

THE OFFICIAL
IATSE

www.iatse.net

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FIRST QUARTER, 2023

Bulletin



HONOLULU, HAWAII

HOME OF THE MID-WINTER
GENERAL EXECUTIVE BOARD MEETING

INSIDE: ► MID-WINTER 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)

Choose one: Or authorize a monthly contribution of \$ _____ Mastercard Discover
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Card #: _____ Expiration Date (MM/YY): ____/____ Card Security Code: _____

Employee Signature _____ Date _____ Last 4 Digits of SSN _____ Local Number _____

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Home Address _____ City _____ State/Zip Code _____

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

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

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

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James B. Wood
 Editor



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IATSE

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Stronger Together:

As awards season wraps up this year I remain mindful of the incredible skills our members bring to the industry. The world over sees the vision, skill and creativity IATSE members contribute to the “magic” of entertainment, and through these amazing accomplishments delight, educate and enlighten millions every day. We are absolutely essential to the success of every production.

From defining and developing the characters we've come to love (and sometimes hate!) in our costume, hair / makeup and wardrobe departments, to creating the sets and establishing the environment that is crucial for any production to be effective in convincing its audience in our design, construction, paint, props, special effects, grip and lighting departments. Our members are tasked with the artistic and technical responsibility of capturing the audio and action of the performers including the essential work of sound and camera department members. And our editors take painstaking measures to construct the story through their work, creating a final product. There are, of course, many other jobs our members perform that are an important and necessary part of the collaboration to make a successful production. From production office and accounting personnel to studio teachers, craft service, medics and script supervisors we do it all. The collaborative efforts of IATSE members are the core of the industry.

The fact of the matter is that through solidarity and the coordination of all the involved Locals, we get more bargaining power. We prevent the employer from singling out a given craft or trying to divide us. I have seen first hand the will of the Locals to support each other and it has brought us tangible improvements at the bargaining table. We are an alliance

under the IATSE umbrella and together we are stronger. It's as simple as that.

The industry continues to evolve and we must remain unified as we face the challenges ahead. As we prepare for bargaining it's critical we communicate effectively to strategize and position ourselves to succeed in negotiations. This will require a full commitment from the officers and members as well as cooperation, support and coordination between the locals.

Remember, the beautiful artistic and technical achievements of IATSE members are unmatched in any industry. The toils and hard work of our members make it all happen. The commitment and skill of our members are irreplaceable. The interaction and work flow is dependent on the effective execution of work by any number of individuals. But together the members form a strong chain as opposed to separate links. Herein is the key to consolidating our power and fighting for the interests of all the IATSE crafts we represent.

Continue to stand together. All workers deserve dignity and security, and a single-minded commitment to that principle. And keep doing the amazing work you do.

In solidarity,
Matthew D. Loeb
International President



 @matthewloeb



OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at the Chicago Marriott Downtown Magnificent Mile 540 Michigan Ave. Chicago, IL 60611 at 9:00 a.m. on Monday, July 31, 2023, and will remain in session through and including Friday, August 4, 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 Chicago Marriott Downtown Magnificent Mile by calling 1-877-303-0104. Guest room rate for the IATSE is from \$269, 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: July 10, 2023

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.



Common Issues for Secretaries and Treasurers

The last three years have been stressful on everyone and that includes the Officers of our local unions. The result of that stress manifested itself in different ways for different people, but for many of our Officers it resulted in a decision to either step away for a term or retire entirely.



JAMES B. WOOD

The result is that there are a greater number of new Officers than I have seen in my twenty years in office. With that in mind I want to focus on two issues related to the responsibilities of Secretaries and Treasurers.

QUARTERLY REPORTS

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 mandates that the Quarterly Report must be filed no later than thirty days following the end of the quarter. Therefore, Quarterly Reports are due no later than April 30, July 30, October 30 and January 30 of each year. It is not necessary to wait until the full thirty days have elapsed before the report is filed and you are encouraged to file the report immediately once the quarter has ended.

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. This process can also be completed electronically which saves time and improves the accuracy of the reports. The electronic form is already populated with the names of new members, retired members and transferred members. All that is left to provide is information on individuals that are no longer members of the Local. If your local union is not yet using the online system, simply contact our IT Administrator, Jimmy Rainey at the General Office to get registered or update the user information.

REINSTATEMENT PROCESS

Very often former members of the Alliance decide that

they want to become a member again of a local union and they seek reinstatement. The process is covered in detail in Article Twenty-one, Section 14 of the International Constitution and Bylaws, but essentially there are three steps in the process.

First, the local union to which the individual wishes to reinstate sends a written request for approval to the General Secretary-Treasurer indicating the individual's name, last four digits of their social security/insurance number and the reason for the original loss of membership.

Once the request is approved, a letter is sent to the local union indicating said approval and detailing the amount of back per capita that is owed to the International in order to reinstate. The amount owed commences with the quarter in which the individual ceased to be a member through to the quarter prior to reinstatement. The exception to this occurs in the case of a former member holding an honorable withdrawal, in which case the maximum amount of back per capita owed is limited to eight quarters.

Finally, the local union submits a check drawn on its general fund (no personal checks from the individual seeking reinstatement) in the amount indicated. Once received by the General Office, the individual is now reinstated and should be listed by the local union as such on the Quarterly Report in which the reinstatement occurred.

These are but two of many issues that new Secretaries and Treasurers will need assistance with and I encourage you to reach out to me and the Finance Department staff in the General Office any time you need assistance. I also encourage you to attend the Office Institute Trainings and Secretary-Treasurer 2.0 trainings that are put on by our Education Department.

Announcing the IATSE PAC Local Solidarity Awards

IATSE U.S. members – want to help your local union win an award and recognition from the International? It’s as simple as making a personal contribution to IATSE PAC!

At the 2023 Mid-Winter General Executive Board Meeting, the IATSE PAC Committee announced the establishment of a new annual awards program to publicly recognize those Locals that have committed themselves to raising funds for IATSE PAC.

The 1st Annual IATSE PAC Local Solidarity Awards will be presented during the IATSE PAC Committee report at the 2024 Mid-Winter General Executive Board Meeting and annually at each Mid-Winter GEB meeting thereafter.

There will be four levels of recognition for the IATSE PAC Local Solidarity Awards. Award recognition will be determined by two factors: 1) the percentage of individuals from a Local’s total membership that contributed to IATSE PAC in a given year; and 2) the total dollar amount contributed by members of a Local in a given year.

Locals with either five percent of their membership contributing to IATSE PAC, or \$5,000 contributed to IATSE PAC by members of the Local will receive the Bronze award. Locals with either 7.5 percent of members giving, or \$7,500 contributed will receive the Silver award. Locals with either ten percent of members giving, or \$10,000 contributed will receive the Gold award. The top award is reserved for those Locals that are doing both – these

Locals will have committed themselves to having a high percentage of their members engaged in IATSE PAC giving while also raising a significant total for the year. Locals with fifteen percent of their membership contributing to IATSE PAC, and \$15,000 contributed will receive the Platinum award.

The minimum thresholds to qualify for an award are more than \$250 in total annual contributions and more than one percent of Local membership contributing. A Local that has over five percent of its membership contributing but does not reach \$250 in total contributions would not

IATSE PAC LOCAL SOLIDARITY AWARDS

PLATINUM

15 percent of Local members giving and \$15,000 contributed

GOLD

10 percent of Local members giving or \$10,000 contributed

SILVER

7.5 percent of Local members giving or \$7,500 contributed

BRONZE

5 percent of Local members giving or \$5,000 contributed

***Minimum thresholds to qualify: more than 1 percent of Local members contributed and more than \$250 total annual contributions*

qualify. A Local that has over \$5,000 in total contributions but has less than 1 percent of its membership contributing would not qualify.

This structure allows for all Locals, regardless of size, to have an equal opportunity to achieve recognition. To illustrate that point, if we had this program in place in 2022, approximately 20-25 U.S. Locals out of 320 would have qualified for an award. Of those 20-25 Locals, three have over 5,000 members, eight have between 1,000-5,000 members, two have between 500-1,000 members, two have between 100-500 members, and six have less than 100 members.

The awards will consist of a

commemorative plaque that Locals can display in their union hall or office. The plaque will have space for plates to be added each subsequent year that the Local achieves recognition at a designated level. We also plan to annually publish the recipients of the IATSE PAC Local Solidarity Awards in a full-page spread in the IATSE Official Bulletin.

IATSE PAC benefits all U.S. members and Locals whether they contribute or not. It is the position of the IATSE PAC Committee that those handful of Locals that have made it a priority to educate their members on the importance of IATSE PAC, and how their contributions are an investment in the improvement of their lives,

deserve this special recognition as they are carrying the weight of the entire U.S. membership of our Alliance.

It is the hope of the IATSE PAC Committee that by announcing this awards program one year in advance, additional U.S. Locals will prioritize IATSE PAC with their membership this year and achieve recognition in 2024. Members can visit IATSEPAC.net online, anytime to make a contribution and help their Local achieve an inaugural IATSE PAC Local Solidarity Award in January 2024.

For more information, we encourage Locals and members to contact the Political/Legislative Department at polleg@iatse.net.

STAY INVOLVED!

SCAN THE QR CODE WITH YOUR DEVICE OR VISIT:
WWW.IATSEPAC.NET

CONTACT IATSEPAC@IATSE.NET FOR ASSISTANCE



Shared Gains

2022 was a busy year for the Motion Picture and Television Department. Three significant contracts covering U.S.-based commercials, productions made for the pay TV channels in the U.S., and low budget theatrical features across North America were renegotiated.

A shared goal was to add the gains from the Basic and Area Standards Agreement to these contracts, such as weekend turnaround and increased meal penalty amounts. We wanted to standardize working conditions where it made sense, so members would have clarity about what their working conditions would be from one job to another.

We achieved this goal and more. Major improvements were made to weekend turnaround. In the Low Budget Theatrical Agreement (LBA), there already existed the first nationwide weekend turnaround provision, so we increased the five-day week turnaround from forty-eight hours to fifty-two hours with a strong penalty for any partial invasion (a full hour at straight time for any incursion into the hour). We also achieved the weekend rest of the Majors Agreements for the AICP and Pay TV contracts.

In the Pay TV and LBA, if rest is invaded after two consecutive days of fourteen worked hours or more, employee returns at the rate in effect at time of dismissal, plus an additional hour of straight time, for all invaded hours. If someone works two fifteen-hour days, they will make quadruple time for any invaded hours.

The sizable gains achieved for the Basic and ASA regarding meal penalties were incorporated into the AICP and Pay TV Agreements. The LBA, which covers low-budget content, now has a new fifth and each succeeding half hour meal penalty of \$18 and, after twenty violations in a week, one hour of straight time rate for each half hour violation shall be paid, and it cannot be less than \$20 per half hour.

We made big gains in the LBA for when double time begins. Last cycle, we moved from fourteen hours down to thirteen. This cycle, the contract aligns with our majors agreements; double time will now apply after twelve hours worked. This provision begins in year three of the Agreement.

Improvements were also made for the first year of a project in the Pay TV Agreement. Before, in year one, double time began after fourteen hours elapsed. That exception is now gone.

By moving the Pay TV Agreement away from a “stand alone” contract, it is now a “Majors Plus” agreement. With the bedrock being the applicable majors agreement, this contract now has more favorable provisions for when unworked holiday pay is received, where applicable.

The commercial contracted added Juneteenth as a paid holiday and the LBA now contains a “me too” provision for Juneteenth. This means, if and when this holiday is negotiated into the Basic, ASA, DGA or SAG-AFTRA agreements, it will automatically be added to the LBA. For the LBA, in Canada, National Day for Truth and Reconciliation will be added if and when Juneteenth is included.

Hearing from members who work more than five days consecutively, such as Off-Production employees, we added provisions to benefit those members. For those working on Pay TV projects, after seven days of work in a workweek, a twelve-hour turnaround after the seventh day is triggered. And, for crews working on commercials, a 6th day of work on the 7th day of the workweek triggers a thirty-two-hour turnaround (starts at end of the fifth day of work to the start of the 7th day of work).

In the AICP and LBA agreements, we achieved more pay or help for additional work. For Script Supervisors employed on commercials, they received a one hundred percent increase for each additional camera (moved from \$25 to \$50 per camera, capping out at \$150 a day) and Script Supervisors on low budget theatrical features have a new



multi-cam payment of \$40 a day. Also, for the LBA, Crafts Service crew now have a mandatory hiring clause; when more than fifty-four people are on set, an additional Crafts Service person must be hired.

As we did in the Basic and ASA, we raised the wage floor for our lowest paid classifications.

Pay TV now pays no lower than what is contained in the Basic and ASA, which is currently \$24.50/hr. but soon to be \$26. For commercials, no hourly wage is below the third grip rate (up to an eighteen percent increase for the lowest paid classifications in year one) and all entry level positions were removed. Under the LBA, ultra-low budget productions in jurisdictions where 125 percent of minimum wage is based off the federal minimum cannot have a floor below \$13/hr. in year one, \$14 in year two and \$15 in year three. By year three, this means a sixty-five percent increase for the lowest earners on small very low budget projects.

For wages not tied to the majors, we broke the previous pattern of bargaining. The AICP wages increase six percent in year one, and five percent in both years two and three. The Low Budget agreement increases five percent in year one, and four percent in years

two and three. We also standardized Key, 2nd and 3rd wages across the Low Budget Tiers – Ten classifications saw outsized wage increases.

We continue to rectify gender-based wage disparity among our classifications. For Script Supervisors working on commercials, which is a department head position, they had their wages increased to no less than the Department Head scale rate (a 16.35% increase in Appendix B). We also achieved parity between the Make Up and Hair classifications and the Key Costumer is now paid no less than the Department Head scale rate (over a five percent increase). Finally, by the 3rd year of the agreement, there will be parity between the Costume Designer and Production Designer/ Art Director (more than a thirty-one percent increase in year three for the Costume Designer). All of these wage gains are layered on top of the AICP's yearly wage increases.

The process for getting money to our members was strengthened in the Low Budget Agreement and the AICP Commercial Agreement. Payroll Deposit release language to pay employees on LBA features was streamlined and the commercial contract has an established payroll period for the first time.

There were some significant other "firsts" as well. When an "On-Call" employee working on commercials is at the control of the employer on tech scout or shoot days, they will receive overtime after working thirteen elapsed hours. This is a historic gain for "On-Call" positions in a national contract.

Another first, under the new Commercial and Pay TV Agreements, for those who's benefits go to the National Benefit Funds, all areas receive the higher New England, Maryland and Washington D.C. daily rate – on average, an increase of more than twenty percent.

And finally, mandatory staffing, which is always difficult to achieve, is now required for low budget theatrical features to increase safety. A First Aid person must be employed during construction, production days and when reasonably required.

With each negotiation we build steps to climb ever higher. With the Basic and Area Standards Agreements expiring in 2024, we are looking forward to those negotiations with the goal of setting new standards for which other agreements will follow and improve.

Bargaining Preparations

The Basic and Area Standards Agreements expire July 31, 2024. That may seem like a ways off, but there is much to be done in preparation for this next round of bargaining. First is to continue to track trends and major developments across the Industry. As everyone is aware, the WGA, DGA and SAG-AFTRA all have contracts that expire this year. These Unions and Guilds, like the IATSE, have significant issues with economic repercussions to address with the Employers. There may be choppy waters ahead.

Alongside these tensions is the slowdown in production. After years of 3-7 percent yearly growth of hours into the Motion Picture Industry Pension and Health Plans, 2022 only saw a half of one percent growth over the previous year. For the first month and a half of 2023, we are down twenty percent from the same period last year. This drop is most likely attributable to streaming productions curtailing unfettered production, large companies consolidating (Paramount+ and Showtime, WarnerMedia and Discovery) and companies shifting their production schedules to avoid a

potential work stoppage in the spring when the Unions and Guilds contracts expire. “Peak TV” appears to have peaked, and we are evaluating how that will affect our negotiations and members’ priorities.

In further preparation for negotiations, the IATSE will partner with the Locals to present to the Locals’ bargaining committees a “Bargaining 101” class. This will help prepare the committee members for what their role entails, how the proposal creation and vetting system works, and the negotiating timeline and process. It is our goal to

thoroughly prepare the committees through education and engagement.

To identify trends and shared issues, the International and the locals will conduct both Industry-wide surveys and focus groups. The International will partner with well-respected companies to create, conduct and collate the findings from these outreach initiatives.

Finally, we are tracking inflation and working with our health plan actuaries to accurately project health care needs for the coming years and evaluate economic stressors on both the workers and the Industry as a whole. When concluded, we will evaluate the other Unions and Guilds Agreements as they may pertain to our own.

The moving parts need to be set in motion now to allow time to execute the plan and evaluate the outcomes. We must remain nimble and adjust as the year progresses. This promises to be a very dynamic time and we are prepared and setting the table for what is to come.

WHAT HAS ORGANIZING A UNION MEANT FOR YOU?

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



NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**REPORT OF THE GENERAL
EXECUTIVE BOARD MEETING
HELD IN HONOLULU,
HAWAII
JANUARY 23-27, 2023**

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 8:30 a.m. Hawaii Standard Time (HST) on Monday, January 23, 2023, held at the Sheraton Waikiki in Honolulu, Hawaii..

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; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Justin Conway, Dan'l Cook, Hannah D'Amico, Jamie Fry, Don Gandolini, Jr., Ron Garcia, William Gladman, John Gorey, Benjamin Hague, Jennifer Halpern, Charles Howard, Krista Hurdon, Cindy Jennings, Kent Jorgensen, Mark Kiracofe, Jiaming Li, Steve Lutge, Peter Marley, Rachel McLendon, Monty Montgomerie, Julia Neville, Mark Patch, Anthony Pawluc, Elizabeth Pecos, Jeremy Salter, Stasia Savage, Marisa Shipley, Wade Tyree, Jason Vergnano, and Special Representative David Garretson. Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/

Suffolk Counties of Long Island, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-OlympiaTacoma-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; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Loraine Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens Port Huron, MI; 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; 87, Richmond-Petersburg-Charlottesville-Emporia, VAA; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 250; British Columbia Interior; 311, Middletown-Newburgh-Kingston,

NY; 322, Charlotte-Greenville, NC; 411, Province of Ontario; 430, Eureka, CA; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 536, Red Bank-Freehold, NJ; 592, Saratoga Springs, NY; 600, United States; 631, Orlando-Cape Canaveral Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredricton, Nb-Sydney-Glace Bay, Nova Scotia; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis,

MN; 751, New York, NY; 762, Chicago, IL; 764, New York, NY and Vicinity; 769, Chicago, IL; 772, Washington, DC; 793, Pacific Northwest; 795, San Diego, CA; 798, States Of ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, and The Cities Of Minneapolis And Louisville; 800, Los Angeles, CA; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 938, British Columbia; USA829, United States; ACT, New York, NY; ADC659, Canada; ATPAM, New York, NY; B18, San Francisco, CA; and B27, Cleveland, OH.

REPORT OF THE GENERAL SECRETARY-TREASURER

70th Quadrennial Convention

General Secretary-Treasurer Wood welcomed those in attendance to the Sheraton Waikiki which will be the main hotel for the 70th Quadrennial Convention to be held July 28 – August 1, 2025. This hotel was also the site of 65th Quadrennial Convention in 2005.

In addition to the Sheraton, the Royal Hawaiian, the Moana Surfrider and the Princess Kaiulani hotels will be used for some meetings, functions and sleeping rooms for the 2025 Convention. All of these hotels are within a five minute walk of the Sheraton. A flyer describing each hotel along with the rates that will be in effect for the Convention was made available to those in attendance.

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

Local Union 2023 Supplies

The process of sending the 2023 supplies and membership cards to local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2022 and had purchased the full number of per capita stamps for 2022.

As of the commencement of this General Executive Board meeting, all but 43 of 360 local unions have complied with the reporting and per capita stamp



Representatives of the Host Locals 600, 665, 700, 800 and USA829, welcome the Official Family and all the attendees to Hawaii.

purchase requirements and have received their 2023 supplies and membership cards.

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

IT Upgrade Projects

The IATSE Finance system is the core operational computer system for the International. It is a custom application and was originally deployed in 2007.

Functionally the system is very complex. It includes modules that Locals see such as information related to members, orders for stamps and supplies, Local information, quarterly reports, pink contracts, training records etc. There is also a large portion that is not seen by Locals that relates to a wide range of operational issues within the International such as contract administration, the U.S. visa immigration system, finance and accounting, reporting, International Convention programs, Training Trust Fund modules, etc.

Many computer systems have an approximately five-to-seven-year life span. The International has functioned (with modifications) for sixteen years with this system but can no longer efficiently handle membership growth and the complexity of the enhancements that are being requested. Therefore, the General Executive Board approved a proposal to completely upgrade the system.

Many months were spent gathering upgrade requests from all of the Departments and end-users and the project was put out to bid with WinMill Software (the present provider) being

selected due to their substantially lower cost, comparatively much faster timeline to complete the upgrade, and their familiarity with the present system and the operational needs of the International.

The project has commenced and has been divided in nine modules. It is anticipated that the modules related to local union interaction will be completed by the upcoming mid-summer meeting of the General Executive Board in July and the remainder of the project will be completed by the end of 2023.

The Voice over Internet Protocol (VoIP) phone system that is used in both the General Office and the West Coast Office is not available in Canada. The goal had been to try and link all three offices. As an alternative, a Zoom phone solution has been installed in the Canadian Office which provides them a VoIP solution and also allows the International to test this system with the potential for installing it in the General Office and West Coast Office because the service level of our present provider has been declining.

In Other Finance Department News

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During 2022, royalty payments totaling just over \$150,000 were received.
2. The International continues to charge for consultation responses for U.S. Citizenship and Immigration Services Visas. During 2022, just over a record \$1.4 million in fees were collected. The hard work and commitment of Davel Hamue who oversees the staff working in this area was recognized.

3. The number of membership applications processed in the General Office during 2022 was 14,345 which is a historic record and 21% higher than the record set in 2021. This has been accomplished while maintaining the target of a seven day turnaround from receipt of an application to the endorsed application being put in the mail back to the local union. Thanks were expressed for the hard work of Wes Vega, Puva Yoka, Sundy Chan, Chandanie Rahmbarack and Ravina Ramnarain and also to the accounting team of Mildred Aguila and Melanie Co and IT Administrator Jimmy Rainey.

4. As of the time of this report the total membership of the Alliance has reached 168,081. This compares with a total membership of 150,642 in March of 2020 when the pandemic began. This is an 11.6% increase over slightly less than three years, and during unprecedented shutdown in the industries represented by the International.

5. The largest per capita check received from a Local for 2023 per capita was \$1,682,000 from Local 479 which was over \$300,000 larger than last year's largest check also from Local 479.

President Loeb began his remarks by thanking Secretary-Treasurer Wood for his report. President Loeb stated that planning is underway for the 2025 Convention, which takes place in Hawaii from July 28 – August 1, 2025, and the IATSE is looking forward to returning to Hawaii for the Convention.

Regarding the IATSE's information technology upgrade, President Loeb

stressed the importance of modernizing the system, having the tools for the Locals to provide for the membership. The upgrade also allows for the streamlining of payments and applications. President Loeb then turned his attention to the IATSE's numbers, and stated that the growth of the IATSE is remarkable emphasizing that organizing is the key because the industry is growing, and the IATSE's aggressiveness is leading to growth.

President Loeb ended his remarks by acknowledging the incredible work of Secretary-Treasurer Wood and his staff.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2022 through October 31, 2022. Trustee Cota reported that the Trustees met in the General Office in New York City November 14th through the 16th, 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 consistent, thorough work on behalf of the International.

APPEARANCE: LOCAL NO. 122, SAN DIEGO, CA

Re: Organizing Drives

Appearing before the Board were Local 122 Business Agent Richard Disbrow, Local 122 Secretary-Treasurer Rachel Eaves, and Local 122 Organizer Juan Perez, to discuss the Local's recent organizing drives.

Disbrow began his remarks by

noting that the theme of the 2017 International Convention was "Growth Equals Strength" and President Loeb's repeated emphasis on the Constitutional responsibility each Local has to organize in its jurisdiction. Organizing is not easy and takes time, years. And the Local has never had the opportunity to report on the organizing drive at the Old Globe Theatre, due to the pandemic.

The Old Globe Theatre is a regional, not for profit, LORT theatre that operates in the gem of San Diego – Balboa Park. The Old Globe has three venues, a main stage theatre, an outdoor festival stage and a black box theatre. It also operates a scenic shop off site. The Globe has several classifications of workers including stagehands, scenic artists, make-up artists, hair stylists, costumers, dressers and prop artisans to name a few. After several months of talking to workers and getting seventy-five percent of the unit signing authorization of representation cards, the Local filed for an election in early April of 2018 and ultimately prevailed by a vote of 27 -21.

As with any organizing drive the hardest part is getting the first contract. It took twenty-one months to get the deal done but along the way the twenty-one "no" votes became pro-union employees as they saw the true colors of their employer at the bargaining table. The agreement was signed on January 2020 and provides pension and health benefits, and significant wage increases.

Many of these workers would be cut from work an hour before the employer was legally required to provide them medical insurance for the year. They would not be called back to work until

the fiscal year restarted. The newly negotiated contract became a lifeline for these workers, being signed just five weeks prior to the shutdown. All these members were able to maintain health insurance during the pandemic.

The biggest win, because the bargaining unit was united, was wage parity across all departments. These members are only now truly seeing the full benefits of working under a union agreement and are being active members. With both of the LORT theatres in the Local's jurisdiction now under contract, these members are now able to experience year-round employment.

Coming off the successful organizing drive of the Globe Theatre, the Local filed to represent a group of Encore employees in the beginning of March in 2020, which was reported on at the General Executive Board in San Juan a year ago. Disbrow was happy to report that many of the Encore Members are good active Union Members.

Disbrow then turned his attention to Rhino, live event work contractor. The Local has tried several different approaches to securing this work in their jurisdiction which continues.

The Local received Defense Fund assistance for its organizing drives. International Vice President and Stagecraft Department Co-Director Michael J. Barnes put together a strong team to help guide the Local through the final days of the campaign, including Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chausse, and International Representatives Carlos Cota, Dan Little, Peter Marley, and Steve Lutge.

Loeb and Chausse quickly implemented a modern communications plan, and Representative Little helped put their action network plan into place. Representatives Cota, Marley and Lutge were extremely helpful in messaging and helping with talking points with workers.

Disbrow sincerely thanked Vice President and Co-Department Director Barnes for his hard work, his leadership and his dedication and the vision for securing rock 'n' roll work throughout the country. He thanked Jonas Loeb and Steve Chausse for working countless hours. He thanked Representatives Marley and Lutge, stating that he values their advice and is truly thankful to have them both in the Local's corner. He offered special thanks to International Trustee and Representative Cota who preceded him as a Local officer and who is always there when needed. He noted that Trustee Cota has been instrumental in the Local's organizing campaigns and has an unparalleled work ethic. Disbrow also congratulated Cota on his recent appointment as chair of the San Diego Convention Center Board of Directors.

Although the Local has not won every organizing campaign, their efforts continue. The messaging with the International works. There is still a lot of work to do. Disbrow emphasized the importance of bringing these workers into the Local to protect jurisdiction and provide them with union representation. "United we bargain, divided we beg." The IATSE has built a culture of organizing that is now a part of what the union does, day in and day out and the Local will never stop pushing to secure the rock and roll work in its jurisdiction.

Disbrow thanked Sister Eaves for her hard work on the Globe Campaign; she was instrumental in pushing the vote and getting the contract signed. And he thanked Brother Perez for the countless hours he spends on these organizing campaign and his relentlessness on getting the job done. And he thanked President Loeb for his leadership and for always highlighting the importance of organizing. Disbrow observed that President Loeb does not just talk about organizing, he provides resources and pushes the Locals to get the job done.

Secretary-Treasurer Eaves remarked on the precarity of the workers and encouraged the Locals to lean into that vulnerability to build mutual trust.

Vice President Barnes commended the Local's efforts, noting that this was merely one battle in a long-term war, and the union will continue and win the fight.

President Loeb congratulated the Local on its victory at the Old Globe Theatre. The message is clear that the union is united in its battle against labor contractors that are undermining working standards. The union will learn from its mistakes, correct them, and continue to fight to achieve its mission of representing people in the entertainment industry to improve their lives. Win or lose, the effort to organizing workers is always commendable.

**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: "Count Us In"

Local 161 President Laura Fearon, Treasurer Laura DeLeo, and Business

Agent Cynthia O'Rourke updated the Board on the Local's organizing campaigns. Their appearance was a continuation of the report given during the summer meeting. The Local continues its outreach and is receiving authorization to represent workers who fall within its craft jurisdiction. The Local has achieved even more support since its last report to the Board.

President Loeb welcomed the report and is encouraged the Local's efforts are proceeding. He advised them to be prepared for legal arguments and pushback rooted in corporate hegemony. He encouraged the Local to continue to engage other IATSE local unions to support Local 161's organizing campaigns because broad worker support is a demonstration of strength. He advised that the Local has his support as well as that of the Board.

**APPEARANCE:
LOCAL NO. 477, STATE
OF FLORIDA**

Re: Organizing Successes

Appearing before the Board were Local 477 President Chris Ranung and International Representative Wade Tyree. Ranung reported to the Board regarding a recent organizing success by the Local in the state of Florida.

Florida is tough place for a Studio Mechanics Local. It is a red state with no state film incentives and legislative leadership that is hostile to the industry. The state sees long periods without a significant movie or television project.

Recently the state has become a location for ultra, ultra-low budget feature films, with budgets that are less than half a million dollars. The crews on

these productions are poorly paid, and the productions are difficult to organize. There is concern about the creation of a non-union workforce that is untrained, presenting a danger to the crews working on these productions. Although this presents a challenge, within every challenge lies an opportunity. The Local believes it has a responsibility to expand IATSE representation into this ultra, ultra low-budget world.

Ranung stated that the reason he was present in person at the General Executive Board meeting was to have personal conversations to get insight on how to resolve this issue. Conversations with people who are willing to explore out of the box solutions, who are serious about standing together because that is what the union is.

Ranung then discussed some of the Local's recent organizing successes. In September 2022, a low-budget feature "Spider & Jessie" began filming in the rural areas east of Tampa. A few years ago, the union suffered an organizing defeat in that area on another low-budget feature called "Lady of the Manor." The Local was determined to apply the lessons learned from that project to this new opportunity. The Local arranged meetings with the production and heard the usual mantra regarding cost of unionizing. At that point the Local alerted International Representative Tyree. With the help of members who were employed on the production, the union learned that the actual budget for the film was significantly more than the budget stated by the producers.

The Local embarked on a drive to organize the production. The union

delivered its demand for recognition two weeks into the four-week shoot, and the producer immediately agreed to negotiate. International Representative Tyree and Ron Allen from Local 800, sat down with three key members of the production team. Later that evening a deal was struck and a contract was signed in the lobby of a nearby hotel.

The contract included contractual wage rates effective immediately, benefits and terms and conditions effective from date of hire, gender wage parity, a twelve-hour guarantee with enhanced overtime provisions, the implementation of COVID-19 protocols, payroll guarantee, and more.

This victory was possible because Local 477 did not have to stand alone. Ranung admitted that it does feel like they are alone sometimes, down in Florida on the edge of the country. But that is not the reality. The organizing underscored that the Local is not alone. Ranung thanked the following individuals for their assistance in this organizing effort: Marche' Cooper from Local 600, Brian Johnson from Local 161, Greg Kasper and Rosemarie Levy from Local 798, Joel Cohen from Local 800, Rob Callahan from Local 700, Joshua Fuks from Local 884, Motion Picture and Television Production Department Assistant Director Daniel Mahoney, Local 477 Business Manager Jim Roberts and Secretary-Treasurer Nancy Flesher. Finally, he recognized the work of new Local 477 Executive Board member Joesmarie Torres, who was essential on the ground before and during the campaign as a liaison with the local crew.

Ranung noted that none of this

would have happened without the expert strategy provided by Representative Tyree describing him as cool, smooth, and professional.

Finally, Ranung observed that behind all of this was the wisdom and direction of President Loeb. He, along with the good counsel of the General Executive Board and so many others, makes it work. Ranung thanked President Loeb, his team, the IA family, and the union for making this success possible.

Vice President Miller stated that the Motion Picture and Television Production Department is working on a plan to assist with organizing in the state.

President Loeb discussed the difficulties in organizing in the state of Florida, especially on low-budget feature films. Success will require creative solutions and ideas and the International stands ready to assist the Local in any way that it can. The crews on these films deserve the benefits of a union contract, and the International will not allow the Local to be isolated in this fight.

APPEARANCE LOCAL NO. 764, NEW YORK, NY

Re: Collaboration with Reel Works

Local 764 President Patricia A. White, Secretary-Treasurer Martha Smith, Business Representatives Frank Gallagher and Leah Okin reported to the Board on their productive and rewarding collaborations with the Theatrical Workforce Development Program and Reel Works, providing wardrobe training to students, the majority of whom are people of color.

Smith reminded the Board that the mission of the IATSE – Reel Works

partnership is to provide opportunities for aspiring technicians of all ages who are interested in “below the line” crafts in film and television. She also reminded the Board of the excellent report Jen Bullock from Local 798 made to the Board regarding the make-up artist and hairstyling module in this Reel Works collaboration. The inaugural session of the thirteen-week IATSE Entertainment Industry Wardrobe Training concluded on December 10, 2022. Smith reported that the officers and members of Theatrical Wardrobe Union Local 764, who devoted considerable time and attention to this new program, received as much satisfaction as the cohort received training and skills.

Local 764 has been concerned about diversity, equity, and inclusion in their crafts and the membership is proud of their heritage of diversity. For over 100 years, the Local has been led by great trade unionists like Lilian Butner, who organized CBS Network in 1950 and was the staff supervisor through the 1990's. May Isaka Ishimoto, Japanese internment camp survivor and 25 year member whose work focused on ballet along with workers' rights, and Michael Reed, who served at the Met for over 35 years and served on bargaining committees until his retirement.

Local 764 aims to be welcoming and accessible to all; particularly since its membership is predominately comprised of women, LGBTQ workers with a significant number of people of color.

The membership was excited to be a lab for Theatrical Workforce Development program. There are five graduates of this program who are either members or have

applications submitted for endorsement, and there will be more to come.

After George Floyd was murdered, Local 764 members became even more interested in diversity, equity and inclusion within the Local. Reel Works approached Local 764 to collaborate in craft-based training, after having successfully partnered with Locals 52 and 798 in craft training for motion picture and television.

Building upon employers' interest in initiatives that will foster inclusivity and pathways to membership for diverse populations, Local 764 unanimously voted to partner with Reel Works to do the program. The extensive recruitment was led by Reel Works, with the assistance of International Representative Jennifer Halpern of the IATSE Education Department. This pilot cohort was made up of sixteen New Yorkers ranging from 25 to 55 years old.

Local 764 worked with the New York City Consortium for Workers' Education, which funded the program. Reel Works came up with additional funding and logistical support. Local 764 President White, Secretary-Treasurer Smith and Vice President Vangeli Kaseluris scheduled the trainings and developed course curriculum and thirty-four members taught thirty-two sessions over ten weeks to the sixteen trainees.

