

THE OFFICIAL
IATSE

www.iatse.net

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Bulletin



CHICAGO, ILLINOIS

HOME OF THE MID-SUMMER
GENERAL EXECUTIVE BOARD MEETING

INSIDE: ► GENERAL EXECUTIVE BOARD MINUTES

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

Card #: _____ Expiration Date (MM/YY): ____/____ Card Security Code: _____

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

Print Name _____ Email _____ Phone Number _____

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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Resolve for the Future

Dear Sisters, Brothers and Kin:

At the time of this writing both the Writers Guild of America and SAG-AFTRA remain on strike against the employers in the Alliance of Motion Picture and Television Producers (AMPTP). While there have been continuing intermittent discussions between the parties the timing of a resolution remains unclear. There is always hope an agreement can be reached soon, but the recent talks have not produced a pathway toward an agreement that adequately addresses the demands of the two Guilds.



It is apparent that even though the job responsibilities of striking Guild members vary dramatically from the work we do, many of the issues of importance in their negotiations will be among the major priorities we bring to the table when we bargain for the Producer-IATSE Basic Agreement and Area Standards Agreements which expire next summer. The eventual agreements the Guilds reach will give us some guidance for our own priorities, proposals and bargaining strategies when it's our turn to renegotiate our contract.

The challenges we face will be formidable. During the negotiations in the pandemic there were no Local proposals. The bargaining units and International opted to only address matters that affected all Locals, and to forgo the important specific issues related to their unique crafts. The AMPTP agreed. As a result when this contract expires it will have been six years since the Locals had an opportunity to address many distinct matters, and some problems compounded over time. This part of bargaining is expected to be difficult, complicated and will take longer than in the past. We are insisting the AMPTP allot adequate time to bargain in good faith with each Local covered under the Basic Agreement.

There is no doubt the emergence of Artificial Intelligence will affect scores of IATSE crafts. We will prioritize the security of our members' employment opportunities and prevent erosion of the artistic and technical craft work we do. We must protect and enforce our rightful jurisdiction through a human based approach that puts the careers of our dedicated members

at the forefront of the conversation. We cannot, and will not, abandon our contribution to the motion picture and television industry and be devalued and replaced in the interests of more corporate profits.

We will continue to advocate for fair and equitable compensation, advancement of diversity equity and inclusion, quality of life improvements, enhanced safety protections and health and retirement benefits among other things. We deserve our fair share as distribution methods change and mature, and our employers expand their footprint in global markets.

As we have done for 130 years, we must continue to protect our standards and provide meaningful social and economic security for the membership and their families. We must not just adapt to circumstances, but instead be part of shaping them. This can only be accomplished with the tremendous solidarity we show, founded on the notion we care about each other and will stand strong together.

In solidarity,

Matthew D. Loeb

International President

The ongoing disputes continue to cause tremendous hardship. Please see the links below which may be of assistance:

MPTF.com

entertainmentcommunity.org

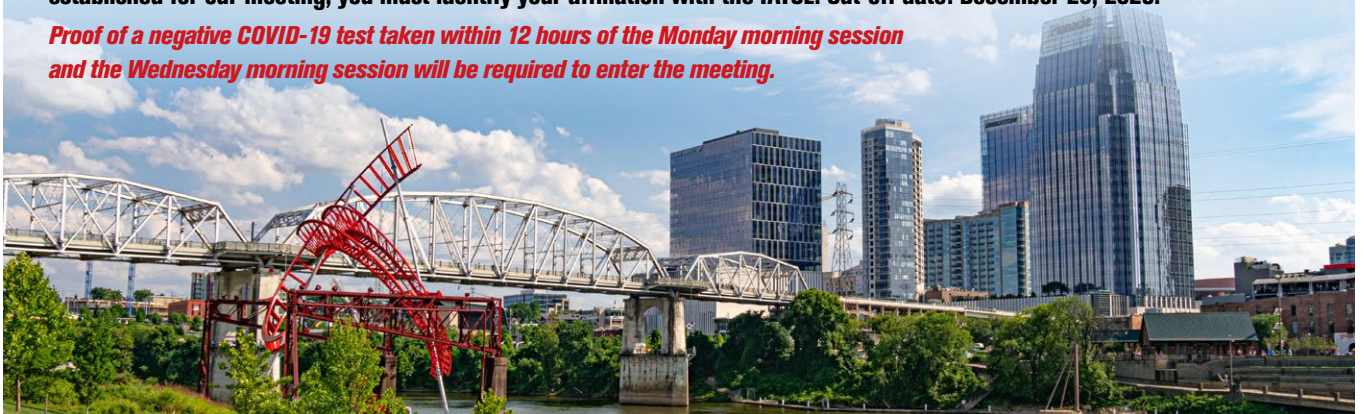
behindthescenescharity.org

afchelps.ca

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Sheraton Grand Nashville Downtown, 623 Union Street, Nashville, TN 37219 at 9:00 a.m. on Monday, January 22, 2024 and will remain in session through and including Friday, January 26, 2024. 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 Sheraton Grand Nashville Downtown by calling 1-615-259-2000. Guest room rate for the IATSE is \$229, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE. Cut-off date: December 29, 2023.

Proof of a negative COVID-19 test taken within 12 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.
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BULLETIN AND PHOTO SUBMISSION GUIDELINES

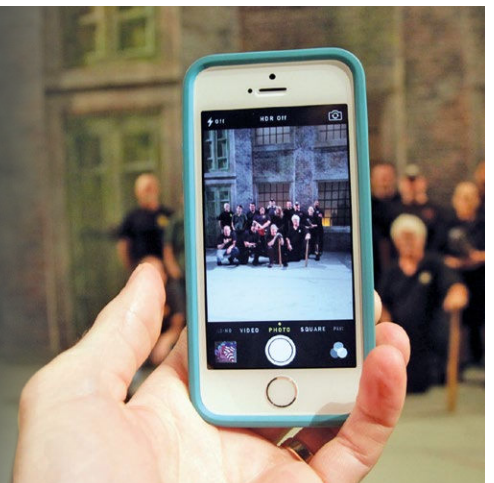
Please send your Bulletin submissions to bulletin@iatse.net.

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.



GENERAL SECRETARY-TREASURER'S MESSAGE

Coming Soon. Electronic Transactions

The computer system of the International, often referred to as the finance system or database, was created almost fifteen years ago. Throughout the years, many additions and improvements have been made, but the core of the system has remained constant.

Prior to the pandemic, it was becoming clear that the system was beginning to show its age. Technology had evolved and the older architecture of the system was making changes and improvement more difficult. In fact, some desired changes could not even be considered. Work began in terms of what would be involved in upgrading the system, how it would best be accomplished etc. A plan was beginning to take shape when the world was sadly introduced to Covid-19 and that put the project on the shelf.

Fortunately, we came through the pandemic and all of us began to turn our attentions to the future once again. Approximately a year ago we dusted off the computer project and began to develop a plan. The General Executive Board approved the expense and in late 2022 work began.

While the project is very large and touches many points within the operation and record keeping of the International, the main portions that our local unions use relate to what is referred to as the Online Membership Database.

While all the features that Locals are used to using will remain in place, the look and operation may be slightly different.

However, there are two new features being introduced that our local unions have been wanting for many years.

The first is the ability to complete and submit membership applications electronically. Locals will be able to send the applicant an electronic application to be completed and returned to the Local. From that point on the submission and endorsement process between the local union and the International will all be done electronically.

The second new feature will be the ability for our Locals to conduct financial transactions with the Finance Department in a new way. The local union will electronically deposit money into their account with the International and from that point be able to purchase per capita stamps, pay for membership application processing fees or make other purchases from the International simply by using credits against the amount on deposit in their account.

It is expected that the portion of the system that our local unions will use should be launched sometime in October. Secretaries and Treasurers should watch their emails for the announcement as well as links to training webinars.



JAMES B. WOOD

IATSE Gears Up for 2024 Presidential Election

We are just over a year out from the 2024 Presidential Election and the race is heating up. On April 25th, President Joe Biden and Vice President Kamala Harris announced their reelection campaign. Upon the announcement, the IATSE General Executive Board voted unanimously to extend its endorsement to the Biden-Harris 2024 campaign.

During his 2020 campaign, President Biden pledged to be the most pro-union president since Franklin D. Roosevelt. In the opinion of the General Executive Board, he has fulfilled that promise time and again since taking office.

Our union has never had a more willing ally in the White House. The Biden-Harris Administration has actively sought to include the voices of behind-the-scenes entertainment workers in decisions that impact our industries and workplaces.

“I am proud to confer this endorsement on behalf of the IATSE General Executive Board and once again stand with President Biden, in the way he has consistently stood with us,” said International President Matthew Loeb following the vote. “President Biden has given IATSE a seat at the table and unprecedented opportunities to weigh-in on policy decisions that stand to impact our members. We have been grateful for his partnership and look forward to continuing our shared fight to better the lives of working

people across the country.” Looking solely at issues affecting IATSE and its members, Biden’s record of support is clear:

- Biden signed into law the American Rescue Plan Act, providing IATSE members the relief they needed to stay safe until a return to work was possible.
- He formed the White House Task Force on Worker Organizing and Empowerment, which has engaged IATSE to provide input on executive actions that will increase worker organizing and empowerment in our industries.
- His federal budgets have consistently requested additional federal arts funding, allowing Congress to achieve record funding levels for the NEA & NEH. This money directly funds projects IATSE members work on.
- His appointees to the National Labor Relations Board have dedicated their careers to protecting and advocating for workers.
- He reestablished the President’s Committee on Arts and





Humanities and appointed labor leaders to ensure workers had a seat at the table.

- His agency that oversees our country’s international trade collaborated with IATSE and other arts unions to report on the adverse impact of online piracy on workers.
- His Secretary of Labor Marty Walsh, a former union member, visited Local 720 in Las Vegas to talk about the return of live events and the issues we still face post-pandemic.
- He met with IATSE members directly to learn the effects of the pandemic on our industries and invited a young IATSE organizer to the White House to highlight our organizing successes in animation.
- His administration invited IATSE Political/Legislative Director Tyler McIntosh to the White House with policy representatives from the labor movement to discuss the implications of artificial intelligence for workers, unions, the quality of jobs, and the future of work.

SUPPORT FROM ACROSS THE LABOR MOVEMENT

On Friday June 16th, the General Board of the AFL-CIO also voted to endorse the Biden-Harris 2024 reelection ticket. The vote marked the earliest the AFL-CIO has ever endorsed in a presidential election and kicked-off a 17-month mobilization effort to engage millions of union members on the Biden–Harris Administration’s record of supporting working people.

The AFL-CIO endorsement was punctuated by a large labor rally with President Biden and Dr. Jill Biden at the Philadelphia Convention Center. They were welcomed by approximately two thousand union members including International President Matthew Loeb, International Vice President Mike Barnes, and over fifty IATSE members from Philadelphia and the surrounding area. President Loeb and other affiliate presidents met with President Biden before the event and Local 8 supplied the crew behind the scenes for the rally.

Three members of Local 8 joined other union members on the risers behind the President and Local 8



Recording Secretary Joe Baliski was given the opportunity to speak prior to Biden taking the stage.

In his remarks, Baliski noted that “during the pandemic, IATSE workers were among the first out of work, and some of the last to return.” However, “under President Biden’s leadership we received unparalleled support. The American Rescue Plan Act, signed into law just 50 days into his presidency, extended the government’s pandemic unemployment insurance programs, helping IATSE members to pay their bills and feed their families until working on live events was once again possible.” Baliski also touted, “President Biden’s commitment to the

POLITICAL AND LEGISLATIVE

PRO Act,” which he said, “demonstrates his dedication to empowering workers, ensuring fair wages, and the right to organize.” He concluded his comments by stating the local is “wholeheartedly committed to reelecting President Biden and Vice President Harris” and urged others to “join [them] in this commitment, ensuring a future where our passion and dedication are met with opportunities and support.”

When President Biden took the stage, he was received with an outpouring of enthusiasm that was sustained through the remainder of the event. Biden’s remarks focused on the economic security unions provide their members, what his administration

accomplished for workers the past few years, and the fights that still lay before us. The Philadelphia rally marked the President’s first in-person event since announcing his run for reelection and was regarded as the launch of his 2024 campaign.

The International is ready to engage IATSE U.S. members from coast to coast for the 2024 election and reelect Joe Biden so he can finish the job and continue making progress for America’s workers.



STAY INVOLVED!
SCAN THE QR CODE WITH YOUR DEVICE OR VISIT:
WWW.IATSE.PAC.NET
CONTACT IATSE.PAC@IATSE.NET FOR ASSISTANCE

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 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.

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.

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*



Unprecedented Waves of Organizing are Strengthening our Union

Currently, there is great turmoil and uncertainty in our Industry, but there is also growth, born of resolute strength and hope, happening. Those in non-union entertainment-related crafts, in a variety of fields, are rising up, reaching out, and creating wave after wave of union organizing.

In one of the largest wins for organized labor in the last twenty years, in July of this year, the IATSE and Stand With Production, now known as Production Workers' Guild Local 111, succeeded in organizing over five thousand production office staff working on Association of Independent Commercial Producers (AICP) commercials. The newly covered classifications include Line Producer, Production Supervisor, Assistant Production Supervisor, Production Assistant and Bidding Producer.

An organizing drive of this size takes time, and this one was no different. Two years ago, in October, 2021, two workers walked off their commercial job to protest for safer working conditions. Erin Wile and Cheyenne Cage started a movement by putting their jobs on the line. It was an inflection point and freelance production workers across the United States working under extreme conditions joined their call for change, which became Stand with Production.

The group was first in contact with the IATSE in January, 2022, and the IATSE authorization card campaign was officially launched in May, 2022.

The flash point happened during the most recent negotiations for a successor commercial contract with the AICP back in August of 2022. The bargaining committee had an aggressive and expansive list of proposals and goals, alongside their steadfast determination to see the Stand With Production classifications covered by a union agreement. When the employers refused to even consider covering these crafts, President Loeb told them, "You make commercials. Do you know what we do? We organize. And we will never stop. I will never stop when people who want to be represented ask to be represented."

The companies agreed to a neutrality agreement for the Stand with Production classifications. Like most employers confronting organizing, the AICP were hoping that we didn't have sufficient support and would lose a card count.

They underestimated the dedication of the Stand With Production workers and IATSE support team.

The IATSE sent a demand letter for recognition to the AICP on December 15, 2022 to begin the process of a card count by a neutral third party. There were many delays. The workers worked tirelessly to ensure that every card was counted. and the IATSE was informed on Saturday, July 22, that the neutrals had determined that the Union had prevailed!

At the August General Executive Board meeting, International President Loeb informed the assembled union leaders, including original organizers Erin Wile and Cheyenne Cage, that he had approved the creation of a new local with nationwide jurisdiction as a home for the Stand With Production classifications!

Fighting the uphill battle to win this campaign was just the beginning; the next mountains to climb involve preparing for negotiations, and then negotiating a first contract for these diverse classifications, in addition to chartering and creating a new nationwide Local. Former longtime Business Representative with Local 161, Colleen Donahue, was brought on early in the campaign as a Special

Representative to work alongside the Stand With Production organizers and, will continue to work with chartering of the new Local. Education seminars are being developed, and IATSE Legal Counsel will advise on all matters related to chartering a new local and bargaining a first contract.

Supported by the IATSE team, the leaders of Stand With Production have achieved recognition for crafts that have spent decades working alongside union crew without their own representation, including a nationwide first - the recognition for Production Assistants. With a unit total in the neighborhood of five thousand individuals, Stand With Production and the IATSE have organized on a scale that is significant not just for these workers, but for the labor movement as a whole.

While Stand With Production was creating their movement, another was brewing. In the last few years, Marvel has made the news repeatedly due to abusive working conditions for their

non-union Visual Effects artists. On-set and off, workers told harrowing tales of long days, unreasonable work demands, unpaid overtime and more. During this time, sensing a shift in the resolve of these workers, President Loeb hired VFX artist Mark Patch to work alongside

Organizing is strength, and we are growing stronger by the day.

The Animation Guild's Organizer, Ben Speight. They created a targeted campaign and, through contacts gained via the first IATSE VFX Worker Survey, began making connections with VFX crews. These workers saw first hand the stark differences between their working conditions and the IATSE members

surrounding them on set. Working through lunch had no consequences, turnaround requirements were non-existent, and their pay varied wildly. No pension awaited them at the end of their careers, and they were tired of being treated "less than".

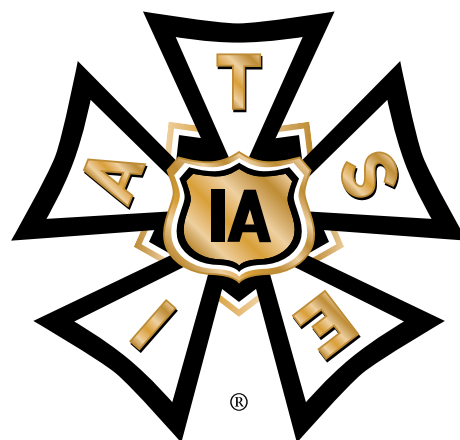
This past August, Vice President Michael F. Miller, Jr. reached out to Marvel to demand voluntary recognition Marvel has agreed to a neutral card count, which the IATSE is pushing to hold as soon as possible.

These are exciting times, the likes of which we have not seen in decades. Walls are falling and workers have begun to dream of a better life. The IATSE and its members are here to support and assist anyone who works "behind the scenes" of entertainment. Organizing is strength, and we are growing stronger by the day. Standing shoulder to shoulder, non-union workers are telling the companies loud and clear, "We deserve to be treated with dignity and respect; we are IATSE members now."

MARVEL VFX WORKERS VOTE YES TO JOIN IATSE IN HISTORIC NLRB ELECTION

"In a major first step in bringing union representation to workers in a historically unorganized industry, eighty percent plus supermajorities of VFX crew members at Marvel Studios and Disney Pictures signed authorization cards to be represented by the I.A.T.S.E.. Disney Studios agreed to hold stipulated elections for these units, and on September 12, the Marvel workers' votes will be counted to join the International. Soon to be joined by Disney, these workers seek to be represented by a new national Local, which would represent VFX workers in the United States and introduce union standards and protections to the VFX industry at last.

As these workers move into negotiating a contract, we urge members to reach out to their VFX colleagues and coworkers to share a message of solidarity and encourage them to contact I.A.T.S.E. organizers at VFXUnion.org. I.A.T.S.E. organizers will continue building successful supermajority campaigns at multiple studios and third-party vendors in the coming year, as we win a long-sought collective voice on the job for these workers and grow our union further."



MOTION PICTURE & TELEVISION PRODUCTION

UPDATE ON PREPARATIONS FOR THE BASIC, VIDEOTAPE AND AREA STANDARDS AGREEMENTS NEGOTIATIONS

The Basic and Area Standards Agreements expire July 31, 2024, and the Videotape Agreement follows two months later. This is an update on the steps the Motion Picture and Television Department has been taking to prepare for these negotiations.

International President Loeb, believing that an intensive bargaining class would help the bargaining committees across the country be on an even playing field, tasked the Motion Picture and Television and Education Departments with the creation of a class tailored for the Basic, Videotape and the Area Standards Agreements negotiations. This class was almost a year in the making and involved feedback and polishing from the heads of the Locals prior to roll out.

During June, July and August, the Education Department held comprehensive trainings for both members of the West Coast Studio Locals and the Studio Mechanics outside of Los Angeles.

These more than three-hour long classes were presented by Education Department Director Pat White either in person or via zoom. The goal was multi-fold: provide the bargaining committees with the same base level education and a view into the intricacies of bargaining and the amount of preparation that is required to craft a comprehensive set of proposals and then see it through to completion. With two-thirds of the participants new to bargaining committee work, providing this foundation was crucial.

As was presented at the Chicago General Executive Board meeting, the class covered a wide range of topics with an accompanying PowerPoint and handout. Mandatory, voluntary and unlawful subjects of bargaining, labor law as it relates to contract negotiation, good faith vs. bad faith bargaining, different characteristics and types of bargaining, the ratification process and the potential outcomes and impact of a “yes” versus a “no” vote were all discussed.

There was a deep dive into proposal creation. The class explored how to gather information from members, best practices when crafting proposals, identifying core objectives and establishing goals, working within the group towards consensus,

and finally joining with the larger collection of Locals to hopefully reach consensus on the package of proposals to present.

Committee members learned about the role of President Loeb as the Chief Spokesperson and the interplay with the “table team”, the use of across the table negotiations and caucuses, the benefits of sidebars, and external and internal pressures upon each side. The class examined the importance of work done during caucus sessions to plan strategies and tactics while refining and modifying proposals. The art of listening, strategy, and compromise, and how to work as a well unified team to achieve the best possible contract, were all examined.

Finally, the various outcomes at the end of negotiations and the impact of each were discussed. From impasse, to the difference between a strike vs. a lockout, to contract ratification and the role of the bargaining committee throughout, members were guided through various scenarios. Each class ended with a question and answer period. International Representatives, leadership of the Locals, and various Vice Presidents from the MPTV Department attended the sessions to assist.

All told, more than 350 committee members attended these classes! In the near future, we intend to record these presentations and make them available to the Locals. Now the committees, well-armed with an understanding of their role in this process, are at work within their Locals crafting proposals with input from the membership.

More preparations are underway. The International created, in consultation with the leadership of all the affected Motion Picture and Television Locals and survey professionals, a thorough questionnaire to discern what most concerns and affects the membership. This survey will be distributed in late September. The data gathered will help shape the priorities of the bargaining committee. Concurrently, small focus groups were held to explore and understand issues important to members more deeply.

Proposals are due to the bargaining committee at the end of the year. We will enter 2024 well prepared and ready to face the employers once our time comes at the bargaining table.

Assistance For Members

As of this writing, the WGA and SAG-AFTRA remain on strike. As the summer turns to fall, members are having to make difficult financial decisions. The IATSE has been working on a number of fronts to provide assistance and financial relief for those affected.

There have been two major IATSE-funded monetary donations to the charity organizations that support our Industry. The most recent \$2.0 million donation occurred in August and increases the amount pledged by the International to \$4.0 million. These funds are being distributed by the Motion Picture & Television Fund (MPTF), The Entertainment Community Fund (formerly the Actors' Fund), and the Actors Fund of Canada (AFC). One hundred percent of these monies make it into the hands of our members.

Benefits for those covered by the MPIPHP have also been addressed by the Trustees of the plans. As was negotiated during COVID-19, the union-side Trustees pushed hard to create a "bridge" of hours into the health plan for those qualifying members out of work due to the strikes. This infusion of hours will keep those insured who would otherwise fall out of the plans due to the strikes.

In addition, an Individual Account Plan (IAP) Hardship Withdrawal has been negotiated by the Trustees of the plans. Members can access up to twenty percent of their 2022 IAP monies,

with a cap set at \$20,000. However, unlike the relief provided by the federal government during the Pandemic, this withdrawal will be subject to federal income tax and any applicable state tax. Additionally, there is a ten percent federal early withdrawal penalty if the participant is under the age of 59 and ½ during the year of distribution. For California residents, there is an additional 2.5 percent penalty tax for those under 59 and ½ years old. This is a one-time withdrawal and must be requested by December 31, 2023 and, unlike the COVID-19 relief withdrawal, cannot be paid back. Although this is a last resort measure, the Trustees felt it was important to create a mechanism by which members could access their savings during these difficult times.

For those outside of MPIPHP, the Trustees of the National Benefit Plans created a similar relief structure to assist members affected by the strikes. For those Plan C enrollees whose CAPP account balance is not sufficient to cover their current coverage option, they will not have to copay to remain in coverage for the quarter beginning October 1, 2023. The Fund will cover the difference to keep these members fully covered

under Plan C. Also, for those eligible participants who are not currently working, they may take a distribution from their Annuity Fund without the usual waiting period. Details regarding eligibility can be found at iatsenbf.org.

Finally, members and IATSE kin have rallied across the country to provide food and provisions for entertainment workers. In July, the IATSE West Coast Office hosted a food bank for the entire entertainment community. More than two hundred volunteers worked in the blistering heat, providing boxes of food and diapers for those in need. Over 1,500 boxes of food were distributed, and the line of cars at times stretched back a quarter mile. More food banks around Los Angeles County are being planned, in partnership with the L.A. Food Bank and the L.A. Country Federation of Labor. Locals around the country have provided food relief as well.

Solidarity is not just a concept that exists during negotiations. We are union brothers, sisters, and kin; helping one another in times of crisis is woven into the fabric of who we are. The future is uncertain, but one thing is clear - we are stronger when we work together.

**REPORT OF THE
GENERAL EXECUTIVE BOARD
MEETING HELD VIA
TELECONFERENCE
NOVEMBER 22, 2022**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada convened on November 22, 2022 at 12:00 p.m. Eastern Daylight Time via the remote meeting platform Zoom.

ROLL CALL

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

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

JOHN M. LEWIS,
Seventh Vice President and
Director of Canadian Affairs
CRAIG P. CARLSON,
Eighth Vice President
PHIL LOCICERO,
Ninth Vice President
C. FAYE HARPER,
Tenth Vice President
COLLEEN GLYNN,
Eleventh Vice President
JOANNE M. SANDERS,
Twelfth Vice President and
Director of Tradeshow and Display
PAUL F. DEAN, JR.,
Thirteenth Vice President

In addition to the members of the Board, General Counsel Samantha Dulaney was present. President Loeb discussed the imminent financial crisis faced by the Motion Picture and Television Fund (MPTF). He explained that there are many reasons for the Fund's current economic situation but chief among them is the strain caused by the COVID-19 Pandemic. Consequently the MPTF has faced significant short term economic challenges. Thus, the MPTF contacted donors to request immediate contributions to avert financial collapse. President Loeb reported that he discussed with the Fund the need for a sustainable plan for growth and possible coordination with other industry charities. Those discussions are more long-term and will not address the immediate need for a cash infusion to keep the MPTF operating. Finally, President Loeb reminded the Board that the MPTF assisted hundreds of members and their families during the industry shutdown caused by the Pandemic. He

proposed that the International commit to donating to the MPTF one-hundred thousand dollars (\$100,000.00) per year for the next five years commencing November 2022. This contribution is to assist the Fund in stabilizing its finances. It would be contributed in addition to the other MPTF events which the IATSE and/or its affiliate local unions support traditionally, including The Night Before, The Evening Before, Day at the Ranch, etc. General Secretary-Treasurer Wood advised that the International is financially able to make this contribution. He added that the Walsh/DiTolla/ Spivak Foundation also makes an annual contribution to the MPTF in the amount of ten-thousand dollars (\$10,000.00), which will continue. Upon motion duly made and seconded, the Board unanimously approved a contribution to the MPTF for one-hundred thousand dollars (\$100,000.00) per year for the next five years commencing November 2022. This special, limited contribution is made in response to the MPTF's present short-term financial status.

Vice President Miller stated that IATSE members are the largest beneficiary of Fund services and outreach. He recalled that the Fund has always helped IATSE members. He advised that the West Coast Office is requesting that IATSE local unions also contribute to this effort. Finally, he reminded the Board that the IATSE locals raised two-hundred, seventy-thousand dollars (\$270,000.00) during the Day at the Ranch annual fundraiser.

Vice President Davis added that the MPTF has always assisted IATSE

members, including members of his local union.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:20 p.m. EDT.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE FEBRUARY 14, 2023

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 on February 14, 2023 at 11:00 a.m. Eastern Daylight Time via the remote meeting platform Zoom.

ROLL CALL

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

MATTHEW D. LOEB,
International President

JAMES B. WOOD,
General Secretary-Treasurer

MICHAEL J. BARNES,
First Vice President and
Director of Stagecraft

THOM DAVIS,
Second Vice President

DAMIAN PETTI,
Third Vice President

MICHAEL F. MILLER, JR.,
Fourth Vice President and Director

of Motion Picture and Television
Production

DANIEL E. DI TOLLA,
Fifth Vice President

JOHN R. FORD,
Sixth Vice President

JOHN M. LEWIS,
Seventh Vice President and
Director of Canadian Affairs

CRAIG P. CARLSON,
Eighth Vice President

PHIL LOCICERO,
Ninth Vice President

C. FAYE HARPER,
Tenth Vice President

COLLEEN GLYNN,
Eleventh Vice President

JOANNE M. SANDERS,
Twelfth Vice President and

Director of Tradeshow and Display

PAUL F. DEAN, JR.,
Thirteenth Vice President

In addition to the members of the Board, those present included:

Department Directors Patricia A. White, Steven Belsky, Fran O'Hern,

Tyler McIntosh, Jonas Loeb and General Counsel Samantha Dulaney.

President Loeb reported that Stagecraft Department Co-Director D. Joseph Hartnett has been separated from the organization in his capacity in that role. President Loeb provided background information, including the circumstances surrounding Brother Hartnett's separation. President Loeb reiterated the values of the IATSE. President Loeb further noted that the Alliance has highlighted the importance of respectful workplaces, provided our staff and representatives with educational trainings on this topic, and implemented

steps to gracefully welcome all members into this Alliance. He stated that conduct inconsistent with this vision will not be condoned by the International and will be met by immediate action. President Loeb further explained that he extended personal apologies on the Alliance's behalf to those who may have encountered—under these circumstances—conduct that was inconsistent with the principles of the IATSE.

President Loeb directed the Education Department to update its bystander intervention training and prepare it for staff training to be conducted for International Alliance officers and representatives to be held in March 2023.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:00 p.m. EDT.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE APRIL 20, 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 on April 20, 2023 at 12:00 p.m. Eastern Daylight Time via the remote meeting platform Zoom.

ROLL CALL

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

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

In addition to the members of the Board, those present included: Department Directors Patricia A.

White, Steven Belsky, Fran O'Hern, Tyler McIntosh, Jonas Loeb and General Counsel Samantha Dulaney, and Associate Counsel Adrian Healy.

