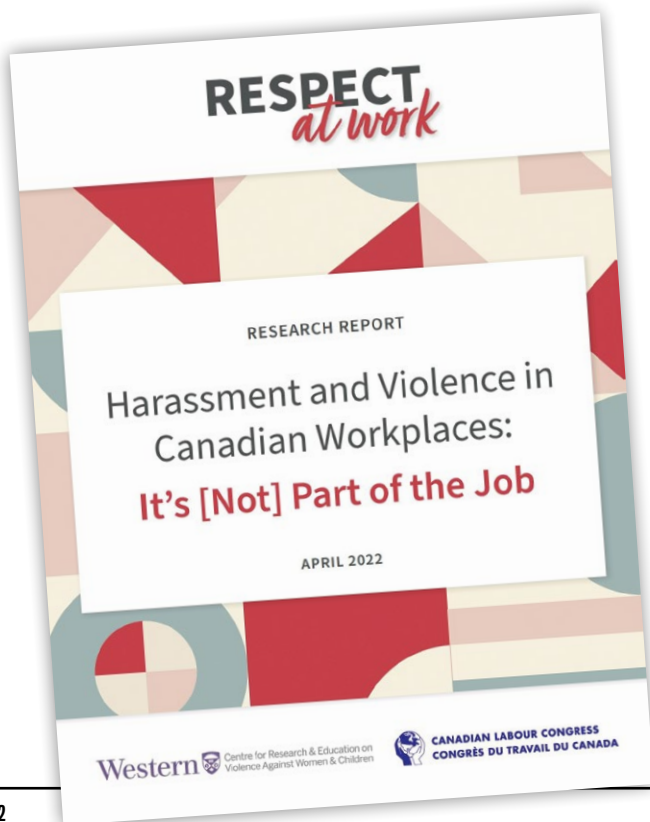
violence and harassment (62 percent). A lack of ethnic diversity in the study (72 percent identified as white) does not present a full picture of race as a factor, however, 79 percent of Indigenous respondents reported violence and harassment and 47.8 percent reported sexual violence and harassment - both significantly above the overall averages.

Job type, location and hours also play a

part. Jobs that involve handling money, serving alcohol, or working in remote locations were all factors in the increase of workplace violence. Interestingly, while non-unionized employees were more likely to experience sexual harassment & violence, unionized employees were more likely to experience other types of violence and harassment. Sexual conversations, touching and sexual teasing were the most common behaviours indicated by survey respondents who experienced sexual harassment and violence. Verbal intimidation, the spreading of rumors and negative comments were among the most common behaviours indicated by survey respondents who experienced harassment and violence.

So why does any of this matter to us? While the majority of respondents were most commonly from the healthcare and social assistance, education and public administration sectors, we know the problem exists in our industry. The byproduct of this behaviour is both social and economic. People experiencing harassment and violence of any kind are more likely to be late or miss work altogether, there is a loss of trust in supervisors and team members, and there is a drop in productivity. Victims of this behaviour can suffer from long-term mental illnesses like anxiety, depression, and PTSD - and all of this also has an impact on their families' wellbeing.

While unionized respondents are more likely to report these incidents,



only 57 percent resulted in a formal report or grievance, and of those filed formally, the majority felt it made no difference at all. The most important thing we can do is to create respectful workplaces by educating our members and leaders about what workplace harassment is, its impacts and how to support those who experience it.

So how can we deal with this in our workplaces? Prevention is the solution and the key to prevention is education and vigilance. Some of the steps we can take are:

- Introducing training programs that deal with respectful workplace culture and making them part of the orientation process
- Bystander intervention training can teach workers how to identify what harassment can look like and how to passively intervene to assist and protect their working kin
- Ensuring Employers having Workplace Harassment and Violence policies that not only cover the direct employees but third-party contractors operating in their establishments
- Collective Agreement language emphasizing the importance of the issue and clearly defining a course of action.
- Local union policies with zero tolerance for this behaviour
- Reminding members of behaviour expectations at work, at meetings and in social situations
- Naming the behaviour for what it is. Letting these behaviours go unchecked because the worker is “only here for one day” or allowing employers to buy out contracts

and release accused employees without due process revictimizes the person who reported the abuse and indemnifies potential perpetrators, allowing them to reoffend in another location.