These trainings were phenomenal, and the cohort was incredibly lucky. There was a shoe care class from Local 764 member Jon Naberezny, who made the shoes and boots at Metropolitan Opera for 20 Years. Theatrical Beading was taught by Local member Lolly Torero, who has sewed beads on the

costumes of every major Broadway Show. The students learned about New York Police Uniforms and Background Continuity from members Kimberly Butler-Gilkerson, Kimberly Baird and Shannon Koger, who are leaders in the Local as trustees and leaders in the wardrobe department as supervisors for the Law & Order franchises. They learned the nuances of on-set nudity and intimacy from Local board member Carmia Marshall David, who has worked with stars too famous and difficult to work with to mention here. Most importantly, the trainees learned the skill of working with professional actors.

Every instructor shared their own Union story and how important Local 764 is to their careers, families and lives. While the students learned how to distress a baseball hat, break down a script and measure a period garment, they also learned the importance of solidarity. During her visit to the Laundry and Stain Removal Class, New York State Commissioner Roberta Reardon remarked that programs that bring new and experienced workers together are the most important kinds for the future of work. These programs are that important. Local 764 is contributing to the Alliance's future.

Currently, each trainee has been paired with a Local 764 Member mentor. The mentee and the mentor will meet at least once a month for the next six months. Mentors will help their mentee transition from being a student into a professional.

Local 764 thanked everyone mentioned in the report. They concluded with a hope that the sixteen trainees

are one day included in the 1,000's of applications that are endorsed by General Secretary-Treasurer Wood.

President Loeb remarked that the partnership with Reel Works is a terrific program. The emphasis on practical, real-world application and training prepares students for what will be expected on productions. President Loeb commended Local 764 for investing in future workers and members. He encouraged other locals to contact Locals 52, 764, and 798 for information about such training modules. He thanked those presenting for their great work in this program.

**APPEARANCE:
LOCAL NO. 892, HOLLYWOOD,
CA**

Re: LEAP

Reporting to the General Executive Board concerning the Labor Education Assistance Program (LEAP) were Costume Designers Guild, Local 892 Executive Director Brigitta Romanov and Assistant Executive Director Doug Boney.

Romanov stated that she joined the Executive Board of the Costume Designers Guild in 2008, but did not learn about how important education was to the IATSE until she became its Assistant Executive Director. She was able to find an asynchronous master's degree program through Penn State in professional studies with a focus on labor. For his part, Boney took advantage of officer trainings offered by the International, but had extreme anxiety about taking any college courses because of the homophobia he experienced when he came out at a small Christian college in Mississippi.

When Romanov decided to go back



Costume Designers Guild, Local 892 Assistant Director Doug Boney and CDG Local 892 Executive Director Brigitta Romanov

to school to pursue her master's degree, LEAP was one of the biggest factors in motivating her to get started. The LEAP program eventually paid for a third of her education. She took a number of labor-management related courses, including Labor and Employment Law, History of Labor Unions, The Law of Labor-Management Relations, Labor Union Structure, Administration, and Governance, American Labor Unions, Diversity in the Workplace, and Ethical Decision Making. She noted that she was the only person with a labor background in these courses, which were full of students from management. A number of her professors expressed excitement about having a labor voice in the classroom.

Boney noted that while LEAP was a factor in going back to school, he also had to overcome the extreme anxiety he was experiencing surrounding college. One day during the pandemic it just popped in his head, "I want to go back to school. I'm ready." This made sense as he had been working in therapy through a lot of the trauma he experienced so long ago in college. He also had the support of his

partner, who is a high school teacher, and the support of his union and its leadership, as they recognized and celebrated the advocacy work he was doing for queer workers within the IATSE and the greater labor movement.

During his search, Boney discovered a fully online program at California State University – East Bay. The program was in the ethnic studies department and focused on gender and sexualities in communities of color through the lens of art, literature, social justice, and, more importantly to him, labor and organizing. He knew this was the program for him. Boney discussed a number of courses he took, including a Black Feminism class where he was able to dig deep into intersectionality, leaning how different layers of people's lives affect them. He chose to do his final project for this class focused on Black women in the labor movement, and his professor thanked him for highlighting for others in the class how important the labor movement is to better pay and protection to Black women. He also took courses in Women & Work, Asian Immigration and Refugee

Women in Film, Queer of Color, Writing for Social Justice, Race & Resistance, Engaging Communities of Color, Afrofuturism, and Chicana Feminisms. Each class built upon the others, creating a framework of concepts to use in his job representing the members of a diverse, female-dominated Local.

Romanov and Boney discussed how important it was that they supported each other through this process, and received support from the Local's executive board. They had to balance school obligations such as papers and reports with their duty to the members and to build upon the great work happening at the Guild.

Romanov completed her degree in August of 2022, and Boney completed his degree in December of 2022. The Local is already benefiting from their education. Romanov used knowledge gained about human resources, the most frustrating part of her program, to assist a member going through an HR investigation. She noted that Boney has been invaluable by providing different perspectives he learned in his classes, bringing an intersectional lens to members' issues.

Romanov thanked Steve Kaplan, Business Representative from The Animation Guild, Local 839, who mentored her capstone project. She noted that Kaplan was invaluable and took all her protests in stride. She thanked him for being her mentor and, more importantly, a great friend.

Romanov and Boney concluded their report by strongly recommending that all the officers gathered for the General Executive Board meeting take advantage of the LEAP program. Continued learning not only benefits

the members, but also benefits the leadership by making them more skilled and adept at their jobs. The knowledge they bring back increases the collective strength of the union in fighting for the membership. It also allows the leadership to make connections with other leaders and professionals in and outside of the labor movement, spreading the voice of labor and the IATSE, and making sure their stories are being discussed as well. They thanked President Loeb for his focus on education, as well as the Education Department and all the people who make the LEAP program possible. Their work has made the IATSE bigger, better, and one of the strongest international unions.

President Loeb thanked Romanov and Boney for their report. The LEAP program has provided hundreds of thousands of dollars in education to Local officers. The program plays an important role in insuring that the IA has the best possible representation for its members. There are many different options available for those that want to learn how to be a better leader. The bottom line is that there is always something to learn, which is why the International is so focused on providing training opportunities to its staff, its members, and Local leaders.

**APPEARANCE:
LOCAL NO. 892,
HOLLYWOOD, CA**

Re: "All In" PAC Fundraiser

Reporting to the General Executive Board concerning the "All In" PAC Fundraiser were Brigitta Romanov, Doug Boney, Tobey Bays, DeJon Ellis, Cathy Repola, Karen Westerfield, Robert Denne, Patric Abaravich, Alex Tonnasin, Greg

Reeves, Nicole Miller, Leslie Simmons, and Ron Valentine.

Costume Designers Guild, Local 892 Executive Director Romanov spoke on behalf the nineteen Los Angeles and Hollywood Locals that organized the "All In" PAC Fundraiser, including Locals 33, 44, 80, 600, 695, 700, 705, 706, 728, 729, 768, 800, USA 829, 839, 857, 871, 884, 892, and B-192.

She began her remarks by explaining the motivation for organizing the event. On and off for the past few years, Local 705 and Local 892 hosted a myriad of PAC events, from Drag Queen Bingo to a mask auction, never bringing in more than \$3,500 per event. Then, at both the San Juan and Seattle General Executive Board meetings, International President Matthew D. Loeb, spoke about the lack of member participation in the PAC and the insufficient amount of money that is donated each year. Guilt is a powerful motivator, so Romanov started to think about how they could upsize a PAC fundraiser that would bring in a sizable amount of money.

After a West Coast Office Business Agents meeting, several Locals were discussing how to finance a large PAC event. International Vice President Michael F. Miller, Jr., suggested that if each Local threw in a little bit of money, they would have no problem with financing. Romanov thanked Vice President Miller for this advice. With a funding idea in mind, Romanov engaged the help of Local 705 member Bethany Jane Bohatila and asked Local 80 Business Agent DeJon Ellis if they could use Local 80's soundstage for the event. Ellis agreed. They then approached Local



Local 700 National Executive Director Cathy Repola, Costume Designers Guild, Local 892 Assistant Director Doug Boney, Local 80 Business Agent Dejon Ellis Jr., CDG Local 892 Executive Director Brigitta Romanov, Local 44 Business Agent Tobey Bays, Local 706 Business Agent Karen Westerfield, Local 729 Business Agent Robert Denne and Local 871 Business Agent Patric Abaravich.

44 Business Agent Tobey Bays for help with the decorations and execution of the event. He agreed. Romanov then asked for financial pledges from the Locals and received between \$500 to \$4,500 per Local from fourteen Locals, plus a donation from the West Coast Office, resulting in a fund of \$30,052.22.

Once the money was secure, she, Bohatila, Ellis, and Bays started brainstorming about the type of event that would bring in the most members. They wanted a mixer where the members actually mixed, built upon being union members and solidarity but also to collect money for the PAC.

Romanov set a goal for the PAC to raise \$20,000. The day before and the day of the event, she, Bays, Ellis, Bohatila, and many volunteers worked tirelessly to get everything set up for the members. They had over seventy volunteers who either worked in the planning stage or the set-up. Dea Jensen from Local 44 procured all the furniture and designed the beautiful setting. Bob Denne from Local 729 made sure they had a large banner with the “All-In” Logo as well as having the cornhole boards made. Another Local 729 member, Jamie McElrath, painted all the direction

signs that went around the building. Local 706’s Karen Westerfield donated many of the in-kind gifts and made the raffle table look professionally designed. Andy Stumme from Art Directors Guild, Local 800 had all the Locals emblem stickers, signs, and game boards made. Nicole Miller from Local B-192, and Leslie Simmons from The Animation Guild, Local 839 wrote the email blasts for the members. Cathy Repola, from The Motion Picture Editors Guild, Local 700, researched members for Romanov so that all the PAC forms were correct. And Local 892 illustrator, Jen Hancock, created the logo from the committee’s idea. Romanov offered special thanks to Bays and Ellis, without whom the Mixer would not have been a success.

The “All In” Mixer had trivia events, casino games, Drag Queen Bingo, and cornhole. There were three food trucks and another dessert truck to feed the members. Also, an Airstream Bar with a large pop-open window served all the drinks. Every member who walked through the door was given a mixer game that forced them to find five other members from a Local that was not their own. The game was created specifically to

encourage members to mix and not stand around with people they already knew, it was a perfect icebreaker. Once the game board was filled with the five other member’s Local number sticker, it was thrown into the raffle jar for a \$1,000 Visa gift card. The overwhelming response was that it was an awesome night, and fun was had all around.

In the end, the event raised \$19,228.88 for the PAC. While they did not reach Romanov’s goal of \$20,000, she was told that the “All In” Mixer was so much more successful than just raising money for the PAC. The leaders present said how impressed they were with the event and felt it was solidarity-building. Every member she spoke to after said how much they loved the event and how appreciative they were that their union put on something like this for all the members. Romanov asked the assembled leaders of the Locals if they were “all in” to repeat the event next year?

Romanov closed her remarks by thanking President Loeb for igniting her guilt response with his moving speeches. She thanked Vice President Miller for his fundraising idea and for assisting with some last minute event bills. She thanked

all the Local leaders and volunteers, especially Tobey Bays and DeJon Ellis who managed the flow with all her ideas and talked her off the ledge when she wanted to downsize. She thanked Kina Letcher and Cresta Hill of PAC Services for their assistance, Tyler McIntosh and Jackson Rees from the Political and Legislative Affairs Department for their guidance, and Wes Vega from the IATSE General Office for all his help. She concluded her remarks by presenting President Loeb and General Secretary-Treasurer Wood with volunteer t-shirts from the event.

Tobey Bays thanked Romanov for her hard work in organizing the event and expressed his hope that they will someday be reporting on the thirtieth anniversary of the event. DeJon Ellis thanked his mentor, International Vice President Thom Davis for his advice and support, and Romanov for her tireless work in ensuring that the event was a success. Karen Westerfield thanked Romanov for her hard work and remarked that her Local will be practicing their cornhole skills so as to not finish last again at the next event.

Vice President Miller noted that while the primary function was a PAC fundraiser, the result was increased solidarity amongst the Hollywood local unions, which is as important as the amount of money raised for the PAC. Vice President Davis echoed Vice President Miller's remarks, and stated that he was encouraged by the amount of rank-and-file members that showed up for the event. International Vice President Craig P. Carlson remarked on the importance of funding the PAC to help elect political candidates that will support the membership.

President Loeb thanked the group for their report. This event was a great opportunity to bring people together to have a good time, while also raising money for the PAC. In his opinion they more than met their goal because of the significant amount of money raised to support the PAC. He expressed his pleasure in seeing more folks step up to support the PAC in this way. He looks forward to next year's "All In" success story.

APPEARANCE: IATSE TRAINING TRUST FUND

Reporting to the General Executive Board concerning the IATSE Training Trust Fund (TTF) were TTF Director Liz Campos, and TTF Trustees Patricia White, Kent Jorgenson, Hannah D'Amico, and Adriane Bennett.

The Trust continues to grow and expand and add new programs and staff. This past December, Trustees Jim Varga and Murray Campbell stepped down from the Board of Trustees. Director Campos shared that she will miss both of them and took time to thank them for all their work, dedication and commitment to the vision and mission of the TTF over the years. Campos also welcomed two recently appointed Trustees, Adriane Bennett of Local 478, and International Representative Hannah D'Amico. Both have been incredibly involved in programs at the TTF over the years.

New developments were reported with respect to OSHA. The Trust now has a beta version of the OSHA 30-Hour Construction customized for IATSE workers. There is a full set of OSHA curricula developed specifically for

workers in the entertainment industry developed by IATSE members. This includes the OSHA 10-Hour General Industry, OSHA 10-Hour Construction, OSHA 30-Hour General Industry, and the OSHA 30-Hour Construction courses. Now that the beta version is available, work is being done on the complete OSHA 30-Hour Construction course customized for the IATSE student workbook and instructors. For those who use it, please send your feedback to the TTF. The TTF is also revamping all the OSHA curriculum to be more engaging, interactive and in line with the methods taught in the Train the Trainer workshop.

The TTF launched an infographic to describe the difference between the OSHA 10 and 30 courses, the General Industry and Construction as well as how to become an OSHA trainer. The graphic is on the TTF website and available for download. There are also posters of the graphic that will be sent to Locals upon request. Director Campos also had cardstock versions of the poster, which were distributed at the Board meeting. Please reach out to the TTF at info@iatsettf.org and they will be happy to help answer any of your questions.

The Borrow Our OSHA Trainer program is back. Local unions needing an OSHA course for their members can contact the TTF, which will send a trainer to teach the course for Local members and workers.

New developments with the LinkedIn Learning program were reported after Campos reminded everyone of the benefits available through the free LinkedIn Learning accounts. LinkedIn Learning has over 15,000 courses in

English, French, Spanish, German, Portuguese, Italian, Dutch, Polish, Japanese, and Mandarin and new courses, new instructors, and new languages are continually added. Account holders have access to collections and learning paths from the TTF, IATSE and Learning Paths from their Local if their Local has a curator.

All LinkedIn Learning sub administrators have been made into curators, a new role with added features, and each Local's collections have been converted to Learning Paths which are easier to create and clearer for those viewing them to find the courses. A new feature of the Curators is that they can also upload custom content created by a Local such as a presentation, video, or handouts. This is a significant upgrade that the TTF was offered and immediately took advantage of. They TTF has been asked by Locals about creating custom content for some time and the Fund is pleased to finally be able to make it happen. If local unions do not have a curator account but would like one, please let the TTF know and they will get you started. LinkedIn Learning has added functions so participants can follow skills and set goals to remind them to take classes and to help you find courses.

Those with LinkedIn Learning accounts also have access to OSHA books for those who have taken an OSHA course, Train the Trainer resources for those who have taken the Train the Trainer workshop, collections such as Computer Essentials, Diversity and Inclusion, local union collections and the latest collection – TTF Basic Audio, Video and Computer Technology videos.

The TTF can share template emails and online application links templates with Locals, so Locals are able to send bulk emails to their members about the simple online sign up for LinkedIn Learning. Local union officers who would like to do this should email the TTF at lil@iatsetf.org.

Live Train the Trainer courses are being offered for the first time since 2020. Dr. Mark Johnson will be conducting his famous Training Techniques course. The first course of the year will be on March 10-11 in Chicago, hosted by Local 2. The course will also be held in New Orleans, Albuquerque, New York. You can access the calendar on the TTF website. Esther Ramirios will continue to teach in-person Course Development classes. That schedule has been posted on the TTF website and Locals are encouraged to send their trainers to either or both of these courses. Local union training directors or other elected officials who want to see what the Training Techniques course is all about so they can share tips with their trainers, are welcome to apply and attend.

In 2022, over 51,280 courses and lessons were taken by 36,015 people for a cumulative total of more than 72,150 hours of training. The TTF is really focusing on refining and expanding its programs and identifying new and emerging needs and responding to them. The TTF plans to expand and build on its Course Reimbursement program in the coming months and add resources for local union Training Directors, Coordinators, and those responsible for training at their local union.

Director Campos thanked International President Matthew D. Loeb,

General Secretary-Treasurer James B. Wood, the International Vice Presidents, Department Directors, and International Representatives for their continuing support. Without this support and commitment to the skills and safety pillar, the IATSE Training Trust Fund would not be here and be what it is today. She also thanked the Communications Department for its ongoing work with the TTF Communications Department.

Director Campos offered special thanks to the Education Department, especially Hannah D'Amico and Jennifer Halpern. Special thanks were also given to Anita Hartsock and Bill McCord for the endless hours they spent and are still spending on developing, updating, and improving all the OSHA curriculum. The new and improved TTF curriculum would not be available without their hard work and efforts. All the staff at the TTF are committed to making the organization one that can provide the best possible service to all IATSE workers and Locals, and extra special thanks were given to all of them. She thanked all the local unions and individuals utilizing the resources of the TTF. The Trust is thrilled to see how many people and Locals, new and continuing, are embracing training.

President Loeb thanked Director Campos for her report. The staff of the TTF has grown to twenty-two and receives seven million dollars in annual contributions, which is increasing every year. Those are impressive numbers. The IATSE wants the safest and best-trained members as possible not only for their own safety, but to provide the best possible workforce. The Locals must take advantage of the TTF's invitations.

Thanks to the hard work of the TTF and its staff, education and training are now embedded in the culture of the IATSE. President Loeb thanked Director Campos, the staff of the TTF, and the Trustees for their work. He concluded his remarks by thanking former TTF Trustee Jim Varga for his invaluable service to the TTF from its inception.

**APPEALS:
SEAN HULBERT - ELECTION
PROTEST, LOCAL NO. 220,
SIOUX FALLS/HURON, SD**

The General Executive Board considered Sean Hulbert's November 7, 2022, appeal of President Loeb's decision dated October 25, 2022. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Hulbert's appeal and resolved to communicate this decision to Hulbert in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**DOUGLAS DAVIDSON V.
LOCAL NO. 93, SPOKANE,
WA/WALLACE-KELLOGG, ID**

The General Executive Board considered Douglas Davidson's November 29, 2022, appeal of President Loeb's decision dated October 26, 2022. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Davidson's appeal and resolved to communicate this decision to Davidson in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**JAMES KILCHER V. LOCAL
NO. 212, CALGARY, AB**

The General Executive Board considered James Kilcher's October 25, 2022, appeal of President Loeb's decision dated October 12, 2022. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Kilcher's appeal and resolved to communicate this decision to Kilcher in writing in accordance with the advice of legal counsel. President Loeb and Vice President Damian Petti abstained from participating in any debate and/or vote in relation to this appeal.

AICP

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe, Representatives Steve Aredas and Chris O'Donnell, General Counsel Samantha Dulaney, Committee Members Chaim Kantor, David O'Ferrall, Mike Akins, Scott Bernard, Robert Denne, Cory Parker, Dan Dashman, Tobey Bays, DeJon Ellis, Laura King, Greg Reeves, Jim Roberts, Karen Westerfield and Bryan Evans reported to the Board on the successful conclusion of collective bargaining negotiations with the Association of Independent Commercial Producers for a successor Commercial Production Agreement.

Vice President Miller reported that these negotiations were chaired by President Loeb. The bargaining parties met over 2.5 weeks during late summer/early fall in 2022. The proposals from both sides were aggressive, with the employers seeking roll backs to longstanding, hard-

fought working conditions. The Union sought improved conditions which impact quality of life, (e.g., weekend rest, hotels and transportation after long workdays, meals, etc.) wages and benefits (e.g., increasing the rates of crafts that had historically been underpaid, wage parity amongst similar crafts, standardizing health contributions across all jurisdictions) resolution and/or clarification of issues that resulted in disputes (e.g., payroll issues, staffing, hazardous pay).

By the conclusion of the negotiations, the negotiations committee made significant gains in the Union's priorities as set forth above. In addition, they addressed a number of inadequacies in the Agreement as well as many of the Union's goals to ensure a safer, more equitable, and economically secure collective bargaining agreement covering the next three years. Significantly, the new CPA will include a supplement that applies to those production service companies and other select employers which meet certain criteria and are not signatories to the CPA. In addition, the IATSE and the AICP negotiated a Neutrality Agreement that will provide unrepresented colleagues in the Commercial Production world a voice in their workplace, with an opportunity to join the thousands of IATSE members who enjoy the safety, security and benefits of an IATSE represented contract.

Vice President Miller advised that the Memorandum of Agreement had been shared previously with the Board as well as the Locals and workers who are covered by the terms of the CPA. He recognized the hard work of the entire bargaining committee, IATSE staff and

Representatives as well as the Legal Department for their efforts to secure a strong, proactive, forward looking agreement that positions the International for the next bargaining term.

Kantor emphasized the regressive positions staked by the employers, particularly regarding work in the Northeast Corridor. He expressed appreciation to President Loeb and Vice President Miller for preserving the working conditions in the Corridor. Akins, Bays, and Dashman thanked the lead negotiators and the committee for standardizing benefit contributions, the gains made for “on-call” classifications, including benefit contributions, and unwavering solidarity. Bernard and Westerfield expressed appreciation for being assigned to the negotiating committee, noting that though the negotiations were very tough working with President Loeb, Vice President Miller and the committee was an honor.

President Loeb remarked that the negotiations were not normal because these are unusual times. He highlighted the increased minimum rates, the standardization of benefit contributions, and benefits for “on-call” classifications as significant improvements for all workers under the CPA. This CPA sets a strong foundation for the future. President Loeb expressed sincere appreciation to Vice President Miller and the entire negotiating committee for a strong agreement for the workers.

CANADA PERFORMING ARTS WORKERS RESILIENCY FUND

International Vice President and Director of Canadian Affairs John M.

Lewis and International Representatives Jason Vergnano, Krista Hurdon and Cindy Jennings reported to the General Executive Board on recent developments following the federal government’s introduction of the Resilience Fund in Canada.

On February 1, 2022, the federal government announced the creation of the Resilience Fund – a fund aimed at providing live performance workers with financial assistance in the fallout of COVID-19. Initially, 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. Currently, the Resilience Fund has two funding streams: funding to organizations for the purposes of issuing direct one-time financial assistance payments to eligible workers capped at \$2,500 (stream one) and funding to be used for training workers to help them maintain career related skills and increase career resiliency (stream two).

Stream One

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 available to dancers, musicians and live performance technicians/workers. Stream one funding can be used for anything that may help a worker maintain their career in the performing arts including rent, groceries, bills, work related tools and equipment as well as the repayment of COVID-19 related debt. Once stream one funding

recipients were announced, the Canadian Office commenced efforts to educate Locals of the existence of the fund and also to 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. As of this week, IATSE members or permittees have received financial assistance from The AFC and the Fondation des Artistes totalling more than \$1.4 million.

Stream Two

Over two hundred organizations applied for \$10 million of the Resilience Fund monies earmarked for training funds. IATSE was awarded \$900,000 in funding to lead and administer the delivery of craft-based training both nationally and through local unions to ensure training opportunities are relevant to the needs of IATSE members and live performance workers generally regardless of union affiliation. International Representatives Vergnano and Jennings along with retired International Representative James Brett and Canadian Office Operations Manager Nate Richmond have been working with Stage Locals across the country to create training courses using local industry experts and resources so that the courses can be delivered across the country in both official languages. The training opportunities undertaken by IATSE to date cover a wide range of topics including formal industry certifications, specialized training sessions, workplace health and safety courses, and workplace diversity training. More generalized

national online courses have also been made available and include courses entitled Mental Health First Aid, Four Seasons of Reconciliation, LGBTQ+ Workplace Inclusion, Bystander Intervention Training and Pyrotechnic Safety and Legal Awareness. The IATSE has also sponsored training events at the CITT Connect Event held in Toronto in 2022 as well.

ADC Local 659 was also awarded \$320,000 in funding as well. The Local has since created two separate training programs with the funding – one for new Assistant Designers and the other to mentor Designers working in the live performance industry. The focus of the first program is to create opportunities for aspiring Designers to secure employment as an Assistant Designer to established Designers or a theatre company by paying those Assistant Designers \$25 per hour up to a maximum \$3,000 or 120 hours. The second program is a national paid mentorship program created for Designers by Designers. Mentees receive a fee of \$2,500 and mentors receive an honorarium of \$750. Both programs were very successful and were filled to capacity.

The momentum and appetite for training amongst Locals and members is extraordinary and the International looks forward to working with Locals in delivering these training opportunities to live performance workers in the coming months.

CANADIAN OFFICE REPORT

International Vice President and Director of Canadian Affairs John Lewis and Canadian Office Operations Manager Nate Richmond provided the General Executive Board with an update

on recent developments with respect to IATSE Canada's office space.

RE-OPENING OF THE VANCOUVER OFFICE

The International's physical offices located in Vancouver, British Columbia were temporarily closed in 2020 as a result of COVID-19 although the IATSE maintained a virtual office and continued to have access to meeting facilities as required. With the recent hire of International Representatives Jiaming (Ming) Li and William Gladman, both of whom are based out of Vancouver along with International Representative Julia Neville, and International Representative Jeremy Salter's regular attendance in Vancouver in connection with the IATSE's numerous BC organizing campaigns, the International recently secured new office space in the Marine Building located in the central business district of downtown Vancouver. This new office space will serve as the hub for IATSE's Canadian west coast initiatives and operations.

POTENTIAL RELOCATION OF THE TORONTO OFFICE

The International's office building located at 22 St. Joseph Street in downtown Toronto, Ontario was purchased in 2005 for \$925,000.00. It is a three-storey brownstone walk-up which has served the International well over the years. It is also home to a tenant, the Canadian Entertainment Industry Retirement Plan (CEIRP).

In early 2022, the International was approached about the potential sale of its brownstone by a condominium development company that had recently purchased four adjacent properties in anticipation of constructing a

twenty-seven-floor condominium. The International has since been negotiating for the sale of its brownstone at a very considerable profit. In anticipation of that sale finalizing in the near future, the International has also recently entered into a purchase agreement for new office space located in the highly sought after Corktown district of downtown Toronto pending the finalization of the sale of its brownstone. The Canadian Office will provide updates regarding both the sale of its brownstone and the purchase of a new office in 2023.

EAT CHALLENGE 2022

International Vice President Damian Petti reported to the General Executive Board on the 2022 EAT Challenge Food Drive – a nation-wide food drive initiative aimed at generating food and cash donations for the needy across Canada.

Vice President Petti explained that the National Every Plate Full Food Drive, which began in 2015, was rebranded to the EAT Challenge Food Drive in 2021. Sixteen teams from across Canada, including IATSE Locals 58, 129, 212, 262, 295, AQTIS 514 IATSE, 667, 669, 709, 849, 873 and 891 as well as the International and Local 212 signatory employer F&D Scene Changes, participated in the 2022 Food Drive. The Drive raised \$93,000 in cash donations, bringing the total cash donations since the start of the initiative to over \$500,000. Vice President Petti noted that Local 873 had 66 individual members make donations to the EAT Food Drive. As part of Vice President Petti's report, Local 873 President Angela Mastronardi accepted acknowledgement on behalf of the Local 873 membership for its valued participation in the 2022

EAT Challenge Food Drive and, in doing so, acknowledged the efforts of the Local's communications department for facilitating the engagement of Local 873 members. Vice President Petti also gave an honourable mention to International Representative Vanessa Holtgrewe for brokering a donation to the EAT Challenge Food Drive from a signatory employer as part of a grievance settlement. Vice President Petti concluded his report by also acknowledging Locals 669 and Local 891 for their efforts in helping the British Columbia Reel Thanksgiving Challenge raise over \$300,000 in donations in 2022.

President Loeb noted that this program is necessary for so many who are struggling to feed themselves and their families. The efforts of the Locals expands the IATSE footprint into the Communities in which we live. President Loeb commended Vice President Petti, Local 212, the Canadian Office and all participating Canadian Locals on the tremendous success of the EAT Food Drive in 2022.

IATSE STAGECRAFT DEPARTMENT

International Vice President and Co-Director Stagecraft, Vice President Michael J. Barnes, Co-Director, Stagecraft D. Joseph Hartnett, International Vice Presidents Daniel Di Tolla, John M. Lewis, Craig P. Carlson, Colleen A. Glynn and Paul F. Dean, International Trustee Patricia White, International Representatives Peter Marley, Christopher "Radar" Bateman, Stasia Savage, Charles "Bo" Howard, and Steve Lutge presented to the Board the Department's activities since the IATSE's meeting at the Summer GEB in Seattle. Details include an

overview of the assistance provided in response to Local requests for assistance and standardized policies introduced to grow and strengthen the Department.

COVID-19 continues to significantly impact the activities and agendas being set by the Stagecraft Department. To survive and move forward they have had to lean heavily on the four pillars of the IATSE; Leadership, Skills and Safety, Activism, and Communication. The stress put on the Locals coming out of the COVID-19 shutdowns has required more investment in strengths and honest evaluation of our weaknesses.

Heading into 2023, 71% of Americans approve of labor unions, 40% of union members say their membership is "extremely important" according to Gallop polling, both union and nonunion workers are demanding more for their work, the most pro-labor President occupies the White House, a card-carrying member of the Laborers union is the U.S. Secretary of Labor and there is a staffing shortage in the entertainment industry that is in desperate need of the recruitment and training the IATSE can provide.

The time is now to take advantage of the current situation to bargain, organize, and assist Locals for a better future.

Bargaining

Between July 2022 and January 2023, Representatives have been engaged in 129 bargaining assignments in response to Locals' requests. Fifty-three of these bargaining assignments have been completed. This compared to the Seattle General Executive Board Report July 2022 of 185 negotiations, fifty-five

completed and San Juan March 2022, 171 negotiations, sixty-four completed.

The bargaining assistance this cycle was spread throughout the country and included small, medium, and larger Locals, representing various crafts including Stage, Wardrobe, Ticket Sellers, Casino Workers, Front of House, and B-Locals.

The number of Locals requesting assistance decreased over the last eighteen months because bargaining parties have worked through COVID-related scheduling delays and Locals have beaten back employers' attempts to use COVID as an excuse to cut labor costs. Locals have made headway in recouping employment and with addressing inflationary pressures on worker pay checks. The percentage of completed agreements has increased this cycle as employers seem to recognize workers bargaining leverage and are agreeing to meet workers' proposals.

The 2023 trend in bargaining indicates workers will maintain this bargaining leverage. The U.S. Federal Government's actions to slow the economy through interest rate hikes are predicted to cool the economy which may reduce staffing shortages. The time is now to achieve gains for the workers at the bargaining table through organizing the workforce. Bargaining Agreements of note include:

The Non-League Touring Bridge Agreement

The Non-League touring agreement is a contract between the IATSE and Big-League Productions Inc, Networks Presentations LLC, Troika Entertainment LLC and Work Light Productions LLC.

The parties reached settlement for a short-term bridge agreement set to expire June 30, 2023.

The priorities for this cycle of negotiations had to address the issues facing the workers on the road. The agreement expired before the pandemic and was extended due to the pandemic and the Employers' onerous proposals. The Union's proposals to address the issues of the road were met with some resistance by the Employers. In order to get a touring season started, negotiations shifted to a bridge agreement to start the season, but also to keep both parties at the bargaining table. The bridge agreement moves the negotiations for a successor agreement in the right direction.

Highlights of the bridge agreement included increased contractual minimums, increased guarantees and per diems, Juneteenth Holiday, premium pay, improved working conditions. The parties have been meeting to negotiate a new term agreement and are scheduled to reconvene at the completion of this General Executive Board meeting.

Steelman Production Services

The General Executive Board approved a national agreement with Steelman Production Services. The agreement covers work in Local 11 Boston and Local 195 New Hampshire. This agreement has potential for adding Locals similar to the national contracts that exists with other employers.

Live Nation National Agreement COLA update

The Live Nation cost of living adjustment COLA that will impact Locals covered under the National Agreement.

By January 15th of each contract year of the Agreement, the parties agreed to review the respective Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI—W) for the covered metropolitan area for each venue under this agreement. If the cost-of-living index figure for the month of January 2023, as published by the U.S. Bureau of Labor Statistics, is more than five percent higher than such figure for the month of January 2022, then in such event, all of the rates of pay for the covered addendum shall be increased by the amount of such excess percentage but in no event more than two percent. The resulting dollar increases shall automatically be added to the rates of pay specified. If the cost-of-living index is more than seven percent higher, the parties agree to re-open the Agreement to discuss. The Consumer Price Index for All Urban Consumers increased 6.5 percent nationally over the last twelve months. The agreement calls for the CPI raise to be determined by each metropolitan area. The U.S. government will release these numbers February 12th. Prior to the GEB, the Stagecraft Department hosted a zoom meeting with Locals covered under both the National and Local agreements to review CPI language and training requirements.

Organizing

“Our time is now, and the answer is organizing (International President Matthew D. Loeb).” The Department's organizing plans are now fully in place. The International is focused on providing employers a trained, sustainable workforce. Assistance is being provided to Locals which are engaging in organizing.

The Department has been engaged with 100 organizing drives since the last GEB meeting, twenty-three of which have reached the bargaining stage. These numbers do not include the organizing drives Locals have completed on their own. The Department has coordinated with the Communications Department to create an online form that Locals can use to promote their organizing campaigns. Of the twenty-three completed organizing drives, fifteen were voluntary recognition and eight were through a National Labor Board Election. The percentage of IATSE NLRB wins to fillings is trending higher than the national average due to the Department's adherence to the IATSE Strategic Organizing Principles. The Chart available and distributed to the Locals provides Best Practices to develop action plans and timelines for an organizing drive.

Stagecraft Representatives have been assigned to schedule regular monthly meetings with Locals. This information is evaluated to determine where resources are needed and best allocated.

To further assist in organizing the live entertainment workforce the Department has standardized programs to recruit, train, dispatch and organize workers. Programs include, “Live Event Worker Recruitment Program”, Orientation Training Program, Rigging Proficiency Program, Stagecraft OSHA and Safety Training Program and the Pathway to Membership Program.

Assistance and Administration

Representatives have covered over 115 administrative assistance activities since the last General Executive Board,

twenty-three of which have been reported complete. The administration and assistance provided to the Locals include but is not limited to Comet Training, Constitutional Assistance, Zoom Meetings, Internal Organizing, Committee Assignments, Industry Show participation, Books and Records, Mergers and Touring Show Visits.

The Stagecraft Department also provides the following standardized assistance program available to all Locals.

Mental Health Assistance

The Vice Presidents and Representatives working in the Stagecraft Department attended training in the New York Office to raise awareness of how to respond to the mental health crisis being experienced by IATSE Officers and Members. This program is ongoing and continues to provide the training to help staff and members identify and help members in crisis.

Live Event Worker

Recruitment was set up to help Locals with onboarding needs. Staffing shortages were systemic in 2022 and look to be worse in 2023. Locals that experienced staffing challenges in 2022 should contact the Stagecraft Department right away. The program is up and running and can be tailored to any Local's needs. To date, over 6,000 workers have signed up for the Live Event Worker program.