President Loeb discussed a bid by a major corporation to purchase television stations within the United States, which are currently owned or controlled by another entity in several U.S. markets. The IATSE has collective bargaining agreements at some stations but for those without IATSE representation, a neutrality agreement has been proposed for personnel seeking the Alliance's representation. President Loeb presented the documentation which the Board reviewed and discussed. Upon motion duly made and seconded, the Board unanimously agreed to authorize the International President on behalf of the IATSE to enter into a neutrality agreement as discussed and presented.

The second item of business was an update on the discussion at the February 14, 2023 meeting concerning the employment separation of the IATSE's former Stagecraft Co-Director. President Loeb reviewed with the Board a demand letter that was received from attorneys representing D. Joseph Hartnett. Upon receiving the demand letter, the Alliance requested and received a legal opinion from outside counsel, which was discussed with the Board. President Loeb and the Board directed the General Counsel to provide updates if there is further communication.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:35 p.m. EDT.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE JUNE 7, 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 on June 7, 2023 at 12:00 p.m. Eastern Daylight Time via the remote meeting platform Zoom.

ROLL CALL

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

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

Seventh Vice President and
Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO,

Ninth Vice President

C. FAYE HARPER,

Tenth Vice President

COLLEEN GLYNN,

Eleventh Vice President

JOANNE M. SANDERS,

Twelfth Vice President and

Director of Tradeshow and Display

PAUL F. DEAN, JR.,

Thirteenth Vice President

In addition to the members of the Board, General Counsel Samantha Dulaney was present. President Loeb discussed the financial, employment, and human impacts of the ongoing strike of the Writers Guild of America West and East against the members of the Alliance of Motion Picture Television Producers. He reminded the Board that the WGAW and WGAE strike began on May 2, 2023 and that there is no end in sight. He explained that the Guilds and the Producers were not speaking, which makes it impossible for there to be a resolution. He explained further that while the strike is just over a month long, the financial impacts on IATSE members and the IATSE benefits funds are substantial. President Loeb stated that he and the Motion Picture and Television Department, including Vice Presidents Miller and Davis are closely monitoring not only the negotiations but also the status of the funds.

To defray some of the pressure on members, President Loeb sought authorization from the Board to donate

to the Motion Picture Television Fund (MPTF), the Entertainment Community Fund (f/k/a the "Actors Fund"), and the Actors Fund of Canada. To assist members during the industry shutdowns resulting from the COVID-19 Pandemic, the Board authorized a \$2.5 million contribution divided amongst the MPTF, ECF and AFC to be administered on behalf of the IATSE members and represented workers. President Loeb recommended that the same model be utilized to assist members during the pendency of the writers' strike. Upon motion duly made and seconded, the Board unanimously approved a \$2.5 million contribution divided amongst the MPTF, ECF and AFC to be administered on behalf of the IATSE members and represented workers impacted by the writers' strike. The Board further imbued President Loeb and General Secretary-Treasurer Wood with the discretion to allocate the contribution amongst the ECF, MPTF, and the AFC. President Loeb assigned General Secretary-Treasurer Wood to be the point person for the ECF, Vice President Miller to the MPTF, and Vice President Lewis to the AFC.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:20 p.m. EDT.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE JULY 19, 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 on July 19, 2023 at 11:30 a.m. Eastern Daylight Time via the remote meeting platform Zoom.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL J. BARNES,

First Vice President and

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 and

JOHN R. FORD,

Sixth Vice President

JOHN M. LEWIS,

Seventh Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO,

Ninth Vice President

C. FAYE HARPER,

Tenth Vice President

COLLEEN GLYNN,
Eleventh Vice President
JOANNE M. SANDERS,
Twelfth Vice President and
Director of Tradeshow and Display
PAUL F. DEAN, JR.,
Thirteenth Vice President

In addition to the members of the Board, Stagecraft Assistant Director Stasia Savage, Communications Director Jonas Loeb, International Representative Brian Munroe, General Counsel Samantha Dulaney and Canadian Counsel Ernie Schirru were present. President Loeb discussed the status of the negotiations for the Pink Contract. He explained the priorities were imbedding into the Agreement the so-called "street rate" to stem wage compression; the establishment of a Broadway rate to begin to close the gap between wages earned by Local One and the Pink Contract crews; a contractual rest period; layoff language for those on full Pink Contracts; and preservation of health benefits. He explained that after a nineteen-hour negotiation session on Monday, July 17 that ended on Tuesday July 18, the parties concluded without a deal. The Stagecraft Department sent a strike vote on Wednesday, July 19, 2023 which will be returned on Friday, July 21. President Loeb requested authorization to call a strike, if necessary. Upon motion duly made and seconded, the Board authorized the International President to call a strike and to take necessary steps in connection with costs associated with traveling crews to their points of engagement.

The Board relayed their full support of the bargaining unit.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 11:50 a.m. EDT.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN CHICAGO, ILLINOIS JULY 31- AUGUST 4, 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 on July 31, 2023 at 9:00 a.m. Central Daylight Time.

ROLL CALL

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

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

DANIEL E. DI TOLLA,
Fifth Vice President
JOHN R. FORD,
Sixth Vice President
JOHN M. LEWIS,
Seventh Vice President and
Director of Canadian Affairs
CRAIG P. CARLSON,
Eighth Vice President
PHIL LOCICERO,
Ninth Vice President
C. FAYE HARPER,
Tenth Vice President
COLLEEN GLYNN,
Eleventh Vice President
JOANNE M. SANDERS,
Twelfth Vice President and
Director of Tradeshow and Display
PAUL F. DEAN, JR.,
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 Director of Motion Picture and Television Production Vanessa Holtgrewe; Assistant Director of Stagecraft Stasia Savage; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Justin Conway, Dan'l Cook, Hannah D'Amico, Chrissy Fellmeth, Jamie Fry, Ron Garcia, William Gladman, John Gorey, Darin Haggard, Benjamin Hague,

Jennifer Halpern, Charles Howard, Krista Hurdon, Cindy Jennings, Kent Jorgensen, Jiaming Li, Daniel Little, Steve Lutge, Peter Marley, Rachel McLendon, Monty Montgomerie, Brian Munroe, Julia Neville, Mark Patch, Anthony Pawluc, Elizabeth Pecos, Bryant Preston, Amanda Sager, Jeremy Salter, Marisa Shipley, Wade Tyree, Jason Vergnano, and Special Representatives David Garretson and Joseph Short.

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; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 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; 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; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 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; 46, Nashville, TN; 51, Houston-Galveston, TX; 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; 84, Hartford-No. Conn., CT; 110, Chicago, IL; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 125, Lake

Porter-La Porte Counties-Fort Wayne, IN; 154, Ashland, OR; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 197, Knoxville-Maryville-Alcoa-Gatlinburg, TN; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 295, Regina-Moose Jaw, SK ; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 329, SCRANTON-PITTSTON, PA; 347, Columbia, SC; 353, Pt. Jervis-Sullivan County, NY; 411, Province of Ontario; 461, St Catherines-Welland-Niagara Falls, ON; 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; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral Cocoa-



Representatives of the Host Locals 2, 110, 476, 600, 700, 750, 762, 769, 780, 800, USA829, and B-46 welcome the Official Family and all the attendees to Chicago. Left to Right: Local 476 President Chris Hudecek, Local 2 Secretary-Treasurer Frank Taylor, Vice President Craig Carlson, Local 476 Business Agent and Secretary-Treasurer Anthony Barracca, Local 769 Business Agent Tom Pusateri.

Melbourne-Lake Buena Vista, FL; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 668, Monroe, LA; 669, Western Canada; 671, Province of Newfoundland and Labrador; 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; 750, Chicago, IL; 751, New York, NY; 762, Chicago, IL; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 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; 829, New York, NY; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/ Yukon Territory; 892, Hollywood, CA; 893, Indianapolis-Bloomington, IN; 927, Atlanta, GA; 18032, New York, NY; USA829, United States; ACT, New York, NY; ADC659, Canada; ATPAM, New York, NY; B27, Cleveland, OH; B46, Chicago, IL/Milwaukee, WI; B173, Toronto-Hamilton, ON; and B192, Hollywood, CA.

REPORT OF THE GENERAL SECRETARY-TREASURER

Audited Financial Statements

During June and July, the auditors from the accounting firm of Schultheis

& Panettieri have been working with the Finance Department staff to prepare the annual audited financial statements for the year ending April 30, 2023 and they are now complete. In keeping with past practice, the statements will appear in the Third Quarter 2023 issue of the Official Bulletin.

During the fiscal year, the change in net assets in the General Fund increased by \$6.5 million and the total net assets of that Fund now stand at just over \$54 million. The net assets in the Convention Transportation and Per Diem Fund were almost \$8.5 million at fiscal year-end and the net assets in the Defense Fund now stand at a little under \$15 million.

All three funds have recovered from the financial impact of the pandemic and the \$15.5 million of assistance that was provided to members and our local unions. The historic proposal of a four-year per capita freeze that was adopted by the delegates of the 69th Quadrennial Convention in 2021 was the right course of action. The membership growth that was forecast has been sufficient to provide the International with the financial resources to increase services to members and Locals as well as rebuild financial assets in order to be in a position to have reserves when needed.

The Form LM-2 was reviewed and signed by President Loeb and General Secretary-Treasurer Wood and was filed prior to the deadline of July 30, 2023 (90 days from fiscal year end). This year's LM-2 is 330 pages of Department of Labor required information.

IT Upgrade Projects

As was reported at the mid-winter

GEB meeting, a major overhaul of the International's computer system was started at the end of 2022 and is proceeding fairly close to schedule with an estimated completion date of the end of February 2024. A demonstration of a portion of the upgraded system will be the subject of a separate report.

The Zoom phone system that has been tested in the Canadian Office and with International Representatives across Canada has been a success and soon after the completion of this Board meeting, a Zoom phone system will be deployed in both the General and West Coast Offices.

An agreement has been entered into with Dell/Taegis SecureWorks to provide MDR (managed threat prevention, detection and response) support for all offices and field representatives of the International. The company monitors the IATSE's systems 24/7 for any malware, ransomware, or other malicious activities and will react in real time to isolate and prevent a threat from spreading. This applies to the systems in the United States and Canada.

The General Office and West Coast Offices will soon be undergoing substantial AV upgrades in order to have all meeting spaces better able to participate in Zoom type meetings as preparations for the Basic Agreement and Area Standards Agreement begin, as well as use for future negotiations and meetings. These improvements will begin soon after the conclusion of this meeting.

General Office Expansion

In June of 2012, the International purchased the 4th and 5th floors

in a twelve-story condo building in Manhattan to house the General Office. In the spring of 2013, the office in New York moved into the newly designed space that included all of the 4th floor and approximately half of the 5th floor. The remainder of the 5th floor was rented to tenants with the intention of expanding the General Office into that space when the need arose.

The time of need is now here as there is virtually no available office or workstation space due to the growth of staff in the General Office.

Planning and architectural design has begun with the intention to expand and integrate the 5th floor workspace as well as create a large open space to be used for training, functions/events and large negotiations. Once the design is complete, the General Executive Board will be asked to approve the construction expense and that phase will commence. Because of long supply chain delays for various key construction materials such as electrical panels it is not anticipated that the project will commence until 2024 with the goal of completion being the end of 2024.

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. For the year ended April 30, 2023 royalty payments in the amount of \$169,665 were received.
2. The International continues to charge for consultation responses for United States Immigration and Naturalization Service (INS) Visas. For the year ended April 30, 2023,

the International received almost \$1.5 million in consultation fees which exceeds amounts received pre-Covid.

President Loeb began his remarks by thanking Secretary-Treasurer Wood for his report. President Loeb stated that the International has recovered from the COVID Pandemic and its costs, but is now in the middle of industry strife. The International has donated to charities to help members in the United States and Canada who are impacted by the dual strikes occurring nationally.

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 November 1, 2022 through April 30, 2023 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York City June 20-22, 2023 and reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb began his remarks by thanking the Trustees for their consistent diligence and conscientiousness to the records and finances of the International. He observed that the Trustees examine reams of documents, and their work is appreciated.

BARGAINING TRAINING

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., and Education and Training Department Director

Patricia White reported to the General Executive Board on the preparations and education sessions related to the 2024 Basic and Area Standards Agreements negotiations.

Prior to becoming the President of the Los Angeles County Federation of Labor, Yvonne Wheeler was an International Representative based out of the West Coast Office. She worked closely with Motion Picture and Television Production Department Assistant Director Vanessa Holtgrewe to create the outline for a comprehensive class for the MPTV Department local unions' bargaining committees. President Loeb had tasked the Department with empowering the bargaining committees through a shared base of knowledge so the committee members could most effectively represent their fellow members in the upcoming Basic, Videotape, and Area Standards Agreement negotiations.

Once Representative Wheeler became President of the LA County Fed in the summer of 2022, Vice President Miller approached the Education Department to request their assistance in creating and teaching the class. Department Director White did not hesitate to offer her help, and, along with International Representative Jennifer Halpern, took the initial framework and developed it into a comprehensive three-hour long immersive presentation. The goal is to give a broad understanding of the many layers, facets, and nuances of bargaining.

The class covers a wide range of topics related to bargaining with an accompanying PowerPoint. Topics true to most labor-management negotiations

are mandatory, voluntary, and unlawful subjects of bargaining, labor law as it relates to contract negotiation, good faith vs. bad faith bargaining, different characteristics and types of bargaining, the ratification process and the potential outcomes and impact of a “yes” vs. a “no” vote.

Proposal creation is covered in detail, including gathering information from members, best practices when drafting proposals, identifying core objectives and establishing goals, working within the group towards consensus, and finally joining with the larger collection of Locals to reach consensus on a package of proposals.

Woven throughout are elements more specific to the IATSE such as the role of President Loeb as the Chief Spokesperson and the interplay with the “table team”, the use of across the table negotiations and caucuses, the benefits of sidebars, and external and internal pressures upon each side. There is a deeper dive into the work done during caucus sessions to plan strategies and tactics while refining and modifying proposals. The importance of listening, the art and strategy of compromise, and how to work as a well unified team to get the ball across the finish line are all examined.

Finally, the various outcomes and the impact of each are discussed. From impasse, to the difference between a strike vs. a lockout, to contract ratification and the role of the bargaining committee throughout, the class guides the members through various scenarios. International Representatives and various Vice Presidents from the MPTV

Department attended the sessions to assist Department Director White.

Classes began in June, with two initial Zoom meetings for the Area Standards Agreement negotiation committees. More than seventy committee members attended those classes. In July, four in-person classes were held in the West Coast Office for the Basic and Videotape Agreement bargaining committee members. Department Director White taught these sessions and a significant number of committee members attended. There was an in-person meeting for the affected New York Production Locals in July and three more Zoom presentations for the ASA committees and one Basic Agreement Zoom are scheduled for August. In total, hundreds of members became better advocates for their fellow members through the power of education. The presentations have also been recorded in the event of new committee members may join.

Vice President Miller thanked Department Director White and her team for their work and time commitment to this process. It was a daunting task, and they should be commended for their enthusiasm, expertise, and hard work on the members behalf.

There are other preparations in development as well. The leaders of the MPTV local unions have been meeting regularly with the International and Binder Research to create a comprehensive survey for all motion picture and television members in the United States. As the WGA and SAG strikes have lingered, the Department plans to send this anonymous survey out in the early fall. The goal is to have

the most salient results about what is important to the members. These results will help inform the Locals as they draft their proposals in the late summer and fall. Locals may also conduct surveys within the Local, as the need arises.

Focus groups will be formed around the country. These will allow for deeper dives into craft-specific issues. The Union will again partner with the experts at Binder Research to lead these discussions. Much as with the survey, the goal is to use the information learned from these sessions to make sure that core priorities and proposals accurately reflect what is most important to the members.

Websites for both the Basic/Videotape and Area Standards Agreement are being created as a repository for contract and bargaining-related information. There will be a timeline of the evolution of the Agreements over the decades, a place to check in on what phase the negotiations are in, as well as other resources.

Department Director White concludes each bargaining committee class with a powerful quote from Thomas Donahue, former AFL-CIO Secretary-Treasurer: “The only effective answer to organized greed is organized labor.” And the answer to “How to face off against the AMPTP?” is to begin with well-educated and effective bargaining committees. Continue with outreach to the membership, both individual and widespread, and collectively stand together to face what very well be the most challenging negotiations in the history of these contracts.

Department Director White thanked Vice President Miller and his team,

especially Assistant Department Director Holtgrewe, for their support. It is vital that bargaining committees are trained, President Loeb and Vice President Miller had the foresight to see that.

President Loeb thanked Vice President Miller and Department Director White for their report. He observed that it is imperative that people serving on bargaining committees know the lay of the land in collective bargaining. There are various levels of expertise on the bargaining committees, and it is critical that they all know the various nuances that are relevant to collective bargaining. Providing this education will increase solidarity and create the strongest team possible to pursue what the members deserve. President Loeb thanked the local unions for providing vital input that sharpened the negotiations training and helped make it even more relevant to the membership. He concluded his remarks by thanking Vice President Miller and Department Director White for their work, as well as the work by all the local unions and their leaders.

CANADA PERFORMING ARTS WORKERS RESILIENCE FUND (“RESILIENCE FUND”) REPORT

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 the allocation of the \$1.0 million in Resilience Fund funding awarded to IATSE Canada.

The Resilience Fund was established by the Federal Government in 2022 to bolster training opportunities for behind-

the-scenes live performance workers with the goal of assisting all such workers to develop and maintain career-related skills that, in turn, will increase their career resiliency. With this in mind, the IATSE Canada office collaborated with Canadian stage locals across the country to put together locally relevant craft-based training courses in both official languages. The Canadian Office provided logistical support to local unions to both host and promote the training courses after each course was first vetted and approved by Representatives Vergnano and Jennings and then delivered with the assistance of IATSE member expertise and third-party training experts. The Canadian Office also organized and delivered a wide variety of online courses through the IATSE Canada training portal. In addition, the Canadian Office partnered with Global Encore to deliver five “World Class Customer Service” online courses and six audio visual basic in-person courses in five major cities across Canada.

The efforts of the Canadian Office, twenty-one participating Canadian Locals and various industry stakeholders resulted in a total of 2,100 registered learners participating in Resilience Fund training courses. Those learners came from ten provinces and close to half of all those learners self-identified as being part of recognized equity-deserving groups.

Of the one-hundred and twenty-five training courses delivered with Resilience Fund funding, forty-four courses provided learners with formal certification in such areas as fall arrest, forklift, telehandler, occupational first aid

and/or pyrotechnics. Sixty-four courses provided learners with craft-specific training on topics such as stagehand 101, Grand MA 2, rigging, audio mixing ETC board operation, shoe maintenance, wig maintenance, Qlab, Digico, fly systems and counterweights as well as automation and Avixa networking. Diversity, equity and inclusion training opportunities like the Four Seasons of Reconciliation course, BIPOC hair and make-up training course and lighting for different skin tone training course were also delivered with the assistance of IATSE members from the Indigenous and Black communities. In an effort to provide wellness training, courses on mental health first aid, LGBTQ+ workplace inclusion, bystander intervention, stress and burn-out identification and respectful workplaces were also delivered.

Voluntary post-course delivery evaluations indicated learners had a high level of satisfaction with the content, pace and organization of the Resilience Fund courses. In fact, 94% of learners indicated they could perform their job functions better after completing training. The post-course delivery evaluations also identified a significant desire for further training opportunities in the future. The Canadian Office is therefore committed to building on the successful coordination and delivery of Resilience Fund training courses by identifying and pursuing additional federal and provincial government funding for training opportunities in the future.

President Loeb noted his overwhelming approval of efforts such as

this. He remarked that this is an example of tremendous activism resulting in a direct benefit to the members.

COMMISSION ON ARTIFICIAL INTELLIGENCE

General Secretary Treasurer James B. Wood, International Vice Presidents Michael J. Barnes, Michael F. Miller, Jr., John Lewis, Joanne Sanders, International Trustee Patricia White, Department Directors Fran O'Hern, Steve Belsky, Tyler McIntosh, Jonas Loeb and General Counsel Samantha Dulaney reported to the Board on the recently established IATSE Commission on Artificial Intelligence.

The IATSE was formed in 1893 and throughout its 130-year history has dealt with numerous technological challenges. When silent films became talkies, when black and white became color, when television appeared on the scene, when computer programming began to control concert sound and lighting, and when film became videotape which became digital, the IATSE and its members had to adapt and meet the challenges. Throughout it all, the Alliance has grown in numbers and participation in all its industries.

The latest challenge is Machine Learning (ML) and Artificial Intelligence (AI). With that in mind, on May 11th President Loeb announced the creation of the IATSE Commission on Artificial Intelligence. President Loeb said at the time "As AI continues to evolve and proliferate, it is critical that our Union is at the forefront of understanding its impact on our members and our industries".

The Commission members have

met on several occasions to begin to explore a structure, share information and develop a plan for moving forward. It was recognized early on that the Commission will require expert input. Contact was made with MIT and Stanford University which have robust research programs in place. MIT did not feel that their structure matched the International's needs. The International is awaiting a response from Stanford. If Stanford is unable to partner with the Commission, then additional academic institutions will be contacted.

Commission members have also begun to participate in a variety of external meetings and discussions. As an example, Vice President Lewis attended a Union Network International meeting on AI and its potential effects on workers, Political Director McIntosh participated in a listening session with union leaders at the White House and Director McIntosh as well as Assistant Director of Motion Picture and Television Production Vanessa Holtgrewe participated in sessions at the AFL-CIO.

The Commission has released a document entitled "Core Principles for Applications of Artificial Intelligence and Machine Learning Technology" which is available on the IATSE website. It outlines the IATSE's strategic approach to the integration of AI and ML in the Arts, Entertainment, and Media industries. Key principles include taking a comprehensive approach, conducting thorough research, collaboration between sectors and local unions, member education, political and legislative action, organizing, and collective bargaining.

Preservation of workers' rights and job security amidst technological changes is a top priority, and as a Union the International also recognizes that non-union workers' anxiety regarding AI & ML has created conditions where organizing is ripe in new job categories. The document will guide the Commission on AI and is intended to be general enough to consider how the Union will address applications of various new technologies across all sectors of our industries.

After establishing a base structure, the Commission is now at the point where it is considering an expansion by forming an Executive Committee which will allow the Commission to receive input on a broader scale.

As its work continues, the Commission will continue to report to the General Executive Board at future meetings.

President Loeb remarked that the International is taking an informed approach regarding AI and ML and ways in which both may enhance the work done by the crafts covered by the IATSE. To that end, the Commission will engage knowledge experts from academia and will expand to include informed representatives from crafts to guide and advise the Alliance in matters of employment, collective bargaining, representation, education, and training.

GAME WORKER ORGANIZING

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., Assistant Department Director Vanessa Holtgrewe, International Representatives Chrissy Fellmeth and

Mark Patch, and Special Representative Ben Speight reported to the General Executive Board on the organizing work in the gaming sector.

Major Film and Television Production Studios that are members of the Alliance of Motion Picture Television Producers (AMPTP) are steadily increasing their revenue streams into video games. Over the next five years, video game revenue is expected to generate \$532.97 billion, an increase of 7.7% annually. As the Federal Trade Commission noted, video games are now five times more profitable for these employers than motion pictures. For the workers, this means an increase in employment growth of 3.5%. The games industry is exploding with growth, and those working at major studios are ready to organize to protect themselves in an ever-changing labor market. For example the 2012 release of Call of Duty: Black Ops 2 made one billion dollars in revenue within its first 15 days. Avatar, the highest-grossing film at the time, took nineteen days to reach that number in box office sales.

As recently reported in a Bloomberg Law article where the IA's games organizing campaign was featured, neutrality and voluntary recognition could be achieved in this industry as employers seek to engage in forms of labor peace.

Disney, Paramount, Sony, Warner Brothers, Amazon, Apple, and Netflix invest heavily in games. Games remain massively profitable and primarily insulated from seasonal market shifts due to their year-round production and the increasing demand for new games.

President Loeb expressed his appreciation for the report. Gaming is entertainment, and there is a clear nexus between the workers the IATSE already represents and the people working in the gaming industry. No matter the issue, organizing is always the antidote. The hearts and minds of the workers will always carry the day, and the IATSE will not stop until these workers obtain the representation they deserve with all the benefits that come with that representation. President Loeb concluded his remarks by thanking everyone working on this effort for their hard work.

IATSE CENSUS

International Representative and DEI Co-chair Elizabeth Pecos reported on the status of the 2023 IATSE Member Census. The Census is a critical initiative to gather comprehensive, up-to-date information about the IATSE's diverse membership. It is a starting point and much like the U.S. census, this will be a tool to gain insights about the makeup of the International and to identify future needs, determine how to best use union resources, and of course, to ensure that all IATSE members are counted. This is a first-ever, Union-wide effort to understand important information about the Union's overall membership. Data from the census can help develop plans for organizing, education, outreach and collective bargaining as well as create a benchmark for the International and its evolving needs.

The IATSE Census is a culmination of 2.5 years of work of the IATSE DEI Committee and cross cooperation amongst several IATSE departments,

including the Canadian, Education & Training, Communications and Political/Legislative Departments. Conducting the census is a response to the members and local unions who requested it.

At the 2021 Quadrennial Convention, delegates overwhelmingly endorsed Resolution No. 18, which resolved for the creation of an annual report consisting of demographic information pertaining but not limited to age, race, ethnicity, and gender to be referred to the DEI committee for publication.

The theme of the Census is "IATSE Counts" ' building on the Union's rich history and intention to see and reach all members of the Union and to unify in solidarity to set a strong foundation for future union initiatives.

The census aims to collect anonymized, aggregated data on IATSE members, which will be used to inform strategic objectives in various high-level collective bargaining campaigns and help the International better serve and represent the membership. This is a census, not a survey, meaning we are seeking facts on all members on demographic questions versus a survey or cultural audit, which seeks opinions and narrows the data collection to only a sub-part of the population.

When the task of figuring out how to conduct a union-wide demographic survey was assigned to the DEI committee, a special task group was assigned to find a reputable partner. After months of research, meetings, proposal and bid reviews, the committee recommended the Worker Institute (WI) at the Cornell University School of Industrial Labor Relations (ILR).

Cornell, an Ivy League Institution, has impeccable intellectual credentials. The Worker Institute is uniquely positioned to support IATSE's work as they are grounded in union values and have a long history of supporting labor unions in achieving their goals and broader vision. They bring the neutrality of a third party rooted in a research methodology based on high standards of confidentiality and survey research. They use a holistic approach to cultural change that is grounded in multiple levels of work. The Worker Institute's principles and practices are predicated on applying participatory research processes to our work. Participatory research builds trust, understanding, and knowledge, and encourages engagement. The Worker Institute applied this approach to designing the census to ensure that the surveys capture an accurate picture of the demographic makeup of IATSE and to build relationships, partnerships and understanding about the research design process. In the Cornell WI experience, this process helps build trust that results in higher survey participation.

The advisory group, also known as the Census Development Group, is made up of a team of IATSE DEI committee members from different departments, including: Liz Pecos, Kimberly Butler-Gilkeson, Jonquil Garrick-Reynolds, Derek St. Pierre, Bryant Preston, Megan Greene, Andy Garner-Flexner, David Calhoun, Donald Morgan, Patrice Davidson, Malakhi Simmons, and Melanie Barnett-Stubberfield.

IATSE Collaborators on Census Development group: John Lewis, Patricia White, Jonas Loeb Tyler McIntosh, Nate

Richmond, Joanne Sanders, Jimmy Rainey, and Wesley Vega

There are two websites, the Cornell census website on the ILR page, <https://www.ilr.cornell.edu/worker-institute/iatse-census>, and the IATSE census website on the IA page, <https://iatse.net/2023-member-census/>. The Cornell site has information on the WI team; a roadmap, top FAQs, a tab to take the census, and a progress tracker that tracks participation in real time. The IA census site has a link to take the Census, latest information, tool-kit materials (logos, sample emails, talking points), information on the IATSE census team, and more FAQs.

The census launched on July 10, 2023 with an email from Cornell to all IATSE members for who the International has contact information. A reminder from IATSE Communications Department also went out a few days prior. The emails to members from Cornell University WI come from: iatse_census@cornell.edu. They contain personal confidential links to the Census.

During the initial rollout, Cornell WI team experienced technical difficulties relating to the census website, and as a result, some members who attempted to take the Census during the first few days encountered errors on the site. Once the issues were discovered, the team froze the distribution of personal links to members and worked to troubleshoot the issues. After resolving the issues and a period of testing, Cornell WI relaunched the census on July 17, resuming emailed invitations to IATSE members. Real-time monitoring of the Census was implemented to ensure

smooth operation moving forward. Since then, no errors related to the system have been reported.

During the first week, Cornell University WI, IATSE comms and members of the census groups addressed member questions about the delays in receiving invites to participate in the Census and general inquiries. Post launch, the IATSE DEI Census Committee has worked with the WI team to ensure access for all members to take the census. These are the ways members can access the census:

- Individualized link sent in email from Cornell to your address on file from iatse_census@cornell.edu
- A tab on the Cornell census website titled "Take the Census" linking directly to the census verification page
- A QR code generated by Cornell WI, posted on the IATSE census website and shared on tool-kit materials
- A general link provided by Cornell: <https://sri.cornell.edu/iatse/> that will take you directly to the verification page.

Only current members are permitted to take the Census, so all members must verify using first and last name, Local number and year of birth. If the information entered in the fields does not match what is on file, an initial failed verification happens and members are asked to provide first/last name, Local number, email address and DOB. This information is sent to Cornell WI which will conduct a further investigation into determining eligibility. Since the programming is reliant on the information currently on

file, a failed verification is triggered if members enter their information with a typographical error, a nickname, or a different name than what is in the database. The second set of information is necessary so Cornell can cross reference to information and, if needed, verify with IATSE if a person is a current member. Once determined eligible, the WI team will program a census with the updated member information and email a new personalized link to take the Census. It should be noted that it takes the WI team a few days to process failed verifications due to the thorough process to verify eligibility, especially if the new information is different than what is on file (i.e. a different first/last name). An unexpected benefit of the census verification process is the ability to update member records that are outdated or missing information with current information.