- Lobbying our federal governments to adopt ILO C190 to establish global standards and create national strategies to work with the provinces, territories, states, employers, and unions to identify and reduce risk, and to improve awareness and training.

Removing barriers to reporting is vital. Harassment can be traumatizing, and reporting can be humiliating. The wellbeing of victims is paramount, and victims must feel supported and believed. If you are unsure or uncomfortable assisting, the IATSE Safety Hotline is there to help. The trained responder can help the individual determine what support they need and what action they would like to take. In addition, having established protocols and procedures for how to represent both the victims and the accused is critical to addressing the situation with sensitivity and respect.

As Union leaders, advocates, allies, and workers, we all have a responsibility to foster a workplace that is free from the threat of violence and harassment and, in so doing, improving the working conditions for our members and all workers.

Further Resources for Mental Health Support, Alcohol and Substance Use, Anti-Bullying and Harassment Training and Bystander Intervention information can be found through Behind the Scenes, at www.behindthescenescharity.org.



MAKEUP ARTIST/ DESIGNER DONALD MOWAT APPOINTED TO ORDER OF CANADA

On June 29, IATSE member Donald Mowat as appointed as a Member of the Order of Canada by Her Excellency the Right Honourable Mary Simon, Governor General. He received the appointment “for his contributions as a makeup and prosthetic designer in the film industry.” Most of the individuals who receive this honour do so through a series of nominations submitted by the general public to the Chancellery of Honours. With his remarkable thirty plus year career, it’s no surprise he’s garnered the attention of the public.

Donald has served as make-up department head and designer on such films as Dune, 8 Mile, Sicario, Prisoners, Nocturnal Animals, and Blade Runner 2049, and as personal make-up artist to multiple A-list performers. He is a member of AQTIS 514 IATSE (Montreal), Local 706 (Hollywood), Local 798 (New York) and Local 873 (Toronto). Donald has received numerous awards, nominations, and recognition for his work, including an Academy Award nomination for Dune earlier this year and in 2012, was awarded a Queen Elizabeth II Diamond Jubilee Medal for his service to the film industry and various charities. The IATSE is thrilled and extends its heartfelt congratulations!

2022 AFL-CIO Convention

Pictured here is newly elected President of the AFL-CIO Liz Shuler along with IA Delegates International President Loeb, General Secretary-Treasurer Wood, International Vice-Presidents Barnes, Miller, Harper, Glynn and Sanders, Communications Director Jonas Loeb and the IA Crew that worked the convention.



HOLLYWOOD YOUNG WORKERS MEET WITH WEST COAST LEADERSHIP

On July 18th, the Hollywood IATSE Young Workers Coordinating Committee met with International Vice President Michael F. Miller, Jr. and Assistant Director of the Motion Picture Department, Vanessa Holtgrewe to discuss how new and young members of the 13 Hollywood Locals can serve their membership and the IA in building solidarity and strengthening a collective resolve. The committee looks forward to continuing to build upon

the work which was accomplished in the meeting and strive for the strongest working conditions and benefits for all IA members.

Standing from Left to Right: Ian Wellman 695, Jason Brotman 700, Jamie McElrath 729/800, Shiran Amir 700, Stephen Dudro 800, Nora Meek TAG 839, Carolyn Mazuca 892. **Seated from Left to Right:** Max Schwartz 728, Matthew Borek 600, Vanessa Holtgrewe IA/600, VP Mike Miller IA/80, Marisa Shipley 871, Rhianna Shaheen 871.