Stagecraft Safety Training

Recommended courses include approximately twenty hours of training available online through the IATSETTF. The curriculum is built around the OSHA 10 certification training the Training Trust offers regularly to members thorough

both in person and online. The course selection was created with input from the Stagecraft Department and national signatory Employers Live Nation, OVH and ASM. Coupled with the Live Event Worker recruitment program, the IATSE best positioned to address the staffing challenges facing the industry.

Rigging Proficiency Program (RPP)

This program provides participants with an introduction to rigging principles and best practices used in modern entertainment applications. The Stagecraft RPP Training features two distinct parts—a lecture portion and a hands-on portion. During the lecture portion, rigging systems and subsystems, the materials used, and the capacities of the systems are all covered in a classroom setting. Participants are provided general safety practices, fall protection theories and protocols, and professionalism. The hands-on portion requires the students to tie knots and assemble rigging and fall protection systems using the tools of the trade. The course is structured and can be used by local union trainers. To date sixteen Locals have completed the course, ten Locals have requested, and training is being scheduled. The Department recommends this course be scheduled now before the 2023 concert season starts up.

IATSE Training Tracker

IATSE Training Tracker is available to Locals through the IATSETTF to track participants in these programs. Locals are encouraged to use the information in the Training Tracker as part of their bargaining strategy when addressing the staffing concerns of the Employers.

Pathway to Membership

Best Practices have been created and are being distributed to the Locals.

New Officer Tracking and Training Program

The Department's outreach to new officers in local unions is underway.

In conclusion, the Department's focus in 2023 will be recruitment, onboarding, training and the organizing workers. The tools to be successful have been given to us through the leadership of President Loeb. The plans to finish the job are in place. It is now time for the International, Stage Department, Locals and members to strap on the tools and get to work. It is our time to decide what we want, and then act as if it were impossible to fail.

“What is the recipe for successful achievement? To my mind there are just four essential ingredients: Choose a career you love, give it the best there is in you, seize your opportunities, and be a member of the team.” (Benjamin Franklin Fairless)

President Loeb remarked that the report began by referencing the “Pillars of Success” which is the foundational structure for everything the Alliance does. The Pillars' are the path to success. President Loeb further observed that there is more going on in the Department than ever. The leverage afforded unions generally and the IATSE specifically must be used to benefit workers. Locals must continue to organize workers and to bring them into membership.

President Loeb concluded by reminding Locals that organizing is the answer to many of issues faced by local unions. He commended the Department for their excellent work.

Co-Director Stagecraft, Vice President Barnes and Co-Director Stagecraft Hartnett updated the Board on the Department's comprehensive organizing plan.

The Co-Directors presented a detailed analysis of the line events industry and opportunities available to the International and affiliated local unions. They are working with Locals which are organizing or are planning to do so. Interested Locals are encouraged to contact the Department.

President Loeb observed that the plan is smart and adaptable to each Local's specific circumstance. He encouraged Locals to contact the Department if they are organizing.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr., International Vice Presidents Thom Davis, John M. Lewis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe, International Representatives Wade Tyree, Steve Aredas, Anthony Pawluc, Liz Pecos, Marisa Shipley, Mark Patch, and Jamie Fry, reported on current developments in the Motion Picture and Television Production Department.

The Department brought on two new International Representatives to help with the ever-expanding workload. Anthony Pawluc, from Local 44 and Marisa Shipley, from Local 871, joined the West Coast Office and began work immediately. Also added to the team are three new organizers for Visual Effects and Gaming, which will be covered later

in the report. Leaving the Department, but for the very best of reasons, is Representative Yvonne Wheeler. Wheeler is now the new President of the Los Angeles County Federation of Labor, which is the second largest central labor body in the nation, representing more than 800,000 members. She is the first black woman to hold the position.

In the leadup to the 2022 AICP negotiations that took place this past autumn, the IA had an incredible amount of organizing occurring across the country. Members were reporting their non-union jobs and, through the hard work of Representatives Aredas, Garcia, and Pawluc, and Vice President Davis, several new companies were organized and signed to collective bargaining agreements. Successful field organizing is another important component of showing leverage to employers during negotiations. A few noteworthy new commercial signatories signed after strikes were Noble 600, Outlier Content, and Reflection Pictures.

Other highlights include commercial organizing efforts led by Assistant Department Director Mahoney and Representative Tyree in Washington D.C., Boston, Nashville and throughout Puerto Rico as the Business Agents and Representatives for Locals 481, 487, 492, 494, 600, and 798 were able to sign numerous new companies to the IATSE Commercial Production Agreement capturing all their future work under a Union agreement. Many were national spots, such as those created for a major pharmaceutical company, a credit card company, toy brand and even a crypto currency. The Department is

an organizing force and will continue its efforts to provide the protections and benefits of a union agreement to commercial production workers despite continuing efforts of employers to work non-union. New provisions in the Commercial Production Agreement will further disincentivize employers as they will have higher costs if they elect to produce non-union and are subsequently organized.

Low budget feature organizing occurs coast to coast. As recent examples, there were two short strikes in Los Angeles that resulted in the signing of "Scrambled" and "Open House" to Union contracts. In New York, the New York Production Locals organized "12 Days of Christmas Eve" and "Bad Shabbos".

As the year drew to a close, Representatives out of the General Office did not lose any of their momentum organizing, finishing this year with a total of forty-two productions organized during the 2022 calendar year, easily placing over five million dollars into the benefit funds, additional wages, as well as the other economic terms and conditions of IA contracts, for more than 1,600 crew members throughout the Eastern half of the United States. From those crew involved, the Department anticipates at least two hundred new applicants through organizing this year alone. Ranging from feature films and scripted series, to unscripted reality and commercials, the Department organized them all this year...and the work will continue in 2023.

Another notable organizing drive that involved an unscripted production occurred in Atlanta. "Surviving Bear Grylls" was signed to IATSE

agreements. The crew supported the organizing. The Department is committed to the fight for health and pension benefits for unscripted crews.

Award shows and live events continue to provide ample work opportunities for IATSE members, from the Country Music Awards in Nashville, to Netflix comedy shows filming around the country, to Washington D.C. for the annual Kennedy Center Honors, IATSE members are behind the scenes.

This fall, the Return to Work Agreement was renegotiated. Once again, the IATSE joined with the DGA, SAG-AFTRA, the Teamsters and the Basic Crafts to advocate for reasonable safety measures to prevent COVID-19 outbreaks at the workplace. The formulation for triggering the more stringent safety protocols contained in Part I of the Agreement was modified. The escalation trigger was changed to fourteen or more new weekly COVID-19 hospital admissions per 100,000 people over a seven-day period, which can be tracked at covidactnow.org. Testing options for Zone A employees expanded in Part I to include the use of antigen tests if they are taken once each workday. The COVID sick leave bank was refilled to six available days per employer and the agreement expires at the end of January 2023.

Other agreements that have been renegotiated include Finnmax, Beachwood Services, the Pay Television Agreement, Commercial Production Agreement (AICP), and Low Budget Theatrical Agreement. The last three are the subject of separate reports.

Finnmax, covering a limited amount

of reality programming, has now moved to the appropriate Majors Agreement and includes Accountants, and the Beachwood Services Agreement expiration aligns with the Videotape Agreement expiration in 2024. The Beachwood contract now has meal penalties per the appropriate Majors Agreement, wages will increase significantly in year two, double time will be paid on a seventh day worked beginning in July, daily turnaround was increased to ten hours, idle day pay was added for distant location work, parity between Make-up and Hair classifications was achieved, an additional classification was added, and Key Costumer is no longer an “on call” position.

Organizing momentum in the Visual Effects and Game sectors has increased significantly over the past several months with the addition of three dedicated organizers assigned to pursue leads at strategic targets in both sectors.

Organizers Ben Speight in Atlanta, Mark Patch in Los Angeles, and recently hired Chrissy Fellmeth in New York enable the intersecting campaigns of VFX and games build upon the national reach in carrying out successful efforts in 2023. The Communications Department was critical in working with the existing national VFX organizing committee to promote and distribute the updated survey tool.

There remains broad support for organizing among workers in both sectors. The IA’s organizing program is prepared to meet the demand from workers to carry out structured, strategic, successful campaigns, transforming these industries in the coming year.

There was also an update on the

Music Supervisor organizing drive. The union, working with Local 700 and their organizer, Rob Callahan, approached the AMPTP, who declined to voluntarily recognize this classification. The Department filed a representation petition with the National Labor Relations Board (NLRB) for a determination on the matter. In December, IATSE Associate Counsel Jacob J. White represented the Union and put on a strong, week-long case, these talented crew members deserve to be represented by the IATSE, and the Department is awaiting a decision on whether the NLRB will order an election.

Representative Fry has been busy assisting local unions with new work and organizing in their jurisdictions. The “Yellowstone” franchise continues to expand and now includes four series: “1923” in Montana, and “1883” and “Bass Reeves” in Texas. There is much crossover in the crew with many moving back and forth between the two states. As challenging as Taylor Sheridan’s projects are, he and his production team are very loyal to the crews.

The motion picture and television industry has been busier than ever. With high volume comes high chances of a production failing to make payroll. The Department has seen an uptick in productions folding early in preproduction or later and failing to make payroll. With each case, Representatives and legal counsel vigorously pursue the members’ claims under the collective bargaining agreements and have several pending grievances on this issue.

There have been a number of organizing wins across the Western

United States including on low budget features in Las Vegas, Nevada, and Livingston, Montana.

Representative Fry organized a low budget movie-of-the-week in Oklahoma.

As an update from the Mid-Summer 2022 General Executive Board meeting, the Department is continuing to work with The Economic Roundtable on a pay equity study. Motion Picture and Television Department Locals have been asked for their input on the crafts in their Locals that they view as being affected by long-standing gender-based pay inequity. Next steps will be to narrow which Locals are participants in the study and develop the surveys to be conducted by the Economic Roundtable.

The Joint AMPTP-IATSE DEI Committee has officially convened. This is a requirement of the 2021 Basic and Area Standards Agreements. The parties met for the first time in September and have an agreement to meet monthly, either jointly or in separate committees, as necessary. The Chairs also meet monthly to discuss the agendas and goals for the group. As Yvonne Wheeler has moved on to the Los Angeles County Federation of Labor, Representative Pecos will be the single Chair for the IATSE groups. The Committee is currently in the process of gathering information from the Locals that can then be digitally stored and mutually shared. There have been several subgroup discussions amongst the Locals on current programs and efforts on developing DEI training and programs. The IATSE committees agree that developing pre-training inclusive of soft skills is essential to the success of training candidates, and are working on

developing standardized pre-training with the employers that can be accessible, like the training trust fund courses on safety and harassment.

As production volume and deposit collection has increased, Representatives Shipley and Pecos, and Contracts Administrator Gabrielle Yedid, are updating and streamlining the deposit and drawdown processes. They are focused on improving IA communications with production and payroll companies, simplifying the process for drawdown requests to eliminate repetitive, time-consuming steps, and gaining a more accurate picture of the deposits that are currently being held.

A dedicated email address for all deposit confirmation and drawdown requests has been created, in addition to a process document that will be distributed to each production that signs an agreement requiring a deposit, as well as to the payroll companies and Locals. The explanation of the process will allow more understanding of the requirements for a drawdown and point all parties to the deposit email address for those requests.

All Motion Picture and Television Locals were asked to identify individual(s) they want to receive all communications from the IA about deposit releases in order to better target those communications to the parties at each Local who handle that internally and reduce unnecessary email traffic in other inboxes. In addition, the Department is moving most of the responsibilities for the deposit and drawdown processes to one Representative on each coast to free up other Representatives and reduce confusion.

Vice President Miller concluded the report by stating that 2023 promises to be another busy year for the Department. Preparation for Basic and ASA negotiations through bargaining committee trainings, surveys and other methods of outreach and education opportunities for the membership and Locals is underway. In addition to engaging with The Economic Roundtable, the Department is also in discussions with David Binder Research to do a broad Motion Picture Survey to solicit direct input from the membership in advance of negotiations. It is anticipated that this will be done in conjunction with each of the affected Locals. J&Z Consulting has also been engaged to assist with campaign-specific education and communication. Members want more education and communication on the issues that are being addressed at the bargaining table and the engagement of these professional firms will assist the union in responding to that request. An informed and educated membership is vital to a successful negotiation.

The DGA, WGA, and SAG-AFTRA contracts with the AMPTP all expire on or before June 30th. The Department will be watching those negotiations closely. While talk of a strike may be premature, preparation is always prudent.

There is a significant shift currently occurring in the motion picture and television industry. Restructuring, layoffs and management changes at the studios and streamers are in the headlines. A sudden slowdown in subscriber growth has resulted in a number of TV shows being cancelled and movies being shelved. "Batgirl" is the largest example

of this sudden shift. The studios are looking to shift after years of heavy spending in streaming that has delivered more content than ever, but unfortunately not approaching the profitability of basic cable in the 1990s to the late 2010s.

The math on the costs of streaming versus earnings potential is unbalanced, which is why every major media and entertainment conglomerate ended the year with double-digit declines in their stock prices. As the industry continues to shift, business will change.

There has also been a surge in AVOD (Advertising Supported Video on Demand) or FAST (Free Ad Supported Television). As industry economics tighten, top media industry analysts see a pullback coming in the volume of series and movies produced for streaming platforms.

The volume of scripted series hit an all-time high in 2021 with 559 series. The first half of 2022 saw an increase of sixteen percent over 2021, but that number has tapered off significantly. The numbers coincided with reported work in 2021 and 2022 which continue to build on record high employment in previous years. The Department will need to prudently monitor the health of the industry and identify and prepare for some potential challenges in the next couple of years.

President Loeb thanked the Department for its report. The staff of the Department is growing because of the increased opportunities for organizing, especially in visual effects and gaming. The IATSE will continue to do whatever it has to do to represent people who want to be represented, including the Music

Supervisors. Preparation for bargaining the Basic and ASA has begun, and it will be important to get input from the membership in order to draft proposals. The possibility for industry strife is real, and the membership should be aware of that. Regarding the COVID protocols, it will be vital to find the middle ground between relaxing some of the protocols while still protecting the IA crews. The Department continues to protect its jurisdiction and improve standards across the country. The growth is on-going and significant. President Loeb concluded his remarks by thanking the leadership of the Department for their hard work.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, International Vice President C. Faye Harper and International Representatives Mark Kirakofe, Don Gandolini, Carlos Cota, Dan'l Cook, John Gorey, Ben Hague and Cindy Jennings provided an update of Departmental activities to the

General Executive Board since the 2022 Mid-Summer Meeting.

In 2022, in-person U.S. trade shows enjoyed a steady comeback as attendees and exhibitors returned to show floors across the country. Industry professionals are optimistic 2023 will build on the performance in 2022. The Consumer Electronics Show (CES) best illustrates the industry's comeback, hosting the most influential tech event in the world in Las Vegas, Nevada in January 2023. The show covered 2.2 million square feet, featured 3,200 exhibitors, and 115,000 attendees, making it the largest audited global tech event since early 2020. The CES event introduced a touchless venue experience, with widened aisles, increased fresh air flow and filtration systems, and hand sanitizing stations.

Freeman Expo, one of IATSE's largest signatory trade show contractors, conducted a recent survey confirming 82% of decision makers plan to maintain or increase event spending in 2023. The survey also indicated the success of the trade show industry on a go-forward



Assistant Department Director, Motion Picture & Television Production Dan Mahoney and International Representative Mark Kirakofe unite to celebrate the announcement of their retirement.

basis for millennial attendees will be dependent on, among other things, event location and an event's use of eco-conscious practices.

Exhibitor Services and Contractors Association (ESCA)

Vice President Sanders and Representative Gandolini continue to serve on the Exhibitor Services and Contractors Association (ESCA) Labor Management Committee (LMC). Vice President Sanders has served as co-chair of the LMC since December of 2020.

International Association of Exhibitions and Events (IAEE)

The International Association of Exhibitions and Events (IAEE) EXPO EXPO was held at the Kentucky International Convention Center in December 2022. International Vice Presidents Sanders and C. Faye Harper as well as International Representatives Gandolini, Hague and Kiracofe staffed the IATSE booth during the annual tradeshow. Expo provided the Department's members with an opportunity to network with many signatory employers and industry stakeholders, including Freeman, GES, and Shepard.

Work of the Department

Representative Kiracofe continued to assist Local 7 in a series of contract negotiations during the fourth quarter of 2022. While the Local's negotiations with Freeman AV remain on-going, the Local concluded agreements with Exhibitor Appointed Contractors and General Service Contractors (GSC). Notably the GSC agreements include the

addition of Local 62 in Colorado Springs. Representative Kiracofe and Local 69 are negotiating with Freeman and Shepard for renewals of the Local's agreements with these employers. Local 69 Business Agent, Andrea Hoffman, recently negotiated a contract with Prestige AV for rigging in the remodeled Renasant Convention Center.

Representative Gandolini assisted Local 12 and Local 17 in concluding renewal agreements with Fern. Local 17 also concluded a renewal agreement with Shepard.

Representative Gandolini assisted Local 31 in its negotiations with Employco USA II. He also supported Local 39 in renewal of its area standard decorating agreement. Significantly, Local 39 members worked a Freeman show, the American Society of Hematology event at the Morial Convention Center, marking a significant turning point in the IATSE's relationship with this employer in this city.

Locals 76 and 205 with assistance from Representative Gandolini concluded renewal agreement with GES. It was noted that longtime Local 76 Business Agent, Raymond Sewel, retired in December 2022. The Department wished Sewel well in his retirement.

Representative Gandolini supported Local 127 in finalizing renewals of its supplemental agreements with The Expo Group and Freeman Decorating. He continues to assist Local 127 in its negotiations for a renewal of its supplemental agreement with GES.

Representative Cook assisted Local 28 in bargaining on behalf of audio-visual technicians at the Oregon Convention

Center (OCC). He worked with Local 415 to finalize tradeshow contracts with Modern Expo, UTP, and Convention Solutions + Innovations.

He assisted Local 423 in negotiations with Convention Services of the Southwest which concluded with a noteworthy agreement. He also aided Local 50 with GES negotiations. The Local finalized an agreement with Freeman.

Finally, Representative Cook negotiated and completed a renewal of the EWI Worldwide agreement.

Representative Gorey continues to lend support to Local 99 in supplying labor and also training members to work the Outdoor Retailer (OR) Show. He is assisting the Local in numerous contract negotiations with SMG at the Salt Palace Convention Center, JP Display, GES, Shepherd Exposition, and Modern Expo. Representative Gorey helped Local 363 finalize a renewal agreement with GES that increases the Local's jurisdiction.

Representative Hague assisted Local 251 in completing a renewal agreement with Valley Expo. He finalized a successor agreement with AV Tranquility, which among many highlights included the addition of Local 46 to the agreement.

Vice President Harper and Local 834 President Tara Burg finalized training classes for new hires and will implement them in March 2023. In addition, the Local and the Joint Classification and Training Committee (JCTC) are preparing to host a two-day hands-on training course in the Spring of 2023. The training will include basic safety, table skirting, pipe and drape, floor marking, basic I&D for modular units/ pop up portable display and Forklift Training.

Local 611 filed a petition to represent the in-house Encore technicians employed within its jurisdiction in August 2022. Encore launched a fierce anti-union campaign. Representative Cota and Business Agent Andrew Hurchalla remained diligent in communicating with the unit. The Local was successful and is currently negotiating a first agreement with Encore.

The Department's negotiation and finalization of an agreement with the Encore Global concluded in November 2022. The renewal agreement includes wage increases and language improvements as well as the option to add Locals to the agreement during the life of the agreement. The Department will be engaging in a robust implementation plan with Local officers covered by the agreement in 2023.

Representative Jennings continues to assist Local 709 in bargaining a first collective agreement with Canadian AV, one of the largest suppliers of light, sound and video Equipment in Newfoundland.

Other Department Activities

Representatives Cook, Cota and Hague continue to participate in the AVIXA Live Events Council meetings along with Education Department Director Patricia White and Representative Hannah D'Amico.

Activism

The Department Representatives participated in getting the vote out during the 2022 mid-term elections by engaging with their State and/or Central Labor Federations, working phone and text banks, going door to door or accepting direct assignments from candidates'

campaigns. In addition, they served on local election boards for early voting programs on Election Day.

Tradeshaw Participation

Since the last GEB, the Department has attended SIGGRAPH, LDI, AND IAEE Expo Expo tradeshaws/conferences and has a full slate for 2023.

Training

The Department continues to work collaborate with the Education Department and the Training Trust Fund to restructure the AV Essentials program. In addition,

Representative Gorey continues to work with retired Local 835 Training Director Fred Bevis and Local 835 Business Agent Mark Hardter to develop tradeshow and exhibition related training. Locals interested in scheduling this training can send a request to tradeshow@iatse.net and general questions about tradeshow and exhibition training can be directed to jsanders@iatse.net.

President Loeb thanked the Department for its comprehensive report. In doing so, he communicated his optimism for the tradeshow industry's continued post-pandemic recovery and the importance of the work the Department is engaged in to both secure and protect the IATSE's jurisdiction over tradeshow and exhibition related 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 the notable activities of the Communications Department during the second half of 2022. The report summarized how the Department continued to build digital communications capability across several channels, and how the Department leveraged these channels as part of the union's strategic campaigns.

The report began with an overview of new updates and features added to the International's website, IATSE.net. The Communications Department slightly redesigned the homepage to display more information while also reducing load times, particularly on mobile devices. Additionally, the latest version of IATSE.net restores the IATSE historical timeline. The timeline features a more streamlined design and a reduced number of entries as many events on the previous timeline were better re-categorized as "news" posts in the publications section. Finally, many of the Committee and Department webpages are in the process of being overhauled as they seek to build larger digital footprints.

A new organizing victory and first contract win form was created on IATSE.net in the interest of standardizing the process of celebrating victories and encouraging a culture of growth. Locals are encouraged to complete this short questionnaire whenever they organize a new shop or get a first contract for a new bargaining unit. The questions in the form are intended to generate articles for the website and releases to the press. The form can be found at iatse.co/wins.

To make it easier for local unions and the other International Departments

and Committees to align their branding with that of the now-Award winning IATSE.net website, the Department has created and distributed a 2023 IATSE.net Style Guide that lays out the fonts, colors, and logos used on the site. If local unions would like a copy of the IATSE.net Style Guide, please reach out to the Department at comms@iatse.net.

Analytics measuring the performance of the Union's official social media accounts across Facebook, Instagram, LinkedIn, Twitter and TikTok demonstrating organic reach, engagement, and audience growth were healthy, but still much lower compared to the explosive growth seen in the second half of 2021. Social media in general is evolving at an accelerated pace. Short form video content has emerged as an important pillar of good social media programming in 2022, and Facebook/Instagram, Twitter, Tiktok, and YouTube are now prioritizing videos in their algorithms. The Department showcased the top-performing video content over the reporting period for attendees of the General Executive Board meeting.

The Communications Department continues to monitor the recent changes to Twitter stemming from billionaire Elon Musk's takeover of the platform. The new owner of Twitter is someone whose tweets have run afoul of the National Labor Relations Board (NLRB) and the U.S. Securities and Exchange Commission (SEC), which is a headwind for labor unions and progressive organizations that utilize the platform. @IATSE has not yet abandoned Twitter altogether, however the recent changes to Twitter resulting from a change in ownership highlights the need to avoid over-reliance on any

individual social media platform, "as these platforms can control, limit, and alter your ability to deliver your message at any time."

The first half of 2022 marked the first reporting period with meaningful investment in paid social ads as the Communications Department supported the Stagecraft Department's LiveEventWorkers.com recruiting initiative. The ads ran on Facebook and Instagram, and were so successful in getting the word out that sign-ups continued through word of mouth even after the ads program concluded. The success of the LiveEventWorkers.com ads led to the Department researching other use cases for digital ads, and as of now ads are being run to promote the VFXUnion.org Rates and Conditions Survey.

The IA's email program continues to be the most reliable means of distributing information to Locals, members, and allies. The Department noted that recent privacy changes for Apple and other devices have made email open rates an unreliable metric, therefore the Department is shifting its focus towards link clicks. Emails promoting the various offerings developed and curated by the Education and Training Department have been effective in generating turnout for various online courses. Additionally, the Department used mass email in collaboration with the Political and Legislative Department to drive members to vote in the 2022 U.S. midterm elections and to take action and engage with their elected representatives on matters such as protecting voting rights and restoring tax fairness for creative professionals. The Canadian Office also continues to use

email to distribute press releases, advise on available supports, and promote educational opportunities.

The Communications Department continues to support Locals wishing to bolster their email program with Action Network. In the second half of 2022, Action Network trainings were held for Locals 119, 161, 665, and the Canadian Animation Guild, Local 938. Action Network is the preferred email distribution and petition-hosting platform of the AFL-CIO, and has been utilized to enormous success by the International. It is available to IATSE Locals at no charge, and demonstrations and training are available by request by going to iatse.co/actionnetwork. Interested Locals can also reach out to the Department at comms@iatse.net.

While the Communications Department utilized text messaging for more traditional voter registration and 'Get Out The Vote' campaigns leading up to 2022 U.S. midterm elections, the Communications Department began experimenting with equipping organizing workers with peer-to-peer text banking software to accelerate their organizing conversations in the digital space. Generally, this strategy is most effective when used in large, multi-regional campaigns where the workers lack alternative means of communication. Generally, texting effectiveness has decreased significantly over recent years as other organizations and even spammers have developed the capability to serve text messages at scale. Response rates to texting campaigns were generally lower compared to similar campaigns run previously, while opt outs were higher.

While texting remains an important tool in the Department's arsenal, this has prompted the Communications Department to slightly de-emphasize texting in favor of email.

The Communications Department continues to collaborate with the Diversity, Equity, and Inclusion (DEI) Committee to amplify the diverse voices of IATSE members across all crafts through its member story program. National Native American Heritage Month was highlighted the first time by the IATSE. The number of collaborations with the DEI Committee has been a success story.

Immediately after the Mid-Summer General Executive Board meeting, the Communications Department's ongoing efforts to support General Secretary-Treasurer Wood in compiling and curating content for quarterly editions of the IATSE Official Bulletin proceeded. In the third quarter Bulletin of 2022, the edition included the Report Minutes of the Mid-Summer General Executive Board meeting held in Seattle, Washington, while the fourth quarter Bulletin of 2022, edition titled 'Growing Our Union Further' shed light on how the collective voice of Animation, VFX, and Game workers fostered a landmark win by gaining union representation under IATSE and a further step toward improving working conditions.

In strengthening the Official Bulletin's content visibility, the Department aims to convert featured articles and the wins and updates from all IATSE Departments and Committees into curated graphics and summarized articles for the IA's social media and website. The Communications

Department and General Secretary-Treasurer Wood are confident this new strategy will not only boost traffic to the website and on social media, but keep our members informed and engaged on the collective efforts and accomplishments among all the Departments and Committees.

The Department continued to refine the Union's Press Relations program in support of the Union's campaigns. Most press releases distributed by the Department also appeared as "News" posts on the new IATSE.net website. Notable press mentions included Forbes, The New York Times, Yahoo! News, Screen Rant, Business Insider, Fox News Channel, National Public Radio (NPR), BuzzFeed, Bloomberg, IGN, CNET, Associated Press (AP), Los Angeles Times, Variety, Game Rant, Huffpost, Deadline Hollywood, CBC, Polygon, New York Magazine / Vulture, Vanity Fair, The Hollywood Reporter, among others. The Communications Department also reported improvements in how it pitches articles and in the way it tracks press coverage.

The involvement of the Communications Department in key organizing and bargaining campaigns continues to grow. The Department developed and maintained microsites, messaging guidance, peer to peer texting, public relations assistance, and general strategic guidance as part of several key campaigns within the motion picture and television production field. The Department also reported amplifying workers' issues during the Motion Picture and Television Production Department's more difficult one-off organizing and

bargaining campaigns, also using a red "IATSE CONTRACT" stamp to celebrate wins when they occur.

The Department also collaborated with the Stagecraft Department to assist in an organizing drive involving a significant number of live event technicians in California. The Department created a messaging document emphasizing the benefits of collective bargaining in the entertainment industry and refuting messaging commonly used by anti-union consultants, designed a series of mailers sent to the workers in three phases, equipped the Local's organizers with peer-to-peer texting capabilities, and created a campaign-specific webpage on IATSE.net that answered frequently asked questions about the NLRB voting process. It is the Department's hope that these resources can be refined and applied to future organizing campaigns as needed by the Locals.

Collaboration between the Communications and Education and Training Departments continued to be of key importance. Emails and social media posts promoting the numerous webinars and online courses offered by the Education and Training Department continued to be effective in generating member turnout. In addition, the education section of IATSE.net has been updated regularly with the latest resources and even a calendar for upcoming trainings. The Communications Department recommended a training by Sabrina Joy Stevens to the Education Department for inclusion in future educational offerings, and her education session at the 2022 Mid-Summer meeting of the General Executive Board was

reportedly among the most well-received GEB education sessions ever.

The Communications Department continued meeting weekly with the Political and Legislative Affairs Department, providing space for planning the two Departments' extensive collaborative efforts leading up to the 2022 U.S. midterm elections. This collaboration led to the creation and distribution of several important political and legislative resources. The IATSE Voter Toolkit was designed to serve as a one-stop shop for members on all matters related to elections and voting. Resources include links to information on absentee voting, voter registrations status, voter ID laws, and the AFL-CIO Legislative Scorecard. The Communications Department assisted in the promotion of the Voter Toolkit via email and through several vertical short-form videos featuring International Representatives and Committee members.

Additionally, several Political and Legislative Affairs Department resources are published on the IATSE.net website, including the IATSE Voter Toolkit, the 2022 Federal Issue Agenda, the 'How to Establish a Local Union Phone & Text Banking Program' guide, the 'How to Establish a Local Union Voter Registration Program' guide, the 'IATSE, the Union Behind Entertainment and Political Campaigns' resource for political candidates, and the 'How to Establish a Local Union Candidate Endorsement Process' guide. Building these resources as webpages on the site enables the information to be updated for future election cycles without breaking the link. As the 2022 midterm elections

approached, the Communications Department also facilitated text banking to remind members to register to vote, or to make a plan to vote using the IATSE Voter toolkit.

President Loeb thanked the Department for its report. The level of engagement with the various methods of communications is impressive and demonstrates the importance of these channels. The work of the Communications Department supports all aspects of the Alliance's work.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Department Director Patricia White, International Representatives Jennifer Halpern, and Hannah D'Amico, and IATSE Safety Director Kent Jorgensen presented the report of the IATSE Education and Training Department, which works primarily in three areas – Union Leadership Training, Craft Skills and Safety Training, and Student Outreach. The overarching goal of all of the department's work is to create a culture of continuous education in the IATSE.

Craft Skills and Safety Training

Entertainment Services Technology Association (ESTA)

The ESTA Technical Standards Program (TSP) is the only ANSI-accredited standards program geared toward the Entertainment Technology Industry.

The Department is seeking members who want to participate in standards writing for the TSP Working Groups. Interested IATSE members may contact Representative Hannah D'Amico for

instructions on how to apply: hdamico@iatse.net. A flat-rate, annual fee of one hundred dollars is required to join a TSP Working Group, which is reimbursable through the IATSE Training Trust Fund (TTF) for TTF beneficiaries. Visit www.iatsetrainingtrust.org for details.

In December 2022, International Representative Hannah D'Amico was elected to the ESTA Board of Directors and began serving her 3-year term as the Organizational Director for the ESTA Board on January 1, 2023.

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. The IATSE strongly encourages members to become ETCP certified in Arena Rigging, Theatre Rigging, as Entertainment Technicians and Portable Power Distribution Technicians.

The Department reminded the Board of legislation in California that requires certifications in order to work on certain jobs. Thus, workers should be prepared when the legislation takes effect.

International Vice President Michael J. Barnes, International Trustee Patricia A. White, and Representative Hannah D'Amico are the IATSE members of the ETCP Council. The group attended an in-person meeting on September 16 at the Marriot Solana in Dallas, Texas, and a virtual meeting on January 17 via Zoom. The next ETCP Council meeting will be held at the USITT 2023 Conference and Tradeshow in March.

Stagecraft Rigging Proficiency Program

The Stagecraft Rigging Program is available for use by local union trainers through the Stagecraft Department. Local unions interested in holding the trainings should contact the Stagecraft Department or the Education Department for details.

USITT Conference and Tradeshow

The 2023 USITT Conference and Tradeshow will take place from March 15-18, 2023, in St. Louis, Missouri. The IATSE will have a booth on the tradeshow floor and representatives will attend and host education panels. IATSE panels will include:

- IATSE Exhibitor's Panel: "ABCs of Backstage Work"
- Safety & Health Commission Panel: "Mental Health Tools & Resources for the Entertainment Industry" presented in partnership with Behind the Scenes
- IATSE Costume Commission Panel: "Health and Safety for Wardrobe and Costume Workers" presented in partnership with Local 764.
- Mini Session: "Bowlines and Bowties" presented in partnership with Local 764.

Full details about USITT are available on their website at <https://www.usitt.org/conference23>.

USITT / IATSE / OSHA Alliance

The IATSE remains an active participant in the USITT/IATSE/OSHA Alliance. For the last reporting period (April 1 – September 30, 2022), the IATSE reported 212 outreach items, making the Alliance a very active one.

Participation in safety and health events and observances is a key part

of the IATSE partnership with OSHA. Since the last General Executive Board Meeting, the Department participated in educational activities for OSHA's Annual Safe + Sound Week, National Suicide Prevention Week and the National Fire Protection Association's (NFPA) National Fire Prevention Week.

Upcoming 2023 events include:

- Financial Literacy Month (April)
- Earth Day (April 22, annually. Earth Day will be observed by the Department on Friday, April 21)
- Workers' Memorial Day (April 28).
- Mental Health Awareness Month (May)
- Safety and Health Week formerly NAOSH Week (May 1-6)
- OSHA's National Stand Down to Prevent Falls in Construction (May 1-5)
- National Safety Month (June)
- Safe + Sound Week 2023 (August)
- National Suicide Prevention Week (September 10-16)

Mental Health and Suicide Prevention Initiative: Behind the Scenes, The AFC

On September 6, in observance of National Suicide Prevention Week, the Education and Training Department along with Lori Rubinstein and Bryan Huneycutt of the Behind the Scenes Foundation, presented an 2022 update to the "What is Mental Health First Aid?" webinar that was originally presented in September 2021.

The 2022 District Education Session, Mental Health Tools and Resources for the IATSE, was a one-hour presentation developed and presented in collaboration with Rubinstein to provide information

to IATSE Leaders about the tools and resources available to members through the Behind the Scenes Mental Health & Suicide Prevention Initiative. Since the last General Executive Board Meeting, this educational session was presented at Districts 5 and 6.

The Department partnered with the Actor's Fund of Canada (AFC) Executive Director David Hope, AFC Senior Program Worker Christine-Rossi Wright, and Local 849 Business Agent Shelley Bibby to deliver a Canadian version of the training on mental health and suicide prevention during the off-year Conventions for Districts 11 and 12. The Department extended appreciation to the Canadian Department for assisting with set-up and coordination of this important, timely session. As a result of delegate requests at this year's Canadian convention, The AFC will offer two English-versions of the Mental Health First Aid Trainings on weekends in 2023:

- Saturday May 27, and Sunday May 28, 2023, 12:00 p.m. to 4:00 p.m. EST
- Saturday July 15, and Sunday July 16, 2023, 12:00 p.m. to 4:00 p.m. EST

All 2023 scheduled trainings are available on The AFC website: <https://afchelps.ca/mhfa/>. Trainings available in English and French.