There are multiple ways to take the Census, and it was the priority of the development team to bring a census to the membership that, in addition to collecting valuable data, was simple and easy to access and complete. The census takes on average less than five minutes to complete and is available in English and Spanish for U.S. members and English and French for Canadian members. Members can access their census form and toggle back and forth between questions if needed. Participation is of course voluntary, as is answering any of the questions on the census, with the exception of the verification questions to determine if you are an IATSE member. Once a member submits their census, they will not be able to access the

form any longer, and they are officially counted.

The WI will send periodic reminder emails to members who have not yet completed the Census. The Census, Communications and Education groups will be working throughout the open census period to engage and remind members to take the census.

Cornell WI is also providing periodic reports of Local participation percentages per Local. These individual reports will be emailed to Locals three times throughout the census open period, during the weeks of August 7, August 28, and September 18. We received a preliminary review of these numbers indicates that some Locals are reporting an impressive 45% participation, with several Locals trailing closely between 40-43% participation. Out of 350+ Locals, only eight have a participation of zero at this point, meaning 98% of local unions have at least some participation in the census.

The Census will remain open to coincide with the District conventions, closing at the end of September. Analysis of the responses to the IATSE census by the WI team will take place in October and November. The results of the census will be provided to Union leadership in a report at the General Executive Board meeting in January 2024 and subsequently shared with Locals. It is important to note that all reporting of the findings from the Census will be anonymous and confidential and in summary format. That means there will be no reporting on individual members' responses. Once members submit their census, the WI team takes

the information, and it is de-identified from the member's name and becomes anonymous data. After the mid-winter GEB in 2024, IATSE will disseminate individual Local reports.

Data from the Census can provide us with a wide range of decision-making and strategic objectives to determine Local needs and to develop plans for organizing, education, outreach, and collective bargaining and to help better advocate for IATSE member rights and interests. By participating in the census, all members are helping to shape the direction of the IATSE and helping to ensure that the Union's actions and priorities reflect the needs and experiences of our diverse membership. We call upon all IATSE leaders to encourage members to participate in the 2023 IATSE Member Census today, emphasizing that their input is vital to building a stronger and more effective Union, where everyone in IATSE counts.

Representative Pecos expressed her appreciation to President Loeb, the Census DEI Committee, Communications, Education and Training Departments, IATSE IT Administrator Rainey and Department Manager Vega, Local leaders and members.

President Loeb remarked that the DEI Census is the direct result of Convention action, having been directed by the delegates to the 69th Quadrennial Convention. He encourages Locals to engage their members to participate because the census is about who the International is as a labor organization. He expressed his appreciation to Representative Pecos for her painstaking

work with Cornell, and to the DEI Census Committee for their conscientiousness in developing the questionnaire and to seeing this project to fruition.

IATSE COMPUTER SYSTEM

General Secretary-Treasurer James B. Wood and Finance Department Manager Wesley Vega reported on the project to upgrade the computer system of the International often referred to as the database or finance system. The present system was developed almost fifteen years ago. Most systems last between five to seven years so this system has served the International well.

The system has at its core the membership database and the local union database. However, these two items touch so many things in the International such as Pink Contracts, conventions, accounting, training records, business contracts etc. The project to upgrade everything is a very large undertaking.

The General Executive Board approved the expense to completely overhaul the system and that project began late last year and there is now a projected completion date of February 2024.

General Secretary-Treasurer Wood played a short video that demonstrated two of the new features that will most impact local unions. The first section focused on the new ability to complete the membership application process in a completely electronic manner. The second section displayed the new ability to make online ACH payments to the International for per capita payments and any other transactions that take place between the Locals and the International.

It is expected that the electronic membership application feature as well as the ability to conduct ACH payments will be released for the Locals use in late September/early October. There will be online training modules as well as support from the General Office available when it launches.

General Secretary-Treasurer expressed his appreciation to Department Manager Vega for his work on the Finance Department portion of the system and he also acknowledged the hard work of IT Administrator Jimmy Rainey who is acting as the IATSE Project Manager and is the main liaison with the computer programmers.

President Loeb remarked that the present system is old and needs updating. He noted that Locals requested the new adjustments. The new system will be faster and more efficient. President Loeb thanked Secretary-Treasurer Wood and his team for their work on this new computer system.

IATSE STAGECRAFT DEPARTMENT

International Vice President and Stagecraft Department Director, Michael Barnes, along with International Vice Presidents Daniel DiTolla, John Lewis, Craig Carlson, Paul Dean, Jr., International Trustee Patricia White, Assistant Department Director Stasia Savage, International Representatives Peter Marley, Christopher Bateman, Daniel Little, Bo Howard, Steve Lutge, Amanda Sager, Brian Munroe, Joseph Short and David Garretson, updated the Board on the activities of the Department since the Board last met in January.

The Stagecraft Department structure

to track, report, plan and modify strategic objectives is moving forward and adaptable to the changing needs of the membership. The strategy is built on the foundation of "increasing market density" through organizing.

An analysis of stagecraft local unions, based on the strengths, weaknesses, opportunities and threats (SWOT) technique has enabled the Department to position autonomous Locals so that they are not at a disadvantage when negotiating with employers. Specifically, national agreements in the U.S. and Canada, coordinated bargaining, standardized training and good communications are being used to strategically bring together Locals to make Local autonomy a strength.

A direct correlation can be drawn from the recent contractual gains during this recent cycle of negotiations and the International's market share. These improvements directly relate to the Union's density with the League and Non-League negotiations. And, staffing shortages enabled the Union to negotiate strong contracts with concert promoters such as Live Nation.

Represented workers are demanding more at the bargaining table. Reports indicate work actions and strike authorization votes are increasing. Non-represented workers are demanding the same change at their worksites creating unprecedented organizing opportunities. The bargaining and organizing trends within the Department are in line with information recently released by the Bureau of Labor Statistics and Cornell University's School of Industrial and Labor Relations for all union sectors.

Like other reported union sectors, IATSE membership numbers in the Department. The IATSE's organizing is increasing but the volume of work is such that there are not enough unionized workers to keep pace.

The Post COVID changes to our economy and society continue to have a ripple effect on the Department's activities. The devastation of an eighteen-month shutdown, followed by staffing shortages, financial distress, mental health issues, inflation and societal unrest has created an environment that is both threatening and opportunistic. The Department is coordinating with the Communications Department to respond to member and worker issues and advising unrepresented workers the IATSE is the entertainment Union that represents backstage/behind the scenes workers and can improve their lives.

The Department tracks and reports on assignments and directives given to representatives. Since the last report to the General Executive Board in Hawaii these data points are trending positively. Bargaining results, organizing activities and administrative assistance have improved and increased. The numbers in organizing and collective bargaining have trended significantly higher. There is no better time than now to organize, increase market density and increase strength at the bargaining table.

The following provides the details of the Department's activities as they relate to assisting Locals and achieving our mutual endeavors.

Administration

The additional staffing and reorga-

nization of the Department has netted significant results. Representatives have been engaged with 396 activities representing a 25% increase over the prior six-month cycle. The assistance to Locals included crew and job visitations, job staffing, mergers, grievances, COMET training, constitution and bylaws assistance, online meetings, internal organizing, committee assignments, industry show participation and investigations.

The Stagecraft Department standardized assistance programs are in place and available to all Locals. Standardized Programs include Mental Health Assistance, Live Event Worker Recruitment, Stagecraft Safety Training, Rigging Proficiency Program, Pathway to Membership, New Officer Tracking and Training Program.

District Zoom meetings for the Stagecraft Locals were put in place during this six-month cycle. The meetings are held monthly to go over activities in Districts and to reinforce the Department's programs. Preliminary data indicates a direct correlation between the District Meetings and increased engagements with the Locals.

A program is in place to improve communications with Locals and workers covered under International agreements. A visitation schedule is in place for Representatives to visit touring road shows. The template is being expanded to include visits to the family shows covered under International agreements.

Phase One of the Department's contract management program is complete. Coordinating with the West Coast Office, collective bargaining

agreements in which the International is signatory or co-signatory have been submitted to the West Coast Office along with the required data information sheet. The information is also being maintained separately on the Department's web-based Microsoft Teams app. A Representative has been assigned to each contract to monitor and schedule early preparations for upcoming negotiations. Many of these agreements cover multiple Locals. The monitoring and early engagement is in place to reduce the need for contract extensions. Phase Two of the program, will include tracking direct Local agreements where the International is requested to provide assistance. Vice President Barnes extended thanks to Vice President Miller, the West Coast Office and the Department Representatives for their help and assistance in gathering the information.

The Department's investment in communications and increased interactions with Local leadership and to initiate this program is in line with the increased numbers the Department is seeing in collective bargaining and organizing.

Bargaining

Between January through July 2023 various Representatives have been engaged in 190 bargaining assignments, representing a 57% increase over the last reporting cycle. One hundred and twenty-five of the bargaining engagements have been completed.

Collective bargaining activities included 113 separate Locals with engagement in each of the IA's 14 Districts. 84 Locals were assisted with

multiple negotiations, twenty-nine were single agreement engagements. National Agreements covering multiple Locals were bargained including The Broadway League, Non-League, V-Star, Barney Monk, OVG, Live Nation, Rock Labor and Theatrical Resources. The bargaining assistance included small, medium, and larger Locals, representing various crafts including Stage, Wardrobe, Ticket Sellers, Casino Workers, Front of House, and B Locals.

The post COVID bargaining trend in the Department continues as both the International and Locals are reporting significant gains at the bargaining table.

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 Touring Crews established the priorities for this cycle of negotiations to address the issues facing the workers on the road. The contract expired June 30, 2022. A bridge agreement was agreed to by the parties to work through the 2023 touring season while bargaining continued. Negotiations for a new agreement concluded prior to the June 30th expiration.

Among other things, the new agreement includes, single room occupancy, which was the number one priority of the unit, two rest days each month on tour, substantial wage increases on M and S tours; additional premium pay, sleeper bus accommodations, and Juneteenth holiday.

President Loeb directed the Department to submit the agreement to the bargaining unit for a ratification

vote. The International President's directive was extremely appreciated by the unit who overwhelmingly ratified the agreement with 86% approval.

Vice President Barnes extended appreciation to Assistant Department Director Stasia Savage, International Representatives Brian Munroe and Don Martin, Associate Counsel Adrian Healy and the Bargaining Committee members Angela Johnson, Kevin Hoekstra, Paige Zaloudek, Dylan Dineen, Claire Gaudette, and Brandon Bolton for the time, commitment and institutional knowledge they contributed to achieve this contract.

Oak View Group (Spectra LLP)

The Union's priorities this cycle included economic increases, addendum modifications and adding uncovered facilities to the OVG agreement. Twenty-Five Locals are covered under the National Agreement, eighteen Locals have direct agreements with the company.

The bargaining committee consisted of International Vice Presidents Miller, Lewis, Carlson and International Representative Carlos Cota. Proposals submitted by the covered Locals were included with the modifications proposed by the International. Covered Locals were updated and provided feedback throughout the process.

The bargaining between the International and Oak View Group was completed April 2023. Changes to the Master Agreement will apply to all Locals covered under the agreement. Retroactivity was paid back to April 1, 2023.

The Master Agreement and addendums have been updated and sent to each of the covered Locals. Representatives have been assigned to contact each of the Locals to answer any questions and monitor the agreement.

The Quarterly Meeting for the OVG agreement is scheduled for August. Vice President Barnes extended thanks to the Bargaining Committee and the Locals for their participation and patience throughout this process.

Organizing

The Department has been engaged with 115 organizing drives over the past six months, 25 of which have reached the bargaining stage. President Loeb's message of "Growth equals Strength" is resonating throughout the Stagecraft Locals as a culture of organizing is gathering momentum. The Department engagement and Local initiatives are resulting in measurable growth. The following data is reflective that organizing is occurring in every craft throughout the United States. We are including the details of these drives as we would like to acknowledge the Locals that are organizing and demonstrate that organizing can occur in any craft, anywhere and at any size. These numbers do not include the growth reported as part of the Canadian Report nor the organizing drives Locals have completed on their own.

Organizing Activities of Note and Unit size include:

Local 7 Stage. DCPA. (45)

Local 8 Stage. Brooklyn Bowl. (43)

Local 15 Stage. Washington Center Performing Arts Box Office. (11)

Local 154. Maintenance Workers. Shakespeare Festival. (14)
 Local 306. SVA. (13)
 Local 720. Brooklyn Bowl. (50)
 Local 750 Treasures and Ticket Sellers. Steppenwolf Theater. (45)
 Local 799. Theatrical Wardrobe. Pennsylvania Ballet. (4)
 Local 887. Theatrical Wardrobe. Shakespeare Festival. (3)
 Local 887. Theatrical Wardrobe. Book-It-Repertory. (3)
 Local B-18. Front of House. Chase Center. (250)
 Local B-192. Front of House. Pantages Theater. (70)
 Local B-4. Front of House. Leader. Bank Unit size 50

As frequently stated by President Loeb, the International's biggest and easiest organizing target is the Local's nonmember dispatch over hire list. The Departments suggested goal of 25% growth between conventions is gaining momentum as there is a measurable increase in the number of Locals taking workers into membership. Specifically, of the 290 Stagecraft Locals, 137 Locals experienced growth: 17 Locals experienced 25% or more growth; 12 Locals 20% to 24% growth; 26 Locals 10% to 19% growth; and 82 Locals 1% to 9% growth. Of the 24 Special Department Locals, 4 Locals experienced 25% or more growth; 2 Locals 10% to 19% growth; 1 Local, 1% to 9% growth.

The Stagecraft organizing activity is at an extremely high level. The U.S. Federal Government's interest rate hikes will at some point take hold. If the messaging sounds urgent, it is. Now is the time to organize.

Activities

Representatives were assigned to and participated with the following industry shows and labor organization activities: Green Committee, Women's Committee Pollstar, LDI, ETCP, USITT, Event Safety Alliance, Interreligious Network and Live at Lititz Production Summit.

Vice President Barnes noted that the programs in place to increase market share through mutual endeavor and using the Four Pillars are in line with President Loeb's convention themes. The result of this growth and strength has been proven in the contractual gains and quality of life improvements that have been negotiated in collective bargaining agreements. The mortar of mutual endeavor along with the Four Pillars; Leadership, Skills and Safety, Activism, and Communication, has provided the tools used to administer the Department. The Department will continue to work with the Stagecraft Locals to assist in bargaining, organizing, administration and connecting autonomous Locals to establish standardized policies and coordinated activity. The Department requests stagecraft Locals attend the monthly District meetings, participate with standardized programs, and create a culture of organizing in their respective Locals.

He thanked President Loeb for the additional staffing to assist the Stage Locals, for the team of lawyers who have been assisting with our engagements, the Department Directors who have provided tools and advice, the Department Representatives, and the Locals. The Department's goal of growing, strengthening, and improving

the lives of the people we represent will depend on continued solidarity and commitment to the members.

President Loeb remarked that this is a report of substantial progress. The increased organizing is a success story on its own. The successful negotiations of the International agreements including the Broadway League, Non-League, Live Nation and OVG are improving the lives of workers who tour and those who are in local unions. The engagement with local unions is encouraging and necessary to ensure Locals are informed and not pitted against each other when negotiating with national and international companies. President Loeb commended the strategy employed by the Department and the direction of Vice President Barnes. He thanked all the representatives and the Locals for their hard work and diligence.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

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

The industry is at a much different place than when the Department last reported to the Board. Vice President

Miller began by discussing the reduction of production volume across the United States. With the unprecedented growth of streaming media over the last decade, the Department knew that sooner or later, the industry would level off. The only question was, when would the volume peak?

At the start of 2023, with the threat of potential Guild strikes, (two of which happened) inflation fears, and viewership declining in streaming and traditional cinema, that time had arrived. Benjamin Swinburn from Morgan Stanley estimated that the continued push into streaming in 2022 by Disney, Paramount, NBCUniversal, and Warner Bros Discovery, which owns HBO, collectively cost the entertainment companies more than 10 billion dollars in operating income. These losses required cost-cutting throughout the entertainment business. There was – and is – pressure to bring down debt levels. The Studios anticipated a difficult year, and it is here. Analysts see the streaming sector entering a new phase that is characterized by slower growth combined with higher costs. Many IATSE members returned from the holidays with fewer projects to choose from.

Then, in May, the Writers Guild negotiations with the AMPTP fell apart, and the Guild went on strike. As picket lines went up across Los Angeles, and then spread to other cities across the United States, with IATSE and Teamster members refusing to cross, shows began to go on indefinite hiatus. Projects that were in pre-production were paused. Hourly health contributions to the

Motion Picture Industry plans (MPI) have declined significantly since this time last year.

Assistant Department Director Holtgrewe was busy in the first few weeks of the strike reminding employers that they cannot ask crew members if they would cross a picket line. She reminded them that is an unfair labor practice and, with that reminder, companies instructed their production teams to stand down.

To help assist members in need, the General Executive Board unanimously approved a \$2 million contribution to be distributed to the Union's members who are in need of financial assistance due to the Writers Guild strike. The financial aid is available through the Motion Picture & Television Fund (MPTF), the Entertainment Community Fund (formerly The Actors Fund) and the Actors Fund of Canada.

In June, the Directors Guild of America was able to finalize a deal with the AMPTP, which was overwhelmingly ratified by its membership. SAG-AFTRA, after failing to reach a satisfactory agreement, went on Strike in July. This is the first time since 1960 that two of the Guilds are on strike at the same time.

Due to labor unrest in the United States, the growth of skilled overseas film crews and infrastructure, and foreign entertainment tax incentives, the Department is carefully monitoring where productions are being produced. Netflix recently announced a \$2.5 billion investment over the next four years to produce series, movies, and reality shows in South Korea. As many foreign countries now offer sizeable

entertainment tax incentives, the Department has seen a growing number of large-scale productions produced overseas in recent years.

Vice President Miller concluded this update and pivoted to the preparations for the Basic and Area Standards Agreements negotiations in 2024. The International and Motion Picture Locals have been meeting regularly and their bargaining committee members have attended the first-ever series of intensive bargaining committee classes, presented by Education Director Patricia White. Those training classes and other member-outreach initiatives are covered in a separate report.

Assistant Department Director Holtgrewe, alongside Political and Legislative Affairs Department Director Tyler McIntosh, attended the AFL-CIO's Technology Briefing on Artificial Intelligence in mid-June. This was a day and a half event that brought together almost two dozen unions and members of the AFL-CIO's Technology Institute. The implementation of A.I. into workplaces was examined, as well as how labor law is affected by digital technology. The second day focused on bargaining strategies and policy creation when dealing with the introduction of new technology.

Vice President Miller then gave an update on the status of organizing Music Supervisors. As reported at the last Board meeting, Netflix refused to voluntarily recognize the Music Supervisors or agree to a card count, claiming they felt the Music Supervisors were Independent Contractors and thus, could not be organized. In response, the Department

filed with the National Labor Relations Board for a determination on the matter.

Unfortunately, in June, the Regional Director ruled that Music Supervisors are Independent Contractors, and thus, under U.S. labor law, cannot be represented by a Union without voluntary recognition by an Employer. Local 700's Organizer Rob Callahan is assisting the group with internal fact gathering, including a wage survey, and creating standard working conditions that the Music Supervisors can use in their negotiations with the employers. Although the Department is extremely disappointed in this ruling, Vice President Miller pointed out that you miss 100% of the shots you do not take and these workers deserved to be helped in their quest for representation.

Representative Marley assisted in the negotiations between Local 705, Motion Picture Costumers, and ABC Inc., for work done at the broadcast center. In addition to wage increases, the Local was able to secure health and welfare contributions on all hours worked as opposed to straight time hours only, effectively increasing the contributions by 50%. Local 705 also concluded a deal with the Hackman Group for its facility at Beverly and Fairfax, (the old CBS Television Center).

Vice President Davis has been working closely with Local 705 to connect them with existing training programs through Hollywood CPR and Los Angeles Trade Technical College.

LA Trade Tech has the most diverse and economically challenged student body of any of the colleges in the Los Angeles region and offers a four

semester "Fashion Design" certificate program. Hollywood CPR is the premier training entity for the crafts represented by the IATSE. The first set of students are expected to graduate and receive Industry Roster placement in August.

Vice President Davis has also been assisting Local 706, representing Hair Stylists and Makeup Artists in Los Angeles, in their exploration of a workable training and diversity plan.

International Representative Aredas was, prior to the WGA strike, busy working alongside the Locals organizing several low budget features in the field.

There have been several grievances filed on multiple Low Budget productions due to productions not paying the crew wage and benefit obligations. Representative Aredas has been actively pursuing these producers until the crews are made whole.

Commercial production remains steady throughout the United States and members continue to report their non-union jobs. Organizing can be challenging with some employers.

At the end of June in Los Angeles, three projects were organized in one day. These successes are only possible when crew members report non-union work to their Local.

Local leadership across the country has been busy organizing commercials in tandem with International Representatives Aredas and Tyree as well as Special Representative Chris O'Donnell.

This summer, the New York Production Locals are also successfully organizing projects and continue to work with crews to maintain industry

standards throughout the tri-state region.

In Georgia, the Locals continue to represent and help the workers in this industry to fully understand their worth and value. Through the efforts of Mike Akins at Local 479, Theresa Khouri at Local 600, Samantha Reese at Local 798, Joel Cohen of Local 800, and Brian Johnson at Locals 161 and 700, the Locals had successful campaigns in Augusta and Atlanta. The Georgia team was also successful in signing episodic series' to IATSE Agreements.

Local 494 Business Agent Neftali Nieves, along with Local 600 Business Representative Anna Nowlan, and Local 800 Field Organizer Ron Allen, have had organizing successes in Puerto Rico. The Locals were able to maintain the industry standards of the Union's contracts and that of the island to avoid work stoppages.

With the leadership of Tony Barracca, Business Manager and Secretary Treasurer of Local 476, the Chicago Locals have continued to organize. The organizing work in Chicago would not have happened without the efforts from Local 600 Business Representative Ashurina Atto, Local 769 Business Representative Tom Pusateri, USA829 Central Region Business Representative Matt Walters, and Local 800 Associate National Executive Director Joel Cohen.

Assisted by IATSE Special Representative Ben Speight, International Representative Mark Patch has been tasked with organizing in Visual Effects (VFX). There has been significant progress in this organizing campaign since the last General Executive Board

meeting. IATSE Representative Patch has formed Organizing Committees and has trained VFX worker leaders in conducting direct outreach to eligible co-workers.

IATSE Organizers also coordinate with the IA VFX Worker Advisory Council, led by visual effects artists and worker activists who publicly advocate for the campaign within their community. The group has regular meetings year and worked with the Communications Department to conduct the 2022 VFX Worker's Wages and Working Conditions Survey. Survey results were published on March 1 and were widely covered in the trades and as well as in Variety, the Guardian, and Vulture, among other publications.

Representatives Shipley and Pecos continue to improve and standardize the deposit process. This benefits the members through more thorough and efficient deposit collection and tracking. A document outlining the deposit process was sent to all Locals, as well as another public facing document outlining the process which has been sent to all the regular payroll companies and is distributed with signed agreements. Productions now have the process and procedures from the beginning and know what is expected of them.

The Department has instituted additional steps on the front end to get required deposits on file. This includes a weekly report from the database, after which Representative Shipley emails the associated IA Representatives the projects that are still missing deposits in their jurisdiction and follows up on any missing deposits signed to

agreements out of the West Coast Office. This additional process has been very effective in reducing the number of missing deposits from several dozen in the past to a handful of current and future projects that require follow-up.

The Department's records currently show over \$45 million in IATSE dedicated payroll deposits for 295 projects from 2020 on. The Department continues to look for additional ways to make this process work more efficiently for all parties involved while ensuring enforcement of the deposit requirement, which helps to make sure that members are paid in full and properly for their work on these productions.

Reporting on the Roybal Film and Television Magnet high school program, whose mission is "to build a more inclusive pipeline of historically underrepresented, college and career ready students interested in the film and television industries", Representative Shipley and the West Coast Studio Locals have continued to engage with the program. Shortly following the Mid-Winter GEB, the school hosted Vice Presidents Miller and Davis, International Representative Shipley and representatives from eight Los Angeles-based motion picture and television Locals for a tour of several classrooms and discussions with students. In the intervening months, Vice President Miller has joined their Advisory Board and serves in that role alongside founders Bryan Lourd, George Clooney and Grant Heslov. Local leaders have engaged with the school to consult as they build their curriculum and recruit members to volunteer for their upcoming

mentorship program. Both of these will launch this coming fall semester. The planned curriculum is unique in that it incorporates lessons around the industry into all subjects; for example, math classes scaling construction drawings as a part of their regular lessons. As the Union continues to prioritize fostering a more diverse and equitable industry, the Department looks forward to working in partnership with the Roybal school.

A school in Baton Rouge is planned to launch in 2025 following this model. A delegation from Louisiana, including Local 478 Business Representative Cory Parker, was in Los Angeles on May 8th to learn more about the Roybal magnet model.

As part of one of the Resolutions passed at the 2021 Quadrennial Convention, the Department is pursuing a gender-based wage disparity study to be utilized in the upcoming Basic and ASA negotiations. Locals have been asked to report crafts that are majority and historically female-staffed and underpaid compared to their counterparts on the crew. After working with The Economic Roundtable to chart a plan for the proposed pay equity study, their schedule and workload, as well as the expectation of being able to help coordinate the release of information in line with the bargaining schedule, prohibited this partnership from moving forward.

Following that development, Representatives Shipley and Pecos reached out to more than twenty schools and organizations across the country to inquire if they would be able to conduct the pay equity study or suggest

a group well suited to do so. After a number of proposals were submitted, and follow-up interviews conducted, it was recommended, and the General Executive Board approved, to move forward with the proposal from the University of Massachusetts – Amherst Labor Relations & Research Center, led by Professor Clare Hammonds. The Department is in the initial stages of its work in partnership with them.

Representative Pecos has been assisting Local 161 with their Accountant organizing campaign, whose slogan is “Count Us In”. Local 161 met with President Loeb, IATSE General Counsel Samantha Dulaney, and Representative Pecos after presentations at the Mid-Winter and Mid-Summer GEB meetings and receiving approval for Defense Fund assistance for their campaign to organize Accountants. Local 161 has been tasked with determining an organizing target and has been working internally on research, strategy, building their team and communications.

The Joint DEI Committee, chaired by Representative Pecos, has been working on developing responses to a document received by the Producers that proposes language regarding a working internship program for both the Basic and Area Standards Locals. The Basic and ASA groups are meeting separately to discuss the proposals amongst their Locals and are in the process of submitting responses to the Producers documents.

Outside of the Joint D.E.I. meetings, Representative Pecos continues to meet with individual Locals to provide support regarding their plans/development of training and outreach programs, working

with states to allocate D.E.I. workforce development funds, and to support Locals that are working with producers and studios interested in setting up D.E.I. internships on productions.

Assistant Department Director Holtgrewe and Representatives Pecos, Fry, and Shipley have been working with the Hollywood Commission before the projected fall launch of their resource and reporting platform tool MyConnect. They have participated in training covering Trauma Informed Intake, Crisis Intervention Counseling Techniques and Introduction to Reporting Child Abuse, as well as monthly admin meetings with other stakeholders and technical training on the platform. In order that the Department is ready to assist members in need, Assistant Department Director Holtgrewe has met with the Industry Community Fund to help develop further first responder training.

After initial pressure testing, the Hollywood Commission presented the tool to Business Representatives for Motion Picture & Television Department Locals across the country. The Department looks forward to the planned fall launch of this tool which will provide US-based motion picture and television department members with additional resources for support and reporting options for harassment and misconduct at their workplaces.

Representative Shipley was present at the June 13th graduation for the California Film Commission Pilot Career Pathways Program’s Entry-Level Production Accounting Course Graduation & Hiring Fair at the IATSE West Coast Office to introduce DeeDee

Myers, the Director of the California Governor’s Office of Business and Economic Development and answer questions from the potential future members of the accounting classifications in her capacity as President of Local 871.

When “Rust” restarted production in late April in Montana, Representative Fry made sure that the production knew what was expected of them. The affected Unions and Guilds kept in contact to handle any issues as a group. The Union presence on the set was heavy for much of the 25-day filming schedule, and IATSE Safety Officer Kent Jorgenson was present for the first few days.

In conclusion, Vice President Miller discussed the need for union solidarity during these uncertain and difficult times. The importance of the negotiations next year cannot be understated. Months of greatly reduced employment will impact those negotiations in a number of ways. The Department is carefully monitoring the Motion Picture Industry Health Plans, as their funding will be a core part of the Basic Agreement negotiations. Working with the Locals, the Department plans to have the most well-educated bargaining committees possible, with well-crafted proposals ready in early 2024.

President Loeb thanked the Department for its report. He noted that these are difficult times in the industry, to say the least. The focus must be on supporting the members and their families with a wide variety of resources to help them get through this difficult period. The IATSE will be ready to negotiate its major agreements next year. Part of that process will be evaluating

whether the changes made during the last cycle have improved the conditions they were meant to address. The IA must be as unified as possible as it goes into the next bargaining cycle. President Loeb noted that continuing organizing efforts by the Department are incredibly important. He concluded his remarks by pointing out that the IATSE must stay on top of changes in technology in order to protect the benefits of its collective bargaining agreements for all workers in the industry.

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 Dan'l Cook, Carlos Cota, John Gorey, Ben Hague, Cindy Jennings, and Bryant Prestin provided an update of Departmental activities to the General Executive Board since the 2023 Mid-Winter Meeting.

Celebrating a Milestone

The Tradeshow Department was established during the July 1998 Convention in Toronto, Ontario. Thanks to the efforts of, among others, retired International Vice Presidents Bill Gearns and Vice President Harper as well as retired International Representatives Dick Varani and Lou Falzarano, the Tradeshow Department celebrates its twenty-fifth anniversary at these Mid-Summer General Executive Board meetings.