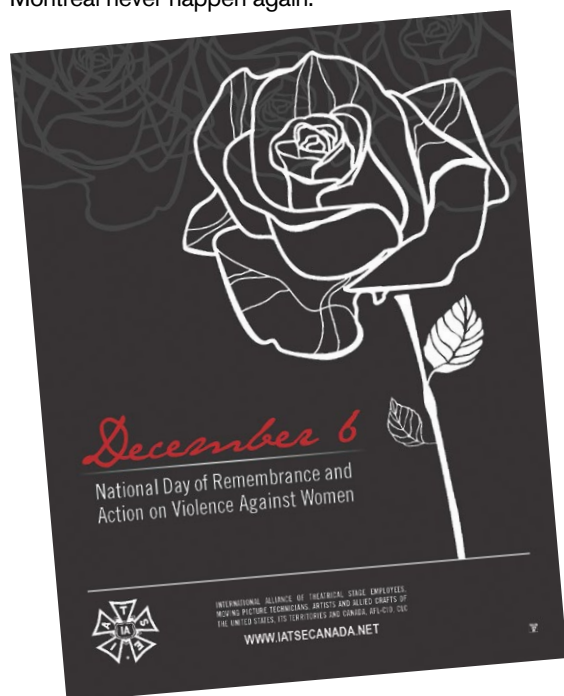
THE NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

On December 6, 1989 at l'École Polytechnique de Montréal, fourteen women were murdered and many others were injured - simply because they were women. The shocking impact of this attack led Parliament in 1991 to designate December 6 as a national day of remembrance and action.

On that day each year, Canadians remember Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz.

As we come together to commemorate this national tragedy, we also reflect on the troubling fact that for women, girls and LGBTQ2 individuals across our country violence continues to be a daily reality. Violence will have impacts on their physical, sexual and reproductive health. They may experience anxiety and a reduced ability to participate in social and economic activities, leaving gaps in our workplaces and in our communities as a result of violence.

The National Day of Remembrance and Action on Violence against Women is about honouring those who have experienced gender-based violence. It is also a time to take action. Each of us must question, call out, and speak up against acts of gender-based violence. We all have a role to play in creating a culture of respect and taking meaningful action to ensure that tragedies like l'École Polytechnique de Montréal never happen again.



JOURNÉE NATIONALE DE COMMÉMORATION ET D'ACTION CONTRE LA VIOLENCE FAITE AUX FEMMES

Le 6 décembre 1989 à l'École Polytechnique de Montréal, quatorze femmes ont été tuées et plusieurs autres ont été blessées - pour la simple raison qu'elles étaient des femmes. Les répercussions bouleversantes de cette attaque ont amené le Parlement à désigner, en 1991, le 6 décembre comme une journée nationale d'action et de commémoration.

Chaque année, ce jour-là, les Canadiens se souviennent de Geneviève Bergeron, d'Hélène Colgan, de Nathalie Croteau, de Barbara Daigneault, d'Anne-Marie Edward, de Maud Haviernick, de Maryse Laganière, de Maryse Leclair, d'Anne-Marie Lemay, de Sonia Pelletier, de Michèle Richard, d'Annie St-Arneault, d'Annie Turcotte et de Barbara Klucznik-Widajewicz.

En nous unissant pour commémorer cette tragédie nationale, nous réfléchissons également à un fait troublant : pour les femmes, les filles et les personnes appartenant à la communauté LGBTQ2 partout au pays, la violence demeure une réalité quotidienne. La violence aura des répercussions sur leur santé physique, sexuelle et reproductive. Ces personnes peuvent éprouver de l'anxiété et avoir une capacité réduite de participer à des activités sociales et économiques, créant un manque et des lacunes dans nos milieux de travail et dans nos collectivités en raison de la violence.

La Journée nationale de commémoration et d'action contre la violence faite aux femmes vise à rendre hommage aux personnes qui ont été victimes de violence fondée sur le sexe. C'est aussi le moment d'agir. Chacun de nous doit contester, appeler et critiquer haut et fort, et dénoncer les actes de violence fondés sur le sexe. Nous avons toutes et tous un rôle à jouer pour créer une culture de respect et prendre des mesures concrètes pour que des tragédies comme celle de l'École Polytechnique de Montréal ne se reproduisent plus jamais.