All 2023 scheduled trainings are available on The Behind the Scenes website: <https://wp.behindthescenescharity.org/mental-health-first-aid-training-virtual-classes/>.

AVIXA/InfoComm 2023

The Audiovisual and Integrated Experience Association's (AVIXA) InfoComm 2023 Conference and Trade Show will be held in Orlando, Florida

from June 10 to 16, 2023. The Stagecraft, Tradeshow, and Education Departments are active participants in the AVIXA. Representatives D'Amico and Dan'l Cook have been regular participants on the InfoComm Panel Submission Review committee for the last few years. Local Leaders who represent workers involved in audio-visual work should consider joining the Live Events Council. Contact Representative D'Amico for details. Department Director White and Representative D'Amico will present the panel, "Building Your Safety Toolkit."

LinkedIn Learning Collections

All IATSE workers are eligible for free LinkedIn Learning Subscriptions through the IATSE Training Trust Fund. LinkedIn Learning has over 15,000 courses for workers to choose from. For assistance navigating the collection, contact the Education Department.

STUDENT OUTREACH

The Alliance's student outreach initiatives are designed to help the Union grow to include the workers of the future, to cultivate a more diverse technical theatre workforce; and to engage the IATSE membership in these efforts.

The Department partners with the Roundabout Theatre Company on two student outreach programs: Theatrical Workforce Development Program and Hidden Career Path Days. Many TWDP graduates have been working in the industry, and some are ready for IATSE membership. After a two-year hiatus caused by the COVID-19 pandemic, in-person Hidden Career Path Days will resume in New York City this Spring. The overarching goals of the programs are to

expose students to careers in technical theatre and to create tangible pathways to those careers. The Education Department thanked Local 4 OSHA Trainer Raef Ritter for leading a training module.

Reel Works

Student interest in IATSE work is not limited to live events, however, and the IATSE – Reel Works partnership aims to provide opportunities for aspiring technicians of all ages who are interested in "below the line" crafts in motion picture and television. At the July General Executive Board Meeting, the Department reported on the inaugural IATSE Entertainment Industry Hair Stylist Training with Make-up Artists & Hair Stylists Local 798. Since then, Local 52 conducted another Studio Mechanics Boot Camp for Grips and a training for Shop Craft and more sessions are planned. The inaugural session was reported on by the officers of Theatrical Wardrobe Union Local 764, who devoted considerable time and attention to this new program. The partnership also expanded its reach to Pittsburgh, where Local 489 ran a training for twelve grips, and Local 798 worked with Local 489 to launch another Hair Stylist Training.

The Department's student outreach programs with the Roundabout and Reel Works would not be possible without the IATSE membership, who enthusiastically teach their crafts and share their industry experience.

ONGOING RESOURCES FOR LOCAL UNIONS

Ongoing resources for local unions include The IATSE Road Show: Why Unions Matter, The IATSE Steward Training, and Passion and Pay. To

request any of these presentations, email International Representative Jennifer Halpern at jhalpern@iatse.net.

UNION LEADERSHIP TRAINING

Three in-person union leadership trainings have been held since the July Board Meeting including Local Union Trustee Training, the IATSE Officer Institute, and IATSE Advanced Officer Institute (2.0) Secretary-Treasurer Training.

The next session of the Local Union Trustee Training will be held as part of Leadership Development Week during the week of May 1, 2023. Officer Institute will be held October 16 - 20, 2023 in Toronto, Ontario and is open to U.S. and Canadian Locals. An application for the 2023 sessions is in the Official Bulletin and on the IATSE website. A limited number of financial subsidies are available for small Locals.

IATSE Advanced Officer Institute (2.0) Secretary-Treasurer Training

The Advanced Secretary-Treasurer 2.0 continues to be an important and impactful training. It was held from December 2 to 4, 2022 at the IATSE West Coast Office in Los Angeles. Thirty-three students from twenty-seven local unions came away with a better understanding of labor law as it applies to the critical duties of a Secretary-Treasurer, and best practices recommended beyond the law that are foundational to the health of a local union. This course is open to Officers from both U.S. and Canadian Locals who serve their Locals as Secretaries and Treasurers. The Education Department thanks International Vice President Michael F.

Miller, Jr. and the staff of the West Coast Office for their hospitality and support, and General Secretary-Treasurer James B. Wood for his personal interest and participation in both this session and the Local Union Trustee training.

Upcoming Leadership Training

The education session at this General Executive Board meeting was a tutorial on how to use the education resources of the IATSE International. An update on new trainings was also provided. All are invited to attend. Immediately following, a second session, open only to International Officers, Representatives, and staff was held in the same room.

The next IATSE Leadership Development Week will be held from May 1 to May 5, 2023, in Philadelphia, PA. As in past Leadership Weeks, seven classes will be offered, with content tailored specifically for IATSE Leaders. This format for leadership training was designed to enable local union leaders to customize their learning by choosing anywhere from one to three classes over the course of the week. The classes being offered for the next session include Collective Bargaining, Braving Challenging Situations Through Effective Communications, IATSE Local Union Trustee Training, Labor Law, Running Effective Meetings, Mental Health First Aid, and more. Applications will be available on the IATSE website soon.

In-person leadership training now exists side-by-side with online courses, ensuring that all Local Leaders have opportunities to strengthen their local unions and best represent their members. The online Essentials of Union Leadership

Series of courses presented in partnership with the University of Wisconsin School for Workers and taught by popular instructor Don Taylor, will continue to be offered as part of the IATSE catalogue of courses. This series is open to currently serving Local Officers, Officials, Trustees, and Board members and is designed as a virtual complement to the in-person IATSE Officer Institute.

Foundations of Union Leadership is designed to help union leaders understand key components and considerations for leading their local unions. The courses and dates are available on the Education Department's tab on the IATSE website www.iatse.net.

IATSE Staff Training

The General Executive Board and all International Representatives and key staff will participate in the annual staff training from March 20 – 23, 2023.

LEAP

The International's first education initiative – The Labor Education Assistance Program continues to provide reimbursement to local unions for Officers, Officials, Trustees, and Executive Board Members of local unions who enroll in one labor-studies course per year. This benefit is available for both in-person and virtual courses, through the International and are encouraged to visit <https://iatse.net/education/#localleaders> where they can find information and a list of schools with labor education programs and courses in both the U.S. and Canada.

Webinars

Since the last General Executive Board Meeting in July, the Education Department presented twenty-three

webinars for a combined total of 1,473 attendees.

Upcoming

The Education Department is preparing new resources for the months ahead including a new 21-Day Racial Equity Challenge which is available on the IATSE website and will be circulated to all local unions and members. Also stay tuned in to IATSE email for information about future webinars, including Lessons from Working 9 to 5: A Women's Movement, A Labor Union, and the Iconic Movie on March 1 from 12:00 p.m. to 1:30 p.m. in celebration of Women's History Month.

Vice President Sanders noted that twenty years ago, there was nothing approaching what exists now in the Alliance. She expressed sincere appreciation to President Loeb for his foresight. Vice President Petti added that the customization of the steward training has been extremely beneficial to workers.

President Loeb remarked on the incredible success of the training, skills, and educational offerings presented by/through the Department. He pointed to the diverse offerings which have embedded a culture of continuous learning and education in the International. He encouraged the members to take advantage of the courses and trainings and reminded officers that we owe workers the best representation we can provide. President Loeb expressed appreciation to Assistant Director Cavanagh, and Representatives Jorgensen, Halpern and D'Amico. He thanked Trustee White for her tireless and dedicated work which is making a

tangible difference in the lives of workers represented by the IATSE.

IATSE BROADCAST DEPARTMENT

Broadcast Department Co-Director Fran O'Hern, and International Representatives Rachel McLendon, Kevin Allen, and Justin Conway reported on the notable activities of the Department during the last half of 2022.

The history of sport broadcast is a story of constant change. The Department continues to deal with that change as it accelerates and as production and distribution models evolve, with the goals of securing employment opportunities, maintaining the members' ability to be safe and secure at work, and to lead the industry in skills and compensation.

As both an agent and beneficiary of change in the sports broadcast world, Program Productions has become a large and challenging employer. The Department has worked with Program Productions to protect the interest of broadcast technicians as the company tries to lead the industry in dealing with a staffing, training, recruiting and recovering from the impacts of COVID-19 on the industry.

Training has taken on a new sense of urgency for the broadcast world post covid as many long-time technicians have left the industry. The Department is working with employers and the Training Trust Fund to develop new training programs to ensure that IA members and Locals can fill the need for broadcast technicians now and in the future. The fruits of these efforts are being felt in South Florida, Indiana, and Los Angeles, among others, and the lessons learned in these markets will strengthen efforts across the country.

Cleveland broadcast freelancers, with the help of Broadcast Department Representatives, have restructured and are focused on increasing their strength in the market and the Department expects to take them to another election this spring.

The Department is taking steps to secure bargaining rights for the Saudi-backed LIV Golf Tour.

The Department and Local 119 have been working with freelance in-house technicians throughout the Bay Area to organize the market.

Despite it being five years since Local 665 and others supported the Golf

Channel technicians in their successful strike, this employer continues to put more effort into trying to thwart contract terms than in trying to honor them. The Department, with the assistance of the Legal Affairs Department, continues to push back on their dishonorable behavior in all its various incarnations.

In addition to increased craft training, the second half of 2022 brought a return to in-person training for officers and stewards in the Broadcast Locals. Training has been conducted in Locals 119, 305, 762, and 793. Plans are already being made for increased steward training in 2023, with the Department integrating elements of the Education Department's Steward training program into its long-standing broadcast specific steward training.

The summit of Broadcast Local leaders was held in Austin, TX this year. The return to an in-person summit was attended by leaders from every Local that represents sports broadcast technicians under IA contracts and featured presentations from the Education and Training, Political and Legislative Affairs, and Legal Affairs Departments of the IATSE and from the IATSE National



Broadcast Co-Director Fran O'Hern, and International Representatives Rachel McLendon, Kevin Allen, and Justin Conway.

Benefit Funds, along with presentations from select Local leaders and Broadcast Department Representatives. The highlight of the summit was the appearance of President Loeb at the networking event on the first day of the Summit.

The Department has been assisting Local 38 in Detroit on two TV station contract negotiations—WJBK and WDIV.

In the wake of the recently ratified multi-jurisdiction agreement with Bally's Sports Net stations covering Los Angeles, San Diego, Arizona and Texas, the Department has been working to bring other employers in those markets under area standard agreements. It has had success in both Arizona and Texas bringing a wide variety of employers under contracts that reflect the gains made in the Bally's contract. Of note is the contract signed with Program Productions covering the two states. The Department is committed to working with the Broadcast Locals to ensure vigorous enforcement of area standard conditions with all employers.

The Department is working with Local 793 to ensure that sports broadcast technicians in Seattle will be covered during contractual negotiations as they continue to work events in that market.

The Department continues to monitor developments in the world of E-Sports. After attending a recent industry forum, the Department has developed stronger ties with technicians doing this work.

The officers of Local 305, South Florida Broadcast, have taken autonomous control of their Local. In addition to guidance from Broadcast

Department Representatives, the officers have participated in the Department's Officer Orientation class, attended Education and Training Department training, and participated in the recent Broadcast Summit as they continue to improve their skills as officers.

Local 305 is doing the bulk of the remote work for Bally's Sports Net in South Florida under Local 305's contract with Program Productions. This has resulted in many technicians being covered under the existing Program Productions remote production contract and clears the way for the bargaining of a contract to cover the remainder of this newly acquired work. The Department has worked with the Local 305 Bargaining Committee to develop proposals and expects to meet with the employer soon.

Local 317 in Indiana now has a ratified contract that is in line with the new standards developed in the negotiations with Bally's on the West Coast. While Bally's Indiana is the certified employer for the Indianapolis technicians, the contract has been serviced from the beginning by Program Productions. The Department was able to work with Program Productions to avoid any work stoppages. Local 317 has also bargained a similar contract with Fox Sports which currently awaits ratification.

The regional sports network in the Mid-Atlantic region, under contract to the IATSE and Local 487, underwent an ownership change which brought it under control of local sports team ownership just as negotiations with the previous owner, NBC Sports, were about to get underway. The Department and the Local refined

contract proposals, and the change in ownership to reset the relationship with management. The result was a contract that brought the economics into line with similar-sized markets and accounted for the recent inflationary trends, and which also brought the contract language and conditions into line with those in other IATSE Broadcast markets. The contract has been ratified.

Department Representatives have been conducting regular periodic meetings with the Los Angeles sports broadcast community and the Craft Locals which represent them. Absent a single Local to coordinate representational activities for the market, these meetings have served to connect the Locals, the Department, and the members more closely and are helping the Locals coordinate their efforts to provide even more effective representation to this community.

Following a presentation on organizing at the Broadcast summit, the Department was approached by Local 793's Business Agent about an organizing opportunity in eastern Washington. Through coordinated effort by the Department, the Local, and the technicians on the ground, the new employer was brought under contract.

The Department has been working with Local 100, New York, to negotiate long-term contracts with the employers in that market to replace the extension signed during the COVID-19 period. In addition to the major employers, YES Network and MSG, a number of crewer employers also operate in the market. The Department, Local 100 leadership, and its crewers' bargaining committee

are currently developing proposals that reflect the changes in the industry since the last long terms contracts were negotiated.

Meanwhile, a deal has been reached with The YES Network which provides for inflation-based increases in wages and benefit contributions and also addresses a number of workplace issues that have arisen since the last full negotiations. Talks continue with MSG with a goal of bringing that employer up to the prevailing area standards in economics and working conditions.

The Department negotiated an agreement with Fox Sports that sets out conditions under which Fox may subcontract work in IATSE jurisdictions. The agreement protects the area standards set by the contracts in each IATSE sports broadcast market and members' access to subcontracted work.

In September, votes were counted in the recognition election for the in-house broadcast technicians working at Allianz Field in St. Paul, Minnesota for the Minnesota United Football Club. Those technicians voted overwhelmingly for IATSE representation. The Department and Local 745 have been working with the unit's bargaining committee to formulate proposals for their first contract and expect to sit down with the employer shortly.

Despite the challenges and changes facing the broadcast industry the Department continues to face issues head on with the goal of protecting the contracts that make IATSE broadcast technicians the most secure and best trained workforce in the industry and of spreading those advantages to those who

currently are without the protections of an IATSE contract.

President Loeb thanked the Department for its report. The Department is dealing with a difficult industry with its constantly changing corporate structure. It is hard to keep up with the constantly shifting business methods and plans, but the Department does so effectively. It is encouraging to hear about the various successful organizing drives. The Union will fight where it has to in order to maintain its standards.

IATSE CANADIAN AFFAIRS REPORT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Jason Vergnano, Krista Hurdon, Jeremy Salter, Monty Montgomerie, Cindy Jennings, Jiaming (Ming) Li and William Gladman, Canadian Labour Congress Delegate Siobhan Vipond, IATSE Canadian Office Operations Manager Nate Richmond and Canadian Legal Counsel Ernie Schirru reported on Canadian matters not covered in separate reports.

Organizing

The International continues to pursue aggressively both small and large-scale organizing opportunities across Canada and continues to build its profile as the leading representative and advocate of motion picture production, live performance and trade show workers with all levels of government. The Department is currently involved in forty-six active campaigns involving twenty-four local unions. The recent

hires of Representatives Li and Gladman has allowed the International to boost its efforts to organize the animation and gaming industries in not only Vancouver, British Columbia, but throughout the country as well. The Department's monthly newsletter, UNITE THE ARTS, which is circulated to both union and non-union entertainment industry workers across the country, continues to be a valuable tool that provides IATSE with a platform to engage with workers and identify potential organizing opportunities. A summary of some of the Department's recent organizing initiatives is set out below.

Local 58 Toronto - Stage and Local 822 Toronto - Hair, Makeup, Wardrobe

Canada's Wonderland is Canada's largest amusement park (330 acres) which features seventy rides and a water park. It is also host to world class entertainment and live events. Local 58 first attempted to organize stagehands at the amusement park over thirty-six years ago. In September 2022, Local 58 was certified to represent stage technicians. In October 2022, Local 822 was certified to represent hair, makeup and wardrobe workers. The Locals are now in the process bargaining first collective agreements.

Local B-173 Toronto and Hamilton - Front of House

With the assistance of the International, Local B-173 commenced an organizing campaign in the fall of 2022 to represent front of house staff working at Canadian Stage Corporation's three venues located in Toronto, Ontario - the Bluma Appel Theatre, Berkeley Street

Theatre and High Park Amphitheatre. A vote was conducted by the Ontario Labour Relations Board and the Local was certified in November 2022. The Local is now in the process of bargaining a first collective agreement with the assistance of the International.

Local 262 Montreal – Operators

Cinéma Beaubien, Cinéma du Parc and Cinéma du Musée are cinemas operated by the not-for-profit Beaubien Corporation that specialize in European and Quebec films as well as independent film festivals in Montreal, Quebec. Following up on Local 262's previously successful certifications to represent front of house staff at Cinéma Beaubien and Cinéma du Parc, the Local filed an application for certification in October 2022 to represent front of house staff working at the Cinéma du Musée. The Local was certified shortly thereafter and is now in the process of negotiating a first collective agreement for the new bargaining unit.

Local 709 Newfoundland and Labrador – Mixed

In June of 2022, IATSE became aware of "King Tide", a \$9 million feature film shooting in Newfoundland with non-union workers, many of whom were from Ontario. After Local 709's efforts to bring the production under contract were unsuccessful, Local representatives commenced a comprehensive public awareness campaign. International President Matthew D. Loeb also declared the production and its parent company producers to be an unfair employer within the meaning

of the International Constitution. In September 2022, Representatives Vergnano and Montgomery worked in conjunction with the Local to commence an organizing campaign. Local 709 filed an application for certification with the Newfoundland Labour Relations Board which was met with fierce opposition from the single-purpose production and the parent company producers. Prior to the commencement of any litigation, the parties engaged in settlement discussions which resulted in the Local securing bargaining rights for the production and a commitment that the parent company's next production in Newfoundland will be shot with an IATSE crew.

Local 938 British Columbia - Animation

With the assistance of the International, the recently chartered Animation Guild Local 938 commenced an organizing campaign in 2022 of Anemone Hug Interactive, a full-service game development studio operating in British Columbia. The campaign culminated in an application for certification in September 2022. The Local was certified shortly thereafter to represent programmers, game designers, graphic designers and visual development artists shortly thereafter without a vote pursuant and in accordance with recent amendments to the British Columbia Labour Relations Act which now contemplate automatic card-check certification. The Local is now in the process of bargaining a first collective agreement with the assistance of the International.

Again, with the assistance of the International, Local 938 commenced a follow-up organizing campaign with Titmouse Canada Animation in October 2022 to represent the animation company's production staff in addition to the bargaining rights the Local previously secured for animation technical and artist workers in its first application filed with the British Columbia Labour Relations Board back in October 2020. The Local was automatically certified for this additional group of employees shortly after filing its application in early October 2022. The Local is now in the process of bargaining these additional employees into the Local's existing collective agreement. Once that bargaining process is finalized, the Local will represent more than three-hundred Titmouse employees under one collective agreement.

Bargaining

Since the last General Executive Board Meeting, the Department has been involved in thirty-nine separate negotiations involving twenty Locals. Of these, twelve were completed, ten involved bargaining for a first contract and eight required mediation and/or conciliation. These negotiations took place during tumultuous times which included not only post-pandemic uncertainty but also unprecedented inflation and high employee expectations. Results have varied, with some collective agreements resulting in unprecedented increases while others resulted in modest increases. Efforts to secure recognition of Truth and Reconciliation Day as a recognized holiday in collective agreements and commitments by employers to provide

menstrual products to employees free of charge have been generally successful. A summary of some of the Department's current bargaining assignments and recent successes is set out below.

Local 514 Province of Quebec – Motion Picture Technicians

Local 514 is currently in the process of preparing for its upcoming negotiations for a renewal agreement with the AQPM, the French Language Producers Association in Quebec which represents two-hundred French producers and engaged in over 1,200 scripted and/or in-house broadcast productions each year. This is the first renewal agreement bargaining for the Local since the mergers of AQTIS and Locals 514 and 667. The Local will be assisted by Vice President Lewis and the IATSE's Quebec legal counsel.

Local 863 Montreal – Theatre Wardrobe

With the assistance of the International, Local 863 secured a renewal agreement with the Montreal Canadians and the Bell Centre in Montreal. The renewal agreement includes, among other things, increases in compensation. The Local has, however, recently initiated a formal Pay Equity Review with the assistance of the International Defense Fund in a further effort to address the wage gaps between male dominated and female dominated crafts at the Bell Centre.

British Columbia Council of Film Unions and Safe Harbour Agreements

The BC Council of Film Unions,

comprised of Locals 669 and 891 as well as Teamsters Local 155, is party to a term agreement with the Alliance of Motion Picture and Television Productions ("AMPTP") as well as the Canadian Media Producers Association ("CMPA") covering film and television production in BC. Since 2008, bargaining of any renewal of this term agreement has been subject to a Safe Harbour Agreement ("SHA") arrangement imposed by the BC Labour Relations Board ("BCLRB"). The collective agreements of the Directors Guild of Canada ("DGC") and the Union of BC Performers/ACTRA ("UBCP/ACTRA") are also subject to a similar SHA arrangement. Although these SHA arrangements were initially introduced by the BCLRB in an effort to create labour relations stability in the film and television industry in BC, in practice, the inability of the Council to engage in labour action as part of the bargaining process has often resulted in protracted and contentious bargaining. For example, settlement of a renewal of the Council's current term agreement was reached fifteen months after its expiry.

The International is exploring ways to address the SHA and will update the Board as appropriate.

Canadian Entertainment Industry Retirement Plan

The Canadian Entertainment Industry Retirement Plan ("CEIRP") continues to experience steady growth despite the volatility of financial markets due to the COVID-19 pandemic. CEIRP now has 32,980 participating members. Contribution levels by participating members have increased by over fifty

percent since 2018 and continue to increase year after year. In 2022, CEIRP's assets grew by 10.21% and are about to exceed \$1 billion. Effective January 1, 2023, the availability to contribute to a Registered Retirement Savings Plan ("RRSP") and/or Tax Free Savings Accounts (TFSA) will be extended to family members of participating members who meet eligibility requirements.

Training Efforts

As detailed in the separate Canada Performing Arts Workers Resilience Fund Report, the Canadian Office is coordinating the creation and scheduling of an unprecedented amount of skills training for both IATSE members and non-union workers at the local and national level. In an effort to seize on this momentum, the Canadian Office will be working with Canadian Locals to increase the number of collective agreements which contemplate contributions to the International Training Trust Fund. The Canadian Office will also be retaining the services of a consultant/lobbyist to assist IATSE in trying to secure permanent funding for training initiatives from the provincial and federal levels of government.

President Loeb noted the extensive activities taking place across the Country and the numerous organizing drives that are completed or are underway. He highlighted the game worker organizing which adds these workers to this craft's representation in the International. President Loeb commended the Department for its lobbying efforts which not only secured benefits for workers sidelined by the COVID-19 shutdowns

but also were forward looking by securing funds for training. The CEIRP is a success story providing meaningful retirement benefits for IATSE members. President Loeb thanked Vice President Lewis and the Canadian Department for all of their hard work.

IATSE LEGAL DEPARTMENT

General Counsel Samantha Dulaney, Canadian Counsel Ernie Schirru, Associate Counsel Jacob J. White, and Registered In-House Counsel Michael Short updated the General Executive Board on recent developments in legal matters and affairs. Associate Counsel Healy had a conflict and was not able to attend.

Canadian Counsel Schirru reported to the General Executive Board on recent legal matters of interest to the IATSE in Canada. In particular, he reported that Quebec's Tribunal Administratif du Travail ("TAT"), issued a decision in January 2023 involving a dispute between AQTIS Local 514 IATSE, the Association of Quebec Producers of Media ("AQPM"), the Quebec Association of Record, Entertainment and Video Industry (ADISQ) and the Union des artistes ("UDA") over a televised variety

show stage production and whether six sound engineers and one sound coordinator working on that production fell within Local 514's jurisdiction to represent artists in sector 1 of the Quebec Status of the Artist legislation relating to film/broadcast. The TAT found that the sound engineers at issue were performing work in relation to the stage production while the sound coordinator was performing work in relation to the television production. Accordingly, the TAT concluded the sound coordinator was included in the bargaining unit contemplated in the collective agreement between the Local and the AQPM while the sound engineers were not. This is the first decision of the TAT which considered the scope of the Local's jurisdiction under the Quebec Status of the Artist legislation following the merger of AQTIS and IATSE Locals 514 and 667. Although the positions advanced by the Local were only partially accepted by the TAT, the decision does signify formal recognition of sound coordinators within the Local's jurisdiction and opens the door to the prospect of additional classifications also being recognized as falling within the Local's jurisdiction in the future.

Counsel Schirru then reported on recent court decisions in Nova Scotia, Ontario and Quebec. In Nova Scotia, the Nova Scotia Superior Court recently issued a decision finding the Nova Scotia Government's Bill 75, the Teachers Professional Agreement and Classroom Improvements Act, to be unconstitutional and of no force and effect. Bill 75 imposed a four-year collective agreement on Nova Scotia teachers which limited wage increases to 3% over that four-year period. In Ontario, the Ontario Superior Court recently issued a decision finding the Ontario Government's Bill 128, the Protecting a Sustainable Public Sector for Future Generations Act, to be unconstitutional and of no force and effect. Bill 128 placed limits on negotiated compensation increases to 1% for all public sector collective agreements that came up for renewal from and after June of 2019 for a three year "moderation period" - affecting 780,000 workers including some IA Locals. Finally, in Quebec, the Quebec Court of Appeal recently issued a decision finding the Quebec Labour Code's exclusion of managerial employees from the definition of "employee" set out in the Code was



General Counsel Samantha Dulaney, Associate Counsel Jacob J. White Canadian Counsel Ernie Schirru, and Registered In-House Counsel Michael Short.

unconstitutional. Counsel Schirru confirmed all of these recent decisions are the subject of ongoing appeal but they do confirm the judiciary's continued view across the country that workers' rights to organize, collectively bargain and strike are constitutional rights that cannot be abrogated by the anti-labour agendas of provincial governments.

Next, Registered In-House Counsel Short provided an update on the U.S. federal judiciary. As of December 29, 2022, the United States Senate has confirmed ninety-seven judges nominated by President Biden: one Associate Justice to the Supreme Court, twenty-eight judges for the U.S. courts of appeal and sixty-eight judges for the U.S. district courts. Further, there are twenty-eight nominations awaiting Senate action. And, there are nine vacancies on the U.S. courts of appeals, seventy vacancies on the U.S. district courts.

Of those ninety-seven judges appointed by President Biden and confirmed by the Senate, three out of every four were women. About two-thirds were people of color. President Biden's list includes eleven African American women to the circuit courts of appeal, more than those installed under all previous presidents combined.

The United States Supreme Court began its new term on October 1, 2022, and this term includes cases involving voting rights and same-sex marriage.

The first case to note is *Merrill v. Milligan* a case involving the Voting Rights Act, which prohibits discrimination in voting. The case specifically involves a redistricting dispute in Alabama where about twenty-seven percent of the voting-

age population is African American, but a congressional map made African American voters the majority in only one of seven congressional districts.

A lower court ordered the Alabama State Legislature to create a second majority African American district. However, prior to hearing the case the U.S. Supreme Court reinstated the original map. The U.S. Supreme Court will deliver its decision some time later this year.

The next case to note is *303 Creative v. Elenis* a case involving same-sex marriage and freedom of speech. In this case a graphic designer in Colorado sought to expand her business by creating website designs for weddings. However, the graphic designer refused to work with same-sex couples based on her religious objections to same-sex marriage. She then created a webpage explaining her objections, but under a Colorado law, the explanation would be illegal. The U.S. Supreme Court recently held oral arguments and will deliver its decision some time later this year.

Counsel White updated the Board on recent developments at the National Labor Relations Board (NLRB). When the Department last reported to the Board it lamented the slow pace of worker-friendly decisions from the Biden NLRB. Happily, the pace has quickened over the past few months.

In *Tesla, Inc.*, 371 NLRB No. 131 (2022), the NLRB determined that the carmaker had violated federal labor law when it restricted employees from wearing pro-union shirts. In doing so, the Board overturned a Trump Board decision that made it much

easier for employers to police employee expression in the workplace. After this decision, employers have the burden of demonstrating that there are some special circumstances justifying any interference with its employees' right to display union insignia.

When a collective bargaining agreement expires, generally speaking the working conditions established by the CBA must continue until the parties agree to change them or the employer unilaterally implements new working conditions after the parties have reached a genuine impasse in their bargaining. In 2019, the Trump Board ruled that dues checkoff provisions expire with the CBA, meaning an employer would no longer be required to deduct unions dues from employee paychecks and remit those amounts to the union. In *Valley Hospital Medical Center, Inc.*, 371 NLRB No. 160 (2022), the Biden NLRB has overruled that decision. Going forward employers must continue dues deductions even after collective bargaining agreements expire.

In *Thryv, Inc.*, 372 NLRB No. 22 (2022), the NLRB expanded the damages available to workers when employers subject them to labor law violations. Previously, an employee who was terminated for engaging in union activities, for example, would only be entitled to payment of lost earnings and benefits. Now, employees will be entitled to reimbursement for other financial damages that are a direct or foreseeable result of the unfair labor practice. This could include out-of-pocket medical expenses or credit card debt.

In 2011, the NLRB issued a decision called *Specialty Healthcare*, that made

it easier for unions to organize smaller groups of workers by placing a high burden on employers that sought to expand union elections to larger units. In an important organizing case, the NLRB overturned a Trump-era decision and returned to the Specialty Healthcare framework (American Steel Construction, 372 NLRB No. 23 (2022)).

In January 2020, the Department reported on a Trump NLRB decision called Tobin Center for Performing Arts, 368 NLRB No. 46 (2019). That case involved musicians employed by the San Antonio Symphony, who tried to leaflet in front of the Tobin Center. Approximately 85% of their performances and rehearsals took place at the facility, but it was not owned by the Symphony. The Trump Board held that the picketing would only be lawful if they “regularly and exclusively” performed at the venue AND there was no other means of communicating their message. This was a significant and troubling decision for the IATSE, since the Union represents many workers who perform their work on property that is not owned by their employer. Happily, the Biden Board has overruled the Trump Board’s decision in Tobin Center. Now, a property owner may only exclude the employees of its contractors from engaging in protected activity on the worksite if such activity would significantly interfere with the use of the property or for some other legitimate business reason.

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

Counsel White also reported on a recent decision from the United States

Court of Appeals for the District of Columbia called AFL-CIO v. NLRB. The AFL-CIO challenged certain changes to NLRB election procedures made by the Trump NLRB in 2019. The D.C. Circuit concluded that a number of those changes were unlawfully implemented without the proper notice and comment period required by federal law. The changes determined to be unlawful include those that have resulted in a delay in the transmission of the eligibility list to the union, a delay in certification of the union when a request for review is filed, the limitation of the union’s choice of observers, and, perhaps most importantly, the rule requiring the impounding of ballots after a request is made to review an order directing an election from an NLRB regional office. We will continue to monitor this case and will provide updates to the Board as necessary.

President Loeb began his remarks by stating that it is encouraging that the election deniers were rebuffed and defeated which has brought respect and credibility of the process. He also observed that the gubernatorial races are crucial and make a difference. President Loeb then stated that the Dobbs (Dobbs v. Jackson Women’s Health Organization) decision was in the forefront of voters’ minds, and it drove people to the polls and to vote a certain way. The youth vote showed labor how to engage young workers in the process. President Loeb emphasized the need for local unions to engage in the political process both in federal and state elections. He commended the Department, observing that their diligence and assisting the hard work of this Department has led

the International with achieving goals, including funding for the NLRB and passing the Inflation Reduction Act.

President Loeb thanked the Department for its hard work and noted how its work has been invaluable for the IATSE.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Department Director, Tyler McIntosh and Assistant Political and Legislative Department Director, Jackson Rees reported on the 2022 midterm election results, the IATSE 2022 Political Program, the advancement of the IATSE’s federal legislative agenda, and Biden administration actions.

Political Update

Since the election of President Joseph Biden two years ago, U.S. elections experts, pundits, and the IATSE Political and Legislative Department have warned that the party of the sitting President can expect to fare worse in a midterm election. In 2022, the United States bucked the trend – workers turned out on November 8th and helped to defy history.

In the Senate, the pro-worker Democratic majority was maintained by flipping a seat in Pennsylvania with the election of John Fetterman and expanded to fifty-one seats when Rev. Senator Raphael Warnock prevailed in Georgia’s runoff election. For the first time in U.S. history, no Senate incumbent lost re-election. All four Senate “Toss Up” races – Arizona, Georgia, Nevada, and Pennsylvania – went Democrats’ way.

In the House, despite losing the pro-worker majority, defensive campaigns

and victories by pro-worker candidates upset Republican expectations of picking up twenty-five to forty seats. Instead, Republicans picked up nine seats to win a narrow 222-213 majority, a mirror image of Democrats' prior edge in the 117th Congress. Split control of Congress will slow the pace of legislation for the next two years.

There were thirty-six governorships up for election this cycle, four flipped parties. Democrats flipped Maryland and Massachusetts, where Democrats Wes Moore and Maura Healey replaced outgoing Republican governors, and Arizona where Democratic Secretary of State Katie Hobbs won the open seat. In Nevada, Governor Steve Sisolak was defeated by Clark County Sheriff Joe Lombardo. Democrats netted two governorships in 2022. There are twenty-four states with Democratic governors and twenty-six states with Republican governors.

Women's reproductive rights were a huge motivator for voters. Access to abortion and reproductive healthcare rights was affirmed in all five states where the issue was on the ballot – California, Kentucky, Michigan, Vermont, and Montana. Sixty percent of voters said they were dissatisfied or angry with the Supreme Court's decision to overturn *Roe v. Wade*.

Support for America's democracy and the youth vote both proved significant factors in final vote tallies. Twenty-seven percent of young people, ages eighteen to twenty-nine, turned out to vote in the 2022 midterm elections – the second-highest youth turnout rate for a midterm election in thirty years.

IATSE Kin and Union members turned out to vote and made the difference in multiple key races and ballot measures. In Michigan, union voters netted Governor Gretchen Whitmer an estimated 210,000 votes, roughly half the vote margin. In Pennsylvania, union voters netted Governor Josh Shapiro an estimated 185,000 votes, twenty-eight percent of the vote margin. In Wisconsin, union voters netted Governor Tony Evers an estimated 40,000 votes, roughly half the vote margin. In Illinois, voters enshrined collective bargaining rights into the state constitution. Nationally, union members made up an estimated eleven percent of the electorate, and total union households comprised eighteen percent.

In 2022, the Department hosted six training webinars and forums for IATSE Local Officers and Political Coordinators that focused on the foundational elements of successful local union political programs, holding the last two in August and October. The fifth webinar in the "2022 IATSE Political Coordinator Forum Series," Local Union Voter Registration Programs, covered how to obtain a list of potentially unregistered voters in a Local, how to interpret registration status designations within the list, and how to establish a voter registration drive. The training portion of the webinar was recorded for future use.