State of the Tradeshow and Exhibition Industry

The Center for Exhibition Industry

Research (CEIR) data for the first quarter of 2023 confirms that the tradeshow and exhibition industry continues to recover, with overall metrics improving over the past eight quarters. Of the completed events in 2023 to date, 33% have surpassed pre-pandemic levels which represents a doubling of results over the first quarter of 2022. Recent economic indicators such as consumer spending, payroll employment and job openings compared to unemployment metrics are all cause for optimism in the industry and an expectation that the industry will see full recovery from the pandemic in 2024.

Association Partnerships

Exhibitions and Conferences Alliance (ECA)

The ECA is a coalition of ten organizations including the Tradeshow Labor Alliance of which the IA is a member. The ECA was organized in 2020 to advocate on behalf of events industry stake holders.

Since the Mid-Winter General Executive Board meetings, the ECA prepared for and participated in its first in-person Lobby Day on Capitol Hill since the pandemic on June 1, 2023. Vice President and Tradeshow Director Sanders joined nearly one-hundred industry partners from twenty-four states who participated in one-hundred and two meetings with Congressional representatives.

Exhibitor Services and Contractors Association (ESCA)

Vice President Sanders is currently serving her first term on the ESCA Board. In-Person board meetings were held in Chicago, Illinois in March 2023

and again in Sandestin, Florida in June 2023.

Vice President Sanders and Representative Gandolini continue to serve on the ESCA Labor Management Committee (LMC). They participated in LMC meetings by zoom video conference in May 2023 and in an in-person meeting in June 2023.

Representative Gandolini participated in an ESCA Health and Safety Committee meeting in May 2023. During that meeting, the group began the work of developing goals, objectives and standards for the industry going forward.

The ESCA Summer conference was held in Sandestin, Florida in June 2023. Vice President Sanders, and Representatives Cook, Gorey, Hague, Harper, and Preston attended. Several education sessions were scheduled over the three days, addressing the current economic climate; AI and its impact on the industry; Diversity, Equity, and Inclusion; and workforce recruitment and retention. This event also served as a platform to network with people who play crucial roles as both industry partners and employer entities. The Tradeshow team was able to network with industry leaders from, among others, Cort, Freeman, Modern, Fern, GES, Shepard, IBEW, IUPAT, and the Carpenters Union.

Encore Organizing & Negotiations

Local 22 Washington, DC

In early 2019, Local 22 won an NLRB election to represent the riggers at the Gaylord National Resort & Convention Center at National Harbor and other properties in the surrounding area.

Initially, Encore (then PSAV) ignored its obligation to bargain, applied unilateral changes to conditions of employment and reduced work calls to the unit. The Union responded by filing unfair labor practice (ULP) complaints, four of which still remain under investigation by Region 5. Since the Mid-Winter GEB, the parties were able to resolve one of the Union's ULP complaints and continue to participate in negotiations for a first collective agreement.

Local 77 Atlantic City

Representatives Cook and Hague continue to assist Local 77 in bargaining a renewal agreement. Negotiations are, however, currently on hold pending a third-party audit of Encore's assessments, benefits and remittance reports to the Local and delinquencies.

Local 107 Oakland

Local 107 is in negotiations for a successor agreement with Encore with the assistance of Representatives Cook and Cota. Encore (then PSAV) inherited this work after the previous Local provider walked away. Since negotiations began, the Local has experienced a steady increase in workload from Encore which has resulted in the growth of their relationship in that region.

Local 122 San Diego

Representative Cota has been actively involved in providing support and guidance to Local 122 in managing the Encore audio-visual technicians the Local organized shortly before the pandemic.

Local 611 Monterey County, Santa Cruz

As a result of an organizing campaign

before, during, and after the pandemic, the Local has maintained its bargaining rights. Representatives Cook and Cota are currently assisting the Local in its negotiation of a first collective agreement.

National Agreements

Encore Global

Representative Jennings worked closely with Encore to secure training in five Canadian cities as part of the Canadian Performing Arts Workers Resilience Fund training initiative. Customer service trainings were hosted online and in-person. Basic AV classes were conducted with Local 118 Vancouver, Local 63 Winnipeg, Local 105 London, Local 471 Ottawa, and Local 680 Halifax.

Bargaining of local terms for these five cities to be incorporated in the National Agreement is scheduled for September 2023.

Local 58 continues to bargain with Encore at the Metro Toronto Convention Centre and the Sheraton Centre.

Freeman AV

Local 205 in Austin filed several grievances against Freeman AV. In May, Vice President Sanders, Representative Gandolini, and Local representatives met with Employer representatives to discuss the grievances. Although a full resolution of the grievances was not reached, the Local and the Employer agreed that better direct communication could avert future disputes.

ON GOING WORK OF THE DEPARTMENT

Local 7 Denver

Representative Preston and retired Representative Kiracofe assisted Local

7 in concluding bargaining of a renewal collective agreement with Freeman AV which has since been ratified.

Local 17 Louisville

Representative Gandolini assisted Local 17 in negotiations with Valley Expo and Paramount, both of which recently signed the area standard deco agreement. Freeman negotiations are currently ongoing.

Local 28 Portland

The Oregon Convention Center recently contracted with audio-visual provider On-Site, a subsidiary of On Services, which also currently operates as the in-house provider in three major venues in Atlanta Georgia and at the San Diego Convention Center. The Local is currently bargaining for a term agreement with On-Site.

Local 33 Los Angeles

Representative Cota continues to work with Local 33 on its relationship with SoFi Stadium. Beyond serving as the NFL home for the Los Angeles Rams and Chargers, this state-of-the-art facility has become a premier venue for the largest touring stadium concerts, large-scale festivals, consumer events, tradeshows and year-round bookings at the 6,000-seat YouTube Theatre. The stadium has been selected to host the 2027 Super Bowl and the 2028 Olympics. Representative Cota and Local 33 officers are actively engaged in discussions with FIFA regarding the World Cup soccer events and are participating in the LA 2028 host committee meetings for the Olympics. The IATSE is well-positioned to secure its customary work for all of these prestigious events.

Local 39 New Orleans

Representative Gandolini continues to work with Local 39 to bolster its position in the tradeshow industry. Recently, the Expo Group signed both the decorating and freight area standard agreements with Local 39. Levy Expo, Heritage Nationwide, and RPMxpo also recently signed both decorating and freight area standard agreements as well. These new employers join Shepard, Nth Degree, Momentum, Coastal and others.

Representative Gandolini is currently assisting the Local in negotiations with the Ambassador Theatre Group for agreements covering both the Mahalia Jackson Theatre for the Performing Arts and the Saenger Theatre. The Mahalia Jackson Theatre is the residence of the New Orleans Ballet Company, the New Orleans Opera Association and many local dance companies, and city functions. The Saenger is the Broadway Touring venue.

Local 76 San Antonio

With the help of Representative Gandolini, the Local came to terms on a new 3-year supplemental agreement with Freeman Decorating. The highlights include wage and benefit increases, the elimination of the entry level classification and its hourly requirement to move to journeyman status, changes in meal break language, ETCP increases for riggers and parking reimbursement.

Local 99 Salt Lake City

Representative Gorey assisted Local 99 in negotiating and securing renewal agreements with Shepard Exposition Services and Employco.

Representative Gorey is currently

assisting the Local in negotiations with SMG Salt Place as well as JP Display, and Modern Expo.

Local 127 Dallas

Local 127 continues to provide labor to Freeman AV as the rigging contractor at the Bailey Hutchinson Convention Center. The Local recently held comprehensive meetings with Freeman AV in an effort to address a number of workplace concerns including concerns relating to lack of equipment, chronic call time changes and reductions in the number of personnel on calls.

Local 336 Phoenix

Representative Cook assisted the Local in negotiating and finalizing renewal agreements with GES, Freeman Deco, Heritage, and T-3 expo. Highlights include converting benefits from dollars per hour to a percentage of gross wages as well as language changes making more workers eligible to receive journey level wage rates and benefits.

Local 470 Oshkosh

Representative Hague attended the Experimental Aircraft Association's AirVenture Event, an annual airshow, job fair and exhibition. Over 800 exhibitors, 600,000 attendees and 10,000 aircraft are on hand for the exposition. With Representative Hague's assistance, Local 470 was able to service GES, the general service contractor that produces the show.

Local 720 Las Vegas

Vice President Sanders assisted Local 720 in the negotiation and finalization of a renewal agreement with Freeman AV. Highlights of the four-year agreement include wage and benefit increases.

Local 834 Atlanta

Representative Harper continues to assist Local 834 while filling labor calls when there are overlapping shows across the city. In June, the Local elected new Officers. The new administration is committed to moving the Local forward in organizing, industry training and educating the membership on trade unionism.

Local 835 Orlando

Representative Gorey has been assisting the Local in a number of grievance meetings with National Employers.

Local 927 Atlanta

Vice President Harper is assisting Local 927 on a variety of matters including the development of a series of training videos. With assistance from the IATSE Training Trust, Local 927 will be purchasing six climbing harnesses to use in their Chain Hanging 101 class. Local 479 will share in the training, creating a larger pool of riggers in the jurisdiction.

Freeman reached out to the Local to supplement Local 834's rigging and I&D calls for two of their upcoming shows in March. Local 927 agreed and signed a Run of the Show Agreement with Freeman. Following the shows, Freeman asked the Local to expand the agreement for one year to cover overlapping shows during the fall of 2023 and early 2024.

Organizing

Local 631 Orlando

While in Orlando for InfoComm, Representatives Hague and Preston met with Local 631 to explore organizing opportunities within the AV sphere

across central Florida. They will continue to follow up with the Local in an effort to develop an organizing plan.

Local 665 Hawaii

Representative Cota is assisting Local 665 in identifying organizing targets. While television work has remained steady, the Live Events sector has faced significant challenges. The Local has already established relationships with Hawaii Tourism and, with Cota's assistance, the Local is now establishing relationships with public facilities and prioritizing local hiring for Hawaiian residents.

Other Department Activities

AVIXA

Representative Cook continues to participate in the Avixa Live Events Council. Following this year's InfoComm, Representatives Cook and Hannah D'Amico have been invited to serve on the Live Events Working Group to develop Education Sessions for InfoComm 2024. The sessions attract thousands of participants, making live events one of the most requested topics at the show. They are currently in the first phase of the process, working on titles, descriptions, and learning objectives for the sessions. Cook and D'Amico will also be part of the Call for Proposals submission review process, scoring around twenty submissions for final selection.

Convention Center Research

As reported during the Mid-Winter GEB meetings, the Tradeshow Department is engaged in researching convention centers to document the

types of employment relationships Locals have in their jurisdictions. The research to date has identified where Locals have building contracts, or where their access is through contracts with General Service Contractors (GSCs), Exhibitor Appointed Contractors (EACs), or AV Provider contracts. Again, the research to date has identified seventy major and mid-market convention centers, forty-one of which are located in right to work states. IA Locals are covered under GSCs/EACs/AV in thirty-seventy facilities, and by venue contracts in another fifteen facilities. Fourteen are managed by ASM and seven are managed by Oak View Group. Seventeen are managed in-house by a government or quasi-government board. The Department will continue to update and expand this information and also continue to expand its collection and analysis of similar information in other venues as well.

Meeting Planners International

Representative Hague attended the Meeting Planners International Chicago Area Chapter's Industry Xchange event in March, 2023 to network with stakeholders like Pinnacle Live and Prime Electric.

International Theatre Festival

Representative Hague attended The Educational Theatre Association's Festival at Indiana University in Bloomington in June 2023. The festival provides educational sessions for high school theater/live events students from around the Midwest. This year, the IATSE was a general sponsor which included recognition in the event's marketing materials and digital use of the IA logo

throughout the event. Bloomington Local 618 was involved across campus in the installation and oversight of the various sessions. Representative Hague visited the exhibit area and attended the Tech Challenge event, where teams of high school students competed in various tasks like focusing a leko, building a stage deck, using a sewing machine, doing a quick change, and knot tying.

Tradeshows, Conferences, and Conventions

USITT

Representative Hague joined Vice President Barnes, Education Director White and Representatives Bateman, D'Amico, Hague, Howard, and Sager at USITT in St. Louis, Missouri in March 2023. The group joined other IA members participating in the IATSE "ABC's of Backstage Work", and "The Bowlines and Bowties Mini Session".

EXHIBITORLIVE, Louisville

The IATSE has exhibited at EXHIBITORLIVE for years. Although this particular show has historically occurred in Las Vegas, in the spring it moved from Las Vegas to the Kentucky International Convention Center in Louisville. Vice President Sanders and Representatives Gandolini, Hague and Preston attended the event, installing and staffing the IATSE's booth in April 2023. In 2024, the show will be held at the Gaylord Opryland Resort and Convention Center in Nashville from February 25-28.

InfoComm

Vice President Sanders and Representatives Bateman, D'Amico, Hague, Jennings and Preston attended

AVIXA's INFOCOMM at the Orange County Convention Center in Orlando, Florida in June 2023. The exhibition was richly rewarding, offering numerous opportunities to engage with a wide variety of individuals and professionals, including AV technicians hailing from diverse locations such as Peru, Brazil, and Panama. They expressed interest in partnering with or joining IATSE or even creating independent organizations in their respective regions. Their interest was in response to the industry employers in these areas, which signifies the growing global reach of our industry and potential for international collaborations. Representatives Hague and D'Amico presented "Building Your Safety Toolkit" at InfoComm that focused on Mental Health First Aid, OSHO 10&30, and ETCP certification. The session was well received by attendees.

Upcoming Tradeshows

Representative Hague is planning the IATSE's participation in upcoming tradeshows. The IATSE will be exhibiting at the Association for Computing Machinery's Siggraph in Los Angeles August 6-10; The Canadian Institute of Theatre Technology (CITT) in Toronto August 16-19, Live Design International (LDI) in Las Vegas December 3-5 and The International Association of Exhibitions and Event's ExpoExpo in Dallas December 5-6.

Workforce Development

The Building Workforce Partnership Conference, hosted by the California Federation of Labor, is an annual event that brings together labor leaders,

policymakers, community advocates, educators and job training professionals. At this year's conference, Representative Cota facilitated a panel discussion on current recruitment strategies and career pathways developed by the IATSE and signatory employers. Locals 16, 33, 44 and 122 provided input on their programs, giving a statewide perspective. The panel was well received resulting in valuable connections and access to resources related to workforce development funding across the entire state. The Locals are aiming to establish training programs tailored for public venues through collaboration with local school systems under the guidance of the IATSE. Kudos to Vice President Patrick Murphy of Local 16, Victor Reyes, Director of Hollywood CPR and Nathan Hartenstein, Training Director of Local 122, for their invaluable contributions to the panel's success.

TRAINING

AV Essentials Restructured Local 15 Seattle

Representatives Adams, Cook, Cota and Preston assisted Local 15 with an AV class in February 2023. The two-day course was designed as a revamp of the former AV Essentials program. The class provided information on proper placement of equipment in an AV breakout room, customer service, basic projection, screen building, safety, basic audio, microphone/speaker placement, connectors, meeting room power distribution, and proper arrangement and taping of cables. Forty-five referents were trained in two back-to-back sessions. The success of this class was

largely due to the excellent instructors provided by the Local. The Tradeshow Department is currently working with the IATTF on finalizing course materials.

Staff Development

Representative Gorey completed the Mental Health First Aid and Bystander Intervention course offered in person by Behind the Scenes at Local 720 in July.

Tradeshow and Exhibition Training

Representative Gorey has been focused on the Tradeshow and Exhibition 1.0 training classes that were announced at the Mid-Winter GEB. In April of 2023, Local 99 held the first class at the Salt Palace Convention Center. Twenty Local referents were engaged in Customer Service training, tool requirements, table dressing, pipe and drape installation, dress code and basic workplace conduct. Employers donated the tables, pipe, and drape, and required tools. Representative Gorey will work with other Locals to schedule the course.

President Loeb remarked that there is a tremendous amount of work taking place in the Department. The International is embedded throughout the tradeshow industry. He encouraged local unions to look into workplace development funds which can be used to train workers. He thanked the Department for their work.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, and Communications Outreach Coordinator Megan Greene reported on the notable activities of the Communications De-

partment during the first half of 2023.

The IATSE and local unions continue utilizing social media channels to engage with members, promote activities, and reach out to the public. Respectful online conduct requires acceptable online behavior. The International will provide policy suggestions upon request, by email at comms@iatse.net.

The performance of IA social media accounts grew significantly in reach, engagement, and audience, with improvements upon the most recent quarters of 2022. Industrial strikes by other unions in the film and television sector have brought growth and views to the Alliance's social media platforms.

Emerging social media platforms have created significant opportunities for further growth—which allow users to share text and correspondence. The IATSE Communications Department will continue to monitor changes in the social media landscape, and weigh where the union's message is best delivered to members and the general public.

The International has also continued to refine press release programs in support of the Union's campaigns and goals. Mentions of IATSE in U.S. and Canada press outlets for the first half of 2023 were 68% greater than those occurring during the second half of 2022. Press releases continue to emerge and will be delivered as posts on the IATSE.net website. These public announcements serve as the starting point for the Alliance's press outreach. These announcements have successfully yielded increased visibility and coverage.

The Department continues to build relationships with new reporters

in the entertainment and labor beats, in addition to strengthening existing ones, though this is a labor-intensive process that often demands immediate attention and pulls the team away from its other Communications duties. Therefore, the Department has begun seeking an experienced and skilled Press Coordinator to work in the West Coast Office in Los Angeles. This individual would be responsible for developing and executing strategic media relations campaigns to promote IATSE's initiatives and priorities. Once hired, this move would grow the Communications Department and would be the first time a Communications Professional worked in the West Coast Office. Local union officers are invited to refer candidates to apply and should email comms@iatse.net for more information.

The Communications Department currently manages and updates existing and new websites in development. The pre-July 2021 legacy website and iatsecares.org website were also announced to be sunset at some point in the second half of 2023. The "organizing victory and first contract win form" on IATSE.net, which was launched at the previous meeting of the General Executive Board, has helped standardize the Department's outreach processes. Locals and representatives are encouraged to complete a short questionnaire whenever they organize a new facility or achieve a first contract for a new bargaining unit.

The IA's email program continues to be an effective means of distributing information to Locals, members, and allies. However, changes to smartphone

privacy settings have made email open rates less reliable for gauging the success of these communications. Notwithstanding, open rates are estimated to be around 50%. This far exceeds the average marketing email. The report also summarized the various distinct email lists it uses in its email programs. These various distribution channels contain thousands of contacts consisting of IA members in addition to our expansive list of non-member allies based upon their input emails on this list come from those who have signed a petition or taken an IATSE hosted action through Action Network and our list of allies continues to grow as more public facing PR and petition campaigns are used.

Since the last Board meeting, new Locals have been set-up and trained on the functionalities of Action Network, an email distribution and petition-hosting platform of the AFL-CIO, which has been utilized to enormous success by the International. It is available to Locals free of charge, and one-on-one trainings are available on request by going to iatse.co/actionnetwork or by scanning the QR code. Interested Locals can also reach out to the Department at comms@iatse.net with questions about the platform.

In the first quarter, the Communications Department collaborated with the Diversity, Equity, and Inclusion Committee (DEI) in honor of black history month to publish nine member spotlights and highlight the accomplishments and contributions of our IA brothers, sisters and kin. In addition to these spotlights, throughout the month of February, the Communications Depart-

ment for the third year in a row aided the Education Department to promote the IATSE 21-Day Racial Justice Habit-Forming Challenge on the IATSE's International and Diversity, Equity, and Inclusions social media channels.

Once again members engaged on social media by not only commenting about their participation in taking part in the 21-Day Challenge but reposting the published challenges daily for 21 consecutive days. Just as when the Education Department presented the IATSE 21-Day Racial Justice Habit-Forming Challenge in 2020, the Communications Department and DEI Committee are thrilled that our members not only continue to participate in the challenge but expand their understanding of diversity, equity, and inclusion and further their understanding of power, privilege, racism, exclusion, and equity.

Immediately after, the Communications Department collaborated with the Women's Committee to help kick off Women's History Month and celebrate some of the trailblazing Sisters in our union for the Women's Committee Hidden Figure Campaign. Established by the IATSE Women's Committee, the campaign concentrates on acknowledging the contributions of our IA Sisters and bringing them into the light. If you would like to view the 2023 Women's History Month Hidden Figures, these videos are still live and available to watch on the IATSE YouTube channel. The Communications Department thanked the Local 700 Sisters Gia Viscuso and Dora Wu and Avid Media.

In a joint effort, the Communications Department collaborated with the DEI

Committee again in May to highlight four members for Asian American Pacific Islander Month. And in June, the Department teamed up with the Pride Committee to lift up the voices of our IA Sisters, Brothers and Kin of the LGBTQIA+ family.

The member story program continues to thrive. In the past six months, there were twenty-five member profiles, increasing the total of IATSE member spotlights published to date to 105 since the programs relaunch in 2020. The Alliance looks forward to its continued efforts in membership visibility, recognizing the diverse perspectives of IATSE members across all crafts.

The Communications Department continues to coproduce the IATSE Official Bulletin with General Secretary-Treasurer Wood in compiling and curating content for quarterly editions of the Bulletin.

In March, the International Labor Communications Association (ILCA) Department announced the winners for its 2022 Labor Media Awards, with the IATSE Official Bulletin coming in second place for General Excellence for a Print Publication at the National and International level. The Communications Department and General Secretary-Treasurer Wood were thrilled about this exciting news and hope to take the title for first place for General Publication when the 2023 Labor Media Awards are announced in Spring 2024.

In an effort to maintain the accuracy of Local Officer updates and contact information as much as possible for the Directory of Local Secretaries and

Business Agents found in the back of the IATSE Official Bulletin, all Local Officer updates can be made through the IATSE database by clicking the Local Officer tab or Local Officers can submit their updated information by completing a Local Officer card and mailing the card to the IATSE General Officer in New York. The address can be found on iatse.net. This process will help ensure that all Local Officer updates and contact information are correct and updated each quarter before the Official Bulletin goes to press.

The Alliance recently published joint solidarity statements with other Hollywood unions and guilds at the end of May to support each union's attempts to reach an agreement with the AMPTP. The Department similarly initiated a joint solidarity state with the other entertainment unions and guilds, as this process improves, further joint statements will be developed with further collaboration.

The Communications Department collaborated extensively in the campaign to organize tv commercial production workers, participating in weekly meetings with motion picture department reps and the worker-organizers, and advising the grassroots group on best practices and tactics for strategic organizing communications. Director Loeb explained he will expand on the specifics of this work in the standalone report to the General Executive Board regarding Stand With Production.

Communications Director Loeb continued to participate in weekly meetings with Special Representative Ben Speight and International

Representatives Mark Patch and Chrissy Fellmeth to strategize ways the Communications could be used to augment the ongoing organizing in VFX and Video Games.

The Communications Department assisted in the rollout of the 2022 IATSE VFX Rates and Conditions Study. This collaboration involved building and integrating the survey form onto the VFXUnion.org website, promoting the survey through email, social media, and digital advertisements, advising the VFX worker-volunteers on the presentation of quantitative data during analysis, securing exclusive coverage of the results report in *The Hollywood Reporter*, and assisting in the planning of a virtual press conference where workers presented the results and took questions for members of the press. The Department is assisting in the rollout of a similar video game workers study.

The Communications Department continued to collaborate extensively with the Stagecraft Department. In a variety of campaigns. In late May and early June, the Communications Department became engaged in the stagecraft's efforts to secure successor collective bargaining agreements with several companies. Publicity of this nature has far-reaching effects, with some of the largest press outlets in the U.S. featuring the Union's story. Union solidarity was also promoted on social media platforms. This including publishing information for the members as quickly as possible, to include a summary of tentative collective bargaining gains and ultimately complete memoranda of agreement.

The Department assisted efforts to provide support to other Locals

surrounding collective bargaining campaigns and worker recruitment efforts. This included peer-to-peer texts to contact workers about their ability to staff events. Locals are encouraged to reach out to the Communications Department to learn more about how peer-to-peer texting can be put to use.

In the beginning of April, the Communications Department collaborated with the Cornell University ILR School Research team, International Representative Liz Pecos, and the IATSE Member Census Team to build the 2023 Member Census Toolkit for Local leaders and members to use as a guide when taking or talking about the first-ever member census. In this toolkit, the Department collaborated to produce logos and sticker graphics with both clear and white backgrounds, more than twenty FAQs for participating members answering everything from basic information about the member census to data and privacy, what to expect on the member census form, overall results, and more. The Department also collaborated to create sample promotional content such as talking points for Local leaders to use when communicating with their members the objective of the member census, sample emails, social media bytes and more.

Additionally, the sample promotional content included the press release publicizing the member census initiative and President Loeb's email announcing the 2023 IATSE Member Census. The Department also made sure to have all sample promotion content available in both English and French.

The Communications Department has worked consistently throughout the

launch period of the census, helping to address member questions along the way. The Department also prepared a bullet point list addressing questions and concerns and provided the QR code and the general link for members to scan using their mobile device to successfully complete the 2023-member census.

The census closes in September and the Communications Department plans to continue the collaboration with International Representative Pecos through outreach efforts including amplifying the member census on social media, developing a peer-to-peer texting script for Local Officers to encourage their members to take the member census, if they have not already done so and promoting webinars provided by the Education Department.

The Department continues to meet weekly with the Political and Legislative Department, providing space for planning the two Departments' extensive collaborative efforts including two videos that were produced using a new video recording tool called "remotely" which allows for the recording of videos as you would with Zoom however with much better video and audio quality as well as the ability to make multiple cuts or takes in real time.

The report concluded with recognition of all the representatives and Local leaders that the Communications Department collaborated with, with Director Loeb noting that, "you are the boots on the ground, and we are the air support."

President Loeb thanked those reporting for the consist and thorough work of the Department in all of these

various initiatives while providing ongoing work in every aspect of the Alliance's broad support of the International and local unions.

IATSE EDUCATION AND TRAINING DEPARTMENT

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

Leadership founded this Department and without strong leadership, unions face employer demands, anti-union activism, and other opposing forces. The Department provides leadership training, focusing on a variety of topics to offer local unions the specific tools they need to succeed.

IATSE Officer Institute remains popular and important. This comprehensive five-day training provides education opportunities for Local officials, both new and seasoned. In total, there have been twenty-three Officer Institute 1.0 sessions and 1,099 Local officials have been trained since the program began in 2014.

Since the Board's last meeting, an Officer Institute was held in February 2023, in San Diego, California. Fifty Local officers from thirty-three local unions completed the training. An additional sold-out session will be held in Toronto in October 2023. Officer Institute 1.0 will also be held from February 26 – March 1, 2024, at the Maritime Training Center near Baltimore, MD. This session is open

to U.S. and Canadian Locals. A limited number of financial subsidies will be available for small Locals.

The IA's Leadership Development Week was held in Philadelphia, PA from May 1-5, 2023, hosting a total of eighty-one people from thirty-five local unions. Attendees could choose from a selection of eight courses. International Vice President Michael J. Barnes and the Officers of Local 8 supported this course, by helping with set-up, and sending many participants. The next Leadership Development Week is scheduled for Tampa, FL from November 13 - 17, 2023.

Local Union Trustee training continues to focus on the important role of Trustees in helping their Locals comply with applicable laws, avoid problems involving fraud, and support good financial practices. General Secretary-Treasurer Wood provides indispensable experience along with expert accountants. The next Local Union Trustee Training session will be held November 3-5, 2023, in the West Coast Office in Burbank, CA. Members who are currently elected Local trustees or who are responsible for the periodic review of their Local's books and records are eligible to enroll in this course.

In-person IATSE leadership training now exists side-by-side with online courses. The online Essentials of Union Leadership Series, presented in partnership with the University of Wisconsin School for Workers and taught by popular instructor Don Taylor, was offered again in 2023. This series was designed as a virtual complement to the in-person Officer Institute and is open to currently

serving Local Officers, Officials, Trustees, and Board members.

Webinars also allow leaders and workers to participate in the IATSE's culture of continuous education, bringing in a range of experts. Webinars cover a broad range of subjects. Since 2020, the Department has presented 132 webinars, with a grand total of 17,371 attendees. Since January 2023, the Education and Training Department has presented sixteen webinars to 1,993 attendees.

The Department has also continued to support the International Union's staff. The General Executive Board, International Representatives, and key staff members participated in the annual IATSE Staff Training from March 20-23, 2023, at the Maritime Training Center near Baltimore, MD. The International encourages all to take part in an historic initiative with the DEI Committee to complete the member census. The Department made this a focus of 2023 District Education Sessions. The training provides information about the census, why it is important, and how to promote member engagement. Districts 2, 3, 4, 6, 7, 8, 9, 10, and 14. Districts 5, 11, and 12 are scheduled to receive this information in August and September 2023.

Separately, IATSE workers are eligible for free LinkedIn learning subscriptions through the IATSE Training Trust Fund. LinkedIn Learning has over 15,000 courses on numerous topics. These selections are reviewed and updated periodically and include recent updates applicable to workers in all IATSE crafts.

The Alliance's first education initiative, the Labor Education Assistance

Program, provides reimbursement to local unions for officials who enroll in one labor-studies course per year. Local officials are reminded that this benefit is available for both in-person and virtual courses in both the U.S. and Canada.

For ten years, the IATSE has remained an active participant in the USITT/IATSE/OSHA Alliance, and this spring our commitment was formally recognized. As of April 2023, the IATSE's OSHA involvement gained ambassador status, a recognition given only to long-standing, established components of this group. The IA's productive relationship with OSHA reflects the Union's deep commitment to workplace safety and health.

Promoting mental health and suicide prevention remains a priority for the Department. In 2023, the IATSE General Executive Board voted to donate \$8,800 in support of the Behind the Scenes Stop Bullying, Harassment, and Intimidation Campaign, which will fund the next four virtual Bystander Intervention Trainings for entertainment workers. In total, 861 IATSE members have completed this training, and report that the sessions are positive and helpful.

In addition to anti-bullying training, the Behind-the-Scenes organization offers mental health first aid courses for personnel in the U.S. Meanwhile, MHFA training is available to Canadian members through The AFC (formerly The Actors Fund of Canada). Canadian Trainings are announced on the AFC website and are available in both English and French. IATSE workers in both countries can have the costs reimbursed through the IATSE Training Trust Fund.