LOCAL UNION NEWS

HAPPY RETIREMENT!

On July 15th, 2022 International Vice President and Director of Canadian Affairs, John Lewis, and International Vice President and President of Local 212, Damian Petti, were on hand to celebrate the retirement of F&D Scene Changes and Great Lakes Scenic Shop founders, Leyton Morris and Dave Stevens on their retirement. At a Stampede themed BBQ, the two retirees were given awards for their service to the entertainment Industry and being IATSE Members for over the past thirty years. Time was also taken to remember their long-time partner, Bruce Robinson, who passed away in 2021. Here's wishing them both a well-deserved retirement!



WELCOME BACK! INFOCOMM 2022 RETURNS

Let's Get Back Live! Hats off to our IA Kin who helped make sure InfoComm 2022 held in Las Vegas was a huge success! InfoComm 2023 will take place in Orlando on June 10-16 (Exhibits 14-16) at the Orange County Convention Center. For more information, visit www.infocommshow.org



'TO SIT A WHILE'

On June 9th, IA Sisters united at the unveiling of the Lorraine Hansberry sculpture in Times Square to celebrate the legacy of the award-winning playwright!

Hansberry was the first African American woman playwright to have her play *A Raisin in the Sun* on Broadway - which also won a Tony. So, in her honor during Tony's Week 2022, Lorraine's sculpture was displayed in Times Square. #IATSEWomenUp



(L to R): Denise Hills, Local One, Kimberly Butler-Gilkeson, IATSE DEI Co-Chair and Local 764, Eileen Macdonald, Local One, Valarie LaMour, Local One, Megan Greene, IATSE, and Stasia Savage, IATSE.



IA Sister Liz Spottswood, Local 28's first female to be sworn in as Treasurer. Liz, you Rock!



WARDROBE SHOP? UNION SHOP!

In June of 2022, workers at the Wardrobe Shop of the Stratford Shakespearean Festival of Canada voted overwhelmingly in favour of joining Local 357. The hard work of the organizing Committee resulted in the Local securing a bargaining unit of over fifty new members - a number that increases to over one hundred during busy times. This victory was an important step in achieving wall-to-wall representation at the Festival, where the wardrobe running crew has been represented by IATSE for decades. It's also a key victory as more wardrobe shops make the decision to join IATSE.

This is an important time for labour unions, as there is more broad-based support for unions among unrepresented workers than we have seen in decades. The IATSE is also uniquely positioned as crew shortages have forced non-

union employers to reach out to us for skilled crew. These two realities have created a perfect organizing opportunity for IATSE Locals.

The decisive victory at the Stratford Wardrobe Shop follows similar victories at the wardrobe shops for the Vancouver Opera (Local 118) and the Royal Winnipeg Ballet (Local 63). Workers are actively seeking union representation, understand more than ever the value of working together to improve their working conditions, and see the IATSE as the only legitimate union to represent workers in the entertainment industries. Anyone wanting to capitalize on this exciting opportunity is encouraged to contact their local union or an International Representative, including International Representative Jeremy Salter, at jsalter@iatse.net.

Festivals, Festivals, Festivals!

In the Fall of 2021, Local 471 was recognized as the bargaining agent for all Stagehands employed by the Ottawa Bluesfest, the premier music festival in Ottawa, featuring national and international acts which attracts roughly 350,000 concert goers to the nation's capital each year. The first agreement was concluded in June of 2022, just prior to the festival's opening. With this organizing success, Local 471 joins the growing list of IA Locals crewing some of the biggest outdoor concert festivals across Canada, including such international events as Osheaga, iLESONIQ, and Lasso in Montreal, Rifflandia on Vancouver Island, Rock the Lake in Kelowna, and many more!