In October, the Department hosted the sixth webinar in the series, "Why Do We Care About the Midterm Elections?" The webinar was facilitated by the IATSE Education & Training Department and open to all members of IATSE. The Department was joined by a panel to discuss what was at stake in

the 2022 midterm elections, including International Vice President Joanne Sanders representing the Women's Committee, Kat Makarushka representing the Green Committee, Bryant Preston representing the DEI Committee, and Doug Boney representing the Pride Committee. Attendees heard diverse voices and perspectives from across the IATSE help to frame the 2022 midterm elections in the context of issues that impact behind-the-scenes entertainment workers every day. The Department thanked the panelists.

The Department, in collaboration with the Communications Department, again developed a political messaging resource for the 2022 elections. The Framing the 2022 Midterm Elections resource was made available to Political Coordinators. The theme was "Expand the pro-worker majority, build the momentum." The resource provided examples of how pro-worker Congressional Democrats delivered for IATSE families over the past two years and laid out what was at stake in 2022 from the perspective of the Union. The resource directed members to the IATSE Voter Toolkit to make their voices heard, to register, and to vote. The talking points allowed the International, local leaders, and rank-and-file members to communicate uniform messaging about the 2022 midterm elections.

IATSE participated as an affiliate of the AFL-CIO in the annual electoral mobilization program, Labor 2022. The Department received a budget approval and members of IATSE Locals were hired onto the International payroll as temporary release staff to work for the AFL-CIO Labor 2022 program in

battleground states of Arizona, Georgia, Michigan, Minnesota, North Carolina, Nevada, Ohio, Pennsylvania, and Wisconsin. The International brought on 15 IATSE members who worked over 263 days combined as release staff for AFL-CIO state federations.

The Department worked to ensure every U.S. IATSE member had the opportunity to vote in the 2022 midterm elections. The International sent an email to all U.S. members highlighting the National Voter Registration Day (September 20) civic holiday and directed members to visit the IATSE Voter Toolkit to check registration status, register to vote, and/or update voter registration. The International rolled out short videos from IATSE Committees to provide context for members on the importance of registering to vote from various voices within the membership, including Political/Legislative Department, Women's Committee, Green Committee, Pride Committee, and Diversity, Equity, and Inclusion Committee. The Department thanked Vice President Joanne Sanders, Representatives Stasia Savage, Rachel McLendon, Liz Pecos, and Communications Department Director Jonas Loeb for their partnership on the project. The Department made direct outreach via peer-to-peer text and email to IATSE members who were identified as potentially unregistered to vote. Over 18,000 members were contacted via text and via email.

IATSE reestablished a partnership with Power the Polls. Members signed up to serve as poll workers in their local communities through this partnership, joining local election officials to uphold

the democratic process. The Department recruited 292 members to serve as poll workers through the Power the Polls partnership in 2022.

The Department worked with Political Coordinators to highlight opportunities for Local Members to engage in the midterm election and encouraged Locals and members to participate in the AFL-CIO Labor 2022 National Phone Bank. The Department drove IATSE members to AFLCIOVote.org for Labor 2022 Volunteer Opportunities & AFL-CIO Endorsements. The Department contacted Political Coordinators of Locals in battleground states with a call to action on local union mail.

The Department ran a full political program for the runoff in the Georgia Senate race to support Senator Warnock. The International's political program for the Georgia runoff had several elements. International President Matthew D. Loeb sent a letter to all IATSE members in Georgia. The Department texted members in Georgia who were listed in the LAN as GOTV targets and also emailed all members in Georgia. Additionally, the Department recruited release staff for the runoff election to knock doors and contact Union members directly. A virtual phone bank was launched by the AFL-CIO so Union members from across the country could volunteer to call Union members in Georgia to help get them out to vote. Georgia voters delivered a huge victory for workers across the country with the reelection of Reverend Senator Raphael Warnock. The Department is grateful to the Locals and members in Georgia who made this victory possible once again.

The historical 2022 election results are further proof of what is possible through solidarity and the strength of IATSE collective action to win a better future.

Legislative Update

In July, Majority Leader Schumer and Senator Manchin came to agreement on a broad reconciliation bill. The \$740 billion economic package, the Inflation Reduction Act, includes the largest-ever federal effort on climate change — close to \$400 billion. The bill imposes a fifteen percent minimum corporate tax on corporations with profits exceeding \$1 billion. It will prevent a premium spike for Affordable Care Act enrollees, reduce climate pollution by forty percent, and allow Medicare to negotiate for lower drug prices for seniors.

In December, President Biden signed the Respect for Marriage Act, legislation enshrining protections for same-sex marriage into federal law. The Respect for Marriage Act ensures the federal government will recognize a same-sex marriage, even if a couple moves to a state that does not. It repeals the Defense of Marriage Act, which defined marriage as between a man and a woman. In a release in support of the Respect for Marriage Act, the IATSE Pride Committee stated:

“This bipartisan legislation ensures that loving couples, no matter their race or gender makeup, will continue to have the right to marry.”

The Department engaged in lobbying and collaborative actions with the arts, entertainment, and media industry unions of the Department for Professional Employees, AFL-CIO to ensure that end-of-year appropriations legislation

included funding for three of the International's key priorities: 1) increased funding for the National Endowment for the Arts (NEA) and National Endowment for the Humanities (NEH); 2) increased funding for the National Labor Relations Board (NLRB); and 3) the Performing Artist Tax Parity Act (PATPA).

Two of the International's priorities were included in the legislation that was signed into law including funding for the NEA, NEH, and NLRB. Funding for both the National Endowment for the Arts and the National Endowment for the Humanities was secured for \$207 million each in FY2023. The funding will allow the federal arts agencies to cultivate more good-paying, family-supporting jobs across the country for IATSE members and those working to join the union. A \$207 million budget will allow both agencies to realize their intentions of hiring Chief Diversity Officers, a position IATSE explicitly lobbied for.

For the first time in nearly a decade, the NLRB received an increase in funding. The agency received \$25 million over the current funding level, which will prevent furloughs and allow the agency to increase enforcement and protect workers' rights.

The Department applauded those IATSE members and allies who helped bring attention to these two issues and pushed them over the finish line.

President Loeb directly lobbied for the inclusion of all these measures. IATSE members continue to show up for these critical campaigns and the Department has had success engaging members in this type of activism.

Regulatory / Administration Update

In September, President Biden issued an executive order to promote the arts, humanities, museum and library services by reestablishing the President's Committee on the Arts and Humanities. The International issued a statement applauding President Biden for reestablishing the committee and joined his administration's call to strengthen America's creative and cultural economy. Commenting on the order, President Loeb said, "We are encouraged by the re-establishment of President's Committee on the Arts and Humanities, which had been dissolved under the Trump Administration. We urge President Biden to ensure that union arts and humanities workers are represented on this important advisory committee." The Department has been in touch with the White House and administration contacts to pursue union representation on the committee.

President Loeb began his remarks by noting the importance of political activism in the IATSE. He stated that the IATSE has the necessary tools for Locals and their members to become engaged politically. He further observed that it is vital the IATSE stand for members and their rights, and to do that the Union must engage with everyone. Political activism is necessary to elect politicians who are willing to support the IATSE, members, and all workers.

President Loeb concluded his remarks by thanking the Department for its hard work, and noted how its work has been invaluable to the IATSE and its initiatives.

IATSE DISASTER RESPONSE COMMITTEE

Committee Chair and International

Trustee Andrew Oyaas, International Vice President Damian Petti, Communications Department Director Jonas Loeb, Assistant Department Director of Motion Picture and Television Production Daniel Mahoney, International Representative Wade Tyree and committee members Dawn Arevalo and Kent Jorgensen updated the Board regarding the actions of the Disaster Response Committee since the Board's mid-summer meeting.

Chair Oyaas reported that the period since the last report had been extremely active-weatherwise, including hurricanes, volcanic eruptions, bomb cyclones, and historic flooding.

FIONA

Hurricane FIONA made landfall on the southern coast of Puerto Rico on the night of September 17th into the 18th as a Category 1 storm. Because the storm hit the southern coast instead of the northern one, the mountains limited the wind damage. However, the torrential rains caused widespread flooding and subsequent power outages across the island.

Neftaly Nieves and the membership of Local 494 responded skillfully, like those with experience in such matters. Within 72 hours they had contacted all their members to assess needs, connected with the AFL-CIO, and were delivering needed supplies all around the island. Local 494, and Neftaly specifically, received a shout out from the Puerto Rico AFL-CIO President during weekly response calls about how well the Local was doing regarding deliveries and assistance to those impacted by the storm.

Local 8 members collected supplies for Puerto Rico and used the National

AFL-CIO's shipping and distribution response to get them there:

After making landfall in Puerto Rico, FIONA then continued through the Caribbean and out to the Atlantic until making landfall again in Nova Scotia on Sunday, September 24th. Fiona caused widespread power outages and flooding. The Canadian Office reached out to all the Locals in Atlantic Canada to advise them to get their members prepared. After the storm's departure, the Canadian Office again reached out to members in the affected area who had specific recovery needs.

IAN

Hurricane IAN formed in the southern Caribbean just as FIONA was leaving it. Ian slammed into Ft. Myers Beach on September 28.

Prior to Ian's landfall, Local 477 member Jo Ruiz Torres-Fraticelli put useful information on Facebook ahead of the storm. After the storm passed, Local 477 Business Agent Jim Roberts checked-in with area Locals 321 and 412 to assess their needs. Members of Local 647 in Ft Myers were hugely affected.

They sustained major damage even though they were inland from the coast. When the committee was finally able to make contact through the spotty cell service, the needs were quite specific. For example, their riggers lost all their equipment to storm damage. The committee received from the Local a list of gear that needed to be replaced. The Communications Department posted a list of equipment, supplies, etc. that members lost to the storm and requested donations.

Additionally, and in coordination

with the National and Florida AFL-CIO's responses, District 7 sent a \$10,000 check to Local 477. Local 477 Vice President Mike Metzel used this generous contribution to purchase generators, chain saws, gas cans, cleaning supplies, mold killer, and all manner of PPE and other cleaning supplies. These were loaded into a rented U-Haul and delivered to Local 647 and the AFL-CIO staging area in Ft. Myers. Local 647 received the first drop of these supplies with the rest going to our sisters, brothers and kin in other trades.

Local 647 President Potter advised that these supplies were gratefully appreciated. Chair Oyaas reminded those in attendance that the Education and Training Department, in conjunction with the Behinds the Scenes Foundation, offers a "Mental Health First Aid" course available to any member. Emotional and mental support are also critical in times of crisis.

MAUNA LOA

Shortly before midnight Hawaiian time on November 27th, Mauna Loa on the Big Island erupted for the first time since 1984. Co-Chairs Oyaas and Tyree contacted with Tuia'ana Scanlan, President of Local 665 who advised that lava flows were heading to cut off the main road east to west across the island and that there was a production in the area. President Scanlan advised that they had already been in touch with the production and that there was a plan in place to evacuate the crew if necessary. Fortunately, no assistance was necessary.

CHRISTMAS BOMB CYCLONE

On Christmas Eve a "Bomb Cyclone

blizzard" hit the Buffalo, NY with high winds and snow. The combination led to over two dozen deaths.

Committee member Dan Mahoney relayed a request from Vice President Ford to ask the Walsh-DiTolla-Spivak foundation to accept applications for assistance from members in the area for their immediate needs after this storm. That request was granted.

ATMOSPHERIC RIVERS

In mid-December, an "atmospheric river" - a narrow band of water vapor from the tropics roughly equal to the flow of water at the mouth of the Mississippi River that produces concentrated and heavy precipitation- pushed a succession of storms across the U.S., spawning massive tornado outbreaks in their wake. One of these storms hit the New Orleans area and members especially hard. Many productions in the area were smart and canceled calls to get everyone out of harm's way, but others continued to film. One project ended up being directly affected. Production ignored the crew's concerns about the alarming weather situation. Consequently, a tornado hit the production facility, peeling back the roof of the building in which they were shooting, and did significant damage to the vehicles in crew parking. The production had no plan for what to do if there was severe weather in their area. Other than damage to the vehicles of the members working on this production there were no severe injuries.

EMERGENCY ACTION PLAN

The committee encourages everyone to have Emergency Action Plans or EAP's. During Fire Prevention week last

October, the Education Department and the Training Trust presented a webinar on putting together EAPs. While the specific content of the program was based around being prepared to evacuate because of a fire in your home, the same process can be used for wildfires, hurricanes, flooding or other severe weather event preparedness. Chair Oyaas extended appreciation to Kent Jorgensen, Training Trust Fund Director Liz Campos, the Education Department and especially International Representative Hannah D'Amico for putting this valuable presentation together and he thanked Vice President Lewis and the Canadian Department for all of their hard work. The webinar is on the Education Department's Training channel.

FOR THE FUTURE

The committee has discussed doing peer-to-peer text campaigns into the affected areas. The messaging would consist of wellness checks and to direct members to the committee's web page, which would provide information about mental health assistance and financial relief available from the AFL-CIO, the IATSE's Walsh DiTolla Spivak Foundation as well as other recovery resources available such as the Red Cross, FEMA and state aid. The success of such a program depends on members providing their cell numbers to their Local, so the Local can pass them on to the General Office in their quarterly membership list update filing. Most cellular plans offered today have unlimited phone, data and texting so this should not be an obstacle to members providing them.

Chair Oyaas urged members to continue to take necessary precautions

to prevent infectious diseases including receiving updated COVID-19 and flu vaccinations. Keep physical distancing, if possible, wash or sanitize your hands frequently cover your cough.

Finally, it is important to update your address so that the IATSE can help when there is disaster in your area.

President Loeb began his remarks by stating it is all about preparedness and helping people with swift actions. The system is in place and the practical actions are happening, including providing supplies and the necessary resources to those affected members. We are in an environmental crisis and the disaster relief committee was created to deal with these crises.

He concluded his remarks by thanking the committee for its hard work and dedication in helping those members in need at a time of crisis.

IATSE DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

International Vice President C. Faye Harper, Diversity, Equity, and Inclusion (DEI) Committee Chair International Representative Liz Pecos, Communications Outreach Coordinator Megan Greene, and Committee members, Bryant Preston, DeJon Ellis, Tony Burns, Tuia'ana Scanlan, and Malakhi Simmons updated the Board on the Committee's actions since the Board's last meeting. The DEI committee acknowledged the land, environment and people of the whole indigenous Hawaiian Kingdom, whose territories, and people under the monarchy leadership of her majesty Queen Lili'oukalani were forced to surrender their land to the United States in January 1893. Since that time, generations

of Indigenous Hawaiians have continued to live, work, and shape the systems and culture that embodies Hawaii. The deep connection, protection, and care of the land through mālama 'āina, continues to provide identity and strength for the community here. Mahalo nui loa to the Indigenous Hawaiian community for sharing space with us to meet this week.

Chair Pecos reported that the DEI committee continues to work on Visibility Matters campaign, amplifying stories and voices of the International's diverse membership. When possible, the committee profiles diverse members. In Black History Month, Asian American Pacific Islander Heritage Month, National Hispanic Heritage Month and National Native American Heritage Month, the committee in collaboration with the Communications Department posts content that is culturally specific. Due to an intentional increase to post and share more DEI-related content across platforms, member engagement increased by twenty percent in 2022 on DEI social media accounts. Chair Pecos encouraged those in attendance to follow and shout on DEI channels at: Twitter - @IATSE_DEI, and on Facebook and Instagram - @iatsedeicommittee

She requested that those in attendance spread the word to highlight our diverse voices that contribute to the strength of the IATSE. All suggestions can be sent to our committee email at deicommittee@iatse.net

Chair Pecos reported that the committee plans to collaborate with the Communications Department to distribute an eblast for Local officers who would like to stay up to date with the most

current DEI committee related news and events as well as the respected observance months and days and member spotlight calls for 2023 and beyond.

She encouraged all Locals to respond to the blast and join DEI Locals list-serv, noting that a great reason to join the list is to make sure Locals know about the launch of the IATSE demographic survey. The DEI Committee is close to announcing the survey launch date after of meetings with research companies.

The committee will need help at the Local leadership level to engage members and encourage participation. The survey will cover demographic questions and a few union and craft questions. Responses will be anonymous. A second and follow-up survey will be sent to each Local's leadership after the demographic survey covering leadership demographics, committees and more. Again, if Local officers want to be on the front end of receiving the most up-to-date information and be a part of the ambassador team for the survey roll-out, they should respond to the upcoming eblast.

The Committee's Governance working group has started work on developing a non-discrimination policy, as per one of the original Committee goals. It is also upgrading the website to include links to useful information for local DEI Committees such as toolkits, education and training resources, contact information and more.

As mentioned briefly in the Education and Training Department report and at the Education Session, there is much DEI education currently available for Locals and members and the Committee issued a friendly challenge to everyone to take

at least one DEI course and share at least one of the courses with another member within the next month. Under Diversity, Equity and Inclusion, there are courses on "Cognitive Bias," "Equity, Diversity and Inclusion Basics," "Labor Rights and Voting Rights," "Hispanic Heritage Month: Celebrating Nuestra Comunidad," "Unconscious Bias and Microaggression," and "The IATSE Road Show: Why Unions Still Matter," now updated through an intersectional lens with the help of DEI Committee members in collaboration with the Education Department, and "Allyship in our Workplaces and in our Union." The recently updated LinkedIn Learning Diversity, Inclusion and Belonging catalog was created in a collaborative effort between the Education Department and the Training Trust Fund LinkedIn Learning partnership to enable members to learn about the challenges and opportunities inherent in working in diverse organizations. There are over twenty courses in the catalog covering topics ranging from bias, cultural competence, communication, allyship and accountability.

The Committee is pleased to announce the launch of the 2023 IATSE 21-Day Racial Equity Challenge which went live on the IATSE Education page of the IATSE website the week of this Board meeting. This course is a good way to promote DEI within local unions. The program, updated for 2023, offers structured daily opportunities for members to expand understanding of racism, exclusion, equity, etc. through reading, listening, viewing, or observing something each day from the suggested list for 21 consecutive days. This year

the challenge is focused on the theme for Black History Month, "Resistance." The DEI committee will be participating in the challenge in February for Black History Month and sharing the journey with everyone on DEI channels. We invite everyone to participate in this challenge and encourage members to do so as well through sharing, blasting, and leading by example.

Chair Pecos reported that Committee members remain active participants in their local DEI programs and initiatives, and over the past six months, collected reports of several notable events and accomplishments. The most notable is the unanimous election of former International Representative Yvonne Wheeler, whose work in labor spans thirty years, to serve as the first Black woman President of the Los Angeles County Federation of Labor. During her brief but impressive time with the International, Representative Wheeler worked on the Stand with Production campaign and alongside IA Representative Liz Pecos on the Joint IATSE/AMPTP Diversity Committee. The Committee is immensely proud to acknowledge this historic achievement for Sister President Yvonne, who has spent a lifetime championing the rights of working people.

In October, the first Inter-Local DEI Community Outreach campaign hosted the "Taste of Soul" free festival in south Los Angeles' Crenshaw District, a historically black community. This is the largest free festival and IATSE Locals 80, 705, 728 and Hollywood Teamsters Local 399 jointly sponsored a booth to distribute swag and answer questions about the motion picture industry and IATSE

from community members. Attendees included folks from film and television, Local members and residents including parents with children in film programs and high school interested in pursuing a career in the industry. Additionally, Local 706 had a booth at the event. It was reported that over 300,000 people attended. This was a great opportunity to interface with the community and each other and will yield more inter-Local DEI community outreach events in the future. This effort was spearheaded by Local 728 Vice President Malakhi Simmons.

Also in LA, Local 80 is working on a census survey to include questions on age, race, gender, and sexual identity as well as workplace questions surrounding racial prejudice, discrimination and hostile environments related to identifying factors, disability and race. Several other Locals have conducted surveys or have plans to, including Local 477, Local 728, Local 729, and more.

In one example of DEI expanded outreach and training, Local 80 has expanded their High School Outreach & Introductory skills training to twelve Los Angeles area schools. The 10-session course is designed for Juniors & Seniors and will include a basic overview of below-the line jobs and “next steps” wrap up session. Course work has covered Grip, Set Lighting, Camera, and Sound. The Local has partnered with the CA Department of Education to secure funding to pay industry professional facilitators a wage of \$50/hour + health and pension benefits. They hope this will plant a seed and be a pathway to the Hollywood CPR program at West LA Community College and any future

programs that are born from the Joint DEI committee with the AMPTP.

In Local One, the Social Justice Committee was successful in the membership adopting a permanent Land Acknowledgement into the Local One Constitution & Bylaws. At the November 2022 membership meeting, the Land Acknowledgement resolution was met with unanimous approval by the membership. The Social Justice committee also works on community outreach and brainstorming ways to increase and train a diverse local membership.

The DEI Committee was glad to participate in the IA committee videos to promote voter registration and highlight voter issues related to DEI.

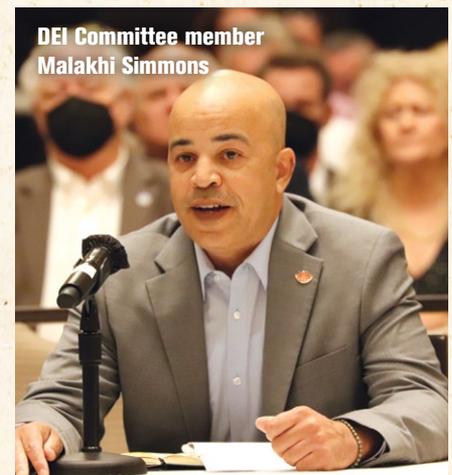
The Joint IATSE/AMPTP DEI Committee, established during negotiations for the Basic and Area Standards Agreement, met for the first time in September, with the co-chairs IA Representatives Liz Pecos and Yvonne Wheeler and Producer co-chairs Jennifer Talluto from Netflix and Paul Martin from Sony agreeing that the committee will meet once monthly to accommodate for the business of the committee. Since September, the committee has met both jointly and separately on different months, including an in-person meeting held for the IATSE Basic Agreement Committee members in October at the West Coast office. The Committee is made up of members from Basic and Area Standards Locals and Producers Representatives from Apple, CBS, Universal, Legendary Pictures, Netflix, Paramount, Sony, Disney, and Warner Media. This report of Locals and efforts is not exhaustive. There will be much more

to update on these programs as the Joint DEI Committee works together. Finally, Chair Pecos expressed appreciation to the Women’s and Pride Committees for always including the DEI Committee in their initiatives. She thanked the Board and especially President Loeb for their unwavering support which is meaningful for the Committee and the International’s diverse members.

The report concluded with a very informative briefing from committee member Scanlan about Hawaii and the customs, language, and history of the beautiful location for the Board meeting.

Mahalo nui loa.

A hui hou.



Committee member Simmons observed that the “firsts” including the president of the AFL-CIO, Mayor Karen Bass, Sister Wheeler, and even the International’s General Counsel are important because representation matters, and diversity makes the labor movement and the International stronger. President Loeb agreed, stating that Labor must push this agenda. He thanked the committee for their comprehensive report, specifically noting that there is so much going on that it cannot be

encapsulated fully. He commended the committee's programs and policies and observed that the committee has added an education component. President Loeb remarked that the work of the DEI, Womens and Pride committees is crucial and is central to where the International is and what and who it represents.

IATSE GREEN COMMITTEE

Representative Stasia Savage reported that since the last General Executive Board meeting, the Green Committee has continued its involvement on the SAG Green Council and the ENZA NetZero group, which has been renamed, Entertainment and Culture for Climate Action

Entertainment and Culture for Climate Action presented their work at the COPP 27 convention in Egypt in November of 2022. With attendees taking part in person and virtually from all over the globe, the presentation centered on furthering sustainability across all entertainment sectors and the preparation work that has begun for a forthcoming industry wide initiative. Topics highlighted were reducing the carbon footprint in the film and television sector, using the power of storytelling to share the message, building mutual aid systems, and protecting biodiversity and natural resources.

The Green Committee Local 600 hosted a Sustainable Commercial Productions Webinar to educate members on sustainable practices on set. The webinar provided daily department specific checklists that can be used to track and encourage greener practices. Local 600 also held a river clean-up day in the Los Angeles area.

Green Committee and Local 52 member, Sister Jenny Kane was a panelist for a discussion on Rethinking Power for Film/TV Productions hosted by NY Film as a part of their Green Office hours series on sustainable production. This program can be watched on NY Film Greens Youtube channel along with additional topics such as Going Plastic Free and The Sustainable Costume Department.

Eliminating single use plastics continues to be a top conversation item in Green Committee meetings. Many members report that productions in both motion picture and theater have made strides in greener practices but there is still much work to be done in normalizing reusable containers and compostable materials. Another topic that has come up frequently is the need to address extra time and budget for sustainability in the wrap process.

The Green Committee expects to debut this spring a website for members to use as a resource for green production. Similar to other entertainment industry green websites the IA site will focus on practical resources and training that members can use in their everyday work as well as link Locals that have sustainability committees with each other. The goal is to continue to create a larger community of sustainability advocates across all crafts through inspiration and education.

As this site progresses the Committee is open to ideas for inclusion or collaborating on content. For more information, please reach out to iatsegreen@iatse.net.

President Loeb began his remarks by stating that the IATSE must be part of the solution on climate change, and

the need for Locals to buy into this issue. President Loeb noted that climate change is impacting the world now. Its impact in the IATSE's jurisdiction and on members has been reported frequently during meetings of the Board. President Loeb remarked climate change will continue unless something is done to change course.

President Loeb thanked the committee for its hard work, noting how its work has been invaluable and has shone a bright light on this important issue.

IATSE NATIONAL BENEFIT FUNDS

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 December 2022 were over \$622 million. This amount, as compared to the same six-month period in 2021 is 27% higher and looking at the same period in 2019 receipts are 31% higher. The National Funds continue to experience record increases in contributions coming largely from motion picture production. Thus far, motion picture productions are accounting for 70% of all contributions with live events making up the balance.

As of December 31, 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 almost 52%. Comparing year end 2021 with year end 2022, the net assets of the

Funds decreased by 1.2% which is solely the result of the negative investment environment that existed throughout 2022.

As of January 1, 2023, The IATSE National Health & Welfare Fund provides health coverage to 55,265 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.

The IATSE Annuity Fund now holds balances for over 95,000 participants. Accounts are held in various options provided by The Principal. The Principal has an easy to use app that allows participants to check their balances and plan for retirement with a special retirement calculator.

The IATSE National Pension Fund continues to provide monthly retirement benefits to approximately 3,264 pensioners and/or beneficiaries from Plans B & C (and the former Plan A). There are approximately 14,278 active working and 5,770 inactive participants who are vested in the Plan will be eligible for a benefit from the Fund at the Plan retirement age of 65.

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 July 2023 which unfortunately is a substantial delay from previously reported timelines. This would be a redesigned version of the current Funds website with an updated design, better platform for reductions in site delays, ease of document uploading and a few more features that 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 year end of 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

As work levels have returned to normal conditions, the many quarters of pandemic relief that was provided to participants under Plan A and Plan C has ceased as of December 31, 2022. Throughout the pandemic, the Trustees

were able to provide participants with over \$100 million of coverage assistance from the National Health and Welfare Fund and aided over 12,000 participants and their families.

President Loeb began his remarks by stating that with a lot of organizing drives there will be increases in the plan numbers. There are 55,000 members on the health plan and the growth has caused more work for the fund and its staff. The work of the staff and the Trustees led to participants receiving over \$100 million in coverage assistance. President Loeb concluded his remarks by thanking the Trustees for their work on the plans.

IATSE PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents John R. Ford and Craig P. Carlson, and Political and Legislative Affairs Department Director Tyler McIntosh updated the General Executive Board on the IATSE Political Action Committee.

For the period July 1, 2022, to December 31, 2022, the IATSE PAC received \$192,061.40 in contributions (an increase of \$59,977.64 from the previous six-month period) and made disbursements of \$175,500.00. The State and Local PAC received \$15,000.00 in contributions and made disbursements in the amount of \$42,000.00. The Federal Speech PAC had receipts of \$90,000.00 and made disbursements of \$52,085.55.

There were six significant one-time contributions. These were \$11,733.00 from the PAC event held at the mid-summer General Executive Board Meeting, \$2,575.00 from various District Convention fundraisers, \$9,420.00 from the Local 764 Quilt Raffle, \$5,390.00 from

Local 2, \$4,781.92 from The Animation Guild, Local 839's Post-It Show and Online Auction and \$19,229.88 from the All-In Mixer hosted by the Hollywood Locals.

There are presently 1,314 monthly credit card and payroll contributors which is an increase of 137 from the previous six-month period. This is also a thirty-eight percent increase in monthly contributors from one year ago. Members from 131 different local unions are contributing and those contributions amounted to \$150,644.60 (a \$33,679.84 increase from the previous six-month period).

The disbursements of \$175,500.00 from the IATSE PAC were contributed to ninety-one different campaigns. The disbursements of \$42,000.00 from the State and Local PAC were contributed to five separate 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 who will include any new signups from those attending the PAC Fundraiser at the hotel during this meeting.

Under the leadership of Costume Designers Guild, Local 892 Executive Director Brigitta Romanov, the nineteen "Hollywood Locals" came together on October 15th for the "All-In" IATSE Locals Mixer to benefit IATSE PAC. This was a successful fundraising event raising nearly \$20,000 for IATSE PAC. Over 500 members attended the event at Local 80 in Burbank. Funds were raised for the PAC via raffles, game tickets,

and voluntary contributions. The IATSE PAC Committee recognized event chair Brigitta Romanov, Local 705 member Bethany Jane Bohatila, Local 44 Business Agent Tobey Bays, Local 80 Business Manager DeJon Ellis, Local 706 Business Representative Karen Westerfield, Local 729 Business Agent Robert Denne, Local B-192 President Nicole Miller, and Locals 33, 44, 80, 600, 695, 700, 705, 706, 728, 729, 768, 800, USA829, 839, 857, 871, 884, 892, and B192.

Local 764 hosted their 20th Annual Quiltmania Raffle to benefit IATSE PAC. This year's quilt, "New York, New York" was created by Local 764 member Michael Michalski. The IATSE PAC Committee recognized Local 764 member Brittney Fields who oversaw the raffle this year.

Local 839 hosted their 4th Annual Post-It Note Show & Auction Reception. This event raises funds for IATSE PAC through bids on artwork made by Animation Guild artists on 3"x3" Post-It Notes. This hybrid fundraiser featured some items online for IATSE members from across the country to bid on, with more up for bid in person at a reception held December 2nd at the Local 839 offices in Burbank. The IATSE PAC Committee recognized Leslie Simmons and the Political Action League Committee of The Animation Guild, Local 839 for continuing to grow this signature event benefiting IATSE PAC.

IATSE PAC utilized over \$520,000 of member contributions to support candidates in the 2022 election cycle who stand with workers and support the issues important to IATSE members. New members of Congress who were elected with the support of IATSE

PAC include: Senator John Fetterman (D-PA), Senator Peter Welch (D-VT), Representative Sydney Kamlager (D-CA), Representative Robert Garcia (D-CA), Representative Brittany Pettersen (D-CO), Rep. Maxwell Frost (D-FL), Representative Nikki Budzinski (D-IL), Representative Hillary Scholten (D-MI), Representative Gabe Vasquez (D-NM), Representative Wiley Nickel (D-NC), Representative Jeff Jackson (D-NC), Representative Greg Landsman (D-OH), Representative Emilia Sykes (D-OH), Representative Val Hoyle (D-OR), Representative Andrea Salinas (D-OR), Representative Chris Deluzio (D-PA), Representative Seth Magaziner (D-RI), and Representative Greg Casar (D-TX). Many were introduced or recommended to the Political and Legislative Affairs Department by Locals that had established relationships with the candidates. The IATSE PAC Committee strongly encourages all U.S. Locals to take advantage of the opportunity to help direct contributions to deserving federal candidates who will stand with IATSE and fight for the Union's issues.

The PAC Committee announced a new annual awards program to recognize Locals raising funds for IATSE PAC. The 1st Annual IATSE PAC Local Solidarity Awards will be presented at the 2024 Mid-Winter General Executive Board Meeting and annually at each Mid-Winter meeting thereafter. There will be four levels of recognition for the IATSE PAC Local Solidarity Awards. Award recognition will be determined by: 1) the percentage of individuals from a Local's total membership that contributed to IATSE PAC in a given year, and 2) the total

dollar amount contributed by members of a Local in a given year. Locals with 5% of their membership contributing to IATSE PAC, or \$5,000 contributed to IATSE PAC by members of the Local will receive the Bronze award. Locals with 7.5% of members giving, or \$7,500 contributed will receive the Silver award. Locals with 10% of members giving, or \$10,000 contributed will receive the Gold award. Locals with 15% of their membership contributing, and \$15,000 contributed will receive the Platinum award. The minimum thresholds to qualify for an award are \$250 or more in total annual contributions and one percent or more of Local membership contributing. This structure allows for all Locals, regardless of size, to have an equal opportunity to achieve recognition. Awards will consist of a commemorative plaque. The plaque will have space for plates to be added each subsequent year that the Local achieves recognition at a designated level. Recipients of the IATSE PAC Local Solidarity Awards will be published annually in a full-page spread in the IATSE Official Bulletin. Locals can contact the Political and Legislative Affairs Department for more information.

President Loeb remarked on the significance of a thirty-eight percent increase in monthly contributors to the PAC. The events hosted by the Locals are clearly effective at raising funds and can be done creatively in a way that is unique to the Local. It is vital that local union leaders encourage members to become contributors. Those contributions pay off when you look at the improvement in the political and legislative landscape in the United States. Good things happen when

the IA participates, and the more the union can participate the better it will be for the membership.

IATSE PRIDE COMMITTEE

Canadian Office Operations Manager and IATSE Pride Committee Chair Nate Richmond, International Representative Rachel McLendon, Local 631 Business Representative Kimberly Holdridge, Assistant Executive Director of the Costume Designers Guild, Local 892 Doug Boney and National Business Agent, United Scenic Artists, Local 829 Carl Mulert provided the General Executive Board with an update on the IATSE Pride Committee's activities through the presentation of a slide show.

The Committee commenced its report by reading the Committee's statement in response to the targeted mass shooting where five people were killed and another twenty-five people were injured at Club Q, an LGBTQ club located in Colorado Springs, Colorado, on November 19, 2022. The statement confirmed the Committee's shock, sadness and anger at the atrocity while also reflecting an optimism that IATSE members can and will channel their feelings into action that will facilitate a societal change in attitude toward LGBTQ communities.

The Committee provided an update on its efforts to support the Respect for Marriages Act, a new law intended to safeguard gay marriages in the event the United States Supreme Court ever reverses the 2015 decision *Obergefell v Hodges* which legalized same sex unions nationwide.

The Committee then reported that the IATSE Canadian Office recently received federal government funding through the

Canada Performing Arts Workers Resilience Fund to secure one-hundred spots for Canadian IA members to enrol in an online LGBTQ2+ Workplace Inclusion Certificate program put on by Pride at Work, an organization which supports LGBTQ workers through training and advocacy with the aim of creating more inclusive and safer workspaces. A recent example of a successful workspace inclusiveness initiative occurred during the 2022 IATSE Canadian Convention held in St. John's Newfoundland, when the Convention introduced its first ever mandatory gender-neutral bathrooms for attendees while the Convention was in session.