The Entertainment Services and Technology Association (ESTA) Technical Standards Program (TSP), an accredited standards program geared toward the Entertainment Technology Industry, includes working groups responsible for creating safety standards that protect workers in the entertainment industry.

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 ETCP certification tests. International Vice President Barnes, Trustee White, and Representative Hannah D'Amico serve as the IATSE's official representatives on the ETCP Council that administers the program, as do several representatives from IATSE local unions.

The Stagecraft Rigging Proficiency Program remains available for use by local union trainers. Since the beginning of the program's inception at least thirty-two training courses have been held for twenty-four different local unions with over 680 trainees. Local unions interested in hosting the training should contact the Stagecraft Department or the Education Department for details.

The Alliance remains apprised of emerging concerns surrounding digital and audiovisual technology advances covering different sectors of the entertainment industry, including recent topics like artificial intelligence and augmented reality. For example, the TTF/AVIXA library offers hundreds

of free online courses from coiling cable to networking to the evolution of immersive and spatial audio. Many new technologies were on display at the InfoComm 2023 Conference and Tradeshow, which was held from June 10-16, 2023. As is customary, IATSE Representatives from the Tradeshow, Stagecraft, and Education & Training Departments participated, attended educational sessions and networking events, met with AVIXA staff, and connected with local unions in the area.

The annual USITT Conference and Tradeshow was held from March 15-18, 2023. The IATSE actively participated on the tradeshow floor, attending ESTA meetings and networking events. IA representatives participated in four separate education panels covering elemental features of backstage work, mental health resources, and workplace safety. In total, 328 people attended the IATSE education sessions, and many more visited the IATSE booth to network with IATSE representatives from the Stagecraft, Tradeshow, and Education Departments.

The Department continues to outreach engaging young people interested in gaining knowledge of the entertainment industry. After a three-year hiatus caused by the COVID-19 pandemic, Hidden Career Path Days resumed in New York City. Hidden Career Path Days introduce students from New York City Public High Schools to the IATSE, its members, and the many crafts we represent. The IA's staff, local union officials and IATSE members volunteered their time to work on this program.

Also in New York, the Theatrical Workforce Development Program (TWDP) welcomed its fifth Cohort into this three-year program. TWDP was recently praised by New York City Mayor Eric Adams who stated "I applaud everyone associated with TWDP for their efforts to connect young New Yorkers to long term careers, build a more diverse talent pipeline, and strengthen the technical workforce that powers our theater community..."

The Alliance's ongoing partnership with ReelWorks offers opportunities for people of all ages to explore "below the line" crafts in film and television. Four trainings have been sponsored by local unions since the last Board meeting. Local 798 in partnership with Local 489 hosted an IATSE Entertainment Industry Hair Stylist Training from January 17 - May 20. Twelve students graduated from the course. Meanwhile, IATSE Local 52 held two Studios Mechanics Set Dressing courses on April 29 and May 20, respectively and the Local recently concluded their thirteen-week Studio Mechanics Electric Training on July 20. Local 798 also has a Make-up training in progress now in New York City.

The Department is in frequent collaboration with the Communications Department which is key to the success of education and training programs. The Department expressed its gratitude to the Communications Department for its assistance and support. Both departments continue to promote the IATSE Road Show: Why Unions Matter, which teaches the connection between strong unions and a strong economy.

The IA provides two PowerPoint Presentations to Locals on request that come with instructor manuals so they can communicate valuable information to their members and communities.

Additionally, IATSE Steward Training was developed to provide Locals with comprehensive, user friendly, and easily customizable training that covers the fundamental knowledge essential to performing the duties of an IATSE Steward. Passion and Pay is a presentation that illustrates the importance of union membership as part of economic security for entertainment industry workers that can be used for student outreach, new member orientations, and as an organizing tool. The Department also occasionally presents this as well. These are available upon request from the Education and Training Department.

Continuous education has always been the goal and part of the Alliance in fulfilling its purpose. Sessions at all General Executive Board meetings and District meetings have covered various topics including retention of recruiting and preserving volunteers who will help local unions fulfill their aspirations.

President Loeb commended the work of the Department. He remarked that the education and training undertaken by the International through this Department is unmatched in the labor movement. He further observed that this Department has changed the face of International. The breadth and depth of the training and education initiatives have resulted in a more trained leadership and informed membership. He commended Director White and the Department for jobs well done.

IATSE BROADCAST DEPARTMENT

Co-Directors Fran O'Hern and Steve Belsky together with International Representatives Kevin Allen, Justin Conway, Darin Haggard, and Rachel McLendon reported on the activities of the Broadcast Department.

Increasingly unstable employer work environments have continued to impact the distribution of live sports. While these challenges have been notable for many regional sports networks, those networks remain major distribution components. The Alliance continues to work with local unions to mitigate the effects of these changes and compel entities to fulfill their obligations to their employees in collective bargaining.

The IA is currently engaged with groups throughout the midwestern and southwestern U.S. In one example, a major sports league assumed broadcast rights and began producing telecasts that maintained protections for the Union's members. The technical challenges of changing broadcast providers were overcome with virtually no impact on the consumers' viewing experience. The Alliance worked similarly elsewhere to gain similar outcomes.

Organizing has remained at the forefront of the Department's activities over the past six months. The IA has prevailed in National Labor Relations Board elections with broadcast employers and continues to focus on organizing employers in various locations throughout the United States. As part of the Alliance's strategic plan to gain union recognition for work in this area, the Union has successfully focused

on technicians producing in-house experiences who have opted for IATSE representation. In major midwestern cites, broadcast technicians successfully followed through with organizing efforts and contract negotiations that were previously derailed by the pandemic and aggressive anti-union efforts by employers. Contract outcomes include economic increases that reflect the current economy and maintain jurisdiction over technicians. The Alliance has also been successful nationally within the U.S. by organizing employees working for a significant national golf network.

The Union continues its efforts to work with employers, Locals, and the IATSE Training Trust Fund to provide training for technicians wishing to improve their skills and provide high-quality telecasts. Evolving technology has always been significant in television broadcasting. In order to be aware of technical trends in the industry, IA representatives continue to attend industry functions that detail the latest trends in production facilities and distribution systems.

In light of the COVID-19 pandemic, the Union continues to address collective bargaining matters that have arisen. This will have continuing effects on major employers in multiple markets. Added health and safety protections and increases in wages and benefit contributions will remain important in these negotiations with input from collective bargaining committee members and other colleagues. The Alliance has worked to modernize outdated working conditions and made

considerable progress in many areas of concern for the personnel working on telecasts. Regional solidarity remains significant. Members and bargaining committees, with the assistance of the International have achieved members priorities while continuing to increase employer provided benefit contributions.

The Alliance has worked with Broadcast Locals and employers to solve workplace issues. It was reported that bargaining and organizing successes have led to increased interest in union representation from broadcast technicians around the U.S., who may follow those successes in their market or workplace.

President Loeb thanked those reporting. In this industry, the Union continues to make real progress and maintains a strategic plan including research, bargaining, organizing. The Alliance has doubled the size of this Department and will continue to support workers in this area.

IATSE CANADIAN AFFAIRS

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 to the General Executive Board on Canadian matters (not covered in separate reports) since the General

Executive Board meetings in Honolulu, Hawaii in January 2023.

Organizing

The International continues to aggressively pursue both small and large-scale organizing opportunities across Canada and continues to build its profile as the leading representative and advocate of film, live performance and trade show workers with both employers and all levels of government. The Department has recently compiled a comprehensive list of non-union live event venues and workplaces in Canada which it now regularly reviews with officers of Locals across the country and with a view to initiating organizing campaign initiatives. The recent addition of Representatives Li and Gladman to the Canadian Department's staff as organizers under the direction of Representative Salter has allowed the Department to pursue a particular focus on organizing workers engaged in the animation, VFX, gaming and broadcast industries while also being able to assist Local 891 in its efforts to organize low-budget motion picture production in the British Columbia interior, which recently resulted in the Local securing bargaining rights for two motion picture productions shooting in Kelowna. Although the Department has thirty-three active organizing campaigns underway, particularly notable organizing campaigns include an animation workplace in British Columbia which employs more than nine-hundred workers and a national broadcast employer with more than five-hundred workers. In late July 2023,

IATSE secured bargaining rights for over one-hundred and forty technicians and warehouse workers at William F. White International Inc.'s facilities in Toronto, Ontario – one of the largest film and television equipment suppliers in Canada that is affiliated with Sunbelt Rentals. The Department's organizing efforts since 2015 have translated into IATSE's Canadian membership growing from 16,659 in 2015 to 32,402 in 2023, which represents a growth of 95% over that eight year period or roughly 12% per year.

Stagecraft

In addition to the Department's efforts to coordinate and deliver a significant amount of training to live performance workers across the country with training funds received from the Canada Performing Arts Workers Resilience Fund over six-month period in 2023 (which is the subject of a separate report), Representatives Vergnano and Jennings are currently actively assisting Locals in the negotiation of sixty-one stagecraft collective agreements. Given the record-setting levels of inflation across the country since the COVID Pandemic, these negotiations now regularly include a desire on the part of Locals to secure compensation terms tied to cost of living allowance (COLA) metrics. The Department is therefore compiling COLA language precedents which it makes available to all Locals. Recently concluded renewal agreement negotiations reflect an ability of Locals to secure larger than normal wage increases as well as the ability to secure more concrete terms to address workplace

diversity and inclusion issues, like for example, recognition of the National Day for Truth and Reconciliation as a holiday and terms requiring provincially regulated employers to provide free menstrual products in workplace washrooms.

Of particulate note is a bargaining success of Local 63 in Manitoba. The Local was able to score a big inclusivity win at the Manitoba Theatre for Young People during renewal bargaining by securing retirement and health benefit contributions for casual workers as well as a guarantee of a clean, safe and quiet space for breastfeeding mothers in addition to increased retirement contributions for fulltime staff, wage increases for all employees and a lowering of benefit qualification hours for fulltime seasonal workers.

Motion Picture

Representatives Neville and Montgomerie continue to work closely with Canadian motion picture Locals by assisting with collective agreement negotiations, grievance management and day-to-day operational issues. The Department's assistance in this regard has become particularly important given the 28% total production volume increase in Canada since the return to work following the COVID Pandemic and the more recent production volume declines arising from Writers Guild of America and Screen Actors Guild-American Federation of Television and Radio Artist strikes.

In June 2023, Locals 669 and 891 commenced a constitutional challenge of the province's Safe Harbour

Agreement scheme with the British Columbia Labour Relations Board with the support of the International. The scheme in its current form generally restrains the ability of film unions to engaging in lawful strike action against any productions actively shooting or with settled plans to commencing shooting prior to the expiry of the BC Council of Film Union's term agreement which, in turn, limits the ability of the film unions to engage in the type of free collective bargaining guaranteed by the Canadian Charter of Rights and Freedoms and the type of bargaining IATSE Locals in all other jurisdictions outside of BC enjoy. The AMPTP has filed a response in opposition to the positions being advanced by Locals 669 and 891. The parties now await the BCLRB's processing of the matter and the scheduling of mediation and/or hearing dates before the BC Council of Film Unions engages in fulsome bargaining for a renewal agreement. In the interim, however, given the current uncertainty surrounding motion picture production arising from the WGA and SAG-AFTRA strikes, the BC Council of Film Unions, which includes Local 669, 891 and the Teamsters Local 155, ratified a one-year roll-over agreement with the AMPTP commencing April 1, 2024.

Tradeshaw

Representative Jennings continues to be the designated Canadian Department representative who liaises with the Tradeshaw Department and participates in weekly meetings. As reported in a separate report, the Canadian Department partnered with Global Encore to deliver

both customer service and craft-based tradeshow training with the assistance of Performing Arts Workers Resilience Fund funding in Vancouver, Halifax, Ottawa, London and Winnipeg. The Canadian Department is also scheduled to commence bargaining of the terms and conditions of Local appendices to the International's collective agreement with Global Encore in September 2023 covering Vancouver, Halifax, Ottawa, London and Winnipeg.

Broadcast

The Canadian Department is working closely with Broadcast Department Co-Directors Steve Belsky and Fran O'Hearn on a large national organizing campaign of workers engaged in broadcast work across the country. The Canadian Department looks forward to providing more details of this campaign at the next General Executive Board meeting.

Communications

Representative Hurdon continues to be the designated Canadian Department representative with overall responsibility for IATSE communications in Canada. This includes, among other things, managing IATSE Canada's social media accounts and IATSE Canada's website, writing press releases and directly emailing the entire Canadian membership as required. Operations Manager Richmond provides technical assistance with communications, which includes creating graphics for the Department's various communications but also the building and maintaining the IATSE Canada website as well. The Canadian Department continues to commit and expand resources to

ensure its social media presences and all communications issued by the Canadian Department are made available in both official languages (French and English). The Department has hired Mackenzie Larochelle on a full-time basis to provide these translation services. With Larochelle on staff, the Canadian Department is now fully able to service in-person and/or telephone inquiries in both official languages as well. Mitch Cocroft was also recently hired on a full-time basis to provide administrative support to Representatives in their various assignments.

Education and Training

The coordination and delivery of education and training opportunities for members continues to be a priority for the entire Canadian Department (as discussed in more detail in separate reports). It continues to be a priority for a number of Canadian Locals as well. For example, thanks to Vice President Petti's foresight and belief in the importance of education, Local 212 in Calgary broke ground on a 10,000 square foot training centre. The new facility will provide access to high-quality training and education opportunities in Southern Alberta. Other important training developments have occurred at Local 856 in Winnipeg as well. Local 856 has severed its partnership with Film Training Manitoba, a government funded agency, and will be providing its own training to members and potential members. The Local has hired Dawn Bourbonnais, a communications and training specialist with over twenty years of experience working for organizations

in the non-profit and arts sectors, to work in consultation with the Local 856 leadership to develop and deliver a comprehensive training program which will be delivered by the Local.

Legal

The Canadian Department does not have fulltime legal counsel, but Canadian Counsel Ernie Schirru is an integral part of Department's day-to-day work. Counsel Schirru and his firm, Koskie Minsky LLP, provide vital and timely legal support to the International and to a number of Locals as well as to the IATSE Canada National Retirement Plan and the National Health Plan.

Political and Legislative

Representative Hurdon continues to be the designated Canadian Department representative with responsibility for political and legislative affairs in Canada. Representative Hurdon works with Vice President Lewis and the Department's external lobbyist, Isabelle Metcalfe, on several political and legislative matters as discussed more thoroughly in a separate report. In addition, IATSE Canada often also works closely with other entertainment union and guilds on political and legislative initiatives as well as with the Canadian Labour Congress. Siobhan Vipond, the IATSE's duly elected CLC Delegate is also one of the two CLC Executive Vice Presidents. In May 2023, Vipond and her Team Unite slate were up for re-election at the CLC Convention held in Montreal, Quebec. Representative Hurdon and Salter worked on Vipond's re-election campaign right up to the start of the CLC Convention. IATSE Locals sent thirty-

seven members to the Convention to support Vipond and helped her to secure acclamation as Executive Vice President for another three-year term.

IATSE Canada Health Plan

Vice Presidents Lewis and Petti as well as Representatives Neville and Jennings all play a role in the continued success of the IATSE Canada National Health Plan which was created in 2012. The IATSE Canada Health Plan now has twenty-five participating groups covering over 39,000 lives with annual costs estimated at \$61.7 million dollars. Although the Plan has experienced a 13% growth since 2022, premium rates have only increased by 0.21% which is remarkable in these high inflationary times.

Canadian Entertainment Industry Retirement Plan (CEIRP)

The Canadian Entertainment Industry Retirement Plan (“CEIRP”) is chaired by IATSE member Frank Haddad while Vice President Petti and Representative Neville serve on the CEIRP Board. CEIRP continues to experience steady growth despite the volatility of financial markets due to the COVID Pandemic. CEIRP has in excess of \$1 billion in assets and over 39,000 participants. Effective January 1, 2023, the availability to contribute to a Registered Retirement Savings Plan (“RRSP”) and/or Tax Free Savings Accounts (TFSA) have been extended to a member’s spouse, child and/or parent who otherwise meet eligibility requirements to make such contributions.

President Loeb remarked that this Department’s work is evident in its

growth – 95% in eight years is impressive. The Department’s efforts are driving this success. He further noted that the progressive legislation that supports members and all workers is exemplary. He expressed sincere appreciation to Vice President Lewis and the entire Canadian Affairs Department for their work.

IATSE LEGAL AFFAIRS

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

Canadian Counsel Ernie Schirru reported to the General Executive Board on recent legal matters of interest to the IATSE in Canada. In particular, Counsel Schirru reported that he continues to work closely with the Canadian Office on a variety of different matters including ongoing organizing campaigns across the country as well as with Locals and the International on legal proceedings of mutual interest. An example would be the Safe Harbour Agreement Constitutional Challenge in BC. Counsel Schirru also reported that he continues to work with the Canadian Office in negotiating and finalizing Canadian portions of International collective agreements applicable to the stagecraft and tradeshow industries.

Counsel Schirru reported that the Supreme Court of Canada (SCC) issued a decision in May 2023 which of great significance to matters of diversity, equity and inclusion in Canada – *Hansman v Neufeld*. Barry Neufeld, who at the time

was a school board trustee in Chilliwack, British Columbia, sued the then-president of the BC Teachers’ Federation, Glen Hansman, in response to Hansman publicly condemning Neufeld for his homophobic and transphobic comments. The SCC’s inquiry in the matter centred around whether Neufeld had a right to sue Hansman for his forceful counter-speech to Neufeld’s homophobic and transphobic comments and whether the lower court’s dismissal of the claim was appropriate. The SCC ruled in favour of Hansman and refused to permit Neufeld’s defamation claim to proceed. In doing so, the majority decision of the SCC stated: “some speakers seek to contribute to public discourse by countering ignorant or harmful express with an informed and compassionate response” and they should not be subject to a defamation claim for doing so. This is an important decision for two reasons: first, it is the first time in the judiciary’s history in Canada that the SCC has recognized trans people are, in fact, a systemically equity-denied group in Canada and, second, the SCC’s decision confirms the Canadian judicial system cannot and will not be used as platform for individuals to further any homophobic or transphobic agendas.

Counsel Healy reported to the General Executive Board on the U.S. Supreme Court case titled *Glacier Northwest, Inc. v. Intl. Bhd. Of Teamsters Local Union No. 174*. This case raised significant questions about whether federal labor law preempts state law when the two conflict. In this case, a company sued a union in state court alleging—under state tort law—that a labor union intentionally destroyed company products during a

labor dispute that resulted in a strike. In an 8-1 decision, the Court effectively held that the company's state law tort claims were not pre-empted by the National Labor Relations Act (NLRA). Specifically, the Court ruled that a strike by the union was not protected by federal labor law because the union did not take reasonable precautions to prevent destruction of company property. The Washington state supreme court previously dismissed the company's tort claims, because the NLRA's guarantee of the right to strike superseded those claims. Upon review, the U.S. Supreme Court found that the "NLRA does not shield strikers who fail to take 'reasonable precautions' to protect their employer's property." The Court reiterated that the NLRA protects the right to strike. However, it expanded upon existing limitations on the right to strike. The Court found that the right to strike does not protect strikers who fail to take steps, as described above, to protect company property that might be incidentally harmed during an abrupt work stoppage.

Counsel Short reported to the General Executive Board on the Federal judiciary and decisions by the U.S. Supreme Court. As of July 5, 2023, the United States Senate has confirmed 136 judges nominated by President Biden: one Associate Justice to the Supreme Court, thirty-five judges for the U.S. courts of appeal and one hundred judges for the U.S. district courts. Further, there are twenty-eight nominations awaiting Senate action. And, there are three vacancies on the U.S. courts of appeals, twenty-five vacancies on the U.S. district courts.

Of those 136 judges appointed by President Biden and confirmed by the Senate, "Two-thirds of those numbers are women and two-thirds are people of color." Included in those conformations are:

- The first Muslim American woman to be named to the federal bench
- An Asian American voting rights attorney
- An openly LGBTQ labor lawyer

The United States Supreme Court ended its most recent term this past June 2023, and this term includes cases involving voting rights, same-sex marriage, and affirmative action.

Merrill v. Milligan

This case deals with the Voting Rights Act. 303 Creative v. Elenis, involves 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 she said the explanation would be illegal. She sought a ruling from the Supreme Court protecting her right to discriminate on the basis of religion.

The U.S. Supreme Court held that "certain businesses involved in creative expression could refuse LGBTQ customers." Justice Sonia Sotomayor stated in her dissent that this is a "sad day in American constitutional law and the lives of LGBT[Q] people."

Harvard and University of North Carolina – Affirmative Action

These cases involved universities taking race into consideration as a specific basis for granting admission. The U.S. Supreme Court found that "Harvard and the University of North Carolina admissions programs violated the Equal Protection Clause because they failed to offer "measurable" objectives to justify the use of race" in admissions.

The liberal justices dissented by saying the majority opinion "rolls back decades of precedent and momentous progress."

Counsel White provided an update on decisions from the National Labor Relations Board (NLRB) since the last General Executive Board meeting in Honolulu. The NLRB has been somewhat more active over the past six months, issuing a number of significant decisions.

First, in a case of special significance to the IATSE, the Board finally issued its decision in The Atlanta Opera (372 NLRB No. 95 (2023)), tweaking its independent contractor test to make it more favorable to unions and workers. The Board employs a multi-factor test when deciding whether a certain group of workers are independent contractors, and therefore prohibited from organizing under the National Labor Relations Act, or employees, and therefore entitled to organize under the Act. A decision from the Trump NLRB had increased the importance of something called "entrepreneurial opportunity" in that analysis. Under The Atlanta Opera, entrepreneurial opportunity will only be relevant if the employer can demonstrate that the workers in question are operating as independent businesses. This decision should result in fewer workers being

excluded from the protections of the Act. The Department will continue to monitor this case as it will likely be subject to judicial review.

Next, in *Lion Elastomers* (372 NLRB No. 83 (2023)), the Board overturned another Trump NLRB decision that had made it easier for employers to discipline employees for alleged misconduct on the picket line, including the use of profanity. This decision returns to the legal test that had been used by the Board since 1979, which afforded more latitude to alleged misconduct on the picket line as opposed to in the workplace. As NLRB Chairman McFerran stated at the time of the decision, “[t]o fully protect employee rights, conduct during protected concerted activity must be evaluated in the context of that important activity – not as if it occurred in the ordinary workplace context.”

Finally, in one of the many decisions the Board has issued recently concerning *Starbucks* (*Starbucks Corporation*, 372 NLRB No. 102 (2023)), two employees were terminated after they secretly recorded workplace conversations with their supervisors. This took place at a Philadelphia-area Starbucks, and Pennsylvania law prohibits the recording of private conversations. The Board concluded that the terminations were unlawful in spite of the state law, and ordered Starbucks to reinstate the two workers because the act of recording the conversation was protected by the National Labor Relations Act. As it wrote in its decision, “[w]hen the Board finds that employee conduct is protected by Section 7 of the Act, it applies federal preemption doctrine and rejects the

argument that state law can somehow privilege an employer to take action against an employee for protected activity.”

The Legal Department will continue to monitor developments at the NLRB and update the Board as warranted.

General Counsel Dulaney reported that there is a vacancy on the National Labor Relations Board due to Board Member Wilcox term ending this coming August. The Senate is currently in recess, but when it comes back into session there will be a vote to reconfirm member Wilcox sometime in September.

President Loeb began his remarks by stating that hate speech should not be free speech, and the Canadian Supreme Court did what the U.S. Supreme Court did not. He observed further that the *Glacier Northwest* case will potentially lead to more litigation.

With respect to *Atlanta Opera*, it was a hard-fought battle, but the Union won the battle. And, there is now a contract in place for these hair and make-up employees.

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

POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Affairs Department Director Tyler McIntosh and Assistant Department Director Jackson Rees reported on the advancement of the IATSE’s federal legislative agenda, engaging with the Biden administration, and evaluating and expanding the International’s political program.

Political Update

On April 24th, the IATSE General Executive Board voted unanimously to extend its endorsement to President Joe Biden upon the announcement of his 2024 reelection campaign for President of the United States. The Biden-Harris Administration has actively sought to include the voices of behind-the-scenes entertainment workers in decisions that impact IATSE industries and workplaces. The International issued a release that includes concrete examples of actions President Biden has taken that directly benefitted IATSE members.

Biden’s record of support is clear - he signed into law the American Rescue Plan Act, providing IATSE members the relief they needed to stay safe until a return to work was possible; he formed the White House Task Force on Worker Organizing and Empowerment, which has engaged IATSE to provide input on executive actions that will increase worker organizing and empowerment in IATSE industries; his federal budgets have consistently requested additional federal arts funding, allowing Congress to achieve record funding levels for the National Endowment for the Arts (NEA) & National Endowment for the Humanities (NEH); his appointees to the National Labor Relations Board have dedicated their careers to protecting and advocating for workers; he reestablished the President’s Committee on Arts and Humanities and appointed labor leaders to ensure workers had a seat at the table; his agency that oversees the country’s international trade collaborated with IATSE and other arts unions to report on the

adverse impact of online piracy on workers; his Secretary of Labor Marty Walsh, a former union member, visited Local 720 in Las Vegas to talk about the return of live events and the issues IATSE still faces; he spoke with IATSE members directly to learn the effects of the pandemic on IATSE industries, and invited a young IATSE organizer to the White House to lift up IATSE organizing successes in animation.

On June 16th the Executive Council of the AFL-CIO voted to endorse President Joe Biden and Vice President Kamala Harris for reelection in 2024. It is the earliest the AFL-CIO has ever voted to endorse in a presidential election and kicked-off a seventeen-month mobilization effort to engage millions of union members. The endorsement was punctuated by a large AFL-CIO labor rally on June 17th with President Biden and Dr. Jill Biden at the Philadelphia Convention Center, the first Biden-Harris 2024 campaign event. There were approximately 2,000 union members present, including International President Matthew D. Loeb, International Vice President Michael J. Barnes, Assistant Department Director Jackson Rees, and over fifty IATSE members from Philadelphia and the surrounding area. President Loeb and other affiliate presidents met with President Biden briefly before the event. Local 8 supplied the crew behind the scenes for the rally and a few select members were included in the event speaking program, and on the risers behind the President. President Biden's remarks highlighted the economic security unions provide their members,

what has been able to accomplish for workers the past few years, and the fights that still lay ahead. The Department coordinated with the AFL-CIO and oversaw IATSE participation in the rally. The Department recognized Vice President Barnes and Local 8 officers Tricia Barnes Vargo and Matt McIntyre for their assistance in planning and driving turnout for the rally. The Department thanked Joe Baliski of Local 8 who was IATSE's member speaker and Tui'ana Scanlan of Local 665 for presenting IATSE's member video.

In March, the Department began a review of the International's 2022 political program. The process helps ensure the program continues to evolve, considers Local feedback, communicates effectively, and supports local union political programs. Local union Political Coordinators were asked to complete the 2022 IATSE Political Program - Post Election Survey. Feedback from this survey informs the Department's strategy to support local union political/legislative programs. The Department received seventy-three total responses. The most common components of Local political programs were: Getting out the vote (GOTV) - encouraging members to vote and how to do so (83%); participation in AFL-CIO State Federation / Central Labor Council political programs (60%); persuasion - providing information on candidates to earn members' support (60%); and requesting IATSE PAC support from Local membership (45%). The top four advocacy resources from the Department were the IATSE Voter Toolkit (73%), IATSE Federal Issue Agenda (66%), Webinar Recordings

from the 2022 IATSE Political Coordinator Forum Series (59%) and Framing the 2022 Elections - messaging guidance document (47%). The top three webinars from the 2022 IATSE Political Coordinator Forum Series were IATSE Political Coordinator 101 (86%), IATSE PAC: Join the Fight! (63%), and Why Do We Care About the 2022 Midterm Elections? (61%). Respondents were positive overall and the International's program and the IATSE Voter Toolkit and 2022 IATSE Political Coordinator Forum Series of webinars were highly praised. The biggest challenges Political Coordinators continue to face are getting people to understand the importance of, and engage in, the political and legislative work of the Local.

A self-audit was conducted to ensure accurate contact records for local union Political Coordinators. An email from President Loeb was sent to all U.S. Local Officers reasserting his expectation that every IATSE U.S. local union has a Political Coordinator identified with the International. 303 of 317 U.S. Locals, over ninety-five percent, have identified one or more Political Coordinators with the International. Fourteen Locals representing a combined total of 889 members have not confirmed a Political Coordinator with the International, and the Department urged them to do so promptly. These are Locals 3, 60, 298, 426, 614, 788, 794, 842, 923, 926, B90, B751, B868, and AE938.

The Department hosted the first IATSE Political Coordinator Office Hours on June 27th, providing a space to collaborate, ask questions, share best practices, and build solidarity.

The Department will continue to hold general office hours quarterly and facilitate issue-specific forums under the ongoing IATSE Political Coordinator Forum Series launched in 2022.

On February 9th, The California IATSE Council announced its endorsement of Congressman Adam Schiff for the United States Senate. On February 11th, Local 80 in Burbank hosted Schiff's campaign kickoff event. President Loeb made the first speech at the event to recognize the CIC endorsement and speak to Schiff's longtime championing of IATSE workers.

Department Director McIntosh joined President Loeb, International Vice Presidents Thom Davis and Michael F. Miller, Jr., and leadership from numerous Los Angeles-area Locals for the event. The Department recognized Locals 80, 695, and International Cinematographers Guild, Local 600, for executing a professional event. Director McIntosh thanked Vice Presidents Davis and Miller, International Representative Anthony Pawluc, Local 80 Business Manager DeJon Ellis and Facilities Manager Chris Applegate, Local 695 President Jillian Arnold and Business Representative Scott Bernard, and International Cinematographers Guild, Local 600 Communications Coordinator Tyler Bourdeau for their contributions.