IATSE Local 471 Crew and International Vice President John Lewis at the first-ever Bluesfest to use union stagehands

A THEATRE TALKBACK

Bravo! to the talented IA crew members who participated in a Technical Theatre talkback session with students from five Irvine, CA area high schools, after wrapping up a show on the Come From Away National Tour in Costa Mesa, CA. (Photos taken at Segerstrom Hall in Costa Mesa, CA on June 24, 2022)

Crew Members who participated in the talkback, from L to R, are: Jeremy Davis-Towle, Wardrobe and Hair Swing, ACT & IA Local 764, NYC. Jeff Chandler, Asst LX/Front Light, IA Local 631, Orlando, FL. Josh Kosmicki, Asst LX/Front Light, IA Local 69, Memphis, TN. Martin Blacker, Advance Carp/Crew Swing, IA 205, Austin, TX, 484, Texas/Oklahoma, & 329, Scranton, PA. Joe Pye, Head LX, IA Local 10, Buffalo, NY.



IN MEMORIAM

REMEMBERING CHARLES "CHUCK" RENAUD

Charles Patrick Renaud passed away peacefully at St Peter's Hospital on Wednesday, July 13, 2022, surrounded by family. He was born September 27, 1927, in Winnipeg Manitoba, where he spent his young years before stretching the truth about his age to serve during WWII in both the Royal Canadian Air Force and the Canadian Army. After this, Chuck worked in various jobs in cities across Canada and around the world including radio DJ, miner, and chocolate factory worker, before he found his true calling as a theatre electrician and lighting designer. Chuck started this career in New York City in the 1950's taking calls as a stagehand, which led to opportunities as one of the original employees of the Manitoba Theatre Centre, a key organiser of Expo '67 in Montreal, working with impresario Sol Hurok, and touring with a Hungarian dance troupe, where he met his future wife, Viktoria. By 1975, they had moved back to Canada and settled in Hamilton, Ontario. Chuck became heavily involved in the arts scene, working at Hamilton Place (First Ontario Concert Hall) as a proud member of Local 129, and supporting multiple local artistic projects in the 1980s. Chuck is remembered by his wife Viki, children Mike, Andr, Barb and Kimm, grandchildren Stella and Marshall, son-in-law Rafay, brother Maurice, and countless other friends and family in Canada, the Netherlands, Hungary, and beyond.



REMEMBERING JAMES SMIDT

Brother James "Jim" Smidt, a proud IATSE member since 1976, passed away May 15, 2022. Jim was the Financial Secretary of Local 336 Phoenix, Arizona since 2006 and his prior service included Vice President and several committees throughout his membership. Jim also worked as the local steward for several years at ASU Gammage Auditorium in Tempe, AZ. Brother Smidt had a long tradition of involvement and dedication to Local 336 that will be remembered always.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Manifred Bockwoldt June 8, 2022	1	George F. Nosek May 6, 2022	2	Russell W. Knight April 26, 2022	33	Isidoro Raponi May 27, 2022	44
Dave Gavagan April 6, 2022	1	Michael J. Reher April 23, 2022	2	Henry C. Peterson May 29, 2022	33	Paul D. Lindstrom May 29, 2022	51
Robert K. Gustafson April 27, 2022	1	Joseph M. Henry May 18, 2022	6	Matthew D. Poppell June 5, 2022	33	Leslie S. Bloom June 23, 2022	52
Henry J. Helgeson April 27, 2022	1	James Jos Connors May 21, 2022	11	John Fitzgerald June 20, 2022	38	Steven Joyce April 21, 2022	52
Dennis Larkin May 1, 2022	1	Matthew R. Welch June 19, 2022	11	Sean Brennan June 2, 2022	42	John J. Mazzola April 20, 2022	52
Michael Mccarthy Jr. May 2, 2022	1	Michael S. Thonus June 7, 2022	16	Ronald B. Epstein April 14, 2022	44	Christophe Scarfi June 17, 2022	52
Martin Nuruddin April 14, 2022	1	Richard W. Tipping May 15, 2022	16	Richard A. Hench April 26, 2022	44	Patrick J. Shelby May 28, 2022	52
Ty E. Sanders May 21, 2022	1	Larry J. Tomes April 16, 2022	17	Robert D. Jones April 15, 2022	44	Gary Wattson May 21, 2022	52
John J. Thorn June 16, 2022	1	Gary L. Baehler June 28, 2022	18	Sebastian Milito April 19, 2022	44	Thierry Cremers May 25, 2022	58
Vincent Thorn April 18, 2022	1	Michael J. Crowe May 10, 2022	33	David B. Ott May 4, 2022	44	Jeffrey A. Stone April 21, 2022	62