The Committee concluded its report by providing updates on some of the specific Pride-related endeavours of Committee members. Local 631 Business Agent Holdridge who is also Vice President of the Central Florida AFL-CIO presented opening remarks about Florida's "Don't Say Gay" bill at the Florida AFL-CIO Committee on Political Education Convention. Representative McLendon was elected as Secretary of the Atlanta chapter of Pride at Work; Local 892 Assistant Executive Director Boney was elected President of the Los Angeles chapter of Pride at Work; he also attended the Victory Institute's International LGBTQ Leaders Conference in Washington, D.C. in December 2022, an organization whose aim is to train and support LGBTQ leaders and also expand the diversity and success of LGBTQ elected and appointed officials at all levels of government throughout the world; Committee members as well as representatives from Locals 18, 631, 705, 764 and 892 attended the Pride at Work

quadrennial convention in Minneapolis, Minnesota in August 2022.

President Loeb thanked the Committee for its report and, in doing so, once again confirmed the IATSE's ongoing commitment to supporting the Committee, its various initiatives and LGBTQ Kin.

IATSE WOMEN'S COMMITTEE

Women's Committee Chair International Vice President Joanne Sanders, along with Vice President Colleen Glynn, International Representatives Stasia Savage, Cindy Jennings, and Liz Pecos, Local officers Dawn Arevalo, Ellen Popiel, Rose Etta Venetucci, and Julia Cox updated the Board on the Committee's activities since the mid-summer meeting.

The Women's Committee Executive Council and District Coordinators have continued to reach out to Locals across the districts to keep members engaged. The impact of the repeal of Roe v Wade sent ripples across each state as legislatures indiscriminately passed legislation bludgeoning women's rights to privacy and bodily autonomy. This provided the basis for action as the Committee prepared for the mid-term elections in the U.S.

The Committee initiated a get-out-the-vote (GOTV) program that could be easily followed by Districts and Locals to increase voter registration and voter turnout in their communities. As has been the practice for a few years, the group designed post cards with the help from Local 800, the Art Directors' Guild, which were distributed electronically. Some Locals engaged in member-to-member communications while others sent their handwritten messages to

women in swing states. These efforts bring members together to impact the elections and also lead to cohesion within and among Locals. Members also engaged in voter registration drives, door to door canvassing, phone and text banking, rides to the polls, and filling election boards.

Because of the focus on elections, the Committee postponed launching its "IATSE Hidden Figures" which will move forward during Women's History Month in March. Locals are encouraged to submit candidates for "Hidden Figures" to District Coordinators. The criteria will be posted in the Committee's section of the IA website. Women's History Month also provides the Committee with the opportunity to co-sponsor a webinar on March 1 from 12:00 p.m. EDT to 1:30pm EDT with the Education Department. The webinar will feature Ellen Cassedy whose book *Working 9 to 5: A Women's Movement, A Labor Union, and The Iconic Movie* has just been released. The book captures the story of the creation of District 925, SEIU, which was the expansion of the "9to5 National Association of Working Women."

The following individual reports were provided by the Districts listed.

District 1

Locals 28, B-20 and 488 Women participated in President Biden's visit to Portland Oregon, Congressman Blumenauer's Women's Leadership Luncheon with Nancy Pelosi, and the Multnomah County Democrat Celsi Celebration where they met with Oregon's new Governor Tina Kotek and other female identifying leaders. Washington Members supported the Washington AFL-CIO officer elections where

April Sims and Cherika Carter became the first women of color to lead the state federation as President and Secretary Treasurer, respectively.

District 2

The Women of D2 centered most of their activities around the midterms and GOTV initiatives. Some created "Why I vote" videos and joined social media campaigns, while others conducted "postcard parties" mentioned above. The Local 800 Women's Committee held multiple postcard gatherings leading up to the election. Others joined events that were held by state and local labor councils. Many of the women volunteered and assisted with the Hollywood "All-In" IATSE Locals Mixer to raise funds for the PAC. The Animation Guild hosted a webinar on fostering and adopting. Lucia Aloji, District Coordinator from D 10 reprised her "Words Matter" presentation, hosted by Local 700 which had more than 150 participants. District members participated in the LA Federation's historical election where former International Representative Yvonne Wheeler was elected President.

District 3

Local 481 Women's Committee conducted a successful sundries clothing drive from the film "Thug" spearheaded by Sister Kelly Doran. When the filming wrapped, the crew collected hotel soaps, shampoos etc., the costume department donated 10 hanging bags stuffed with clothing and shoes, and all extra feminine hygiene products/toilet paper, and other consumables which were donated to The Woman's Lunch Place, a day shelter for homeless people in Boston.

The Local's Upcoming Event on Zoom will be a discussion entitled, "Women & Child Bearing in the Entertainment Industry".

Local 11 Women's Committee is planning an "Act of Kindness" fundraiser for Valentine's Day 2023, that will benefit Rosie's Place, a shelter and career advancement center in Boston.

District 6

Houston Local 51 has launched a new charity campaign, collecting new and gently used shoes to donate to shelters in the area. They will collect both women and children's shoes of all styles and sizes to donate to organizations like Dress for Success.

District 7

Parental Leave is gaining momentum across the District. The Women's Committee of Local 478 initiated its program in 2019.

Local 491 has just added parental leave as a benefit to their members. Building on 478's program, Local 491 partners with Behind the Scenes for Mental Health and Chemical Dependency.

District 7 continues to grow "Sisters Squared" among its Locals. Sisters

Squared pairs members from affiliated Locals of the IATSE. The next New Orleans event of Sisters Squared will be a King Cake Social.

District 8

Local 26 had their first Women's Committee Meeting in January. The Committee is starting a book club featuring authors, exploring feminism, history, equity, diversity, inclusion, and women's experiences overall. The first book is "We Should All Be Feminists" by Chimamanda Ngozi Adichie. For Women's History Month in March, the chosen book is "She Votes: How U.S. Women Won Suffrage and What Happened Next" by Bridget Quinn. Anyone interested in joining the discussions will be welcome to online sessions.

District 9

Local 476's Women's Committee presented a Negotiating Seminar for its members. The topics came from the survey responses collected by the Women's Committee from Department Heads, members, and a few local Producers in film, TV, and commercials. Local 13 elected Allana Olson as a new

Member at Large, and Treasurers & Ticket Sellers Local 750 elected Toni Manzella as Vice-President.

Women's Committee Canada

The Women's Committees in Canada have been very active. They have begun Sunday Coffees held quarterly to share ideas and resources. In November, Local 873 sponsored a Robert's Rules course on behalf of the Committee, with priority going to members in leadership roles. The feedback from attendees was very positive.

In September, the annual Women's Caucus Meeting was held at the Canadian Convention in St. John's Newfoundland. The meeting was attended by ALL convention delegates. Of particular note, Local 295 continues to work with Moon Time Sisters, a branch of True North Aid. Moon Time Sisters Saskatchewan works with high schools, health care centres, women's shelters, and community programs to ensure menstrual period products are accessible to Northern Indigenous communities.

Last Spring, Local 891 participated in the United Way's "Period Promise" in British Columbia, which seeks to



International Representative Wade Tyree, Communications Director Jonas Loeb, Communications Outreach Coordinator Megan Greene and Senior Communications Coordinator Steven Chaussee.

address period poverty in the greater Vancouver area, by collecting and distributing feminine products. This introduced the idea of bargaining with Employers to provide access to products in all washrooms at work, regardless of the Gender Assignment of the room. Local 168 in Victoria already had this language and others are now including this provision in negotiations.

The Committees are also stressing the importance of By-stander Intervention training and had a presentation from a Local organization in St John's called First-Light. First Light is 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.

During the Board's meeting in Honolulu, the committee held its semi-annual fundraiser. The local charity supported is Ulu A'e Learning Center, which provides education programs to Hawaiian children providing unique experiences to help them become good stewards of the land. The Committee received contributions in the amount of \$5,300.00. An online link is also available at https://www.paypal.com/donate?hosted_button_id=PZX9JB7656NPL for credit card donations.

The Committee extended appreciation to all the Women's Committees that have been established across the Districts.

President Loeb remarked that he is very pleased with the progress of the committees in the International and at the District and Local levels. He

highlighted the GOTV efforts which were extremely significant and impactful. He noted the large donation to the Ulu A'e Learning Center, expressing the importance of supporting communities. The committees raise the profiles of the women in the IATSE and of the International. So-called "women's issues" are human issues.

President Loeb acknowledged the importance of the strength of IATSE women both in the union and labor movement, and he wants a culture of inclusion of all IATSE kin embedded throughout the Alliance.

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 over the second half of 2022.

Following the biennial 2022 Young Workers Committee Conference (YWCC) held in Minneapolis in April 2023, the Young Workers Committee began the process for determining where the 2024 Young Workers' Committee Conference (YWCC) will be held. At the time of writing, the finalist cities are Atlanta, Indianapolis, Nashville, and Calgary. The nomination and registration process for attendees will not begin until at least the 2023 Mid-Summer meeting of the IATSE General Executive Board. However, slots for the conference fill up fast, so interested local unions should begin considering up to two

young workers to send in preparation of nominations opening.

Attendees of YWCC 2022 were asked to complete a benchmarking survey and set goals they believed could be achieved within one year. Follow-up surveys were distributed as recently as January 2023, and responses indicated attendees generally remained focused on the same priorities they had initially, with most focusing on activism within their local unions.

More and more prominent young labor leaders have come through the IA's young workers program. Nearly half of attendees who completed the survey reported holding or being asked to take up leadership roles in some capacity, from serving as Young Worker Committee chairs at their Local, to having already been an Executive Board member of their Local prior to attending the conference. Others took the survey as a welcomed opportunity to ask for specific resources and further training. The committee looks forward to providing more individualized attention to better measure the progress of the 2022 cohort and deliver more helpful resources.

Young workers in attendance of the October 2022 Officer Institute held in Cleveland, Ohio gathered for an evening dinner at Mabel's BBQ to discuss individual goals, collective interests, ways to amplify the voices of young workers within their Locals, and of course indulge in some delicious barbecue. Communications Outreach Coordinator Greene said, "we were excited to reunite with members who attended the Young Workers Committee Conference and also meet other young workers for the

first time.” The presence of YWCC 2022 attendees at an Officer Institute training just months later likely indicates the Education and Training Department’s YWCC presentation outlining the union’s educational opportunities successfully drove young workers to apply.

Young Workers in Hollywood hosted numerous “interlocal” events including a community yard sale, a hike, a coastal cleanup, a mixer featuring a cornhole tournament and drag brunch, and multiple solidarity pickets. These events strengthen solidarity between members across crafts, and many were promoted via the events calendar on IATSE.net. The International Young Workers Committee looks to continue promoting similar events open to young members across the alliance.

Several reputable, independently conducted studies have indicated that Gen Z (defined as the generation of people born in the late 90’s and early 2000’s) is not only America’s most pro-union generation, but also that members of Gen Z are more pro-union than older workers were at their age. For those under the age of twenty-five and just entering the workforce, estimates are as high as two of every three individuals support labor unions. This is a massive opportunity for labor unions to grow through new organizing, and this generational sentiment is likely driving the surge of organizing across the economy going into 2023.

President Loeb began his remarks by saying the young workers’ conferences have been helpful to get young people in the discussion and to share ideas. It is important that the IATSE develop

leadership for the future and solidarity in the rank and file. President Loeb noted the young workers provide a good opportunity to educate and build the army we need to continue the work of the IATSE. These young workers have ideas and energy to organize, and the IATSE cannot miss this chance to enlist young people to be represented by the IATSE.

Finally, President Loeb thanked the committee for their hard work and forward-looking vision.

LOW BUDGET AGREEMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice Presidents Thom Davis, John R. Ford, John M. Lewis and Phil LoCicero, Assistant Motion Picture Department Directors Daniel Mahoney and Vanessa Holtgrewe, International Representatives Jamie Fry, Anthony Pawluc, and Marisa Shipley, bargaining committee members Scott Bernard, Chaim Kantor, Patric Abaravich, Tobey Bays, Robert Denne, Brigitta Romanov, Mike Akins, Chuck Parker, Chris O’Donnell, Bryan Evans, and Rosemarie Levi, Associate Counsel Jacob J. White, and Registered In-House Counsel Michael Short reported on the status of the Low Budget Theatrical Agreement negotiations to the General Executive Board.

Vice President Miller reported that a successor agreement to the Low Budget Theatrical Agreement was the final major negotiation of 2022.

Preparations began early last year, as Locals formed bargaining committees and began drafting proposals. Each Local submitted proposals to the International by early fall, and President Loeb

appointed the bargaining committee. This committee, comprised of Locals 44, 52, 478, 479, 480, 481, 600, 695, 729, 798, 800, 871, 884 and 892, reviewed nearly 300 individual proposals and created a set of final proposals that reflected the Union’s core goals.

This contract covers low budget features produced by term signatories across North America. It is an important contract in many parts of the United States and Canada, and provides on-the-job training for members, whether they are new to the industry, or moving into different classifications or department head roles. As many low budget features typically have fifteen to twenty-five days of principal photography, it also provides protections and benefits to those between other projects.

As the cost of healthcare increases every year, so do the costs of those benefits, and that is passed along to the employers. Cognizant of the limitations of this Agreement, the committee’s core goals included appropriate yearly wage increases, including creating a new tier near the top of the pre-existing tier one, as a \$7,500,000 feature is much different from a \$2,750,000 feature. Also important to the committee was the achievement of additional safety provisions, the protection of the Union’s jurisdiction, standardization of wages across the tiers, and creating disincentives to work long days. Gains from the Majors Agreements related to weekend turnaround and stronger meal penalties were also addressed. There were several other provisions the committee wanted to improve, such as stronger overtime pay, better preference of employment

for union members, and higher wage minimums for Ultra-Low budget productions produced in jurisdictions with a low minimum wage.

Negotiations began in early December and were scheduled for a week. These were not easy negotiations; the producers did not want to do anything that would increase their costs significantly. Independent films are under intense pressure as these types of productions have not bounced back from the pandemic in terms of money made at the theaters. However, the Union was determined to achieve meaningful financial gains and prioritized members' work/life balance. The parties were unable to conclude negotiations in a week, despite working late into the night for much of the negotiations.

Negotiations continued up to and after the holidays. Finally, an Agreement was reached the week before the General Executive Board meeting and the bargaining committee met via zoom. It was unanimously supported by the committee and there was much the Union achieved. Stronger safety protections were a core goal, and there will now be a First Aid person required to be employed during construction, production days, and when reasonably required. Sexual harassment and abusive conduct reporting and investigation standards are now codified. As many low budget producers lack the internal resources to handle these sorts of complaints, the IATSE safety hotline number must be listed on all call sheets and start paperwork and, with the goal of creating a resource to investigate and address workplace sexual harassment complaints, a committee was created to

work with The Hollywood Commission.

The Union achieved substantial wage increases with several classifications receiving outsized raises to comparable key rates. The budget caps were increased due to inflation and persistent increasing costs. Weekend turnaround with penalties to discourage long hours was achieved. Premium pay and the addition of two new meal penalties will buttress quality of life protections for women on local budget productions. Distant and local hire provisions and idle and per diem pay were improved. The Committee achieved increased contributions to health, pensions, and annuity accounts.

The Union achieved more consideration and coverage for members by eliminating subcontracting language and, for non-rostered crafts in Los Angeles, employers will give first consideration to qualified persons referred by the Local. Also, there is new sound department staffing and consideration language, as well as coverage for Behind the Scenes and Electronic Press Kit crews.

The Committee achieved additional pay for Script Supervisors. Juneteenth will be added in the United States (and National Day for Truth and Reconciliation in Canada to the appropriate Canadian agreements) when that holidays are added in either the IATSE Basic, applicable IATSE Local, ASA, DGA, SAG-AFTRA Agreements.

Bereavement leave was expanded to include the death of step relations. New York Production Zone language was added, as well as two new job classifications: Assistant Costume Designer and Post Production Coordinator.

There is a new mechanism that allows a crew to vote for continuous meals/shorter days. This is not the "French Hours" option of other agreements – two-thirds of the IATSE represented crew must vote yes, and there are strong overtime and penalty provisions. Crews would work no more than a ten-hour day, calculated from general crew call to crew "truck" wrap, but be paid for eleven hours. A meal must be provided one hour before the start of the day. Pre-calls may receive either a non-deductible one hour paid meal period prior to general crew call, or a one-half hour paid meal period prior to the general crew call and two fifteen-minute paid breaks during the ten hour period of work. Overtime for the first five work days in a work week would be paid as follows (calculated from the earlier of the start of the one hour of paid meal or the individual's pre-call): one and one-half times after eight elapsed hours, double time after eleven elapsed hours, two and a half times after twelve elapsed hours, and triple time after fourteen elapsed hours. For a worked sixth and seventh day, there are also better overtime provisions.

If a production works past eleven hours after general crew call, meal penalties will apply retroactively. Meal penalties are also triggered if an employee with a pre-call does not get their meal at the start of the day and two fifteen-minute breaks during the day.

On these days, a continuing hot buffet will be available, and employees will be broken in rotation, so all will have an opportunity to eat while work continues. If someone has not had a break to go eat, they must notify the Assistant

Director at least one hour before the end of the designated meal period. If a crew member does not get to eat within ten hours of general crew call, they will be paid the meal penalties for the day until wrap of camera.

If a crew changes their mind, they can vote, and a simple majority rescinds the continuous meal/shorter days policy within twenty-four hours prior to the day. The power is firmly left in the hands of the workers. The committee recognized that this agreement is a good place to test the viability of a continuous meals provision. This will be closely monitored in anticipation of shorter work days, with ample protections and penalties.

For a complete summary, members should contact their local union.

The 2023 Low Budget Agreement makes IATSE members safer, puts more money in their pockets, and, through financial disincentives, should provide more of a balance between work and life. It is a tightrope to walk to keep these productions covered under a Union agreement. The committee must be commended for their hard work during these arduous negotiations. The members are better for it, and the Motion Picture and Television Production Department and Locals look forward to renegotiating and achieving further gains for IATSE members in three years.

Patric Abaravich expressed his appreciation to the bargaining committee for standing in solidarity to achieve the largest possible wage increase for the lowest paid crafts in the agreement. Chaim Kantor noted that the industry is facing some challenges due to changes in distribution methods.

President Loeb thanked Vice President Miller and the committee for its report. In the late 1990s, Union density in the low budget theatrical world was very low. In response, the Union organized the workforce. The Union has now used the power of organized workers to put together a positive and progressive agreement that is vastly improved as a result of this latest round of negotiations. The workers in this area deserve Union representation, and that representation has furnished countless workers with the opportunity to gain experience working on these productions while enjoying the strong benefits provided by a Union contract.

MENTAL HEALTH FIRST RESPONDER TRAINING

International Vice President and Co-Director, Stagecraft Michael J. Barnes and Co-Director, Stagecraft Joe Hartnett reported on Mental Health First Responder Training. As the 2022 season ended, many of the workers in the Live Event industry were and still are facing mental health and substance abuse issues as we progress in this “new” normal. It varies in many ways, but the additional stresses coming out of the pandemic have compounded these mental health concerns.

For members and Locals, the Stagecraft Department and Behind the Scenes Foundation held a Mental Health First Aide training session for all, including Vice Presidents, Directors, and Representatives, to become certified as Mental Health First Responders.

The timing coincided with the Department’s interventions with two members who reached out for assistance.

Mental Health First Aid is a skills-based training course that teaches how to identify, understand, and respond to signs of mental illnesses and substance use disorders. It provides the skills needed to make initial contact, offer help and support to someone who may be developing a mental health or substance use problem, or who is experiencing a crisis. The training provided resources to connect the person in crisis to appropriate care.

Mental Health First Aid takes the fear and hesitation out of starting conversations about mental health and substance use problems by teaching how to recognize the signs and symptoms that suggest a potential mental health challenge, how to listen nonjudgmentally and give reassurance to someone who may be experiencing a mental health challenge. Most importantly the training shows how to refer a person to appropriate professional support and services.

After completing the course, participants become certified Mental Health First Aiders. The certification is valid for three years.

The course covers common signs and symptoms of mental illness and substance use; how to interact with a person in crisis; how to connect the person to help; and expanded content on trauma, addiction and self-care. It teaches the ALGEE Action Plan:

- Assess for risk of suicide or harm
- Listen nonjudgmentally
- Give reassurance and information
- Encourage appropriate professional help
- Encourage self-help and other support strategies

The course is delivered in two parts. The first is a 2–4-hour self-paced online course that must be completed prior to the second part which is a 6-hour virtual/live instructor-led session. The live sessions are held on an on-going basis at a variety of dates and times.

IATSE Members and those working under IATSE agreements may be eligible for Training Trust Fund reimbursement. Another charity, in coordination with Behind the Scenes, has made a limited number of partial and full scholarships available to individuals not eligible for reimbursement from the Training Trust Fund. The general cost for the class is \$125 per person.

Sadly, many IATSE kin believe that suicide or unhealthy coping methods are their only escapes. This training equips the International with resources to address the issues and concerns of some members. Go to btshelp.org/mhfa for more information.

In addition to the Stagecraft Department, the leadership of ATPAM received this same training for Company Managers.

The Co-Directors quoted an email from an employer who used these tools to successfully help a member in distress.

“Sincerest thanks to you and the IATSE team for all of your support as we navigated the nuances and, most importantly, your support of [the worker] to a place that [the worker] is well enough to return to work.”

President Loeb observed that the last three years have been extremely challenging, stressful, and difficult. Not only did IATSE members experience unprecedented shutdowns, but the

physical toll of the COVID-19 pandemic depleted emotional reserves. Asking for help is courageous and President Loeb encourages Locals and members to contact the Stagecraft Department for more information about this timely and important mental health initiative.

MOTION PICTURE INDUSTRY PENSION & HEALTH

International Vice Presidents Michael F. Miller, Jr., Thom Davis, and John R. Ford, and fellow Motion Picture Industry Pension and Health Plan (MPIPHP) Directors Vanessa Holtgrewe, Scott Bernard, Robert Denne, Patric Abaravich, and Steve Kaplan reported to the General Executive Board regarding the status of the MPIPHP.

Record contributions were made into the MPIPHP in 2021 and 2022 exceeded those contributions slightly with 122 million hours reported as of Jan 19th. As a reminder, the bargaining parties set 108 million hours as the assumption of work hours each year of this contractual cycle.

The Plans received \$510 million in residual contributions in 2021. In 2022, residuals exceeded 2021 numbers and the \$485 million assumption. The investment return for the pension plan was 13.4% in 2021. Unfortunately, in 2022 much of that gain was returned with a preliminary return in 2022 of negative 8.3%. Total investment assets in the MPIPHP as of December 31, 2022, is approximately \$11.5 billion. In 2022, the S&P was down over nineteen percent, and the bond market suffered its worst lost in over fifty years, down more than thirteen percent. The silver lining is that the investment strategy of the Plans has paid off with returns that, while negative, are at the

top of the Taft-Hartley universe of plans. The allocation of plan assets to alternative investments and uncorrelated assets protected plan assets when both stocks and bonds were down so significantly. This is the culmination of the strategy the Labor Directors of the MPIPHP have been advocating for years. The Plans are now looking to take advantage of higher bond yields in 2023 and are shifting some of the equity and alternative investments to fixed income. As interest rates have risen, the Plans are looking to reach the assumed rate of return.

The MPIPHP had over sixteen months of reserves in the Active Plan as of May 31st and more than eight months in the Retiree Health Plan as of October 31st. These reserves act as a safety net for the Plan participants.

The economic health of the MPIPHP and its ability to not only weather the pandemic but a challenging investment environment and what is shaping up to be a difficult economy going forward, is a testament to the governance of the Board of Directors, the competent administration, and the effective negotiations of the collective bargaining agreement, which put the Plans on solid economic footing.

The Active Health Plan now has over 62,000 participants as of October 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.

As the industry and the Plans emerge from the pandemic, many challenges will continue. Healthcare in the U.S. remains in crisis. As health costs continue to skyrocket, much work will need to be done to ensure that the high-quality healthcare the members deserve is preserved. One month of reserves in the Active Health Plan currently costs in excess of \$70 million. It is anticipated that by 2024, a single month of healthcare in the Active Plan will cost more than \$90 million per month and over \$1.1 billion annually. The Retiree Plan will increase by fifty percent as well in 2024, adding another \$190 million annually to those costs.

Under the Employee Retirement Income Security Act (ERISA), Summary Plan Descriptions (SPDs) must be provided to each participant every five years. In the past, paper copies were required and had to be sent by mail. Electronic distribution of SPDs is now permissible and that is being implemented by the Plans. There are a number of requirements, and participants may opt out of electronic delivery. It is estimated that the Plans will save over \$100,000 if fifty percent of the participants elect electronic delivery. These will be available to the participants in August.

President Loeb thanked the Directors for their report. The pace of the industry has aided the Plans with a significant level of contribution hours. Rising healthcare costs and inflation present challenges, but the Union will negotiate to ensure health insurance coverage for members. President Loeb concluded his remarks by thanking the Directors for their hard work in managing the Plans.

PAY CABLE AGREEMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. with International Vice President Thom Davis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe, International Representative Liz Pecos, Associate Counsel Jacob J. White and Registered In-House Counsel Michael Short, and bargaining committee members Scott Bernard, Chaim Kantor, Tobey Bays, Patric Abaravich, Brigitta Romanov, Anthony Barracca, Thomas Pusateri, Mike Akins, Carl Mulert, Chris O'Donnell, Frank Gallagher, DeJon Ellis, and David O'Ferrall, reported the results of the Pay Television negotiations to the General Executive Board.

In December, representatives of HBO, Showtime/Cinemax, and STARZ met with the IATSE Bargaining Committee appointed by President Loeb, consisting of Locals 44, 52, 80, 476, 479, 481, 487, 600, 695, 764, 769, 800, USA829, 871 and 892, to negotiate a successor Pay Television nationwide contract. The main goals for the union were to move away from a stand-alone contract that requires the union to negotiate for every gain made in the Basic, Area Standards Agreement (ASA), and New York Majors Agreement. Using the Majors' Agreements as the foundation, the committee wanted to build upon conditions from previous Pay Television negotiations, while maintaining the expanded crafts, which includes Accountants. Other goals were to improve Distant Hire provisions and health coverage regardless of where workers reside. Additionally, the committee focused holiday pay and

raising minimum wage gains for the lowest earners.

The companies had their own priorities. They wanted to maintain any provisions in the existing Agreement that were less than the Majors, including overtime structure, locations and travel provisions, holidays and holiday pay, residual privileges, and rollback wage rates on years one and two of a series. And they wanted to carve out certain provisions from the Majors Agreement on vacation pay and accrual, night premiums, and screen credit.

The bargaining parties agreed to adopt the Majors as the base for their agreement. That means whatever gains the Union achieves with the AMPTP will apply to the Pay Cable employers. They also agreed that the contract will be co-terminus with the Basic Agreement, so this is not a three-year agreement. In eighteen months, the parties will need to meet again.

Negotiations were productive and the committee quickly zeroed in on their core priorities. In the end, after four days, they achieved a deal that completely restructures the contract to the benefit of workers. All NBF contributions across the U.S. are consistent which reflects the cost of healthcare. In addition, there are significant changes to overtime. Improvements to wages for those on series were achieved. There is vacation pay where none had existed before. Additional holidays were added to conform with the Majors and except where better conditions apply, there is now a ten-hour daily break required, including distant hires.

The committee achieved their goal of addressing conditions for Distant

Hires. Nearby Hires under the ASA will see a significant increase to the living allowance and defined travel provisions. Also, for those under the ASA, travel time outside the Production Zone is paid as work time. For those under the Basic is only Local or Distant Hire, which means better conditions when working away from home. Employees traveled from New York City to work away from home will receive the New York Majors Agreement rates.

By moving to the Majors Agreements as a base, the better meal period provisions apply. Also, the second walking meal was eliminated for everyone.

Sick Pay is now due per the Basic and ASA, while retaining the better Bereavement Leave of three paid days from the Pay TV Agreement.

In Chicago, the terms of the ASA will apply, and benefits increased to the industry standard amount of \$162 per day.

The terms and conditions of the Basic Agreement will apply in San Francisco.

It was very important to the entire bargaining committee to maintain coverage for Production Accountants, First Asst. Accountants, Payroll Accountants and Additional Asst. Accountants.

The committee also gained the additional wage increases for the lowest earning classifications.

The agreement went into effect on January 8th. In essence, this contract will incorporate any new and improved provisions negotiated in the next cycle of bargaining for the Basic, ASA, and NY Majors Agreements.

Vice President Davis remarked on the evolution of the Pay Television

Agreement and how it demonstrates the progress that can be made with these types of agreements. He congratulated the committee and thanked Vice President Miller for his work.

Mike Akins thanked President Loeb and Vice President Miller for achieving the standardization of benefit contributions in the ASA jurisdictions. Chaim Kantor stated that it was good to resolve the issue with Nearby Hires, and thanked Vice President Miller, Assistant Department Director Holtgrewe, and the committee for their work on that complex issue.

President Loeb thanked the committee for their work in achieving the successful renewal of the Agreement. This contract is an absolute success story. At one point this work was being performed non-union in major production centers. The Union got its foot in the door with the initial contract, and now this is one of the best agreements in this industry.

POLITICAL AFFAIRS REPORT - CANADA

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

Supply and Confidence Agreement ("SCA")

At the last General Executive Board meeting, the Canadian Office confirmed the federal New Democratic Party (NDP) and the federal Liberal Party had reached a SCA on major progressive policy initiatives that have been and continue to be supported by the labour movement in

Canada. As part of this SCA, the federal government announced the following in December 2022:

1. The Canada Labour Code, which affects approximately one million Canadian workers currently working in the private sector in federally regulated industries, has been amended so that all employees working in federally regulated industries will be entitled to ten paid sick days each year (on a graduated scale depending on an employee's duration of employment) and an increase in job protected unpaid medical leave from seventeen weeks to twenty-six weeks. The federal government also announced changes to the Employment Insurance Act sick benefits program to align the sick benefits program with the increased duration of job protected unpaid medical leave.
2. The introduction of the Canada Dental Benefit which provides funding for children under twelve years of age who do not have access to private dental insurance. The benefit will provide eligible parents and guardians with direct, tax-free payments of up to \$650 per child, per year up to a maximum of \$1,300 per child over the next two years, to help cover out-of-pocket dental care expenses. It is available to parents and guardians with a net income under \$90,000. This benefit is expected to help up to 500,000 children get the dental care they need and is the first step toward providing dental coverage for Canadian families who need it most.

CANADA BROADCASTING CORPORATION (“CBC”) - LICENSE RENEWAL

CBC-Radio Canada, Canada’s government-funded national broadcaster, had its broadcasting licence come up for renewal in 2022 by the Canadian Radio-television and Telecommunications Commission (“CRTC”). All Canadians were invited to express their ideas, views and/or concerns over the terms of any CBC broadcast license renewal.

The IATSE provided comment to the CRTC issues such as the imposition of expenditure requirements dedicated to programming by content creators who are members of equity-seeking communities and the introduction of an expenditure-based approach that encompasses traditional broadcast platforms as well as digital media broadcasting undertakings. The elimination of historical conditions of licence relating to television content, the adoption of a “Percentage of Program” expenditure model and the failure to impose certain licensing obligations on Radio Canada for French language youth and children’s programming were other key matters of concern for the IATSE. Unfortunately, the CRTC’s initial decision renewing the CBC’s broadcasting license failed to adequately address a number of IATSE’s concerns. In a further effort to have those concerns addressed, the IATSE Canadian Office filed a petition with the Governor-in-Council reiterating its concerns and requesting the CRTC reconsider its initial decision. IATSE-AQTIS Local 514 also filed a petition together with entertainment industry unions in Quebec as well. After considering those petitions, the federal government issued a decision directing

CRTC to reconsider its initial decision renewing the CBC’s broadcasting license. The CRTC is now in the process of reconsidering the matter.

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 of time on this particular piece of legislation. IATSE has been afforded countless opportunities to meet with federal politicians, political staff and officials and to also 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. The IATSE’s efforts in this regard have included advocating for amendments aimed at ensuring Bill C-11 does not run into conflict with other federal and provincial legislation, including Status of the Artist legislation. Efforts have also included advocating for a re-definition of what constitutes “Canadian Content”. More recently, the IATSE has been advocating against proposed amendments that would, if approved, result in domestic and foreign online undertakings being subject to identical regulations. The Canadian Office has committed a significant amount of time to this latter issue with success. Bill

C-11 has passed its first, second, and third readings in the House of Commons, its first and second readings in the Senate as well as the Senate Committee stage and the Report stage and now awaits a third reading in the Senate. The Canadian Office plans on continuing to keep a close eye on the process to ensure the best interests of IATSE members are considered addressed.

OPERATION WARM

Vice President Craig Carlson, along with Vice Presidents Ford and Glynn, Trustee Oyaas, and Operation Warm Volunteers Frank Taylor, Patric Kehoe, Dusty Klatt, Jennifer Jobst, Teresa Kouri, Tom Pusateri, Betsy People, Paul Sisilli, Deborah Lipman, and Christopher Hudacek reported to the Board on the 2022-2023 Operation Warm campaign in the International and within their respective local unions.

Vice President Carlson showed a heartwarming video that encapsulated the Operation Warm program, which provides children with winter coats. This year the IATSE and its affiliated local unions 2, 11, 52, 110, 476, 491, 600, and 769 provided between 150 and 200 new coats to children who might not otherwise have winter outerwear. These donations are helpful to parents who can remove this expense. Operation Warm is particularly helpful to those who have even tighter budgets during this period of sustained high inflation. In addition to new winter coats, each child also received a new library book. Vice President Carlson advised that Operation Warm also launched a “Warm Soles” program that provides new gym shoes to children in need. He encouraged local

unions in warmer climates to consider contributing to this new initiative. Vice President Carlson and the local union volunteers thanked President Loeb and General Secretary-Treasurer Wood for their support of Operation Warm and encouragement of philanthropic initiatives. He invited other Locals to join those already engaged in this satisfying effort.

Vice President Miller commented that with the addition of Warm Soles, local unions outside of Chicago and other locations that experience cold weather, will likely contribute to this worthwhile mission.

President Loeb remarked that this is simply doing the right thing because it is the right thing. The IATSE's involvement in this community service project was begun by Vice President Carlson and has only grown each year. Now, there are ten local unions involved. President Loeb stated that the videos of IATSE members helping children and their parents are heartwarming. He expressed sincere appreciation to Vice President Carlson for highlighting this charity.

STAND WITH PRODUCTION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., Assistant Department Director Daniel Mahoney, General Counsel Samantha Dulaney, and West Coast Associate Counsel Jacob J. White updated the General Executive Board on the "Stand With Production" organizing drive.

Assistant Department Director Mahoney reported that the "Stand With Production" workers are comprised of freelance television commercial

production workers from across the United States. The workers include Commercial Line Producers, Bidding Producers, Production Supervisors, Assistant Production Supervisors, and Production Assistants. Beginning in January 2022, the group contacted the IATSE to discuss the possibility of organizing as a group, affiliating, and seeking membership in the IATSE. Many meetings, planning sessions and discussions ensued over several months leading to the rollout of an authorization card campaign at the end of May 2022.

The authorization card campaign continued through the December 2022 with the goal to seek sufficient numbers and support to approach the AICP (Association of Independent Commercial Producers) for recognition of the group.

The dedication, courage, commitment, and strength of purpose of the organizing committee and its leaders cannot be understated. Workers have put their jobs and careers on the line.

The diligent efforts of the workers and International staff including Assistant Department Director Mahoney, former International Representative Yvonne Wheeler, International Representative Marissa Shipley, Communications Department Director Jonas Loeb, and the IA legal team has been involved and providing support every step of the way. The leadership of International President Matthew D. Loeb, General Secretary-Treasurer James B. Wood, and the General Executive Board ensured all of this was possible to support the will of the commercial production workers to join the IATSE.