The Department assisted the Writers Guild of America with two labor actions in Washington, DC. On May 18th, the Department was joined by union members and activists from around the DC-area for an informational picket to educate attendees of a screening of Fast

X about Comcast NBCUniversal's refusal to negotiate a fair deal with the WGA. On May 24th, the Department participated in an action at Disney's screening of Little Mermaid. The Department used the opportunity to point to Disney's refusal to recognize production workers at Walt Disney Animation Studios who have organized with The Animation Guild, Local 839. The Department extended its thanks to International Representative Chrissy Fellmeth, The Animation Guild, Local 839 Organizer Allison Smartt, Local 487 Business Manager Dave O'Ferrall, Local 22 Business Agent Ryan Chavka, and members of the DC-area IATSE Locals who attended.

Legislative Update

On February 16th, the International published its updated federal legislative priorities for the 118th Congress. The updated IATSE Federal Issue Agenda highlights the core issues facing behind-the-scenes workers employed throughout the U.S. entertainment industry and conveys the Union's federal policy priorities to elected officials. The Department invited all U.S. Locals to utilize the resource.

On March 21st, unions of professionals in the arts, entertainment, and media industries ("AEMI") affiliated with the Department for Professional Employees, AFL-CIO ("DPE") – including IATSE – announced an updated diversity, equity, and inclusion (DEI) policy agenda for the 118th Congress. The DPE DEI policy agenda was first released in February 2021. The DEI policy agenda for 118th Congress includes additional legislative priorities,

like restoring tax fairness for creative professionals and addressing systemic barriers to careers in arts, entertainment, and media.

On February 28th, Sen. Bernie Sanders (I-VT) and Reps. Bobby Scott (D-VA) and Brian Fitzpatrick (R-PA) reintroduced the Richard L. Trumka Protecting the Right to Organize (PRO) Act in both the Senate and House of Representatives. Support for the PRO Act continues to grow in Congress, with 215 cosponsors of the legislation in the House and forty-eight in the Senate. The PRO Act bill number in the House H.R. 20, is significant. This is the first of ten bills reserved for the House Minority Leader (H.R. 11-20) to use for legislation of primary concern to the party, representing the importance of union organizing to Democrats. IATSE continues to strongly compel the House and Senate to pass the PRO Act. The Department contacted Political Coordinators on March 2nd with calls to action to support the PRO Act. The Department will continue to provide updates on this campaign and additional opportunities for activism.

In mid-April, Representatives Judy Chu (D-CA) and Vern Buchanan (R-FL) reintroduced the Performing Artist Tax Parity Act (PATPA). On May 3rd, President Loeb sent a letter to every member of the U.S. House of Representatives urging them to support PATPA and the Department has been working diligently to build the list of House cosponsors. The bill currently has fifty-five cosponsors, with forty-nine Democrats and six Republicans. The Department will be relaunching a

grassroots letter writing campaign in support of PATPA, H.R. 2871, and urged all Locals to contact their representatives.

On February 7th, the AFL-CIO released its recommendations for creating a worker-centered digital trade agenda. This is the first comprehensive proposal for safeguarding workers' rights in the evolving digital economy. IATSE and its sibling entertainment unions provided input during the development of the policy agenda, resulting in the inclusion of a section on protecting and promoting the economic security of creative professionals in the U.S., which asserts that a worker-centered approach to digital trade must protect and promote the economic security of those who work in the motion picture, television and music industries and other parts of the creative sector. Digital trade policy must aggressively address the stolen or unlicensed use of copyrighted content on digital platforms and avoid replicating the outdated, overbroad copyright safe harbor exclusions that exist in some U.S. laws.

In the last week of March, President Loeb traveled to Washington D.C. to meet with key federal legislators and advocate for the legislative priorities of IATSE members. President Loeb met with Senate Majority Leader Chuck Schumer (NY); House Minority Leader Hakeem Jeffries (NY-08); Rep. Pete Aguilar (CA-33), Chair of the House Democratic Caucus; Rep. Ted Lieu (CA-36), Vice Chair of the House Democratic Caucus; and Reps. Dan Kildee (MI-08); Mark Pocan (WI-02); Brendan Boyle (PA-02); Pramila Jayapal (WA-07); Lucy McBath (GA-07); Deborah

Ross (NC-02); Sydney Kamlager-Dove (CA-37); and Maxwell Frost (FL-10). Commenting on the meetings, President Loeb said, "working to elect pro-worker candidates is only half of the picture. We must finish the job by constantly holding the lawmakers elected to represent us accountable by advocating for pro-worker policies."

Regulatory / Administration Update

On January 31st, the Office of the United States Trade Representative (USTR) released the findings of its 2022 Review of Notorious Markets for Counterfeiting and Piracy (the Notorious Markets List). Ambassador Katherine Tai and USTR used the 2022 Notorious Markets List to examine the adverse impact of online piracy on U.S. workers. IATSE and its sibling unions in the AEMI responded to USTR's request for public comments during the formulation of the Notorious Markets List. The AEMI joint submission to the Federal Register by DPE was referenced throughout the report. The report concludes that "online piracy is not only highly detrimental to the U.S. economy as a whole, but it also has a strong impact on the everyday lives of individual workers. The structure of compensation in the entertainment industry, in which royalties and residuals are a significant portion of total pay and benefits, makes the impact of piracy on workers even more pernicious." To see the IATSE position reflected as the central issue in a prominent agency report is a sea change from previous administrations. The International issued a release highlighting the report and applauded Ambassador Katherine Tai and USTR.

On February 28th, President Biden announced Julie Su as his nominee to serve as the next Secretary of the Department of Labor. IATSE joined the AFL-CIO and worker advocates across the country in praising the nomination. The Department circulated a supportive AFL-CIO sign-on petition to Political Coordinators to build momentum ahead of her Senate hearing on April 20th. On April 26th, the Senate Health, Education, Labor, and Pensions Committee voted to advance her nomination. Corporate special interests are spending big to block her confirmation. On July 13th, Sen. Joe Manchin announced that he opposes Su's nomination. On July 20th, the Biden administration announced it is moving on from Su's confirmation. There is little expectation that Manchin will reverse his opposition or that Sen. Kyrsten Sinema (I-AZ) will support Su. The White House will keep Su in the role as acting Labor secretary thanks to a Labor Department rule that allows a deputy to serve in an acting capacity indefinitely.

On April 13th, President Biden announced his appointees to the reestablished President's Committee on the Arts and Humanities. The appointees include Laura Penn, Executive Director of the Stage Directors and Choreographers Society (SDC), and several entertainment union members. Penn is the first labor union leader to be appointed to this committee and IATSE advocated for her appointment.

On May 8th, President Biden nominated Deborah Robinson to serve as Intellectual Property Enforcement Coordinator (IPEC). IATSE praised the nomination, as the Union has long

advocated that she be considered for the position. Upon announcement, President Loeb stated, “this is welcome news from the Biden-Harris Administration and another example of their commitment to IATSE workers and the industries in which we work. IATSE is proud to have recommended Deborah Robinson for the role of IPEC to the administration. She understands how the economic livelihoods of behind-the-scenes entertainment workers depend on strong intellectual property protections. Her nomination could not come at a more crucial time, as more of IATSE members’ work is being brought to digital streaming platforms and AI capabilities are transforming the copyright landscape. We look forward to working with Ms. Robinson to strengthen our industries and secure a stronger future for IATSE workers.” The Department is urging members of the U.S. Senate to confirm her appointment.

On June 30th, Director McIntosh joined senior Biden-Harris Administration officials and leaders from the broader labor movement for a discussion of the implications of artificial intelligence (AI) for workers, unions, the quality of jobs, and the future of work. Director McIntosh outlined IATSE’s Core Principles for Applications of Artificial Intelligence and Machine Learning Technology and urged regulatory action to maintain strong copyright and intellectual property laws and protect the work of IATSE members.

On June 13th, Hair and Makeup Artists at the Atlanta Opera won a pivotal decision at the National Labor Relations Board (NLRB). The board’s

ruling in Atlanta Opera, Inc. and Make-Up Artists and Hair Stylists Union, Local 798, IATSE sets an important precedent, aiding workers in the gig economy as they seek the benefits and protections of union representation, while also limiting bad-faith misclassification efforts by companies. This decision was made possible because thousands of IATSE members went to the polls and voted for pro-worker change in the 2020 and 2022 elections. The election of Joe Biden as President and a pro-union Democratic Senate allowed for the Presidential nomination and Senate confirmation of pro-worker NLRB members who issued this decision.

On June 20th, Director McIntosh attended a meeting with NEH Chair, Shelly Lowe along with representatives from the AEMI unions of DPE. On July 13th, the same coalition met with NEA Chair, Dr. Maria Rosario Jackson. The unions provided Chairs Jackson and Lowe an overview of the AEMI’s priorities for the NEA/NEH, including (1) NEA/NEH funding at one dollar per capita, (2) The AEMI’s effort to improve awareness of the NEA/NEH prevailing wage standard and (3) The AEMI’s DEI Policy Agenda and related recommendations for the NEA/NEH.

Chairs Jackson and Lowe were grateful for AEMI engagement on shared priorities and shared a working draft of a fact sheet that the agencies are collaborating on to improve awareness of the NEA/NEH prevailing wage standard. They welcomed AEMI edits and input for that document. Both Chairs confirmed they are in the process of hiring Chief Diversity Officers at NEA and NEH, a key

priority that the AEMI unions pushed to achieve in the DEI Policy Agenda. Chair Jackson asked the unions to partner with NEA to highlight examples of nonprofit theatre employers who have responded to financial challenges effectively in ways that have valued and protected workers, so the NEA can amplify those best practices nationally.

Department Director McIntosh concluded the report by emphasizing the Biden-Harris Administration’s support for unions, entertainment, and the arts, highlighting their commitment to workers’ rights and including labor in decision-making processes.

President Loeb thanked Department Director McIntosh and Assistant Department Director Rees for their report. Considering the Department has only two employees, it does an impressive amount of work. The report was a catalogue of progress on issues that are important to the Alliance, which is a testament to the vital political work the Union has done over the past few years. The overall political program has been extremely successful. Now is the time to finish the job.

IATSE DISASTER RESPONSE COMMITTEE

Committee Chair and International Trustee Andrew Oyaas, International Vice President Damian Petti, International Representatives Wade Tyree, and John Gorrey, Senior Communications Coordinator Steven Chaussey and Committee member Dawn Arevalo presented a report to the Board regarding the Disaster Response Committee since the Board’s previous meeting.

Vice President Petti reported that in Canada, wildfire season started early and has been extremely destructive due to extreme El Niño and drought conditions. So far, over 110,000 sq. km. of land has burned.

In May, there was an unprecedented number of fires in British Columbia and Alberta with both provinces declaring states of emergency. By early May, tens of thousands of people had been evacuated in Canada's two most western provinces. In early June of 2023, fires moved east and IATSE members in Nova Scotia were amongst those evacuated. The Disaster Response Committee team worked with President Loeb and Trustees of the Walsh/Di Tolla/Spivak Foundation to make relief assistance available within 48 hours of the evacuation.

Later in the season, numerous fires in Ontario and Quebec forced tens of thousands of evacuations. The fires caused significant damage to infrastructure and their smoke engulfed many major U.S. cities. President Biden deployed firefighters to assist with over one hundred out-of-control fires in Canada. By July there were over 400 wildfires being fought by 5,500 firefighters. Over 160,000 people were evacuated.

In the first week of July 2023, the four consecutive hottest days ever recorded on our planet occurred. These records are projected to continue. In the middle of July, wildfires in Canada had consumed nearly 12 million hectares of land, more than twenty times the ten-year average. This season has far exceeded the record previously set in 1995 of 7.5 million

hectares burned and the season is still far from over.

Canadian wildfires are impacting the immediate health of people. There are also economic impacts for IA members. Smoke from fires is adversely impacting exterior location shooting. Calls to the IA safety hotline alerted the International of health hazards to IA Members and resulted in numerous projects being temporarily shut down in Canada and some Northern states.

The Committee is proud of the cooperation we have seen between Locals and the International that has delivered assistance to IA members in their time of need.

In the U.S., the National Ocean and Atmospheric Administration (NOAA) along with others groups that study hurricanes, have predicted a "near-normal" hurricane season this year. Their determinations are based on several competing factors. However, increased chances of flooding and heat related events remain a constant concern. And there may be 12 to 17 named storms – tropical storm level or greater. Even with the "near-normal" predictions, preparedness is still important. Remember your the "P's" – Papers (insurance policies, passports, social security card, birth and marriage certificates, etc), Photos, Prescriptions, Pets, and Phone if you are told to evacuate. Know where to go for shelter. And, have your "go" kit ready. The Committee noted the resources available for U.S. members on the "ready.gov" web site and for Canadian kin at "getprepared.gs.ca", or their province's emergency response web site.

President Loeb thanked the Committee and noted that events are going to continue to happen, and they will happen with frequency. The Committee was formed to provide relief to members in the event of a disaster, and unfortunately these events are still happening. However, the Alliance will continue to do things with agility to prepare our members.

IATSE DIVERSITY EQUITY AND INCLUSION COMMITTEE

DEI Committee Co-chairs International Representative Elizabeth Pecos and Kimberly Butler-Gilkerson and Committee Members International Representative Bryant Preston, International Communications Coordinator Megan Greene, Toni Burns, Tuia'ana Scanlan, DeJon Ellis, Robert Score, and Malakhi Simmons updated the Board on the Committee's activities since the Board's meeting in January. The committee acknowledged the vast number of reports over the past few Board meetings that now noticeably include and prioritize diversity, equity, and inclusion and applaud this movement towards upholding the Union's equity statement and union values.

DEI Committee updates

Over the past year, the Diversity, Equity, and Inclusion Committee has increased efforts to engage and highlight members via its "Visibility Matters" campaign, focusing on showcasing diverse voices during heritage months with member spotlights program. In 2022, the Committee added spotlights for American Indian Heritage Month and in honor of Black History Month,

the Committee hosted a cycle of IATSE 2023 21-Day Racial Equity Challenge.

In partnership with the IATSE Education and Training Department, the Committee promoted several new DEI-related courses presented in 2022 including 'Unconscious Bias and Microaggressions,' 'Cognitive Bias,' 'Allyship in Our Workplaces and in Our Union,' and 'Celebrating Hispanic Heritage Month.' All courses are available for viewing by members on the Education and Training Go-To Webinar site. Many additional courses are found on the updated DEI course collection on LinkedIn Learning.

In 2022, the DEI Committee began hosting gatherings at the biannual General Executive Board meetings. At the GEB in Puerto Rico in March 2022 and in Hawaii in January 2023, the Committee arranged gatherings open to all GEB attendees interested in discussing DEI initiatives. Attendance continues to increase at these events and the Committee plans to make this a regular gathering at future GEB's.

Over the past year, the Committee's primary focus has been on the development of the 2023 IATSE Member Census. In addition to collecting bids and meeting with potential partners to facilitate the Census, the Committee formed a joint Census development group with several IATSE departments. The Census Development group is responsible for collaboration throughout the development and launch of the Census and ensuring that all members are counted. The Committee is proud to partner with the Worker Institute at Cornell School of Industrial and Labor

Relations to bring the Census and honored to work on this inaugural and historic first endeavor to count all IATSE members.

Committee members continue to engage with Local leadership and members about ways to enhance DEI efforts within their Locals and Districts. DEI Committee Communications working group leader, Megan Greene, has met with new communications department staff for Locals 161 and USA829 about amplifying diverse perspectives, including celebrating voices during commemorative months and member story programs. DEI Co-chairs Pecos and Butler-Gilkeson consult frequently with Locals on launching DEI committees or restructuring goals and initiatives of DEI-related work. The Committee continually works to amplify the diverse needs, concerns and voices of the membership while also promoting continued education, training, access to opportunities and more.

The DEI committee invites any Local that has a DEI initiative or partnership they are working on to share it or to reach out if support for local committees is needed. The Committee welcomes tagging on any of the DEI channels when photos or posts are shared, or Locals/members can email the DEI Committee at deicommittee@iatse.net. Locals are also encouraged to nominate members to be featured for an IATSE Member Spotlight during commemorative months. The next heritage month is National Hispanic Heritage Month from September 15 to October 15. Take this opportunity to nominate and lift up Sisters, Brothers and Kin of Hispanic heritage within by

emailing the nomination(s) to the DEI Committee.

The Committee announced the appointment of two new members from Canada, Kim Warden, Local 300, Saskatoon, Saskatchewan and Nancy Hum-Balbosa, Local 891.

Sister Warden will be representing the IATSE at the second Indigenous Lobby Day on Parliament Hill on October 3, 2023, which is being organized by the CLC.

DEI Committee education and training working group leader and President of Local 7 Bryant Preston has been recently appointed as an International Representative to the IATSE Tradeshow Department. The Committee is pleased to share that Brother Preston has also recently become the President of the Colorado AFL-CIO.

Executive Committee Member and President of Local 665 Tui'a'ana Scanlan has been appointed to the Hawaiian Workforce Development Council. This is the first time a member of Local 665 has been appointed to this council. The council is a 41-member advisory commission comprised of both public and private-sector representatives, selected by the Governor to serve in staggered 4-year terms based on their knowledge of workforce development programs in Hawaii and ways to support economic development throughout the state.

Committee member and Local 728 Vice President Malakhi Simmons recently had an article published in the trade magazine "Protocol, the Journal of the Entertainment Technology Industry" advocating for more diversity and

inclusion in the entertainment industry.

Committee member Robert “Bobby” Score and retired Local One Secretary was honored with the 2023 Heart to Heart Community Impact Award an award at the Encore Community Services gala in New York in June. Under Brother Score’s initial leadership with the Local One Social Justice Task Force and continuing under Local One President Micheal Wekselblatt, the Local One Social Justice Task Force partners with the Encore Community Services on outreach programs that provide support to New York City seniors.

DEI efforts across the International

As part of the Committee’s Visibility Matters campaign, the following is a snapshot of what local unions are doing in the DEI space. Local B-27, under the leadership of Business Agent and DEI Committee member Toni Burns, is focused on incorporating DEI across the board and plans to launch a Local DEI committee.

On June 17, 2023, local unions covered by the IATSE Hollywood Basic Agreement held an inter-Local pre-Juneteenth celebration day at the Academy Museum in Los Angeles. Attendees were able to visit a special exhibit titled, “Regeneration: Black Cinema 1898-1971,” highlighting Black contributions to cinema. While the event was spearheaded by Local 728’s DEI Committee, its success truly came from all the participating Locals’ DEI Committee’s contributions and internal organizing. Members from eight of the Hollywood Locals attended the event, including Locals 44, 80, 705, 728, 892,

600, and 800. Teamsters Local 399 was also in attendance.

Also in June, Hollywood Locals 44, 80 and 728 attended a job fair at LA’s Crenshaw Highschool hosted by Teamsters Local 399. Fruitful training opportunities for underrepresented workers continue from the Reel Works MediaMKRS workforce development program, based in New York. The MediaMKRS program was launched in 2019 as a partnership between IATSE, the NYC Mayor’s Office of Media and Entertainment, the City University of New York, and media companies to train, credential and prepare New Yorkers for careers in entertainment.

At BroadwayCon, diversity took center stage, with a variety of panels and discussions held over three days from July 21-23, focused on how to diversity Broadway. The Joint IATSE/AMPTP Diversity Committee, established per the Basic and Area Standards Agreement, has been working diligently to develop mutually agreed upon standards and guidelines for working internship programs. In March, the Producers presented a proposed plan and the IATSE committee Basic and ASA groups have been working separately on responses to the plan. In the meantime, several studios have rolled out pilot training programs through a Local by Local approach.

In Los Angeles, Hollywood CPR offers vocational education and prioritizes a student body that reflects the community. Participating students learn skills required for several trades, with pathways to IATSE Locals 44, 80, 600, 705, 706, 728, 729 and 800.

LA’s Local 695’s Y-16A Training

Program intended for those who would otherwise not have an opportunity to break into the industry in Sound or Video, takes a hands-on approach to trainee selection, progression and continued support throughout the program.

The Motion Picture Editors Guild (MPEG) Local 700 operates an Apprentice Editor Pilot Program out of their West Coast office. Multiple employers, including all the major studios have utilized it. The MPEG NY office has been working with employers to use entry level editorial classifications for many years beyond that as well.

ICG Local 600 utilizes a ‘Path to Employment Program’ based on Warner Media’s Access to Action program. They also work with a repertoire of programs that facilitate access for underrepresented groups like the Entertainment Industry College Outreach Program (EICOP) that works directly with historical Black Colleges and Universities and Manifest Works Workforce Development in LA. Manifest Works is geared towards guiding individuals of all ages from the foster care system, formerly incarcerated and homeless towards successful career paths. Other Hollywood Locals’ partner with Manifest Works as well.

Local 478, New Orleans, partners with several training programs in Louisiana including the New Orleans Video Access Center (NOVAC) focused on training underrepresented communities in the New Orleans and Baton Rouge areas. They also work with Old Algiers Main Street; this historically black neighborhood is on the West Bank of New Orleans and is including the film

industry in some of their career training programs.

Local 491 has developed the RIDE workforce development program, or “Recognizing Individual Differences Exist.” This 501c3 program has independently raised over \$1 million from various municipalities in North Carolina. The program expands access to employment opportunities in film and entertainment for individuals from diverse and underrepresented backgrounds.

To date RIDE has partnered with NBC-Uni, HBO, Fox, Sony, Lionsgate, and several productions working under the Low Budget Agreement.

Local 665, Hawaii, has been effective with a project-to-project approach as productions set up in Hawaii, working to ensure minorities and women are offered training opportunities with a focus on building up departments with technical skills such as sound, video, and electrical programming.

DEI efforts are consistently robust in Canada and amongst the Canadian Locals. Thanks to one-time funding from the federal government through the Canada Performing Arts Workers Resilience Fund (CPAWRF), the IATSE in Canada was able to undertake more training than was previously possible for traditional live performance skills, and diversity training. In lieu of this funding, the IATSE Canadian Department hosted the online trainings, including:

- Four Seasons of Reconciliation
- Making Meaningful Inclusive Conversations: Understanding the 2SLGBTQIA+ Community
- LGBTQ2+ Workplace Inclusion

- Bill 168 & Ontario Human Rights Code (on preventing workplace violence & harassment)

- Respectful Workplace training
These funds also allowed local unions to offer trainings more specific to the needs of their region or crafts, including:

- Local 300 hosted a Training the Eye course on colour theory for diverse skin tones.

- Local 461 and the First Ontario Performing Arts Centre hosted a Bill 168 & Ontario Human Rights Code course.

- Locals 709 and 822 hosted Textured Hair training sessions.

- Local 906 participated in a Backstage Training Program focused on welcoming and encouraging equity-seeking groups to join the live performance industry.

The Canadian Department and ADC Local 659 partnered to co-sponsor Training the Eye: Light & Pigment Colour Theory at World Stage Design last year. The International plans on sponsoring a condensed version of this training at the CITT Rendezvous conference in August.

In pay equity news, Local 471 in Ottawa has achieved Pay Equity for Wigs, Hair, and Make-up at the National Arts Centre. Local 863 in Montreal is in the middle of a Pay Equity challenge to bring female dominant trades up to wages on par with their male counterparts.

Local 873 in Toronto is engaged in the CineCares Workforce Training Program in partnership with Cinespace Studios. The program focuses on providing training, paid on-set work placements and IATSE 873 permittee status to individuals from under-represented

communities. To achieve the goal of diversifying Toronto’s crew base, the program has engaged The Indigenous Screen Office (ISO), POV, and BIPOCTV & Film as their first community partners. Local 873 is also in partnership with the City of Toronto, MPA-Canada, and CEE Centre for Young Black Professionals in the “Entertainment Trades” training program. The program provides career training and development opportunities for young black youth. Additionally, Local 873 has developed a Respect in the Workplace Training, titled “Step Up” and a video series featuring discussions with members to explore experiences in the industry.

Local 514 in Montreal is working with the Centre for Young Black Professional (CEE) and DESTA Black Youth Network and Main Film to deliver a program that focuses on reducing the barriers young black youth face entering the industry.

Local 849 in Nova Scotia has a Diversity Mentorship Program, with 10-12 candidates per year working on film and television productions in four-week programs.

Local 667 in Toronto has partnered with the Canadian Society of Cinematographers to create a training and mentorship program spread across 4-wk placements with the camera department, an equipment rental house, and a post-production facility.

Local 212 in Calgary has established a new diversity committee and negotiated 30-day DEI training blocks with employers to support equity for marginalized groups.

ICG Local 669 in British Columbia has Trainee Program designed to offer

classroom and on-set training to become a 2nd Assistant currently operating in BC, Manitoba, and Alberta. In 2023, the local announced the Indigenous Community Camera Trainee Bursary, available to successful candidates who identify as Indigenous.

Local 891 in British Columbia is continuing work with the AMPTP and the Canadian Medical Protective Association (CMPA), and the BC Council of Film Unions to develop a trainee program to place individuals with protected characteristics in training programs. The Local also hosts several courses on working with textured hair.

As mentioned at the start of the report and as is made clear by all of this work, the Locals have clearly risen to the call to create more equitable pathways to Unionism, leadership, and equality. A diverse organization cannot be established unless current systems of access are enhanced. The DEI Committee encourages all locals to build structures to create equitable access for all, and to truly celebrate diversity. This growth will ensure a stronger Union, and together, we will rise!

President Loeb expressed his sincere appreciation for the progress this Committee has achieved in its young existence. He observed that it is extremely encouraging to hear about the successes of the Committee members in their respective communities and the embracing of DEI initiatives across the International. He noted further that Committee members are being recognized throughout the labor movement and are at the forefront of doing what is right. He noted that

permeation of IATSE culture is crucial to success. President Loeb thanked the Committee for their diligence, remarking that their achievements are nothing short of impressive.

IATSE GREEN COMMITTEE

Assistant Department Director for Stagecraft Stasia Savage and Local 892 Executive Director Brigitta Romanov reported on the Committee's activities since the Board last met in January.

Earth Day was celebrated this year with a panel discussion titled IATSE Goes Green! A Conversation with the Broadway Green Alliance (BGA). Many thanks again to the IATSE Education Department for assisting the Green Committee in putting this event together. The conversation centered around topics such as the growth of the BGA since its inception, resources they have available for productions and the Green Captain program. Also, during the month of April previous IA Earth Day events were rebroadcast on the Education Department's web channel.

In late April the Screen Actors Guild officially launched their Green Council at an event in Washington DC. The IATSE has signed on as a supporter of the Council and looks forward to collaborating in the future. The Council's main goal is to, "reduce single use plastic on screen, on set and at home, while normalizing reusables." The Council aims to identify an environmental issue that is, "demonstrative on set, practiced on set and creates a doable audience challenge at home."

The Entertainment for Culture and Climate action group of which the IATSE is a member the IA is involved

in continues to work on fleshing out an accord with the United Nations. This accord is founded on the principle that the entertainment industry possesses the ability to engage similar sectors and support ambitious sustainability initiatives.

The group will soon be asking stakeholders to become signatories to an accord. Signatories will commit to the five collective goals of the accord.

1. Swiftly and drastically reduce greenhouse gas emissions in our operations.
2. Use storytelling in interdisciplinary arts to catalyze climate action among audiences.
3. Preserve and regenerate biological diversity of natural ecosystems through more responsible industry planning and practice, respecting cultural heritage and traditional forms of knowledge.
4. Accelerate knowledge-sharing and positive climate action within the creative industries.
5. Promote broader climate action through mitigation and adaptation measures at local, national, and/or global levels.

Additionally, signatories will be asked to share their outcomes of the Climate Action Pathways implementation so that signatories may learn from each other and identify short and long-term goals.

These signatories will serve as a source of inspiration and assistance for other sectors in the entertainment industry, to minimize their environmental impact and raise climate consciousness to a level that spurs action.

Earlier this year multiple IA Locals

and guilds in the NY area began to hold inter-guild sustainability meetings to discuss greener film projects. Attendance continues to grow at these meetings and the Locals look forward to creating sustainable practices.

The Local 600 Green Committee is now the Local 600 Sustainability Committee, and they have a new website: <https://www.icg600.com/MY600/Member-Resources/Sustainability-Corner>. The site includes resources on sustainable workplace practices and links to the panel discussions hosted by Local 600 members. The Committee also hosted e-waste recycling collection events in New York City, Chicago, Atlanta, and Los Angeles and has more planned for 2023. The Committee is focusing their mission on two key components: 1) education and building awareness of sustainable practices on set; and 2) taking action to reduce, reuse, and recycle within the camera department.

Local 600 also donated \$2,161 to the non-profit organization One Tree Planted in memory of 31 Local 600 members who passed away in 2022. Based on the age of the person when they passed, that number of trees was planted in their memory and a certificate was emailed to their family. The committee hopes to continue this donation in the future to honor sisters, brothers and kin they have lost.

The Art Directors Guild held a Sustainability Symposium on June 17 at Local 80 in Burbank. The purpose of the event was to encourage art departments and overall film, television and entertainment industry members to seek out and support eco-friendly

product alternatives and to promote education and conversation about resources and companies interested in sharing the goals of the Art Directors Guild. Sessions included speakers from Earth Angel, Green Spark Group, Eco Set and a recycling specialist from the City of Burbank.

Local 728 held a Power Station Showcase in April also in Burbank at Local 80. The showcase highlighted products and practical applications of clean energy, focusing on ways that members can bring these tools to their sets. This event was sponsored by Local 728's Ecological Conservation Outreach Committee as a way to embrace new technology and strengthen the craft.

Local 892 held a class on, The Use & Meaning of Color in Contemporary Indigenous Textile Art with Porfirio Gutierrez. The class covered the use of ancestral techniques and using plants sourced from the area Gutierrez is working in for his art. This class was held in connection with the Local's diversity committee and posted on their YouTube channel.

Local 44 has recently started a green committee with the focus being on making commercial production more eco-friendly. We look forward to hearing more from them as well as the sustainability game/PAC fundraiser that some of the Hollywood Locals are creating for the All In Mixer to be held this fall.