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Robert Mcdevitt June 29, 2022	74	Russell J. Cioe April 29, 2022	481	Anthony R Symons May 17, 2022	720	Hugh Grant McCallum April 18, 2022	873
Robert M. Cooper June 7, 2022	80	Corey Mcniel April 8, 2022	481	Joseph Urbauer April 10, 2022	720	Alan Micks June 15, 2022	873
Gregor Matosian April 12, 2022	80	Alexander Nesbitt April 20, 2022	481	David R. Casey April 1, 2022	728	Valentin Pricop May 9, 2022	873
James T. Borland, Jr. June 14, 2022	99	Patrick J. Shelby May 28, 2022	481	Sean M. Ginn April 2, 2022	728	Frank Strzinar April 7, 2022	873
Richard E. Rich April 1, 2022	100	Stephen H. Lanier June 20, 2022	491	Timothy Phelps April 23, 2022	728	Paul Walker June 8, 2022	873
Lawrence Siefert May 10, 2022	122	Vivian J. Cocheo May 6, 2022	500	Rick A. West April 21, 2022	728	Reynald Hubert April 11, 2022	891
Jeffrey C. Schwab May 15, 2022	190	Donald W. Miedecke April 7, 2022	500	Susan C. O'dell June 4, 2022	747	Donald Meyer May 8, 2022	891
Marilyn Wasbotten May 29, 2022	306	Sherwin R. Collis April 29, 2022	574	Charles W. Johnson April 26, 2022	750	Brian J. Boggs June 1, 2022	900
Thomas D. Bruch April 13, 2022	336	Darrick C. Akey June 15, 2022	600	Ann T. Capotosto April 20, 2022	768	Donald Shy May 26, 2022	AE938
John C. Prusha April 8, 2022	336	Rocky Babcock June 8, 2022	600	Thomas J. Przybylski July 7, 2022	780	Fred Porcelli April 29, 2022	B90
James A. Smidt May 15, 2022	336	John Clifford April 16, 2022	600	Colin Ferguson May 4, 2022	784	F. Robert Bauer April 6, 2022	USA829
Hilary Culp June 28, 2022	357	David Emerson May 20, 2022	600	Michael B. Beavers April 1, 2022	793	Marvin Chomsky May 3, 2022	USA829
Ruth Ann Miller May 22, 2022	357	Laszlo G. George June 10, 2022	600	Paul Ashman June 12, 2022	794	Pilar Limosner June 23, 2022	USA829
Gary Krause May 23, 2022	461	Leland C. Kenower June 9, 2022	600	Gregory Jein May 22, 2022	800	Winniford Morton April 27, 2022	USA829
Patrick Raney April 3, 2022	476	Lorey Sebastian May 16, 2022	600	Andrew Neskorumny April 22, 2022	800	Victor Paganuzzi June 23, 2022	USA829
Michael J. McCarthy, Sr. May 2, 2022	477	Robert Zuckerman June 24, 2022	600	Curtis A. Schnell April 30, 2022	800	Tony Walton April 19, 2022	USA829
Alan K. Fetzer April 15, 2022	478	Martin Nuruddin April 2, 2022	631	David R. Zeigler June 13, 2022	820	Peter Wexler May 20, 2022	USA829
Michael Flores June 5, 2022	479	Alan K. Micks June 13, 2022	634	Donald Haldane May 24, 2022	856		
Timothy Jake Garner June 9, 2022	479	William Koshi April 20, 2022	665	Stephen Gluck May 29, 2022	857		
Chandler Jacobs May 5, 2022	479	Joseph P. Locherer May 27, 2022	667	K B Pugliese June 15, 2022	871		
Ryan Quigley April 27, 2022	479	Jay Kohne April 5, 2022	669	Dave Cotton April 13, 2022	873		
Kimber L. Richardson June 19, 2022	480	Robert Mcewan April 29, 2022	669	Nicholas Fasullo April 4, 2022	873		