General Counsel Dulaney recognized

Assistant Director Mahoney's hard work in support of this organizing drive and recognized the work of Associate Counsels White and Adrian Healy. Finally, she thanked President Loeb, Vice President Miller, Assistant Director Mahoney, and Department Director Loeb for their consistent excellent work in support of these workers.

President Loeb expressed his appreciation for the report. The union has held firm in its unwavering support of the "Stand With Production" workers. All the assets of the IATSE were utilized in support of this organizing drive. This sophisticated group of workers belong in the IATSE. Including them will build the union's strength in negotiating industry collective bargaining agreements. These are working people with families who need benefits and clearly want to organize. President Loeb concluded his remarks by thanking everyone for their hard work, while offering special thanks to Assistant Director Mahoney.

WEST COAST OFFICE REPORT

Vice Presidents Michael F. Miller, Jr., and Thom Davis, and International Representative Peter Marley reported to the General Executive Board regarding the activities of the IATSE West Coast Office (WCO) that are not part of craft Department reports.

Vice President Miller described the staffing changes that have occurred at the WCO since the last report to the General Executive Board at the 2022 Mid-Summer Meeting in Seattle. Marisa Shipley has joined the team as an International Representative. Mark Patch has joined as an organizer specific to the VFX and

Gaming organizing campaigns. Anthony Pawluc joined the staff this summer as an International Representative. Yvonne Wheeler has left the IA to become the first black woman to lead the Los Angeles County Federation of Labor, while Vice President Davis continues to serve as Chair and Heidi Nakamura of Local 695 and Peter Marley, who is a delegate from Local 33, are on the Executive Board.

Roybal Film and Television Magnet School is a high school in the Los Angeles Unified School District (LAUSD) that is a trade school for film and television with a focus on below the line crafts. The goal at Roybal is to prepare high school students from underserved communities for careers in the crafts of motion picture production. In 2021, George Clooney, Grant Heslov, and Bryan Lourd of Creative Artists Agency (CAA) partnered with LAUSD to establish the school. It became very apparent early on that the IATSE was one of the key components to the success of a school such as this. With the star power of several A-listers, the leverage of CAA, and the engagement of the IATSE, many of the industry employers have stepped up to provide funding. The West Coast Studio Locals are involved in training, developing curriculum, and mentoring students. While much work has been done in the post-high school arena, this is the West Coast Studio Locals' first group foray at the high school level.

In the aftermath of the tragic killing of IATSE member Halyna Hutchins, two politicians in California proposed competing legislation regarding safety on film and television sets in California. At the end of last year, Senator Portantino

inadvertently handed the studios a win by telling both the Labor side (IA, DGA, SAG-AFTRA, IBT, ILUNA) and the Motion Picture Association of America (MPAA) that if the parties could not agree, he would kill both bills. The studios took this opportunity to dig in and not only would not move forward, the MPAA retrenched and were unwilling to do enough to justify the support of the entertainment unions. The California IATSE Council and the other unions are back at the table seeking to address safety and outsourcing.

The stagehands, hair and makeup artists, dressers, treasurers and ticket sellers, musicians, performers and stage managers of the Los Angeles Opera are all represented by unions, a majority of them by IATSE Locals. The craftspeople and staff of the Opera's costume shop, who are largely LGBTQIA+, BIPOC, or women, were not. Until January 2023.

In late 2019, workers at the Opera were connected to the WCO through the Hollywood IATSE Young Workers Chair Committee. As recent as June 2021, all hourly employees in the shop were paid less than the "Low Income" equivalent hourly wage according to the U.S. Department of Housing and Urban Development (HUD). Thirty percent of the shop's hourly workers were paid less than the "Very Low Income" equivalent hourly wage according to HUD.

Slowly, activists in the shop built majority support from their coworkers for unionization. They wanted representation with Local 768, the same theatrical wardrobe union that represents the dressers at the Opera. By late October 2021, the IA was close to having the

support it needed, when the Opera issued a clarification that retirement contribution rates could be changed at any time. This gave the workers all the motivation they needed. The IA sent a request for voluntary recognition, which was rejected, with the added note from Opera's Vice President of Human Resources that she was, "...a bit surprised to receive this [request], without any previous communication...that this process was underway."

On December 29, 2021, motivated by the wages of their union coworkers and desire for better transparency and upward mobility, the unit voted yes for their union with eighty-six percent support.

The first-contract negotiations, which lasted eleven months, were not always smooth but they were eventful. Before negotiations were finished, the Union successfully demanded seasonal contract renewals be negotiated and secured a meaningful hourly increase for all workers in the shop.

The company stalled for twelve weeks before giving a response to the union's economic proposal. As a result, the union leafleted the opening night of the Opera, and again a month later on the anniversary of the unit's demand for voluntary recognition. The leafletting featured three-foot gold IATSE balloons, candy bags, and an eight-foot banner that read "LA Opera Costume Shop Workers deserve a living wage", all to the significant consternation of the Opera.

On January 17th, the unit unanimously approved their final agreement, and Vice President Miller was thrilled to share some highlights. The Opera Costume Shop workers will



From left to right: Motion Picture Vice President Alex Free, Secretary-Treasurer Peter Hawrylyshen, International Vice President Damian Petti and Stage Vice President Ian Wilson.

receive significant wage increases. The company will pay substantial bridge health care payments to ensure a seamless transition to the Entertainment Flex Plan; an increase to retirement contributions; implementation of vacation pay for all seasonal full time and over-hire employees, as well as banks of unpaid personal time more than triple what was previously available.

Wage levels were reduced from sixteen to seven. There will be time limits on how long someone can be classified in the two lowest wage categories. Job descriptions were updated for every job and the employer must meet and confer with the union on future changes. For the first time, overhire workers will get health care contributions, vacation pay, and retirement contributions.

A forty-hour weekly guarantee for both seasonal full time and regular full time employees. Higher minimum calls for 6th and/or 7th day work and premium pay. Ten-hour rest period and a double-time penalty for turnaround invasion. Severance pay for layoffs and an obligation to rehire in seniority order.

Workers will see increases ranging

between thirty-four to fifty one percent, depending on job classification. The agreement was unanimously ratified on January 17th.

Vice President Miller recognized the hard work of now former International Representative Allison Smartt. She has seen this project through from the very start to the very end. Allison stayed on to complete this project and is now a full-time employee of The Animation Guild, Local 839.

The Hollywood IA Young Worker Coordinating Committee continues to hold monthly meetings. In addition to building fellowship between the chairs across Locals, the meetings allow for the opportunity to support each other's events as well as plan inter-Local events. Vice President Miller has met with this group and will continue to meet with them periodically to keep the dialogue flowing.

General Secretary-Treasurer Wood discussed the Office Institute 2.0 Secretary-Treasurer Training that was held in the WCO in December. Attendees commented positively about the design and function of the WCO, and expressed

their pride that the IATSE has such an office. The WCO is recognized in the Southern California labor community as a fantastic facility.

President Loeb remarked that Yvonne Wheeler's move to the LA County Fed is a benefit to the Labor movement and to the IATSE which will from having a friend in that position. The IA is an even stronger force at the Los Angeles County Federation of Labor now. President Loeb lauded the work the Union has done in actively promoting trade schools and recognizing the need to serve underserved communities. These are future members who should be welcomed into the industry. The safety bills demonstrate the importance of the Union's political work. The demographics at the LA Opera tell a story about exclusion. This organizing effort has changed the lives of the people working in those position who will now benefit from working under a union contract. The WCO facilities have given the Union an important foothold in the community and are a symbolic representation of the strength of the IA and its membership.

LOCAL NO. 2, CHICAGO, IL

Re: Local 2 Training Trust

Vice President Carlson and Local 2 Secretary-Treasurer Frank Taylor reported to the Board on the significant grant received by the Local 2 Journeyman Apprentice Training Fund to house a training, skills, and education facility. The training center will provide comprehensive instruction, focusing on hard and soft skills, workplace safety, diversity, inclusion, equity and anti-harassment. Vice President Carlson reported that the JATF needed and wanted to expand the present opportunities to reach every demographic, particularly individuals who are not aware of the entertainment industry careers that are available to them.

The JATF curricula will cover virtually all behind-the-scenes entertainment industry craft including but not limited to stagecraft, wardrobe, studio mechanic, ticket sellers and treasurers, projection, cinematography. A neutral application process will be used to select participants.

Vice President Carlson expressed appreciation to President Loeb whose focus on education and skills-based training encouraged the JATF to pursue this opportunity.

President Loeb commended Vice President Carlson, Taylor and the JATF for this outstanding accomplishment. He remarked that this training center is hugely significant and expands the reach of the JATF further than Illinois as this will impact lives of working people in meaningful ways. This will reverberate beyond those who are trained and will change the destinies of families. President Loeb congratulated Local 2

and the JATF on a tremendous success story.

LOCAL NO. 212, CALGARY, CANADA

Re: Arts Commons

International Vice President and Local 212 President Damian Petti, Business Agent Ian Wilson, Secretary-Treasurer Peter Hawrylyshen and Motion Picture Vice President Alex Free reported on Local 212's efforts to secure bargaining rights at Arts Commons, Western Canada's largest art centre.

Vice President Petti explained Arts Commons is an arts and culture hub located in downtown Calgary, Alberta, with eight venues consisting of the 1,800 seat Jack Singer Concert Hall, 1,000-person capacity Jack Singer Concert Hall Lobby, 750 seat Max Bell Theatre, 412 seat Martha Cohen Theatre, 190 seat Big Secret Theatre, 185 seat Engineered Air Theatre, 160 seat Jack Singer Rehearsal Hall and 50 seat Motel Theatre. An additional 1,100 seat Broadway style theatre and 400 seat black box theatre are also currently being developed. Arts Commons' resident companies include Alberta Theatre Projects, Arts Commons Presents, Calgary Philharmonic Orchestra, DownStage, One Yellow Rabbit Performance Theatre and Theatre Calgary.

Local 212's efforts to secure bargaining rights for crew working for Arts Commons first started in 1996 with the certification of Alberta Theatre Projects, the resident company of the 420 seat Martha Cohen Theatre. In 1998, the Local certified Theatre Calgary, the resident company of the 750 seat Max Bell Theatre. Unfortunately, in 2002, the Local was unsuccessful in its

bid to represent stage hands working at the 1,800 seat Jack Singer Concert Hall. Following that unsuccessful organizing drive, the Local's efforts to secure additional bargaining rights at Arts Commons stalled. However, in the fall of 2022, the Local formed a bargaining committee consisting of Vice President Petti, Local 212 Business Agent Ian Wilson, Local 212 Senior Steward Craig Coolahan and Local 212 Union Representative Matthew Gault in hopes of parlaying the relationships the Local had been building with Arts Commons management and employees over the years to secure wall to wall bargaining rights. In January 2023, the committee finalized a tentative collective agreement on behalf of the Local with Arts Commons which covers all eight Arts Commons venues, including the Jack Singer Concert Hall. The tentative agreement contemplates significant gains for regular and casual crew, including benefit gains ranging from six percent to nineteen percent in the first year.

Vice President Petti concluded his report by thanking the members of the Local 212 bargaining committee. In doing so, he also emphasized the importance persistence and resolve played in the Local's success with Arts Commons.

President Loeb congratulated the Local 212 on its perseverance and recent success in securing wall to wall bargaining rights for Arts Commons.

ADJOURNMENT:

Having completed all business properly brought before it, the Board meeting was adjourned at 10:30 a.m. on January 27, 2023.

**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
THE SHERATON WAIKIKI - HONOLULU, HI - JANUARY 24, 2023**

Since the last meeting of the Defense Fund Committee in Seattle, WA on July 25, 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:

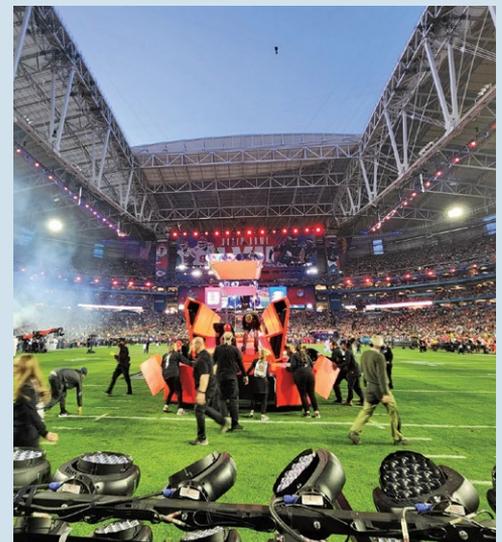
Local No. One, New York, NY, Article Fourteen, Section 8(d) – Legal	\$17,700.00	Local No. 798, New York, NY, Article Fourteen, Section 8(d) – Legal	5,134.00
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) – Legal	2,311.25	Local No. 822, Toronto, ON, Article Fourteen, Section 8(d) – Legal	2,992.90
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	2,006.00	Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) – Legal	2,451.84
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) – Legal	1,764.00	Local No. 868, Washington, DC, Article Fourteen, Section 8(d) – Legal	16,651.80
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	87,254.65	Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) – Legal	531.00
Local No. 26, Grand Rapids, MI, Article Fourteen, Section 8(d) – Legal	322.50	Local No. 906, Charlottetown, PE, Article Fourteen, Section 8(d) – Legal	5,869.60
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) – Legal	35,170.53	Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) – Legal	7,581.70
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) – Legal	23,006.79	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	30,041.37
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) – Legal	7,927.22	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	656.25
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) – Legal	2,657.01	Local No. F72, New York, NY, Article Fourteen, Section 8(d) – Legal	3,645.00
Local No. 58, Toronto, ON, Article Fourteen, Section 8(d) – Legal	6,246.11	SUBTOTAL: \$398,268.24	
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) – Legal	1,275.00	INTERNATIONAL	
Local No. 99, Salt Lake City, UT, Article Fourteen, Section 8(d) – Legal	175.00	IATSE – Article Fourteen, Section 8(c) and (d) – Animation Industry QC, BC Bargaining Structure, Fayetteville Arkansas Organizing, Holland, Ironman, Starbright, Strike, Titmouse Organizing – Legal	56,301.86
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	5,674.01	IATSE – Article Fourteen, Section 8(c) – Legal – Miscellaneous	15,818.22
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	300.00	SUBTOTAL: \$72, 120.08	
Local No. 134, San Jose, CA, Article Fourteen, Section 8(d) – Legal	245.00	LOBBYING AND CONSULTING	
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) – Legal	26,918.25	Article Fourteen, Section 8(c) – Kathy Garmezy	24,000.00
Local No. 191, Cedar Rapids, IA, Article Fourteen, Section 8(d) – Legal	5,880.00	Article Fourteen, Section 8(c) – Thorsen & French Advocacy, Inc.	75,000.00
Local No. 357, Kitchener, ON, Article Fourteen, Section 8(d) – Legal	3,164.00	Article Fourteen, Section 8(c) – State & Broadway, Inc.	36,000.00
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) – Legal	4,920.50	SUBTOTAL: \$135,000.00	
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) – Legal	3,974.21	EDUCATION	
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) – Legal	20,787.48	Article Fourteen, Section 8(f) – LEAP Reimbursements to Locals/Officers	5,442.51
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) – Legal	30,869.10	Article Fourteen, Section 8(f) – Misc. Training/Instructors	181,600.29
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) – Legal	15,501.67	Article Fourteen, Section 8(f) – Young Workers Conference	627.14
Local No. 794, New York, NY, Article Fourteen, Section 8(d) – Legal	16,662.50	SUBTOTAL: \$187,669.94	
		GRAND TOTAL: \$793,058.26	
		Respectfully submitted by:	
		Matthew D. Loeb, Daniel Di Tolla, John M. Lewis, Colleen A. Glynn, Paul F. Dean, Jr.	

CREW SHOTS



Bravo! to the Local 28 Wardrobe (left) and Yellow Card Tour Crew (above) behind the Moulin Rouge Broadway at the Keller Auditorium in Portland, Oregon.

Stellar job to the crew members of Locals One, 4, 336 and 748 who made the 2023 Super Bowl LVII Halftime Show possible.



CREW SHOTS



Local 66

When it comes to creativity regarding the latest 2022 holiday season, our IA Kin made sure to have the last sleigh! For the third year in a row, IA members in the U.S. and Canada claused a scene everywhere, for the Annual Holiday Photo Contest. Here's a look at just some of the few talented crews that participated.

Local 154



Compliments to the all-star Local 500 crew who headed up the Miley Cyrus New Year's Eve Show in Miami, FL.

PHOTO CREDIT: JEFF DALY, LOCAL 600 UNIT STILL PHOTOGRAPHER.

Four Tips for Spring Cleaning your Local's Training Program

Spring is the season for rejuvenation. It is also a time to declutter, reorganize, and say “out with the old!” That is why the Education and Training Department has developed Four Tips for Spring Cleaning your Local's Training Program to help IATSE workers transform their old safety and training habits into new and improved systems. Cleaning out old habits can be messy; so, get ready and put your gloves on because it's time to get to work!

TIP 1: DEVELOP A TRAINING SCHEDULE AND STICK TO IT!

Developing a training schedule for your local union is the first step. A comprehensive training plan will help you identify which type of training your Local may need. It can also help you stay organized and aware of any conflicting dates/events.

LinkedIn Learning offers several courses that tackle concepts like time management and organization to help you map-out your training schedule. For information on how to sign-up, visit the Training Trust Fund (TTF) website: <https://www.iatsetrainingtrust.org/lil>.

Following a training schedule is even more crucial if you are applying for Course Reimbursement through the TTF. The TTF can provide reimbursement to Locals who wish to host their own safety and craft skills courses. To receive your reimbursement, you must first fill-out the Course Reimbursement application and submit your completed application to funding@iatsetrainingtrust.org in advance of your scheduled training date. Always apply ASAP.

The upcoming application schedule for the rest of 2023 is as follows:

- Third Quarter:
July 1 - September 30, 2023
Applications due by Thursday, June 1, 2023 | Approvals emailed by Friday, June 30
- Fourth Quarter:
October 1 - December 31, 2023
Applications due by Friday, September 1, 2023 | Approvals emailed by Friday, September 29

If the submission deadline for your training date has passed, do not worry! You can still send in your application. The TTF will review your application and let you know if funds are available.

Be sure to add these dates onto your training schedule this spring! For more information about the application process visit: <https://www.iatsetrainingtrust.org/course-reimbursement>.

TIP 2: TAKE TIME TO REFLECT.

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

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

Reflecting on the past can be heavy, and self-care is important. Take care of yourself and your union kin by observing **Mental Health Awareness Month** this May. Mental Health Awareness Month is an annual event with a clear purpose—to raise awareness of mental health challenges and to break the stigma associated with mental illness. The Behind the Scenes Foundation has developed a collection of mental health resources for workers in the entertainment industry. Check out the BTS, Mental Health Initiative webpage to learn more: bts-help.org/mentalhealth

TIP 3: KEEP IT SIMPLE.

Trainings do not have to be elaborate to be effective. There are plenty of simple ways that can help you encourage safe practices at your Local and in

your workplace that do not require a significant amount of time or resources.

The **TTF Safety First!**[®] curriculum is a series of online interactive safety courses offered by the TTF. The twenty available modules are suitable for use by workers in all crafts. Each course is specifically tailored to tackle workplace health and safety issues that are prevalent in the entertainment industry.

Individual workers can sign-up for a TTF Safety First! account and take the courses at their own pace. Local trainers can also teach the online modules as a group course to their workers. After receiving approval from the TTF, local trainers will gain access to the Instructor Led Training website, which gives access to slides and materials for the class.

TTF Safety First![®] is an ETCP Recognized Training Program! Select Safety First! courses will provide ETCP Certified Technicians with continuing education credits for recertification.

For more information visit the IATSE TTF website: <https://www.iatsetrainingtrust.org/safetyfirst>

Safety and Health Week 2023 will be held on May 1-6, 2023. The purpose of this campaign is to raise safety and health awareness in workplaces throughout

Canada, the U.S., and Mexico. Safety and Health Week is a great time to host a training. Visit the campaign's website to learn more: <https://www.safetyandhealthweek.ca/english/>

Falls are the leading cause of injuries in many worksites. During Safety and Health Week, to raise awareness of fall hazards at work, the **Occupational Safety and Health Administration (OSHA)** hosts its annual **National Safety Stand-Down To Prevent Falls** campaign. This year's Stand-Down will take place from May 1-5, 2023. OSHA's website offers several resources to help participate in the event, including posters and other promotional materials: <https://www.osha.gov/stop-falls-stand-down>

TIP 4: PLAN AHEAD.

Staying on top of safety and training in your Local is a year-round job. To reap the rewards of your spring-cleaning efforts you must plan for the future. The summer-months offer many opportunities to help fill your training schedule.

OSHA's Annual Safe + Sound Week will take place in August 2023. More information will be shared on IATSE

social media and in the next Bulletin. You can also visit OSHA's website to learn more: <https://www.osha.gov/safeandsoundweek>

The Heat Illness Prevention Campaign is a top priority for OSHA. This summer we urge IATSE workers to be especially cautious while working in the heat. For resources and information visit: www.osha.gov/heat

We hope that you find these tips helpful as you gear up to tackle another season of IATSE training and strongly encourage you to use the resources that work for your Local and you.

Still unsure where to start? The IA Education for All Webinar Channel features many safety and health webinars, including "Developing a Craft Skills and Training Program in Your Local Union" which features an in-depth discussion on developing a training program for your Local: <https://www.gotostage.com/channel/iaeducationforall>.

For more information regarding safety and training resources available to IATSE workers, please contact International Representative Hannah D'Amico at the IATSE General Office: hdamico@iatse.net.

WEEKEND DATES ANNOUNCED FOR CANADIAN MENTAL HEALTH FIRST AID TRAININGS!

Mental Health First Aid (MHFA) is the support provided to people who may be experiencing a decline in their mental well-being or a mental health crisis.

Just like a first aid/CPR course teaches us what to do in a cardiac emergency, MHFA gives us the tools and knowledge what to do when faced with someone having a mental health emergency. The AFC is working towards a time when there is someone who is trained in mental health first aid at every set, stage, venue, and workplace in the industry. Understanding the signs and symptoms of a mental health crisis and knowing how to help can be vital in many life and work situations.

The MHFA Training Course is delivered virtually through The

AFC. See upcoming dates and register at afchelps.ca/mhfa. Subsidized spots are available for industry members who may find the training fee prohibitive.

Just announced: weekend training dates in May and July 2023. Registration is open now.

- Saturday, May 27 & Sunday, May 28, 2023, 12-4 pm ET
- Saturday, July 15 & Sunday, July 16, 2023, 12-4 pm ET

A U.S. version of the training is available to IATSE workers through the Behind the Scenes Foundation. Upcoming dates and registration information can be found on the Behind the Scenes website: btshelp.org/mhfa.

IATSE OFFICER INSTITUTE LEADERSHIP DEVELOPMENT WEEK

Philadelphia, PA | May 1 – 5, 2023

Applications must be submitted to the IATSE Education Department at least 2 weeks prior to the beginning of the course. The IATSE International reserves the right to accept or reject all applications. There is a limit of 3 students per local for each course.

PARTICIPANTS MUST ATTEND THE ENTIRE COURSE/S IN WHICH THEY ARE ENROLLED TO GRADUATE AND RECEIVE A CERTIFICATE.

Please print legibly.

1. APPLICANT			
LAST NAME		FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:			CELL PHONE _____-_____-_____
STREET ADDRESS			HOME PHONE _____-_____-_____
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____
EMAIL ADDRESS (please print)			
2. TAKE 1, 2, OR 3 COURSES - NO MORE THAN ONE COURSE FROM EACH CLASS PERIOD. See reverse for course descriptions.			
Class Period 1: Mon. May 1 - 1:00 p.m. – 6:00 p.m. Tues. May 2 - 9:00 a.m. – 5:00 p.m.	Class Period 2: Wed. May 3 – 9:00 a.m. – 5:00 p.m. Thurs. May 4 – 9:00 a.m. – 5:00 p.m.		Class Period 3: Fri. May 5 – 8:30 a.m. – 12:30 p.m.
<input type="checkbox"/> Labor Law	<input type="checkbox"/> Braving Challenging Situations Through Effective Online Communication		<input type="checkbox"/> Forming Effective Teams in Challenging Times
<input type="checkbox"/> Communication Fundamentals	<input type="checkbox"/> Running Union Meetings that Build Union Power		
<input type="checkbox"/> Mental Health First Aid (U.S. only)	<input type="checkbox"/> Collective Bargaining		
	<input type="checkbox"/> Local Union Trustee Training		
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 – THE IATSE WILL VERIFY YOUR APPLICATION WITH YOUR LOCAL.			
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		EMAIL	
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:

IATSE Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001

Email: officerinstitute@iatse.net Facebook/Twitter: @iatse

IATSE OFFICER INSTITUTE LEADERSHIP DEVELOPMENT WEEK | MAY 1 – 5, 2023

CLASS PERIOD 1

**Monday May 1 from 1:00 p.m. to 6:00 p.m. and
Tuesday May 2 from 9:00 a.m. to 5:00 p.m.**

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

COMMUNICATION FUNDAMENTALS will teach participants how to communicate strategically to support union goals, building a plan for their local from the bottom up. Communication is one of the IATSE's Four Pillars of Success, and whether you are writing an email newsletter, motivating members to get involved, or creating organizing campaign messaging, effective communication is critical to the success of union activities. Participants will apply lessons to real-life union situations, practice concrete skills, and begin work on a communications plan designed to address challenges and build stronger Locals. **This course is offered for both Canadian and U.S. Locals.**

MENTAL HEALTH FIRST AID is a skills-based training course that teaches you how to recognize, identify, understand, and respond to signs of mental health challenges and substance use disorders in our co-workers, family members, friends, and others. You will learn how to listen non-judgmentally and give reassurance to someone who may be experiencing a mental health challenge, and how to refer a person to appropriate professional support and services. Upon completing the course, you will become a certified Mental Health First Aider which is valid for three years. **This course is offered for U.S. Locals only.**

CLASS PERIOD 2

**Wednesday May 3 from 9:00 a.m. to 5:00 p.m. and
Thursday May 4 from 9:00 a.m. to 5:00 p.m.**

BRAVING CHALLENGING SITUATIONS THROUGH EFFECTIVE ONLINE COMMUNICATION With a focus on social media, this class looks at the ecosystem of mis/dis/mal information and how to strategically build online communication tools and messages that build our union. For some members, their strongest connection to our union is online and through social media. Components of the course will include historical context, hands on tools, and narrative message development. **This course is offered for both Canadian and U.S. Locals.**

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

COLLECTIVE BARGAINING/NEGOTIATIONS will teach tools and techniques for effective local union contract negotiations, including the importance of advance strategic planning; selecting and managing a bargaining committee; determining the objectives; setting priorities and bargaining positions; writing proposals; anticipating management demands; negotiating table basics; communicating with workers and others about negotiations; settling difficult issues and reaching an agreement; and preparing a memorandum of agreement. The class is interactive and participatory. This course is appropriate for local union officers who negotiate directly with employers on behalf of their workers, and union members who are scheduled to serve on or lead negotiations on behalf of their locals. **This course is offered for both Canadian and U.S. Locals.**

LOCAL UNION TRUSTEE TRAINING is a two-day course designed specifically for IATSE Local Union Trustees. After sessions on Fraud Prevention, the Role of the Trustee, and Planning an Audit, the class will conduct a mock audit. Only members who serve their local unions as Trustees and are responsible for periodically auditing their locals' books and records are eligible for this training. There is no other prerequisite. This training is NOT applicable for Benefit Fund or Training Fund Trustees. **This course is offered for both Canadian and U.S. Locals.**

CLASS PERIOD 3

Friday May 5 from 8:30 a.m. to 12:30 p.m.

FORMING EFFECTIVE TEAMS IN CHALLENGING TIMES is a three-hour course that may be taken on its own or as a capstone to any of the week's other courses. Regardless of your role at your local, all of us are tasked to work collaboratively to keep our locals strong, growing, engaged, and respectful. Led by staff from the Federal Mediation and Conciliation Service, this session is a practical look at managing difficult situations and challenges. **This course is offered for both Canadian and U.S. Locals.**

EDUCATION AND TRAINING



**OFFICER INSTITUTE
SAN DIEGO, CALIFORNIA, FEBRUARY 13-17, 2023**

Nicholas Arancibia, 22
George Atamian, 44
Avery Bacon, 919
Justice Bigler, 354
Julia Bly-Mason, 705
Francisco, Borja, 868
Raye Brevdawells, 919
Gregory Cervantes, 504
Sergio Chavez, 122
Shawn Christensen, 665
Jon Conlon, 675
Breena Cope, 154
Stephen Crews, 803

Jess Danielle, 480
Penelope Daulton, 18032
Lara DeLeo, 161
Diana Diaz, 306
Morgan Ducker, 839
Eliud Galarza, USA829
Matthew Gedwellas, 322
William Gladman, INTL. Rep
Ariel Goodman-Weston, 705
Jessica Govea, 478
Kristy Greig, 856
Eli Hollingsworth, 675
Andrew Hurchalla, 611

Hailey Josselyn Roy, 480
Robyn Joyce, 84
Anthony Karlic, 729
Emily Kester, 868
Adam Leifer, 305
Jiaming Li, INTL. Rep
Brad Marlowe, 504
Tanya Mazur, 856
Sherry Mcintyre, 306
Margo Mckenzie, 891
Kelly Moore, 442
Taylor Quigley, 793
Hale Reap, 828

Natalie Robin, USA829
Sierra Robinson, 488
Alysse Rossner, 161
Max Schwartz, 728
Lukas Seno, 665
Ron Shulem, 44
Malakhi Simmons, 728
William Slater, 122
Natalie Stonehouse, 129
Sergio Villegas, 478
Karen Westerfield, 706

APPLICATION FOR OFFICER INSTITUTE 1.0 2023 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) _____

Applying To: **Toronto, ON**

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 THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2023 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN TORONTO, ON (OCTOBER 16-20, 2023). 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).

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

OSHA 30-HOUR CONSTRUCTION WITH FOCUS ON THE ENTERTAINMENT INDUSTRY CURRICULUM LAUNCH

The IATSE TTF is excited to announce the launch of our new OSHA 30-hour Construction with Focus on the Entertainment Industry curriculum! This in-depth, industry-specific safety awareness training will provide IATSE workers with some safety responsibility the necessary knowledge to work safely and prevent workplace accidents and injuries.

The TTF is committed to providing IATSE workers with the training and resources they need to stay safe on the job, and this new OSHA 30-hour course will give local unions and IATSE workers the ability to select the OSHA curriculum appropriate to their craft and level of safety responsibility. Local unions can apply for a curriculum license to teach one or all of the following to meet the various training needs of their workers:

- △ OSHA 10-Hour General Industry with Focus on the Entertainment Industry
- △ OSHA 30-Hour General Industry with Focus on the Entertainment Industry
- △ OSHA 10-Hour Construction with Focus on the Entertainment Industry
- △ OSHA 30-Hour Construction with Focus on the Entertainment Industry

Learn more here: iatsetrainingtrust.org/curriculum-library

ORDER AN OSHA 10 VS OSHA 30 POSTER

OSHA courses provide essential information on the prevention of workplace hazards, but it can be confusing knowing whether your local union workers should take an OSHA 10 or OSHA 30 and if the crafts represented by your local are considered General Industry or Construction.

We break down the differences and answer your most asked questions in this poster. You can download the graphic in PDF format or fill out the form to request we ship an 18"x24" poster to your local union free of charge.

Learn more here: iatsetrainingtrust.org/publications



LOOKING BACK AND LOOKING FORWARD

As we transition from the global pandemic's devastating impact on our lives, careers, and the live event industry, Looking Back, what changes have occurred? Looking Forward, what trends are predicted for the upcoming year and beyond?

Building on the momentum of a record breaking 2019, the industry was excited to ride that wave into what was anticipated to be an even better 2020. We learned early on just how heart breaking 2020 and the following two years would be. 2022 marked the reopening of the live event landscape. Concerts, festivals, restaurants, family gatherings, a traveling public, all exploded from the pent-up energy stored within sequestered bubbles. Eventually, the phrase "return-to-normalcy" was circulated. While conventions and tradeshow were the last sector to reawaken in the live events industry, and as we anticipated a return to work, many of our industry partners were caught off guard by the numerous events opening all at once. A lot of what we are experiencing is far from "normal." During the pandemic, many employees, managers, and related staff were laid off, found more reliable work, retired, or opted not to return to an industry of uncertain peaks and valleys. As a result, those who survived the layoffs and the few that have returned find themselves overwhelmed.

As work ramped up, employers were hiring people new to the industry or with very little industry experience, creating an environment fraught with chaos and confusion. This post pandemic frenzy was exacerbated as shows took on different elements, incorporating more technology, planning with shorter lead times, playing to smaller audiences, and some still including remote attendance. This year, we'll still be confronted with shorter lead times, last minute scheduling, and personnel changes. These factors add a tremendous burden to our already stressed dispatch systems and more frustration to anxious employees. While we all welcome the return to work, we must constantly remind employers of the negative impact this has on all of us. We are not out of the woods yet.

With the general population either vaccinated or having built natural immunities after exposure to the virus, there appears to be a slippery handle on the COVID-19 virus and its variants. Live events have reopened, attendance is growing, budgets are bouncing back. There are concerns that an economic recession might stymie re-investment in trade shows and events. Economists vacillate, but the majority predict a recession is likely by late 2023 early 2024.

The Center for Exhibition Industry Research (CEIR) reports that the results of its Q3 2022 survey speak to an uneven recovery

that is under way but trending in a positive direction. 2023 will be challenging for the exhibition industry, as the economy slows down further, and business becomes more cautious.

Looking Forward, recent data reveals that event teams are being stretched thin, location sourcing is more focused on no-flight or direct-flight destinations, some associations will continue to support virtual events as a backup, and the number of exhibiting companies is still down at most events.

To address exhibitors' reticence, a new association was created last fall known as The Exhibitor Advocate (www.exhibitoradvocacy.com). The group aims to press for simpler venue and show organizer rules with fewer restrictions, more predictable exhibiting costs and purposeful exhibitor advisory committees. This is yet another attempt by exhibitors to shed light on industry billing practices that they claim are not transparent and often hidden from them.

As the industry struggles with labor shortages at every level, there is an indication that it's becoming more focused on implementing wellbeing strategies as it seeks to attract new talent and retain existing staff. 2022 marked the renewal of most of our collective bargaining agreements that were extended the previous two years and expired by December 31st. One primary objective the department focused on was the entry level wages that were contained within most of our agreements. We were very successful in significantly raising entry level wages and decreasing the number of hours required to move from one wage classification to the next. Other classifications benefited as well.

What does this really mean? It means that our employers have finally recognized the conundrum we both are in - staffing shortages, inflation, employee wellbeing, and other factors confront the live event industry's ability to attract and retain a skilled workforce. Hopefully, better wages, quicker promotions, better working conditions, and more benefits will encourage potential employees to consider a career in live events.

Regarding attendees, companies are seeing the benefit of combining leisure trips with business. "The Bleisure Trend" aims to increase ROI for events by seeking venues in tourist locations where delegates can extend their stay. This could be a post-pandemic trend to counteract the reduced levels of travel during the pandemic. Time will tell. However,

At this moment, there are encouraging signs that the worst is behind us. As we enter a post-pandemic world, let's hope that the experiences of the past two years will teach us the value of what trained, qualified, dedicated union employees offer.