Lastly, if you follow the IATSE Green Committee on Facebook you may have seen posts from Local 873 member Grant Heggie. Brother Heggie runs an organization called Ready, Set, Recycle.

Ready, Set, Recycle obtains items from past productions and then gives them away or sells them in an auction type warehouse. Founded in 2021, Brother Heggie has included over thirty-nine productions and so far, has kept forty-four truckloads of scenery, props and costumes out of landfills.

President Loeb began his remarks by stating that everyone is aware of the climate crisis, observing that July meteorological readings recorded the highest temperatures on the planet. Fires, hurricanes, and floods occur more frequently, which are often attributed to climate change. The IATSE needs to be part of the solution in order to alleviate these issues affecting climate change.

President Loeb thanked the committee for their engagement, noting how its work has been invaluable and 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 June 2023 were just shy of \$258 million. This amount, as compared to the same six-month period in 2022 is 12.65% lower and looking at the same period in 2019, the year prior to the pandemic receipts are 20.7% higher. The National Funds continue to experience record increases in contributions coming largely from motion picture

production. Thus far in 2023, motion picture productions are accounting for 60% of all contributions with live venues making up the balance. It is expected that the reduction in contributions as a result of the SAG and WGA strikes will bring this percentage down when year-end calculations are made.

As of June 30, 2023, net assets of the Funds have reached \$2.8 billion. Compared to total net assets of approximately \$1.8 billion as of December 31, 2018, asset levels have increased by slightly more than 53%. Comparing year end 2022 to the first six months of 2023, the net assets of the Funds increased by 6.3%.

As of July 2023, The IATSE National Health & Welfare Fund provides health coverage to 55,984 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 97,000 participants. Accounts are held in various options provided by The Principal.

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) which is a 25% increase from year-end 2022.

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. Locals are encouraged to have their members register and visit the site often and share Fund Office messages via Local websites.

■ For participant services assistance, pssc@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

Pandemic relief that was provided to National Health & Welfare Fund participants ceased at the end of 2022 and that relief amounted to a little over \$100 million.

It is anticipated that the present union strikes involving the motion picture industry are going to impact the contributions on behalf of current members (e.g., CAAP balances) working in that industry. The Trustees announced that for members affected by the strikes who worked under a collective agreement in motion picture production for at least five days between January 1, 2023 and June 30, 2023, and currently enrolled in Plan C whose CAPP account balance is not sufficient to cover their current coverage option will not have to copay to remain for the quarter beginning October 1, 2023. In addition, eligible participants who are not currently working may take

a distribution from their Annuity Fund account without the usual 6-month (or 2-month) waiting period.

President Loeb thanked the officers and Trustees for their report and emphasized that further growth among the participants covered by these plans will continue to secure the benefits that are important to covered participants.

IATSE PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John Ford, and Craig Carlson, and Political and Legislative Affairs Department Director Tyler McIntosh reported to the General Executive Board concerning the IATSE Political Action Committee (PAC).

For the period January 1 to June 30, 2023, the IATSE PAC received \$158,723.34 in contributions and made disbursements of \$133,000.00. The State and Local PAC received \$15,000.00 in contributions and made disbursements in the amount of \$1,000.00. The Federal Speech PAC had receipts of \$90,000.00 and made disbursements of \$130,000.00.

There were four significant one-time contributions. These were \$16,070 from the PAC event held at the 2013 Mid-Winter General Executive Board Meeting, \$5,260 from various District Convention fundraisers, \$1,045 from Dodgers' night organized by Local 80 and \$10,722 from Local 2.

There are presently 1,305 monthly credit card and payroll contributors which is holding steady from the previous six-month period. Members from 142 different local unions (an increase of 11) are contributing and those contributions amounted to \$136,348.34.

The disbursements of \$133,000 from the IATSE PAC were contributed to fifty-three different campaigns. The disbursement of \$1,000 from the State and Local PAC was contributed to one campaign and the disbursements of \$130,000 from the Federal Speech PAC were contributed to five different campaigns.

The PAC lapel pins for the three levels of PAC participation which are President's Club, Leader's Club, and Activist's Club and coincide with the \$40/\$20/\$10 per month contribution levels continue to be sent to those who become monthly contributors and that will include any new signups from those attending the PAC Fundraiser at the General Executive Board meeting.

The IATSE PAC Local Solidarity Awards were publicly announced on March 31st via a release on IATSE.net and an article in the 2023 First Quarter Official Bulletin. The Bulletin article was emailed to all U.S. Local officers and Political Coordinators to highlight the new awards program and build awareness. 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: (1) the percentage of individuals from a Local's total membership who 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 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 either 7.5% of members giving, or \$7,500 contributed will receive the Silver award. Locals with either 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 in total annual contributions & > 1% of Local membership contributing. This structure allows for all Locals, regardless of size, to have an equal opportunity to achieve recognition.

General Secretary-Treasurer Wood displayed a sample of the award, a commemorative plaque. The plaque has 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 the IATSE Official Bulletin.

Some Locals have already qualified for the inaugural awards as of June 30th. Local 121 has qualified for the Bronze award. Local 16 has qualified for the Silver award. Locals 2, 8, and 631 have qualified for the Gold award. No Locals have yet qualified for the Platinum award. Locals 11, 26, 52, 728, 868 have nearly qualified for the Bronze award. The PAC Committee commended these Locals and looks forward to seeing what they achieve by year's end. The PAC Committee encouraged additional U.S.

Locals to prioritize the IATSE PAC this year and achieve recognition in 2024. Locals can contact the Political and Legislative Affairs Department for more information at polleg@iatse.net.

President Loeb reiterated how important it is for the Locals and members to get involved in the PAC. Worker friendly legislation at the federal, state and local levels is a direct result of the International's participation in political programs. Every Local and member benefits from the work that the PAC is doing. A small number of Locals continue to bear a disproportionate amount of the burden, and that must be corrected. Failure to do everything possible in the political arena is a failure to do everything possible for the members of the IATSE.

IATSE PRIDE COMMITTEE REPORT

IATSE Canadian Office Operations Manager and IATSE Pride Committee Chair Nate Richmond, International Representative Rachel McLendon, Local 631 Business Representative Kimberly Holdridge, Assistant Executive Director of the Costume Designers Guild, Local 892 Doug Boney and National Business Agent, United Scenic Artists, Local USA829 Carl Mulert provided the General Executive Board with an update on the IATSE Pride Committee's activities through the presentation of a slide show.

In March 2023, Committee Chair Richmond represented IATSE at the WorldPride event held in Sidney, Australia. Highlights of the event included the first nations welcome from Aunty Sue Pinckham,

an Aboriginal Cultural Advisor at Macquarie University in Australia, and Dr. Elizabeth Kerekere, a member of Parliament from New Zealand. U.S. panelists included Ambassador and U.S. Director of the Asian Development Bank Chantale Wong, Delaware Senator Sarah McBride and Ambassador to Australia Caroline Kennedy. Canadian panelists included Chief Executive Officer for global LGBTQ+ not-for-profit Rainbow Railroad Dr. Kimahli Powell, Consul General of Canada in Sydney André-Francois Giroux and musician and producer Peaches. Assistant Secretary of the Victorian Trades Hall Council, Wilhemina Stracke, gave an inspiring talk about brands engaging in “pinkwashing” by talking the talk but not walking the walk of LGBTQ+ issues.

In May 2023, the thirtieth convention of the Canadian Labour Congress (CLC) was held in Montreal, Quebec. On the first night of the convention, the 2SLGBTQ+ caucus hosted its largest caucus meeting and event in CLC history that was very well attended by the large IATSE delegate contingent at the convention. Of particular note during the convention was the passing of an unanimously supported emergency CLC motion creating a task force to develop supports and tools for CLC affiliates whose members find themselves victim of anti-2SLGBTQI+ hate in the workplace. Committee Chair Richmond will represent the IATSE on this CLC task force.

The Committee’s Pride Month endeavours once again included the posting of a Pride Month graphics created by Representative McLendon on

the Committee’s Facebook page during Pride Month. The graphics were used not only to celebrate Pride Month, but to also bring attention to seriousness of the various anti-LGBTQ+ legislation that has been and continues to be introduced in the U.S. and to rally support to get that legislation defeated. In addition to Committee Member Holdridge recently being elected Secretary of the newly formed Pride at Work Chapter in the state of Florida, the month of June 2023 also saw Holdridge get recognized for her contributions to the labor movement, the LGBTQ+ community and the U.S.A. by 9th District of Florida Representative Darren Soto and the 118th Congress as a distinguished leader for Pride Month. The IATSE Education Department hosted successful re-broadcasts of the Committee’s “Straight Talk About Gay Pride” and “Supporting Your LGBTQ+ Working or How to Run a Tight Allyship” webinars in June 2023 which were once again well-attended and received. The Committee also hosted the “Hope for the Day” non-profit movement webinar entitled “It’s okay to not be okay” which addressed, among other things, the unique intersection between LGBTQ+ experiences and mental health. The highlight of the Committee’s Pride Month endeavours included participation of Committee members, International Officers, Directors, Representatives and IATSE members generally in the New York and Toronto Pride marches.

Also in June 2023, Committee Members Richmond, Boney and Mulert joined IATSE Political/Legislative Department Director Tyler McIntosh and Assistant Director Jackson Rees as well

as USA829 members Martha Mountain and Justin Schmitz in celebrating the Solidarity Awards Honorees at the AFL-CIO headquarters in Washington D.C., an event sponsored in part by IATSE.

In an effort to extend the outreach of labor and unionism in queer spaces, Committee Member Boney attended the 6th edition of the LGBTI Political Leadership Summit of the Americas and the Caribbean held in Mexico City, Mexico in July 2023 as well. This year, 500 attendees from more than forty countries gathered for plenary sessions, panels, and workshops covering topics such as how LGBTQ+ participation can transform politics, exploring ways people’s intersectional identities can unite and the success of LGBTQ+ political leaders, including many trans folks, throughout the region, including Erika Hilton, the first black, transgender person elected to the Chamber of Deputies in Brazil and Tamara Adrián from Venezuela who was the first trans woman elected to parliament in Venezuela and the first trans candidate for the presidency of any country. Attending this Summit provided for an opportunity to cultivate relationships and global solidarity with queer leaders in international spaces.

The Committee concluded its report by encouraging IATSE members to attend the Winter 2024 General Executive Board meetings in Nashville, Tennessee and to look forward to supporting IATSE kin working and living in Tennessee by attending the meetings.

President Loeb thanked the Committee for its report and, in doing so, once again confirmed the IATSE’s ongoing commitment to supporting the

Committee and its various initiatives. President Loeb concluded his remarks by stating that the IATSE will be showing up in force to Nashville, Tennessee for its 2024 Mid-Winter GEB in spite of the Tennessee Government's recent anti-LGBTQ+ bills. It is important to stand and speak for those who are discriminated against rather than cower.

IATSE WOMEN'S COMMITTEE

International Vice President and Women's Committee Chair Joanne Sanders, along with Committee members International Vice Presidents Colleen Glynn, C. Faye Harper, Assistant Director for Stagecraft Stasia Savage, International Representatives Cindy Jennings, Liz Pecos, IATSE Communications Coordinator Megan Greene, Ellen Popiel, Dawn Arevalo, Lucia Aloï, Rose Etta Venetucci, and Nicole Miller reported on the Committee's activities since the Board last met in January. The Women's Committee Executive Council and District Coordinators have continued to reach out to Locals across the districts to keep women members informed and engaged.

This year, more states are mounting efforts to pass legislation that further erodes women's rights to bodily autonomy and more federal candidates jumping on that bandwagon. The Committee will be gearing up for the 2024 primaries to assist Local committees with voter education and mobilization. The Committee continues to promote its campaign highlight those whose accomplishments may have gone unacknowledged. Information can be found on the Women's Committee page of the IATSE website.

Women's Committees in several of the Districts are continuing their activities.

District 1

Women's committee members are active in the area Labor Movement and most recently have participated in SAG-AFTRA rallies where IATSE Locals

provided sound systems for the rallies in Portland and Seattle. Most recently, they participated in AFL-CIO events with AFL-CIO President Liz Shuler, walked picket lines for Nurses, SEIU, and "practice" lines with the Teamsters. Members of the women's committee also participated in multiple 2023 Pride events.

Oregon Paid Family Leave Benefits start this fall. Two sisters from Local 28, Rose Etta Venetucci and Rhiannon Rodriguez Betts, spent two years volunteering on committees to secure paid leave for Oregon families.

Local 93 Spokane is preparing its Women's Committee breakfast for the District 1 convention in September.

District 2

During the recent District 2 Convention, resolutions were passed encouraging IATSE Locals to increase awareness of the need to provide accommodations for expressing breast milk and supporting the adoption of comprehensive fertility and adoption benefits in medical plans. They also had a very successful women's event with 95 attendees. The group collected donations of almost \$1,500 for the Women Helping Women organization in Hawaii, which helps victims of domestic violence.

The Local 700 MPEG Women's Steering Committee established the Lift Up Women Program, a mentoring program.

Because of the WGA and Sag AFTRA Strike, the MPEG Committee received an email from an OB Gyn in LA, who offered discounted gynecological and obstetrics care for all entertainment industry workers affected by the strike.

District 6

In District 6, Sister Barbara Dolney, the District coordinator is researching the economic impact of anti-drag laws. Her full report will be available soon.

District 7

In District 7, Local 635 in Winston Salem found a great charity for the group to learn about and celebrate. Joy Nelson-Thomas, the founder and Executive Director of Learning Everyday Accomplishing Dreams (LEAD) Girls of North Carolina spoke on behalf of the charity, which is dedicated to providing the tools and resources that low-income/at-risk preteen girls must have to become productive citizens and active leaders in their communities. The Committee collected \$1,600 in cash and online donations.

The D7 committee announced the addition of co-chairs to work with Dawn Arevalo who has served as District Coordinator since 2016. Melva Akens and Jamie Rosegren of Local 479 have stepped up to assist for the next year. They will focus on a get out the vote campaign. Other women from District 7 were invited to join in the GOTV efforts, to include phone banking and canvassing on behalf of Labor endorsed candidates.

The group was also urged to fill out the IATSE Member Census.

District 10

Local One Sisters Committee

On Sunday, August 13, the Local One Sister Committee will be holding their 12th Anniversary Brunch at FRANKIE & JOHNNIE'S, 320 W. 46TH Street, from 11:00 am to 2:00 pm.

District 11 & 12

In April, IATSE Local 667 teamed up with WIFT Toronto (Women in Film & Television) to put on a Camera and Lighting 101 equipment introduction workshop called Lights! Camera! Learn! The workshop aimed to familiarize attendees with camera and lighting gear who are interested in pursuing a career in production. IATSE 667 provided the participants with not just training, but also an introduction to the benefits of working as a union member and being trained in IATSE Local 667's camera trainee program.

In March, the Canadian Women's Committees were issued a challenge to get involved with a period poverty Charity. Locals 709 and 856 knocked it out of the park with large donations to Iris Kirby House, Marguerite's Place, and Moontime Sisters.

International Representatives and Local leaders have been hard at work negotiating to ensure that menstrual products are readily available in the workplace. To date, products are now available either by company policy or contractual language in more than 25 workplaces. In addition, at Manitoba Theatre for Young People, the IATSE has

been successful in getting the employer to provide dedicated quiet, clean, space to breastfeed or express and store breast milk onsite.

District 14

Local 477 held a Meet Up in Tampa in the spring and have secured financial and other donations to Souls4Souls

President Loeb remarked that he appreciates the activity of the women's committees in the Locals and Districts. He noted that activism within local communities has led to engagement and votes against regressive legislation involving bodily autonomy. He commended initiatives like those undertaken by Local 700 and encourages others to follow this model because mentoring is very important to long term success. President Loeb encouraged everyone to continue the fight for equity, justice and fairness.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Jonas Loeb, International Representatives Wade Tyree and Marisa Shipley, Senior Communications Coordinator Steven Chaussee, and Communications Outreach Coordinator Megan Greene reported to the General Executive Board on the activities of the Young Workers Committee during the first half of 2023.

In May, Communications Director Loeb wrote to the International President formally recommending the appointment of International Representative Marisa Shipley to the International's Young Workers Committee. Between her position in the International and being president of

Local 871, she is an ideal candidate for the young workers committee because of her demonstrated leadership, passion, and knowledge, and her appointment will greatly enhance the committee's ability to advocate for and support our young members, particularly those on the West Coast. Representative Shipley is deeply embedded in the Hollywood Young Workers movement and has continually shown dedication and resilience in advocating for young members' rights and concerns.

Hollywood area Motion Picture Television Department Local young worker chairs continue to meet monthly as an across Local group and a second meeting with Vice President Miller, Assistant Department Director Holtgrewe and International Representative Shipley at the West Coast Office to discuss outreach, engagement, and education in the coming years for members and bargaining committees. These Hollywood area young worker committees have also been individually active with their respective members. Several Local committees have created new membership or future member orientation programs with their Locals and a number of others have or are working on mentorship programs. The various committees have hosted a number of events including a Roberts Rules seminar, skill workshops, trivia nights, hikes, movie screenings paired with crew commentary and mixers. They have also led contingents at LA area labor events including the May Day parade, the LA Feds 'Unions Strike Back' event and picket lines with the WGA, SAG-AFTRA and Unite Here.

On Sunday, March 5th Locals 52, 700 and USA829 Young Workers held their annual Solidarity Social Mixer at the Royal Palms Shuffleboard Club located in Brooklyn, New York. More than fifty IATSE Young Workers gathered to talk solidarity, strengthening the union, community, and of course a little bit of friendly competition for the 2023 IATSE YWC Shuffleboard Champion title. To participate in the competition each player was required to partner with another young worker and each team was given four pucks to play per round.

Attending on behalf of the International and Communications Department, Communications Outreach Coordinator Megan Greene partnered with proud Local 52 member Eric Leinwand, making Megan an honorary Local 52 member for 24-hours. After two hours of fun, four rounds, and outscoring sixteen teams, Eric and Megan claimed the title for the 2023 IATSE YWC Shuffleboard Champions. This victory made Local 52 the tournament winners to take home the prized trophy and house it at the Local 52 union office until the next solidarity social mixer in 2024.

The Young Workers committee hopes to continue this annual tradition and build more connections amongst the various Locals within our union. A special thanks to the event organizers and USA829 members Julia Colicchio (YWC Chair), Angela Alvarez, Emily Rosenkrantz and Elizabeth Distant along with Local 52 YWC Chairs Anthony Stracquadiano and Rich Lieberman and Local 700 YWC Chair Joey Winterbotham for organizing this second annual outing. Also, a special

thanks to the amazing staff at The Royal Palms Shuffleboard Club for being so accommodating and welcoming.

The Canadian IATSE Young Workers (YW) made a significant impact at the 2023 CLC Convention, with YW members actively participating in nearly every equity caucus. Their engagement proved invaluable as they coordinated efforts within the YW Equity caucus, advocating for the recognition and review of a fair election process. Additionally, the young workers played a crucial role in establishing information networks to support an emergency resolution proposed by the LGBTQIA2S+ caucus. This resolution aimed to support and coordinate flying squads in support of workers facing transphobic action from protesters at their workplaces, and has continued to be a necessary example of inter-union solidarity in the Canadian house of labour. The collective efforts of these young workers have strengthened their voice in the labor movement and fostered positive change within our workplaces.

On the west coast, the Local 938/CAG YWs demonstrated their dedication by organizing an overwhelmingly successful flying squad action. This action aimed to provide support to Local 118 workers amid protest actions at Carousel Theatre for Young People. In addition to working with other Locals and unions to support and coordinate the CLC flying squads needed in Ontario, the Local 58 YWC committee orchestrated several impactful initiatives, including a picnic social, a food drive, and two BBQ fundraisers, benefiting the Fort York Food Bank.

The Committee announced the 2024 Young Workers Committee Conference (YWCC) will be held in Calgary, Alberta in July 2024, immediately before the General Executive Board Meeting scheduled for that same month. This marks the first time a Young Workers Committee Conference will be held in Canada. Additionally, the decision to bundle a YWCC with a General Executive Board meeting has numerous cost savings and operational benefits. Local union officers were advised that the nomination process for attendance will open January 8th, 2024, but the time to begin considering who your Local will nominate is now. Spots are expected to fill quickly, and there must be sufficient time for US nominees to secure passports and make plans.

Per the longstanding rules of the conference, each Local may nominate up to two young workers to attend, and local unions may submit alternates in the event their original nominee cannot attend. Locals should endeavor to nominate members who have not yet attended a Young Workers Committee Conference. More information will be made available regarding the nomination process as the new year approaches.

President Loeb expressed his appreciation for the work the Committee has done through the years. He observed that Locals need to engage young workers because not only are they the future leaders, but they are also the future members. He stated that the International needs strength throughout the organization, which must include fun activities and meetings.

Finally, President Loeb thanked

the committee for their hard work and forward-looking vision.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, and the IATSE Directors of the Motion Picture Industry Pension and Health Plans (MPIPHP) Steve Kaplan, Chuck Parker, Scott Bernard, Patric Abaravich, Bob Denne, and Cathy Repola reported to the General Executive Board regarding the status of the MPIPHP.

Vice President Miller reported on behalf of his fellow Directors. He noted that while the MPIPHP report normally includes a number of detailed metrics this report is differently focused. The regular metrics are not as relevant for the current report because of the ongoing labor disputes.

Total investments assets in the MPIPHP are close to \$12 billion with the investment returns through April 30, 2023, at just over 3.1%. Plan allocation is adjusted periodically as fixed income yields increase.

While the income to the Plans from residuals is always key income, it is particularly impactful this year. Residual receipts in 2022 exceeded \$600 million for the first time. Through April 2023, the Plans have exceeded \$7.0 million those contributions incurred in 2022 in the same time period. This is significant given the downturn of work in much of 2023. Residual receipts have increased every year for at least the last decade because of the increased re-use of content.

Post '60s contributions, which are triggered by theatrical motion pictures

moving to free television, continue to decline because much of that has been supplanted by streaming. Going forward, adjustments will need to be made, including possible reallocation proposals during the 2024 Basic Agreement negotiations.

Hours reports into the Plans lag by about three weeks. This GEB meeting takes place during the 3rd week of SAG-AFTRA members being on strike in their labor dispute with the producers. Because of that lag, the numbers in the report will continue to get significantly worse each week as the labor disputes continue. There was still work continuing while the WGA was on strike, but that came to an almost complete standstill on June 14 when SAG-AFTRA joined the picket line.

For the same period last year, MPIPHP is down 19.1 million hours, which is a 28% decline. This translates to approximately \$950 million in lost wages compared with 2022. This also equates to approximately \$60 million in lost IAP contributions and well over \$150 million in lost hourly pension and health contributions. That equals over \$1.2 billion in lost wages and benefit contributions just for IATSE members under the MPIPHP plan. There are also additional potential impacts downstream on revenues because less content is being made.

As noted in other reports, work began to decline prior to the current labor stoppage. Through April 30th, the Plans were down \$60 million in employer contributions for that same period last year. Normally, those numbers increase year to year because of the yearly wage

increases and hourly contribution increases. With that in mind, the loss is even greater when factoring in the compounding increases which should be seen in 2023.

There are over 20,000 current pension recipients. There are almost 63,000 Active Health Plan participants. The Plans spend \$72 million a month on active healthcare and \$12 million a month on retiree health for a combined total of \$84 million a month. These numbers help demonstrate how quickly the Plans are spending down on the reserve levels while there is significantly less income to the Plans.

As of April 30, 2023, there are 16.7 months of reserves in the Active Health Plan and 8.2 in the Retiree Health Plan. Prior to the current ongoing labor disputes, the Plans were projected to have 13 months of reserves in the Active Plan and 8 months in the Retiree Plan at the end of the calendar year. The Directors believe that those projections will not be met. The Plans have actuaries working on projecting the impact of the current conditions over the next three years, assuming a 40% decline in employment over the year. The Directors will be in a better position to report on this at the next GEB meeting.

Over the last several Basic Agreement negotiations, the bargaining committee has negotiated several benefit provisions with triggers that are tied to reserve levels at certain points in the contract cycle. The 13th and 14th checks for retirees are paid in November of each year, provided the projections immediately prior show eight months of reserves in both the Active and Retiree plans. The Directors

believe at this point that there should be sufficient reserves in October to pay for those checks in November 2023, but they will continue to monitor the situation.

The Directors noted that at this point, the bigger concern is the 10% pension increase set for January 2024. That increase will only go into effect if both the Active and Retiree plans each have eight months of reserves. If the Plans do not meet that threshold, then that pension increase negotiated for the three prior years will not happen. The likelihood of members seeing this benefit increase will be impacted by the current ongoing labor disputes.

During the COVID-19 pandemic, the Directors were able to negotiate benefits bridging the work stoppage, causing a spending down of the reserves. That is what the money is for, to benefit the members. And at the most recent Benefits Appeals Committee meeting, the Directors negotiated avenues venues for relief for members impacted by the current labor dispute. First, a hardship withdrawal from the IAP, up to 20% of account balance not to exceed \$20,000. The Directors advise that this should be utilized with caution because any withdrawal is subject to income taxes and a 10% withdrawal penalty.

Second, the Directors negotiated for some bridging for health coverage for members with qualifying periods ending in May, June, and July 2023. Plan participants with qualifying periods ending in May will be credited up to 67 hours, up to 134 hours for June, and 201 hours for qualification periods ending in July. At the next committee meeting, the Directors will discuss

subsequent bridging. Any negotiated relief for future periods will likely be structured differently because it would impact a significantly larger number of Plan participants. Future relief could look more like coverage negotiated by the trustees of the plan towards the end of the COVID-19 pandemic, with premium-free COBRA coverage, where participants apply for COBRA, but the Plans paid the premium. This type of bridging is structured so that when participants go back to work, they start requalifying for coverage as soon as they meet that threshold, instead of crediting hours which has even more of an impact over time.

Members can find additional information, including the specific qualifications for this relief on the MPIPHP website in the 'Strike Relief' tab on the homepage.

The Directors were very pleased to report on this assistance and will continue to negotiate for the benefit of members as labor representatives on the MPIPHP. Although this assistance will cost the Plans several million dollars, the Plans are in a position to provide it, as well as hopefully some level of assistance moving forward.

Director Bernard thanked Vice President Miller and the other Directors for the work that they did to bridge benefits because it will help a lot of members and a lot of families.

President Loeb thanked the Directors for their report. The hard work and management by the Directors of the Plans made this relief possible. Many members are in dire situations, and the issues will compound as the

work stoppage continues. It will be important for the Directors to continue to press their employer counterparts to get relief for the members. Bargaining is on the horizon, and the health of the Plans will be an important issue in those negotiations. In the meantime, the Union will do everything it can to ensure that the members are protected. President Loeb concluded his remarks by thanking the Directors for doing all they have in that regard.

PINK CONTRACT

International Vice President and Department Director, Stagecraft, Michael J. Barnes, Assistant Department Director Stasia Savage, Retired International Vice President Anthony DePaulo, International Representatives Brian Munroe and Don Martin, General Counsel Samantha Dulaney, Committee Members Brandon Bolton, James "Jimmy" Fedigan, Kevin Hoekstra, Angela Johnson, Gene Lauze, Brian Messina, and Paige Zaloudek reported to the Board on the successful conclusion of collective bargaining negotiations with the Broadway League for a successor Pink Contract Agreement.

The bargaining parties met over two and a half months from May through July. The proposals from both sides were aggressive, with the employers seeking roll backs to hard-fought working conditions. The Union sought to raise wages on Broadway and on road tours, to protect health contributions, improving rest, eliminate out-of-pocket housing costs amongst many other priorities. The Union achieved its priorities. This agreement resulted in historic improvements for Pink

Contract workers. All crafts will see wage increases to the so-called street rates which over time will eliminate wage compression. In addition, for the first time, those who work under the Agreement were permitted to vote on it. The negotiations committee unanimously recommended ratification and those voting on it expressed their approval overwhelmingly.

Committee members Bolton, Fedigan, Johnson and Zaloudek all expressed their appreciation to President Loeb for being appointed to the Committee. Brother Bolton and Sister Johnson added that the Committee's support for the crafts of makeup, hair and wardrobe was a real-life example of solidarity. Sister Zaloudek remarked that the workers should experience increased wages particularly since they no longer have to pay for housing unless they choose to do so. Brother Fedigan added that his father worked under the Pink Contract for the entirety of his career. Brother Fedigan stated that he has been involved in Pink Contract negotiations for a number of years and this one resulted in the most significant gains. He also thanked President Loeb for including him in the negotiations.

President Loeb observed that this agreement is historic in the contractual improvements achieved. He remarked that the knowledge of the Committee, the Department's comprehensive preparations, the communication with the workers through focus groups and town hall meetings resulted in a successful negotiation. He commended the Department and the Committee. He also expressed his thanks to General

Counsel Samantha Dulaney and Paralegal Leslie DePree. President Loeb concluded that the Department will monitor the agreement throughout its term which will set a foundation from which to build.

STAND WITH PRODUCTION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. with, retired Assistant Motion Picture and Television Production Department Director Daniel Mahoney, International Representative Marisa Shipley, Special Representative Colleen Donahue and Stand With Production founders and lead organizers Erin Wile and Cheyenne Cage reported on the Stand With Production campaign to organize freelance production workers in commercials.

Stand With Production, the organizing campaign to represent commercial production workers nationally in the crafts of Line Producer, Production Supervisor, Assistant Production Supervisor, Production Assistant, and Bidding Producer, has

been working through a card count process since the Mid-Winter General Executive Board meeting. This process has been consistently plagued by obstructionist efforts to delay the card count.

At every turn, the Stand With Production organizers have done what they do best and coordinated a strong campaign to offer all workers the opportunity to have their collective voice heard.

The IATSE sent a demand letter for recognition to the AICP on December 15, 2022, to begin the process of a card count by a neutral third party. After multiple delays by the employers to schedule with the neutrals, the card count was scheduled to begin on March 7th.