THANK YOU

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

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

Contributor
Harry Woolway

In Memory Of
Fund Contribution

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees
ADC Associated Designers of Canada
ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts 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
MPC Motion Picture Costumers
MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)
MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians
MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians
MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts
MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians
MPSELT Motion Picture Studio Electrical Lighting Technicians
MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)
MPS&SW Motion Picture Set Painters & Sign Writers
MPSPT Motion Picture Studio Production Technicians
MPST Motion Picture Studio Teachers and Welfare Workers
MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees
MT Mail Telephone Order Clerks
O Operators
PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators
PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists
S Stage Employees
S&FMT Sound & Figure Maintenance Technicians

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

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

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA – Sarah 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. (618-967-2394) 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.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also California, Georgia and New York) – Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323-876 0160) (Fax: 323-878-1162); Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300 Central Region Director, Theresa Khouri, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275).

T&T 750 CHICAGO – Joseph Wanderling, iatselocal750@gmail.com; 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com.

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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).

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

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

INDIANA

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

S 049 TERRE HAUTE – Stephanie Driggers, 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.

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

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

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

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

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

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

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

KANSAS

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

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

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

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

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

TWU 897 LOUISVILLE – Lisa Green, info@budgetprintcenter.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Libby Murner, libby.murner@gmail.com.

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

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)

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

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

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

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

TWU 840 NEW ORLEANS – Stephanie Kuhn, stephanie.w.kuhn@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (225-294-3024)

MAINE

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

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

MARYLAND

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

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

MPP,0&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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S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617269-5595) (Fax: 6172696252) 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.

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

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

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.: Christopher Guardiola, businessrep@iatse274.org.

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,0& 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 Ostagtag, Jamie_ostagtag@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.

MISSOURI

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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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M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO – Steven Ray Dyer, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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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 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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NEVADA

M 363 RENO/LAKE TAHOE – Kathleen Brunel, P.O. Box 9840, Reno, 89507. (775-786-2286) Bus. Agt.: Stephen Ernaut.

M 720 LAS VEGAS – Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

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

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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.

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

M 632 NORTHEAST NEW JERSEY – Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

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, elisema1964@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.

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

NEW YORK

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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, karuss01@aol.com

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

S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY – Derek Kirkaldy, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 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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M 121 NIAGARA FALLS/BUFFALO – John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-866-1136) Bus. Agt.: John Scardino, Jr., iatse121js@gmail.com.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT – Mike Brant, recordingsecretary@local161.org;

630 9th Avenue, #1103, New York, NY 10036. (212 977-9655) (Fax: 212-977-9609) Bus. Agt.: Cynthia O'Rourke, cynthia@local161.org

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

M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatse311ba@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).

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

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

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.

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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: 212-679-1421).

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

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

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

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

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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.

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

M 574 GREENSBORO/BURLINGTON/HIGH POINT – Susanne Daves-Brown, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatse4574.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).

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

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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.finscc@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.

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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 – Shiloh Thaxton, P.O. Box 563, Tulsa, 74101. (918-706-4434) Bus. Agt.: Trish Flynn (918-814-5900).

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.

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

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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.

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

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

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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.

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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@

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TWU 787 PITTSBURGH – John McCormick, wardrobecal787@yahoo.com; P.O. Box 101847, Pittsburgh, 15237. (412-728-0503) Bus. Agt.: Virginia Phillips, b.a.787@icloud.com.

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

T B29 PHILADELPHIA – Regina Kline, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Lawrence Williams, lawrence_williams@msn.com.

PUERTO RICO/VIRGIN ISLANDS

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