STAGECRAFT

GROWTH EQUALS STRENGTH

By organizing Live Event Workers under one collective voice, we increase our leverage and better represent entertainment workers. More workers under the IATSE banner will provide us more power at the bargaining table. An increase in the IATSE membership will result in better wages, benefits, conditions, and quality of life issues for the Live Event Workforce.

There has never been a better time to organize workers under the banner of the IATSE. According to Gallop polling, seventy one percent of Americans approve of labor unions and forty percent of union members say their membership is “extremely important”. Workers are demanding more for their work and a staffing shortage in the live event industry has created a desperate need for the recruitment and training that IATSE can provide.

Stagecraft Locals are encouraged to have a plan in place to: recruit; onboard; orient; train; and bring into membership live event entertainment workers employed in the industry. As with any big production, it will take teamwork and the right tools to complete.

To that end, a Stagecraft toolbox has been built and a communication plan is in place. Regular monthly Zoom meetings organized by District are held to discuss contracts, organizing drives, staffing issues, training opportunities and activism. Best practices are developed, updated, and distributed

to assist our Locals. The IATSE.net Stagecraft Department page at iatse.net/stagecraft/ is being updated regularly to provide information directly to our biggest team asset, IATSE members. Educating, informing, and activating our members will complete the team and give us the workforce we need to complete the job.

Many hands make light work. Leadership is asked to participate with the Zoom meetings, members are asked to visit the websites, everyone is asked to pick up the tools and help complete the job. Our time is now, and the answer is organizing. Growth Equals Strength.

LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
LOCAL 154	OREGON SHAKESPEARE COSTUME SHOP, FESTIVAL SCENIC, PAINT, AND PROP SHOP ARTISTS	STAGEHANDS
USA829	GUTHRIE THEATER SCENIC ARTISTS IN MINNEAPOLIS	UNITED SCENIC ARTIST
LOCAL 22	SHAKESPEARE THEATRE COMPANY IN WASHINGTON DC	STAGEHANDS
LOCAL 768	LOS ANGELES OPERA COSTUMERS	THEATRICAL WARDROBE
LOCAL 13	WALKER ART CENTER - MINNEAPOLIS	STAGEHANDS

DEI at the mid-winter GEB

IATSE kin convened at the IA Diversity, Equity, and Inclusion Committee gathering on Thursday afternoon of the Mid-Winter General Executive Board meeting. The Committee extended an open invite to all attendees at the GEB to meet and discuss open DEI topics, creating an opportunity for committee members, long-time leaders, newly elected officers, and first time GEB attendees to share ideas, ask questions and celebrate recent achievements in DEI across the IA.

Turnout was excellent, with representatives from the IA DEI Committee, Joint IATSE/AMPTP Diversity Committee, International Executive Board, IA Representatives, and many local leaders in attendance. As made clear in the report at the GEB, DEI initiatives, outreach and training have increased since last year with a large amount of the work being done by Locals who have responded to the call to action.

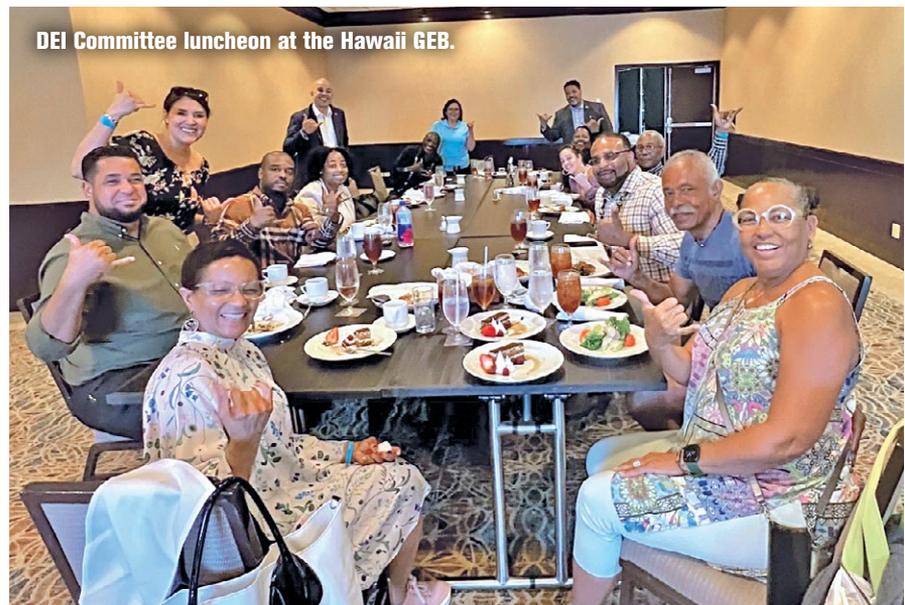
Overheard from table to table, discussions ranged from what Local programs currently exist for training and outreach, plans and development for future training and mentorship programs, and sharing of notes from implementation of employer training programs. Amongst the BIPOC members there was a palpable energy felt to be at this moment in time where space is created, a platform is given, and clear investment from leadership and kin is evident for a DEI agenda at these meetings.

This energy also translated to the DEI Committee luncheon, where

Committee members shared ideas about what the current biggest obstacles to diversification of our industry are. Several Committee members and BIPOC guests shared their experiences as first time GEB attendees and reported their nervousness was alleviated through sharing their feedback with Committee members and seeing diverse representation clearly visible in the crowd. Visibility Matters!

The DEI Committee took the opportunity to share with the General

Executive Board and attendees some facts about Hawaiian history and useful cultural points and language in the education portion of their report, delivered fittingly by Local 665 Brother Tui Scanlan. The report details can be found in the GEB minutes in the Official Bulletin. The Committee plans to expand upon their education report for delegates planning to attend the IATSE Quadrennial Convention and make the trip to Hawaii in 2025.



A Gathering of Women

It's become tradition for the IATSE Women's Committee to gather the growing number of women members at each General Executive Board meeting...and January 25th of 2023 was no exception.

Humans have been gathering since we began walking upright. Some of the most powerful social changes have come about because humans gathered to share meals, information, grief, and joy. But over time, much of this gathering disappeared from conventional culture. Women especially were restricted in their gatherings, not allowed to come together because it made others feel uncomfortable. And history chronicles the many women who were persecuted for it.

The women who came before us have provided us a path to help create space for the changes required at this time in our lives. Within that space, Women's Committees throughout this Union

can create the much-needed solutions that will transform our workplaces, our executive boards, our total membership.

By gathering together, setting goals, addressing our challenges, women could make serious strides both at work and in our union halls. As women rise within our ranks, our Union has the opportunity to shift its consciousness, to provide inclusive pathways to membership, and to recognize the ill effects of harassment, intimidation, and disrespect on our future growth.

Imagine the profound effects these shifts can have on our stature in our industry, in our communities, and in the Labor Movement at large. Imagine infusing our Locals with newly

empowered members committed to trade unionism as we organize under the goals of diversity, equity, and inclusion. And imagine the gatherings that will follow when we share the magic that happens when like-minded sisters, brothers, and kin come together.

Kudos to all the Women's Committees that have been established across the Districts. They are providing their Locals and Districts the missing link that will correct the deficit created when a critical segment is not at the table. We are not gathering to storm the Bastille. We are gathering to give voice to our issues. We are gathering to share our talents and skill for the greater good. We all chose this family - this sisterhood, this brotherhood, this kinship - in one form or another. Only Together will We Rise! #IATSEWomenUP.



IA Sisters gather for a group picture at the Women's Committee GEB event held at Eating House 1849 in Honolulu

Pink Shirt Day

On the last Wednesday of February, Pink Shirt Day occurs annually in Canada. It all began in 2007, in Berwick - a small town in Nova Scotia. On the first day of school, two Grade 12 students noticed a Grade 9 student being bullied for wearing a pink shirt. The two seniors, David Shepherd and Travis Price, went that night to a discount store and purchased fifty pink tank tops.

The next day at school, they distributed them and made the school a sea of pink to show support for the bullied teen. When the teen arrived at school and saw the older boys handing out the pink shirts, Travis recalled, “It looked like a huge weight was lifted off his shoulders”.

The day began by addressing homophobia and transphobia, and has been officially celebrated in countries including Canada, Japan and New Zealand. This year, people in almost 180 countries shared their support through social media posts and donations. The day has evolved to encapsulate challenging all forms of bullying and harassment, including in schools, communities, and the workplace. The Canadian Labour Congress states that “Canada’s unions have long organized and fought for anti-harassment policies and awareness initiatives at work that ensure safer workplaces for everyone” and has tied it into their work advocating for ILO Convention 190. This global bill aims to end all violence and harassment at work, including gender-based violence.

The fact that two smalltown students standing up to bullying in their school has had such a ripple effect worldwide shows that everything we do, no matter how small, can make a difference. If you'd like to learn more, to participate in the next Pink Shirt Day, or to find anti-bullying resources, visit <https://www.pinkshirtday.ca>.



#PinkShirtDay

#IATSEpride

#JournéeDuChandailRose

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ON SOCIAL
MEDIA**



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@IATSE_DEI



@iatsedeicommitee

Local 478 Hosts Steward Training

On Jan 6, 2023, Local 478 held a well-attended Steward Training. Twenty-five IATSE members are now armed with detailed knowledge of the contracts, the laws that protect and govern the steward's job, an understanding of what it means to be a steward, and a solid answer to the question "why should I be in a union?"

The Local had new members who had just joined the ranks, long-time stewards taking the class as a refresher on the new ASA language, and several members who attended just to educate themselves. Two members from 479 joined us in New Orleans and there was even a King Cake

for attendees to celebrate the carnival season!

Local 478 would like to give a special thanks to the Education Department for their spectacular Steward Training PowerPoint and resources that gave attendees the base of the class and helped

the teachers make sure everything was presented in a cohesive and well thought out manner.

The Class was taught by Training Coordinator and former Steward Adriane Bennett and Secretary/Treasurer and former Steward Dawn Arevalo.



BUILDING TOWARDS INCLUSIVITY THROUGH EDUCATION

In St. John's, Newfoundland, Local 709 hosted extensive training for live performance workers on Black Hair Education. Thank you to trainers Mykael, Ursulla and Star Jackman, and to the Government of Canada for providing the funding through the Canada Performing Arts Workers Resilience Fund.



LOCAL 839 CELEBRATES NEW TAG EXECUTIVE BOARD

On December 3, 2022, International Vice President's Thom Davis and Michael F. Miller, Jr. were on hand for the obligation of officers for Local 839 held at Smoke House Restaurant in Burbank, California. Congratulations to the Incoming Executive Board and officers of TAG Local 839 and a sincere appreciation to all of the outgoing officers and board members.



SPREADING HOLIDAY CHEER THE UNION-MADE WAY

On December 14, 2022, the IATSE General Office Staff united for a group picture to rock their new Santa Holiday Hats made by our friends at Classic Incentives. Nothing says holiday cheer like a #unionmade gift!



LOCAL 19 CELEBRATES SECRETARY OF RECORD STEVEN WALLACE

Congratulations! to Brother Wallace who was an officer of Local 19 for forty plus years. On January 20th, Local 19 presented Brother Wallace with the 40 plus year achievement award, for his hard work, devotion and dedicated services as an elected officer with Local 19.

Uniting the CLC for Another Term

2021 was a historical year for the Canadian labour movement and in particular, the Canadian Labour Congress (CLC). For the first time in its history, a team of three women put their names forward to be elected to the CLC Executive Committee. Bea Bruske from UFCW, Lily Chang from CUPE and the IATSE's very own Siobhan Vipond ran under the banner of Team Unite for the positions of President, Secretary-Treasurer and Executive Vice-President, respectively. After more than a year-long campaign, the three became the first all-woman team to win an election at the CLC. This was also the first time a member of IATSE has held a senior elected position in the Congress.

Like many things, the pandemic forced the CLC to move the dates of its

previous convention from 2020 to 2021, resulting in a shortened term for the members of Team Unite. However, despite being in office for only two years, the team has accomplished much; increased communication and transparency with affiliates, strengthened relationships with labour councils and federations of labour, grown engagement with workers through effective campaigning on the affordability crisis and a worker-centred future with the Forward Together campaign, and showcased the importance of the care economy with the Show We Care campaign.

Building on their successes, Team Unite is seeking re-election in 2023, this time joined by Larry Rosseau from PSAC for the second Executive Vice-President position. The 2023 CLC Convention will

be held in Montreal from May 8-12. All IATSE Canadian Locals are encouraged to send delegates to support Team Unite and, of course, Siobhan. At this point, Local leaders will have received all of the information necessary to send delegates but if there are questions, please contact Operations Manager Nate Richmond at the IATSE Canadian Office.

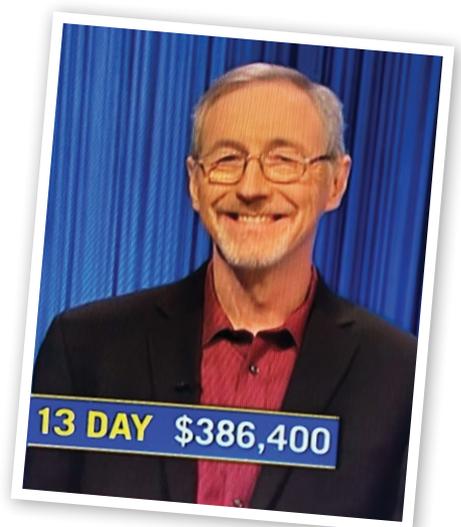


IATSE 873'S RAY LALONDE BECOMES 13-DAY JEOPARDY! CHAMPION

Local 873 member Ray Lalonde did the IATSE proud on Jeopardy!. After thirteen wins, Ray's incredible run ended in a nail-biter on January 3, 2023. By Final Jeopardy, he was in second place with \$12,000 with the other two contestants at \$12,490 and \$11,200. All three answered correctly but even with Ray betting it all, he fell \$490 short of the winning spot. In total, he came away with \$386,400. Ray is one of only sixteen people to become a Jeopardy Super Champion (ten plus straight wins).

Prior to his appearance, the Toronto-based scenic artist had just wrapped another season of *The Handmaid's Tale*. In a surprise to no-one, Ray made sure to thank the Jeopardy! crew for their assistance and professionalism. Ever the gentleman, he had members across both the U.S. and Canada united in their support. Ray was even kind enough to comply with our request to send a video to delegates at the Mid-Winter General Executive Board Meetings thanking fellow IATSE members for their support.

A HUGE congratulations to Ray, who represented the IATSE so admirably and made us all proud. We are all looking forward to seeing him later this year in the Tournament of Champions!



A TOAST TO LOCAL 667'S 40TH ANNIVERSARY

On November 19th, 2022, at the Fairmont Royal York Hotel in Toronto, IATSE Kin united for a "Formal Old Hollywood Inspired" themed celebration to commemorate the Local 667's 40th anniversary.



Pictured here are Local 667 officers and Executive Board members along with the International Officers in attendance. Left to Right: Andrew Stretch (1st AC MAL), Lisa Gione (Publicity MAL), John Holosko (DP MAL and 40-year member), Roman Neubacher (Business Representative), Ari Magder (Treasurer), Ciaran Copelin (President) International President Matthew D. Loeb, General Secretary-Treasurer James B. Wood, International Vice President and Director of Canadian Affairs John M. Lewis, Dean Stinchcombe (Vice President) Jasper Vrakking (Electronic Technicians MAL), Sarah Warland (Secretary) and Ian Watson (Stills MAL).



EVENT SAFETY ALLIANCE CANADA CONFERENCE

The International was proud to be a Gold Sponsor - as was Local 58 - at the Event Safety Alliance Canada Conference in Calgary. ESAC is a not-for-profit organization dedicated to education and promoting health and safety for the arts, entertainment, and live event communities. International Representative Cindy Jennings was able to present on new training opportunities the IATSE would be offering, thanks to CPAWRF (Canada Performing Arts Workers Resilience Fund) funding from the Government of Canada. International Vice President and Director of Canadian Affairs John Lewis was honoured to meet Scott Johnson's father, Ken Johnson, who has played an active role in elevating safety practices since Scott's tragic death at the Radiohead stage collapse ten years ago. As education and safety practices continue to develop, the annual event is an important one.

IATSE International Vice President John Lewis (r) was honoured to meet safety advocate Ken Johnson

TOM LANE RECEIVES GOLD CARD

On December 12, 2022, Local 504 presented Tom Lane with his Gold Card. Tom's son Tommy and wife Denise were also in attendance as they are also both long-time members of Local 504. Congratulations Tom on receiving your Gold card and thank you for your contribution to our union family.



Did you say “Organizing”? These New Hires are Fire!

On November 2022 the IATSE hired two new organizers, with a strong focus on organizing workers in Canada’s burgeoning animation, video game, and VFX sectors. Working out of the Western Canadian Office in Vancouver, International Representatives Jiaming (“Ming”) Li and William Gladman are eager to help secure the benefits of IATSE membership for each and every worker in those sectors, building on the success of 2020’s Titmouse Canada certification. Beyond BC’s animation industry, Ming and Will are also getting to work on a host of other Canada-wide organizing files.

Ming is eager to educate people about the union and the benefits of representation. Before becoming an International Representative, she worked as a Background Supervisor at Titmouse Canada, including throughout the certification process. After volunteering for the Titmouse organizing committee, Ming became a lead organizer on that file. She continued to work on other animation organizing efforts in Vancouver before joining the IA full-time in November. As a member of the Titmouse bargaining committee process, Ming led a diverse focus group of workers in drafting a comprehensive section in the collective agreement to address bullying, discrimination and harassment - basing it on the principles of anti-oppression and inclusion. Besides her work as an International Representative, Ming also enjoys crocheting, gardening, playing the ukulele, and cuddling with her rescue dog, Sam.

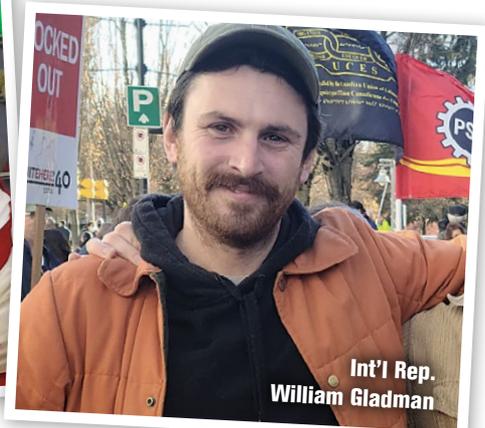
International Representative William Gladman comes to the IATSE from

UBCP/ACTRA, the British Columbia branch of Canada’s national union of professional performers working in recorded media. There, he kicked off his career as a union organizer, focussing largely on certifying non-union productions in animation, video games, and commercials. His path to the labour movement was a circuitous one. William briefly pursued a career in law in the UK before moving to Vancouver, BC in 2017. Though planned as an extended summer vacation, Vancouver quickly became home, and he worked for a number of years at a non-profit representing complainants in BC’s Human

Rights Tribunal. He joined the Vancouver Tenants Union, organizing with low-income tenants in Vancouver for better rights and protections from eviction, later helping to launch the “Rent Strike Bargain” campaign, fighting for collective bargaining rights for renters. William joins the IATSE with a strong commitment to union principles, and a firm belief that unwavering solidarity is the key to improving workers’ lives and strengthening their communities. When not at work, William can usually be found somewhere within BC’s vast network of mountain trails or planning his next long-distance bike tour.



Int'l Rep. Jiaming
("Ming") Li



Int'l Rep.
William Gladman

BARGAINING THE SUPPLY OF MENSTRUAL PRODUCTS INTO AGREEMENTS

Menstrual products are not a luxury; they are a matter of health. These items should be free to all who menstruate, and many groups globally are lobbying governments to make this happen. However, as with many social injustices, it falls to labour to lead the way. It doesn't have to be complicated. Canadian Counsel Ernie Schirru drafted this language, which the Canadian Office sent out to all Locals across the country for use in bargaining: The Employer will take necessary steps to ensure menstruation products are made available to employees in all workplace washrooms at no cost to employees.

As we embrace diversity and equity, we need to be part of the solution to this intersectional problem. You can plan, but you can't opt in or out of getting your period, choose how heavy it might be, or choose not to get it at work. Local Leaders, Stewards, Crew Chiefs, Heads and Leads should

consider the accessibility of products on set, in the shop, and in the theatre. Products should be easy to find, safely stored, and variable. Further, having frequent access to clean washroom facilities is vital.

. In order to make workplaces more equitable, we need to bargain with employers to include access to free menstrual products in all washrooms, regardless of the gender assignment of the washroom. Laws require employers to provide soap and toilet paper - menstrual products should be no different. To the employer who says, "People will just steal them," we respond, "If an employee needs to steal a handful of tampons from their employer's bathroom, is that not just symptomatic of the lack of affordability and the pay gap that already disadvantages women in the workplace? Would you rather be part of the solution, or part of the problem?"

IATSE LOCAL 118'S HERMENDER SINGH KAILLEY ACCLAIMED AS BC FED OFFICER

On November 24, delegates at the British Columbia Federation of Labour's 60th convention acclaimed Local 118 member Hermender Singh Kailley as Secretary-Treasurer for a two-year term. Hermender's first involvement with the labour movement began when he helped organize his fellow Vancouver Fringe Festival workers with Local 118. In addition to being an IATSE member, he has been an officer of the International Longshore Workers Union Local 502 since 2018.

A first-generation Canadian born to Punjabi parents, Hermender also serves on the executive board of the New Westminster and District Labour Council. About his new position, he said, "My union taught me to fight for workers' rights, and that's the fight I'm bringing to the BC Fed. Working people need a strong, united voice now more than ever." Congratulations, Hermender!



Hermender Singh Kailley with IATSE delegates at the BC Federation of Labour Convention. Hermender is middle row, with suit & tie – and a huge smile!

IN MEMORIAM

REMEMBERING ROBERT 'BOB' CRONE

The Canadian film and television industry lost a champion and a legend when Bob Crone passed away on January 12, 2023, at the age of 90.

Born in Toronto on August 7, 1932, Bob found his passion for photography at an early age. He was given a camera at age 12 and immediately fell in love with the art of photography. After graduating from the Television Workshop of New York, Bob was hired by CBC in Toronto as an assistant film editor. He soon decided to work freelance, shooting stories on spec and selling them to CBC News.

Bob and CBC news announcer Larry Henderson soon joined forces to travel the world, filming documentaries about world events ("as they happen, where they happen").

In the late 1950s and early 1960s Bob dominated international news coverage for Canadian television. He became CBC's first-choice cameraman for almost all their major productions. As the first cameraman to be sent overseas by the CBC he lost count at over 65 trips internationally.

In 1981 he negotiated with IATSE International to give Canada its own union (IATSE-667). A few years later as Canadian Union President he went to the International again to create the charter for Western Canada's Local IATSE-669.

Over the course of his lifetime Bob held a number of leadership positions in several important organizations including: Chairman, Canadian Film Awards (1963-1972); President, Association of Motion Picture Producers and Laboratories of Canada (1970-1971); and President, the International Alliance of Theatrical Stage Employees (IATSE) locals 667 and 669. As recognition for years of service Bob was awarded lifetime memberships to the International Alliance of

Theatrical Stage Employees (IATSE), the Directors Guild of Canada (DGC), and Canadian Film Editors Guild (CFEG), and Canadian Society of Cinematographers (CSC).

Over the course of his career, Bob was also awarded several other honours, such as The Anik Wilderness award; The Canadian Centennial Medal (1967); The Bill Hilson Award from the Canadian Society of Cinematographers for Outstanding service contributing to the development of the motion picture industry in Canada; five Etrog and Genie awards, including the prestigious Air Canada Award for Outstanding Contribution to the growth of the Canadian film and television industry which was awarded to both Bob and Vi in 1981.

World leaders photographed or filmed by Bob included King Hussein of Jordan, Cuba's Fidel Castro, Prime Minister John Diefenbaker, Marshall Tito of Yugoslavia, Prime Minister Lester B. Pearson, US President John F. Kennedy, Prime Minister Pierre Trudeau, Pope John Paul II, Princess Margret, Prime Minister Brian Mulroney, US President Ronald Reagan, and British Prime Minister Margaret Thatcher.

Bob lived an extraordinary life. His passion for photography, love of adventure and drive to help the Canadian film and television industry were exemplary. Bob helped to advance Canada's presence in the cinematography, film editing and film production sectors and ultimately establish itself as a leader on the world stage.

While Bob now rests easy in the arms of the Lord, he will be greatly missed.



THANK YOU

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

For those 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

Local 13

Local 59

John Gregory Kasper and Suzanne D. Kasper

Dale W. Short

Local 728

In Memory Of

Fund Contribution

Fund Contribution

William "Tony" Alley

Adrian J. Short, Jr.

Fund Contribution

REMEMBERING KAREN BRADLEY

Karen was a multi-talented veteran of Film, Television, Theater, Opera, Ballet, and Corporate Events. She started her career in Theater and Opera and was one of the first in Northern California to pioneer a pathway from live events to film and television and back again using the skills she had acquired there. She was an active Local 706 member since January of 1979.

She worked on many film and television projects such as: Blue Jasmine, 13 Reasons Why, The Matrix Reloaded, The Right Stuff, Tucker, Howard the Duck, Ewoks, Miss Rose White, Partners in Crime, and numerous others. Karen also continued to work on many touring Broadway



shows with occasional forays at the SF Opera and Ballet as both a wig person and a make-up artist.

Along the way a longtime relationship was formed with Lynda Carter. They met doing Partners in Crime and continued their friendship over 30 plus years. When Linda decided to chart a new path as a cabaret singer Karen went on the road with her as her Wig and Make-up Artist and many further adventures were had. This also jumpstarted Karen's own interest in singing and performing. For the past several years, Karen had taken great joy in honing her guitar skills and singing and playing in and at various venues in Marin County.

REMEMBERING BROTHER THOMAS HAWKINS JR.

"The Colonel" a proud Local 442 member since 1992 passed away on November 16th 2022. Tom started out as a US Air Force Avionics Technician. After his enlistment, he returned to his family's ancestral homeland, Edina, MO to study Political Science at Truman State (class of 1980). Soon after graduating Tom started a career in Manufactured home inspection, initially in Missouri, but then bringing him back to Southern California where he was married and had two daughters. Tom returned to Santa Barbara, helping his

father in the electrical trade before joining Local 442 as a stagehand, supporting entertainment and local productions at not only the Arlington theater, but also the Lobero, Granada and Santa Barbara County bowl facilities. Tom loved his time working in theater. Tom was always smiling, mild mannered and quick to help out in any situation. He will be missed and remembered by his countless friends all around the world."



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Joseph A. Caputo December 27, 2022	1	Peter M. Hoffman December 30, 2022	9	John Randy Culberhouse November 13, 2022	44	Fred Kraemer, Jr. December 25, 2022	52
Michael T. Maloney December 14, 2022	1	Jonah B. Smith November 29, 2022	14	Michael Hoapili December 5, 2022	44	Michael Mosher December 20, 2022	52
Leonard J. Mancini Jr December 9, 2022	1	Dave Badella December 20, 2022	16	Mark C. Ruby December 5, 2022	46	Jennifer Santucci November 25, 2022	52
Michael Mickiewicz December 20, 2022	1	Warren J. Wright November 16, 2022	22	Greg Baney December 20, 2022	52	Michael Gibson November 13, 2022	66
Patrick M. Donahue, Sr November 11, 2022	2	Anthony Ciaramello November 19, 2022	23	Kim Giglia December 1, 2022	52	Michael A. Kemp January 7, 2022	80
Robert Rubin December 31, 2022	4	E. George Aulbach December 12, 2022	28	Michael Hunold December 3, 2022	52	Anthony J. Cullen December 5, 2022	80
Fred Nicolai December 10, 2022	8	Roger C. Escude December 29, 2022	39	Joseph Infranca November 28, 2022	52	Rick G. Adams December 15, 2022	122

IN MEMORIAM

<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>
Michel Leclerc November 14, 2022	168	Thomas R. Christine November 15, 2022	444	Lars Frogner November 12, 2022	631	Mark Simkins November 20, 2022	849
Byl Harriel December 8, 2022	204	Keith J. Moulton December 4, 2022	471	Alfred B. Antenorcruz December 25, 2022	728	Tut H. Platt December 30, 2022	857
Const Gus Bottas December 26, 2022	210	Dan Fischer November 26, 2022	476	Richard Girod November 28, 2022	729	Robert Herring November 30, 2022	873
Leonard E. Vassbotn November 12, 2022	219	Agnes M. Gibicar November 17, 2022	476	Hector Vega November 29, 2022	729	Alex M. Espinosa November 26, 2022	891
Michael R. Harrington December 22, 2022	284	Roger Escude, Sr. December 29, 2022	478	Ernest N. Garnett December 3, 2022	750	Blair Mcdonald December 6, 2022	891
Wayne Gemmell November 28, 2022	295	Alan H. Fulford November 28, 2022	480	Michael J. Kane November 10, 2022	751	Vince Prokop November 12, 2022	891
Laura C. Kapp December 9, 2022	295	Beverly Kizer November 18, 2022	480	Stephen K. Simmons November 19, 2022	768	Bryan Sutton December 22, 2022	891
Stephen McClure December 18, 2022	317	John A. Roush December 2, 2022	489	Jani Mussetter November 30, 2022	784	Arthur J. M. Callahan November 28, 2022	18032
Demetrist Mumford December 31, 2022	320	Jay H. Frey December 15, 2022	500	Albert Brenner December 8, 2022	800	Judith Heaman December 2, 2022	B2
David N. Christenbury November 17, 2022	322	Dan Fischer November 29, 2022	600	James J. Murakami December 15, 2022	800	John Braden November 11, 2022	USA829
Cory Myers November 24, 2022	329	David F Galbraith December 20, 2022	600	Daniel E. Sublett November 10, 2022	800	Phillip Evola December 28, 2022	USA829
Richard W. Ogle December 2, 2022	363	Michael Ginsburg December 2, 2022	600	Gregory D. Sparks December 15, 2022	820	Timothy O'brien November 11, 2022	USA829
Doady Fornasari December 13, 2022	412	Jay J. Nefcy December 8, 2022	600	Marilyn D. Rodwell December 26, 2022	822	Leslie Slatkin December 5, 2022	USA829
Thomas M. Hawkins Jr. November 16, 2022	442	Leigh V. Nicholson December 27, 2022	600	Andrei Svislotski December 20, 2022	839	Elmon Webb December 28, 2022	USA829

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)

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS/C,C,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists
GuildSS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

ALBERTA

S 210 EDMONTON, AB – William Merik, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

S 212 CALGARY, AB – Peter Hawrylyshen; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

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S 168 VANCOUVER ISLAND, BC – Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Monica Arthurs, businessagent@iatse168.com.

S 250 VANCOUVER, BC – Uriah Nordine, unordine@shaw.ca, 129 Nanaimo Ave West, Penticton, BC V2A 1N2, (604-644-2645); Bus. Agt.: Kyle Longbotham.

ICG 669 WESTERN CANADA – Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Keith Woods, keith@icg669.com.

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AG&AOE&GA 938 – Luis Eduardo Pedreira, scarflad@gmail.com, 1000-355 Burrard Street, Vancouver, BC V6C 2G8, (604.608.6158); contact@cag938.ca. Rowan Guay, businessagent@cag938.ca.

T B778 VANCOUVER, BC – Matthew Freeman, 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

MANITOBA

M 063 WINNIPEG, MB – Stuart Aikman, 2nd Floor – 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

MPSPT 856 PROVINCE OF MANITOBA – Casey Downes, 500-332 Bannatyne Avenue, Winnipeg, MB, R3A 0W5. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Monique Perro, businessagent@iatse856.com.

NEW BRUNSWICK

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

NEWFOUNDLAND AND LABRADOR

ICG 671 PROVINCE OF NEWFOUNDLAND/LABRADOR – Roman Neubacher, c/o 229 Wallace Avenue, Toronto, ON M6H 1V5 (416-368-0072). Bus. Rep.: Roman Neubacher.

M 709 PROVINCE OF NEWFOUNDLAND/LABRADOR – Zoe Dempster, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774). Bus. Agt.: Natasha Jeffery

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S 058 TORONTO, ON – Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

M 105 LONDON/ST. THOMAS/SARNIA, ON – Sherry Williams, treasurer@iatse105.ca; P.O. Box 182 Station Ctr. CSC, London, ON N6A 4V6 (519-661-8639) Bus. Agt. Sean Barker, businessagent@iatse105.ca

S 129 HAMILTON/BRANTFORD, ON – Natalie Stonehouse, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON – Kathleen Orlando, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474). Bus. Agt.: Jennifer Pich, ba357@iatse357.ca.

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

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

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

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

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

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

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M 523 QUEBEC, QC – Alain Roy, secretaire@iatse523.com, 8500 Henri-Bourassa 212, Quebec, QC G1G5X1. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Eric Desmarais; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

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

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

M 900 HUNTSVILLE – Ely McClennan, P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly Mcmanus, atse.hsv@gmail.com.

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

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

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

CALIFORNIA

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

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

APC 044 HOLLYWOOD – Edward J. McCarthy III, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

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

MPSG 080 HOLLYWOOD – Jamie Young, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Dejon Ellis.

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

TBSE 119 SAN FRANCISCO BAY AREA – Linda Firas, P.O. Box 4878, Walnut Creek, 94596. (510-307-7272) or (510-214-0485). Bus. Agt: Katie Murphy, businessagent@bafaia119.com.

S 122 SAN DIEGO/PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS – Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Rep.: Richard Disbrow, Richard@iatse122.org.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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MPST 884 HOLLYWOOD – Kristin Minkler, recordingssecretary884@gmail.com; P.O. Box 461467, Los Angeles, 90046. (310-905-2400) Bus. Agt.: Josh Fuks, businessrep884@gmail.com

CDG 892 HOLLYWOOD – Kristin Ingram, 3919 West Magnolia Blvd., Burbank, 91505. (818-848-2800) (Fax: 818848-2802) Executive Director: Brigitta Romanov.

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T B32 SAN JOSE-SANTA CLARA COUNTY – Jennie Santana, jennisantana@yahoo.com; P.O. Box 2832, Santa Clara,

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T B66 SACRAMENTO – Juanita Ruiz, iatse.b66@gmail.com; P.O. Box 2210, Sacramento, 95812. (916-245-1191). Bus. Agt.: Danny Royster, dannyroyster46@gmail.com.

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COLORADO

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

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

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

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

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

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

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

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

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

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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 296, Metropolis, IL 62966. (618967-2394) Bus. Agt.: Kendel Heifner, iatse421@att.net.

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INDIANA

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KANSAS

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M 540 BATON ROUGE – Patrick A. Acampora, 1852 Hobbittion Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Deanna Gaharan.

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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.

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

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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, jmiller@iatse38.org

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

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

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

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S 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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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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S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA – Lucas Scroggin, secretary@iatse42.org; 5418 S. 27th Street, #1 Omaha, NE 68107. (402-934-1542) (Fax: 402-212-1578). Bus. Agt.: Mark Blice, ba@iatse42.org.

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NEVADA

M 363 RENO/LAKE TAHOE – Kathleen Brunel, P.O. Box 9840, Reno, 89507. (775-786-2286) Bus. Agt.: Stephen Ermaut.

M 720 LAS VEGAS – David Weigant, 3000 S. Valley View

Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

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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 – Korrine Tabor, 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.

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

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

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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.

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M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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

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“Labor unions are under assault, with politicians across the country undermining workers’ collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse.”

—Matthew D. Loeb, IATSE
International President

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- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
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WHO CAN CONTRIBUTE?

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IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
Defend our pension funds and health care benefits
Eliminate so-called “Right-to-work” laws that enable free-riders
- Enforce strong copyright protections
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