Former Assistant Department Director Mahoney started with this campaign more than a year ago and has continued to invest in this team as he transitions to retirement. He was instrumental in bringing the campaign into the IATSE, was part of the team that worked on the neutrality agreement for recognition achieved during AICP



Left to right: International Representative Colleen Donahue, Special Representatives Erin Wile and Cheyenne Cage.

negotiations, has worked with the organizers throughout the signature gathering and card count processes, and led the way for this movement within the IA.

After Mahoney's retirement, the International brought on former longtime Local 161 Business Representative Colleen Donahue as a Special Representative to work with the Stand With Production organizers through the card count process and beyond. She has already been an invaluable asset and the Department is grateful to have her involved in this work.

In late April, after extended negotiations with the AICP, the parties agreed to an additional step in the card count process. The parties agreed to engage the American Arbitration Association (AAA) to send confirmation letters out to the card signers.

The IATSE was informed on Saturday, July 22, that the neutrals had determined that the union had prevailed! This was achieved in the face of arduous delays by the employers, incomplete information and myriad other obstacles.

This campaign started in October 2021. This was the beginning of a movement. This campaign is an inflection point for freelance production workers across the United States working under extreme conditions.

The amount of hard work that has gone into reaching this point cannot be overstated. Countless hours over several years by dozens of Stand With Production organizers and volunteers to bring this stage of the process to a close.

Former Assistant Department Director Mahoney, former International

Representative Yvonne Wheeler, International Representative Shipley, Special Representative Donahue, nearly the entire IATSE Legal Department notably Counsels Adrian Healy and Jacob White, Director of Communications Jonas Loeb and International Representative Liz Pecos have all worked with the organizers over this campaign to support them in their efforts.

In addition to all that internal work by the organizers, IATSE representatives and staff have begun to shift their focus to the next steps—It will be necessary to negotiate a first contract and charter a new national Local to cover production workers in the crafts of Line Producer, Production Supervisor, Assistant Production Supervisor, Production Assistant and Bidding Producer in commercial work to provide these workers with the protections and benefits of union membership.

With a unit total in the neighborhood of 5,000 individuals, Stand With Production and the IATSE have organized on a scale that is significant not just for these workers, but for the labor movement as a whole.

The Department will continue to update the General Executive Board through the next steps after this historic victory to represent thousands of new workers in the commercial production industry.

Retired Assistant Department Director Mahoney praised the courage of Cheyenne Cage and Erin Wile in walking off the job and igniting a movement. He was humbled by their tenaciousness and single-minded purpose in driving toward this victory. They truly are Norma Raes.

He also thanked the workers for their steadfastness, notably Paul Perez.

Special Representative Donahue stated that she has been incredibly impressed by Cage and Wile's tenacity. She thanked President Loeb for her assignment and expressed her pride in being part of this historic victory.

Cage thanked everyone at the IATSE for standing behind them in this fight. This will provide protection for some of the most vulnerable people working in the industry.

Wile said that she was overwhelmed by the outpouring of support from the entire Union. She particularly thanked retired Assistant Department Director Mahoney.

Vice President Sanders noted that AFL-CIO President Liz Shuler specifically referenced this organizing victory during her speech at this year's Indiana State AFL-CIO convention.

President Loeb noted the historical significance of the sheer size of the bargaining unit that was organized here. The next step is to negotiate a contract that provides workers with the dignity, respect, and representation that they deserve. President Loeb stated this group will continue to have his full support and the full support of the General Executive Board. Although this organizing effort took considerable resources, those resources exist to organize and protect workers in the industries represented by the IATSE. The Communications Department spent a considerable amount of time ensuring transparency throughout this process, and the General Counsel and the rest of the legal team dealt with a nearly daily effort by the

AICP and their legal representatives to obstruct and delay the process. It will be easy to continue to support this group because they have proved that they have the wherewithal to join together and fight. Stand With Production is now part of the IATSE family and will have the full support of everyone in that family as the process moves to the next stage. This victory will benefit everyone who works in the commercial production industry. President Loeb then praised Retired Assistant Department Director Mahoney for his work on this campaign. This group did something historic and should be incredibly proud of this remarkable victory.

STRIKE RELIEF

General Secretary-Treasurer James B. Wood and International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. delivered the report for the IATSE Strike Relief. The Writers Guild and Screen Actors Guild are both on strike for the first time in decades, resulting in severe unemployment in the MPTV industry. Almost immediately it became clear that the IATSE was going to need to help its members through another difficult period of unanticipated unemployment. Several different methods of providing relief were discussed, including a waiver of per capita. After a thorough vetting of options, the recommendation to the Executive Board was to provide contributions to the charities that have been assisting IATSE members for decades and are purpose-built for this type of work, The MPTF and the Entertainment Community Fund in

the US and the Actors Fund of Canada. The General Executive Board previously approved a contribution of \$2,000,000 to these charities.

By utilizing these organizations, the International could be certain that 100% of these contributions would go directly to members.

Through July 29, the charities had assisted about 1,200 people and exhausted more than 75% of the allocated \$2,000,000. It is anticipated that when the updated numbers come in, they will have increased significantly. Almost 117,000 members of the IATSE belong to Locals with Motion Picture and Television jurisdiction.

In addition to charitable contributions, the MPTV Department has created a document of available resources to provide further assistance with everything from mortgage and rent assistance to food banks. This resource was made available to United States based MPTV Locals on Friday. This is a living document, so as assistance programs are identified they will be added.

On Friday, July 28, 2023, in Los Angeles, the IATSE West Coast Office hosted a food bank in partnership with the Teamsters, and the LA County Labor and Community Services Department of the LA County Federation of Labor. At this event, approximately three hundred volunteers showed up to distribute food for up to 2,000 families. They are likely to do this again in August if it is necessary.

There is no immediate end in sight to these disputes, and the initial contribution is nearly exhausted. Therefore, General Secretary-Treasurer Wood and Vice President Miller

moved that the GEB approve an additional allocation of \$2.0 million to be appropriately divided amongst the MPTF and the Entertainment Community Funds and the Actors Fund of Canada. Upon motion duly made and recorded, the GEB unanimously approved the motion.

President Loeb remarked that the International is pulling out all the stops because it is a dire situation for our members. There was a major depletion in the original \$2.0 million fund due to the need for help, and that is why there was a need for an additional \$2.0 million.

President Loeb thanked Vice President Miller and General Secretary-Treasurer Wood for their report and work on this important issue.

WEST COAST OFFICE REPORT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. along with International Vice President Thom Davis, and International Representative Peter Marley updated the Board on the activities in the West Coast Office. Vice President Miller began his remarks by going over the most recent negotiations involving the West Coast Office.

KTTV negotiations wrapped up, and it resulted in a three-year contract with a 20% increases in both health and welfare contributions.

Fox Sports Production Services negotiations were completed, resulting in a four-year contract with annual wage increases. Further, Costumers achieved parity with Hair and Make-Up, which was a huge increase. Also, there were

improvements to paid time off and to health and welfare.

ABC and Local 705 negotiations wrapped up, resulting in a three-year contract with annual wage increases. Also, health and welfare contributions will be based on all hours worked rather than straight time hours only.

Television City and Local 705 negotiations wrapped resulting in a three-year contract with annual increases.

KTLA/Nexstar negotiations are ongoing and are proving to be difficult. The new stewards have had a successful membership drive and there is more solidarity than ever.

The Mayday March & Rally took place on May 1, 2023, and approximately seventy participants from the IATSE Locals joined in.

On May 13, 2023, the IATSE participated in the letter carriers' food drive which loaded seven or eight pallets of food from the Labor Community Services warehouse.

On June 3, 2023, the IATSE assisted the Labor Community Services warehouse food distribution assisting sorting food. Just under forty volunteers participated.

On Friday, July 28, 2023 the West Coast Office held a Food Drive, which had a capacity of feeding 2000 families. 300 volunteers showed up to help with the Food Drive. The line of cars was 1.5 hours long.

The West Coast Office is becoming the hub for the IATSE and others in Los Angeles. The office offers space for training and education, Union meetings for IATSE Locals, and collective

bargaining sessions. Bringing the employers into the West Coast Office sends a powerful message. The wisdom of building a multiuse, multipurpose space, in addition to very functional office and administrative space is proving invaluable.

Two final things that are worth mentioning do not fall cleanly into any on department report, and are part of the WCO mission to serve all crafts are two significant legislative victories:

AB 1775: SAFETY IN STAGING FOR LIVE EVENTS: 2022

In 2022, The California IATSE Council (CIC) turned its attention to the need for an industry wide health and safety standard for live events at publicly owned and operated California venues. With the help of CIC and building on a program implemented by the San Diego Board of Supervisors, Assemblymember Chris Ward introduced AB 1775 early in 2022. The legislation requires that all companies/vendors that produce events at public venues ensure all workers have the ten-hour OSHA-10 course and that Supervisors have the OSHA-30 training and have an Entertainment Technician Certification Program or the employer meets the skilled and trained workforce requirements.

On its way to becoming California Law the legislation had to go through three Senate Committees, two Assembly Committees, two Floor votes, and Governor's desk. Not only did CIC have to testify, mount a letter writing campaign, address issues raised by the universities, it also had to negotiate extensively with CalOSHA to ensure

they were in support. Since passage CIC has been working with the State Fed and CalOSHA to put guidelines in place and to get all IATSE locals fully engaged with their venues and addressing any pushback.

This legislation is a first. There was a short-term strategy around passage, but a much longer-term strategy around private venues, organizing, and the IATSE relationship with Live Nation was put in place with this legislation.

SB 132: CALIFORNIA FILM & TELEVISION TAX CREDIT PROGRAM 4.0 & SAFETY ON PRODUCTIONS PILOT PROGRAM: 2023

In 2021, immediately after the Rust tragedy, there were calls by California Senator Dave Cortese, Chair of the California Senate Labor Committee for a total ban on the use of all firearms on sets. Early in 2022, the IATSE, through the involvement of Vice President Miller, was able to turn this singular focus to legislation with a much broader focus on multiple set hazards and the need for a full time on-set safety advisor and a written and detailed script-based risk assessment starting with pre-production construction. The MPA/studios quickly had another Senator introduce their much more limited firearms training legislation. Seven months of negotiations led by the IATSE and the DGA followed, with limited movement by the Studios, and when the Studios indicated they no longer wanted to talk, the sponsor of their bill got both bills stopped in his committee.

In 2023, Senator Cortese introduced a new bill SB 735, with the same provisions. At the same time, the industry

was back in Sacramento to secure an extension of the California incentive legislation which expired in 2025. The MPA/Studios approached Governor Newsom and the Director of GO-Biz to say that four studios did not have enough tax liability in California and thus could not utilize the California incentive. Governor Newsom, long a supporter of the incentive decided to put a five-year extension in his 2023/2024 Budget. And, importantly, GO-Biz, the Governor's Economic Development Department, also decided that a refundability provision would be included to enable the four studios to monetize the incentive. While refundability is a common element to the incentives in many other states, the opposite is true in California. No industry has refundability, and the concept is anathema to the state's powerful public sector unions.

It has always been true in California that in order to be successful in securing incentive legislation the employers need the entertainment unions to take the lead both with the Legislature and the State Fed. Faced with their need for refundability the studios' reliance on the CIC and other entertainment unions became even more paramount.

The IATSE was ready with a plan. In exchange for refundability, it was made clear that in exchange for refundability we would need the California Film & Television Tax Credit Program extension needed to include two provisions that helped our members in the same way refundability was important to the employers. Those two provisions were: 1) A requirement that 75% of post-production picture editing and sound

editing labor and services on incentive productions must be done in California. A 75% provision already existed for principal photography. 2) SB 735, our safety on productions legislation, be included in the incentive budget package. Without that there could be no State Fed support.

The MPA/studios, after some push back, agreed to the post-production requirement. It took much longer for them to agree on the inclusion of the safety legislation, where among hazardous activities are work weeks over sixty hours. The IATSE and the DGA agreed that California would have a pilot program, applied to the forty or so productions that get the California incentive each year. Ironically, in the end it was the inclusion of the Safety on Productions provision that had great support among Legislators and the existence of that provision, which recognized as being first in the nation, that ended up "smoothing the way" for the incentive.

Vice President Miller personally thanked the West Coast Office manager, Jennifer Fraley, for her hard work and dedication to managing the office.

Vice President Thom Davis remarked that the food drive held at the West Coast Office was well organized and personally thanked International Representatives Ron Garcia and Steve Aredas for their hard work on this project.

President Loeb began his remarks by stating that there are a variety of issues in the motion picture industry, including contract negotiations and arbitrations, and the West Coast Office is important for dealing with these issues, and the

office helps the West Coast Studio Locals. The West Coast Office is a permanent place and gives credibility to the IATSE, and is the International's home on the west coast.

President Loeb concluded his remarks by stating that he appreciates the hard work of everyone that works in the West Coast Office.

LOCAL NO. 2, CHICAGO, IL

Re: JAM-USA

International Vice President Craig Carlson, Local 2 Secretary Frank Taylor, and Executive Assistant Lisette Educate updated the Board on the Local's organizing of JAM USA.

Vice President Carlson reported that the Local's successful organizing of the workers at JAM-USA utilized the most recent Convention themes "Pillars of Success", "Growth Equals Strength" and "Together We Rise". These initiatives create jobs, aid organizing, secures new employers/employment for workers, and help onboard new stagehands into membership. Stagehands who otherwise may not have a threshold to entry or ever have the advantage of working under collectively bargained agreements.

Vice President Carlson stated that the Local's organizing campaign at JAM USA began eight years ago. JAM employees, had worked under dire conditions, low wages and no benefits at the Riviera, Park West, and The Vic Theatres for decades. In July of 2015, the workers requested representation from Local 2. After several meetings, Local 2 collected signed authorization to represent cards from roughly fifty stagehands.

The day before the Local filed cards with the Chicago regional office of the

NLRB, JAM co-owner Jerry Michelson fired all the workers. Local 2 filed a representation petition along with an unfair labor practice charge. Then, the Local bannered JAM.

The NLRB issued a complaint alleging fifty-five people were unlawfully fired. The case was heard by an NLRB Administrative Law Judge in February 2016; and in April 2016, the NLRB determined JAM, who used three payroll companies to avoid paying employees weekly overtime, was the sole Employer of the Riviera, Park West, and Vic Theatre stagehands. The NLRB set an election and ordered JAM to pay the overtime claims. It also settled the termination case with Jam, over the Local's objections that the settlement was not strong enough.

In May 2016, the NLRB held the election, which the Local one by a margin of 2-to-1. Jam then filed objections to the election.

The Chicago NLRB office found those claims to be so baseless that they overruled JAM without even holding a hearing, and in May 2017 the NLRB National office in Washington DC upheld that decision.

Jam took the case to federal court, which issued a decision in June 2018 that the NLRB should have held a hearing before deciding the case.

In June 2019, the Chicago NLRB office held a hearing and found—a second time—that Local 2 did nothing wrong. The election was valid, and JAM was ordered to bargain. JAM appealed to the NLRB in Washington DC, which ruled against JAM holding that Local 2 did nothing wrong and the election was valid. JAM still refuses to negotiate. The

NLRB has filed enforcement proceedings against JAM.

During this unnecessarily prolonged dispute which has been drawn out by this unscrupulous employer, an investment group bought an equity stake in Jam in 2022, although Jerry Mickelson keeps control of and makes all operational decisions.

In April of this year, the 7th Circuit Court of Appeals issued its decision in favor of Local 2. JAM's request for reconsideration was denied. Undaunted, Jam has petitioned the United States Supreme Court for review.

The Local is hopeful that JAM will be forced to negotiate a collective bargaining agreement for stagehands working the Riviera, Park West and The VIC theatres before year end.

Vice President Carlson reported that JAM is the exception, as in the same time frame Local 2 has successfully organized the following venues: The Aragon Ballroom, Congress Theatre, Uptown Theatre, Desplaines Theatre, Metropolis, James Lumber Performing Arts Center, Morton Salt Shed, NASCAR, The Radius, Wintrust Arena, Shakespeare Theatre, University of Illinois-Chicago Pavilion.

Vice President Carlson concluded by stating what while the JAM fight has tested the Local, he appreciates the support from President Loeb who has stood with the Local through this saga. He also extended thanks to General Secretary-Treasurer Wood for accelerating this unit's processing into IATSE and Local 2 Membership, and to General Counsel Samantha Dulaney.

President Loeb remarked that the JAM dispute has made the Local and the

members more resolved. He commended Vice President Carlson's leadership and the Local for employing political activism, training, communication to organize the workforce and thereby raising the standards of living for hundreds of workers.

LOCAL NO. 2, CHICAGO, IL Re: Training Trust

International Vice President Craig Carlson, Local 2 Secretary Frank Taylor, and Executive Assistant Lisette Educate updated the Board on the \$5 million grant received by the Local 2 Training Trust from the State of Illinois to purchase a building for skill set training with a focus on diversity, equity, inclusion, and anti-harassment. He attributed the award of the grant to using President Loeb's "Pillars of Success". Specifically, the Local's political activism put it in a position to communicate its entertainment skill set training and expertise to politicians and to explain how training helps make a safer more efficient workplace, the pride Local 2 members take in earning various credentials and the Local's willingness to create a threshold into the industry to those in our community with a good aptitude, attitude, work ethic. The Local's training and education program aims to introduce workers to, and launch careers into, the entertainment industry; to make opportunities more available to many who do not realize such careers exist. The training trust will also help onboard Locals with skilled workers, while providing a better reflection of the face and gender of the IATSE community.

Local 2 purchased 4300 W. Montrose Avenue in Chicago. Built 100 years ago, three courses of brick thick, 20,000 sq.

ft., 28' ceilings, exposed steel beams, a dock area that can accommodate up to a 53' semi, new 1200 AMP electric service, has parking for roughly twenty-five cars, recently installed windows and lentils, recent tuck pointing, newer "two in one" air conditioner / heating units on the roof and an upstairs five-bedroom, 2-bathroom apartment with a full kitchen that will be converted to class and break-out rooms.

The building is accessible by public transportation and just off the Kennedy and Eden's expressways.

The building's main floor is laid out in three huge sections, each section backs up to large dock space and each has its own entrance. Each section can also be independently secured, or opened so that one can walk the entire main floor with no interference from a door.

This building was listed at \$4.5 million, but sold for \$3.6 million, leaving more than \$1.3 million for a buildout.

The Local 2 training trust is collaborating with the ITTF and Local 476 Training Trust to create a robust and structured training program to expand Chicago and the Midwest's "behind the scenes" workforce by providing A-Z entertainment industry skill set training in a way that supports diversity, equity and inclusion.

President Loeb observed that this is nothing short of outstanding. He commended the Local and Vice President Carlson for using all the tools in the toolbox—activism, community engagement, education, and training to acquire this grant which will change lives. This Local 2 training trust building will pay dividends for generations.

APPEARANCE: IATSE TRAINING TRUST FUND

IATSE Training Trust Fund (TTF) Trustee Patricia White reported on the recent activities of the TTF. Trustee White was joined by TTF Trustee and IATSE Safety Committee Chair Kent Jorgensen, TTF Trustees Hannah D'Amico and Kevin Amick, and TTF Training Specialists Bill McCord and Anita Hartsock.

Developments were reported with respect to the Course Reimbursement program. There are no more quarterly deadlines for the program. The goal is to make things easier by eliminating confusion. Local unions should submit their application at least two to three weeks before the class. Applications are reviewed on a regular basis, and while approval notification may not be immediate, Locals will hear from the TTF will review applications within two weeks. The TTF still needs to receive applications for review before the class takes place. The sooner they are submitted, the better.

For those who prefer to submit batches of applications and can plan their training calendars, the TTF will accept applications up to three months in advance of the course.

Trustee White reported on new developments with the upgraded trainer database. A long-time coming feature which is now possible is the availability for local unions to search the upgraded trainer database online. One will need a Local officer to apply for the account. Once the account is available, Locals are able to search for trainers by IATSE Department and within the Departments

by topic. Locals can also add filters and search by safety courses, certifications, location and trainer name.

Locals will be able to view course descriptions and topic outlines from trainers on the database. Locals are able to nominate a trainer to be included, or trainers can nominate themselves through the TTF website; this will help the database grow with skilled trainers. The TTF does not endorse or authorize specific trainers. The Locals are responsible for contacting trainers before classes and deciding who they wish to use for training. Proper credentials and training on the desired topic are required, which the training tracker can assist with. Locals can use the trainer they want to work with and submit for Course Reimbursement for that course.

Additional TTF resources were reported on. The TTF challenged Locals to get involved and utilize to the following programs:

The Training Tracker

More Locals and employers are using the training tracker to see which workers have taken training and who may still need training. The TTF encouraged every Local to set up a training tracker account. The tracker allows the Local to plan to provide members with training they are missing, has not been offered or that is outdated.

LinkedIn Learning

Every Local was urged to identify a training coordinator or officer to act as a LinkedIn Learning curator and apply for a curator account. Locals will be able to create Learning Paths, upload custom content (videos, PowerPoints)

and assign their own custom content or one of the tens of thousands of LinkedIn Learning courses to their membership, an excellent resource and means of expanding a Local's training efforts.

TTF Safety

New developments with the Instructor Led TTF Training Safety First courses were reported on. Locals are able to apply for an ILT account and organize group classes for any of these twenty courses for their membership. The courses are narrated for easy facilitating on their own and may also be supplemented with anecdotes. This is another excellent way to expand on the training offered at the Local level and is easy to do.

Summit

The TTF will be holding its first ever Summit for Training Directors/training coordinator/education point people on March 1st - 3rd, 2024 in Detroit, MI, for Locals to connect, share best practices, learn more about the TTF, and start to develop or build on Local training plans. If a Local is interested in this, please save the date and look out for more information from TTF in fall 2023.

OSHA Trainers

Locals that offer safety training are encouraged to consider developing an OSHA trainer or two from their own Local. By doing so, it becomes easier to plan OSHA courses according to the Local and it can also serve as a resource for other nearby Locals that may want to use the Local's OSHA trainer to teach their classes. The TTF will reimburse the Local the cost to develop a trainer of the two required OSHA Training

Institute courses needed to become an Authorized OSHA Outreach Trainer. The TTF is available to assist you with the process. Locals can email the TTF at info@iatsetrainingtrust.org.

Upon completion of the two courses required to become an OSHA Outreach Trainer (OSHA #500 and #510 for OSHA Construction or OSHA #501 and #511 for OSHA General Industry) at the OSHA Training Institute, the Local can apply for the TTF OSHA curriculum. One of the trustees will meet with the trainer and provide an orientation to the TTF's OSHA Curricula before teaching. Remember, the TTF can reimburse for the two courses needed as long as Locals apply in advance for the reimbursement. The program to help with that is called Develop a LOCAL OSHA trainer and information about how to apply for reimbursement and where to find information about OSHA Training Institutes near you can be found on the TTF website.

In the first half of 2023, over 29,500 courses and lessons were taken by more than 28,416 people for a cumulative total of more than 54,564 hours of training. The Course Reimbursement program keeps growing and while there are many popular programs, this one is at the core of what TTF aims to provide to Locals and members which is a customized experience (selected training and the instructor that best suits their needs).

Additional staff members have joined the team to accommodate the increased types of Course Reimbursement and the number of applications. In 2022 alone, 618 course reimbursement and certification reimbursement applications,

plus 380 expense reports were processed in addition to the application processing. That is a lot to process.

TTF Specialist McCord discussed the OSHA Training Institute and encouraged local union leaders to reach out to the TTF or visit its website for more information. TTF Specialist Hartsock reported on the total number of hours of training that the TTF has provided over the past six months.

TTF Trustee White thanked President Loeb, General Secretary-Treasurer Wood, Vice Presidents, Department Directors, and IATSE Representatives for their continuing support and commitment to the skills and safety pillar without which the IATSE Training Trust Fund would not be what it is today. Special thanks went out to Vice President Miller for his support and to Jennifer Fraley in the West Coast office for all her help. Trustee White thanked the Communications Department for their ongoing work with the TTF Communications Department and International Representatives Hannah D'Amico and Jennifer Halpern. Lastly, special thanks were also given to Specialists Hartsock and McCord, and the whole TTF staff for their hard work and commitment to the mission of the Trust. She thanked all the local unions and individuals who connect and are utilizing the resources of the TTF.

President Loeb thanked Trustee White for her report. The TTF is now taking in a significant amount of employer contributions through various collective bargaining agreements. Its programs are tailored to address the specific needs of the local unions to

ensure that IATSE members are the best qualified, safest workers in every industry. The TTF is obviously vital to that effort. Training will always be one of the bedrocks of the Union, and the Union has now established a culture of education. President Loeb concluded his remarks by thanking Director Liz Campos, Specialists McCord and Hartsock, and everyone else working at the TTF for their hard work on behalf of the Union and its members.

APPEARANCE: LOCAL NO. 504, ORANGE COUNTY, PARTS OF CORONA, CA

Re: Segerstrom Center for the Arts

Local 504 Business Agent Brad Marlowe and International Representative Peter Marley reported to the General Executive Board on the Local's recent collective bargaining negotiations at the Segerstrom Center for the Arts in Costa Mesa, CA.

Local 504 is a mixed Stagehand Local, and Segerstrom Center for the Arts is its second largest employer after Disneyland. The venue hosts Broadway musicals in its 3,000 seat main hall and orchestral performances in its 2,000 seat concert hall, as well as frequent community events in its plaza. The Center takes great pride in its positive contributions to the community, and this proved to be the key to the Local's recent contract negotiations.

In Segerstrom Center's 38-year history, the Wardrobe department has always been grossly underpaid compared to the Stagehands. When the venue first opened in 1986, the Wardrobe department was populated exclusively by the wives and girlfriends of Stagehands.

So, since they were not considered "professionals", and since it was assumed that the Dressers, Stitchers, and Laundry workers' significant others were the ones with the "real jobs", the Center saw no compelling reason to pay these women what the men were making. Fortunately, attitudes have evolved over the years, while the Segerstrom Wardrobe department has become one of the most professional and well-respected in the country. But the department's wages never caught up to the Stagehands.

On the first day of the Local's negotiations with The Center, it asked how a venue who prided themselves on being a source of "good" in their community could justify paying a department made up of 90% women and LGBTQ workers \$10 less per hour than everyone else. The Local framed this ongoing injustice as a common problem that it shared with the venue, and a standalone issue that had to be dealt with in the new contract. The Local argued that, due to the long-standing financial injustice it was attempting to correct, a potential substantial wage increase should not impact the other elements of the negotiations. The Local then asked for full wage parity for the Wardrobe workers.

Marlowe argued that, as a stagehand himself, who had not only worked in Props and Electrics at the venue, but had also worked dozens of shows as a Principal Dresser in the Segerstrom Wardrobe department, he could personally attest to the fact that Wardrobe works every bit as hard as any other department in the building (if not harder). Once he recovered

from the initial shock of the "ask", the lead negotiator for the employer shared that his wife had worked in Wardrobe for many years and had always been resentful about being underpaid for her labor.

The Local ultimately achieved full wage parity for the Wardrobe workers, which represents a 35% increase in year one of a five-year agreement. The Local also negotiated a substantial wage increase over the five-year term for the Stagehands.

The first takeaway for Marlowe is that the cultural moment is right for a long overdue, unified push for equity. The second, do not be afraid to ask, no matter how unlikely a "Yes" seems. It really is undeniable that one will miss 100% of the shots that are not taken and this is why Local 504 also has five separate organizing efforts in various stages of development.

Marlowe is a new business agent, and he thanked President Loeb, Representative Marley, and the IATSE's Education and Training Department for the invaluable support and training they have provided to him over his first seven months in office. The knowledge and wisdom that has been shared with him, and the support of all the other Local leaders that he has met at training events, has emboldened him to take big swings. There is not a single moment he has felt alone in the struggle to raise the Local.

Representative Marley stated that this victory should put other theaters in the region on notice that they will have to address this issue in the upcoming collective bargaining negotiations with the union.

President Loeb noted that, while the wage increase is life changing, more importantly it is fair. The Union will continue its efforts in both countries to correct these historic inequities. It does not matter if the people in charge did not cause the issue, they are responsible for correcting it. The Union will not hesitate to embarrass people that refuse to be part of the solution. They have an opportunity to fix this issue at the bargaining table, and the Union must continue to press them to do so.

APPEARANCE: LOCAL NO. 631, ORLANDO-CAPE CANAVERAL-COCOA-MELBOURNE-LAKE BUENA VISTA, CA

Re: CBA with Walt Disney World

Appearing before the Board, Local 631 President Paul Cox and Business Agent Kimberly Holdridge described the most recent contract negotiations at Walt Disney World Resort in Central Florida, which were the culmination of a year-long effort by the Local and the Service Trades Council Union (STCU).

The STCU, of which the Alliance is a member—with Local 631 as the Local servicing the IATSE's involvement as a constituent union—is a council composed of several trade unions encompassing over 45,000 employees. It includes upwards of 1,600 workers within the Alliance. Since 1971, the STCU has been the designated collective bargaining agent for workers at the Walt Disney World Resort.

Beginning in May 2022, the Local began its renewal contract preparations, which included outreach to members, contract surveys and internal organizing. By late August 2022, the STCU council began meetings with the company and

presented a comprehensive proposal that focused upon improvements including workplace safety, DEI priorities, retirement benefits, health benefits and – most importantly wage increases that addressed that addressed cost inflation impacts that impacted the Company's workforce during the past year.

In some circumstances, technicians at the company were earning only \$15 to \$16 an hour, creating a wage gap among craft skills. The company made initial proposals that were not sufficient to address the wage gap inequality that remained a focus of the STCU council. In the first proposed comprehensive proposal by the company, the STCU Council, workers conducted a ratification vote, which was voted down by 96% of the workers involved. In response, Local 631 mobilized supporters with several tactics, including planned rallies around the Disney World properties.

The company contacted the STCU Council and requested a return to the collective bargaining table and after further discussions, another economic proposal was agreed upon, which ultimately included sizable wage increases for all workers to receive a minimum increase of \$3 per hour before the end of 2023. The wage increases for IATSE-represented workers range from 25% to 41% over the four-year term of the contract. Significant improvements were made in night differentials, other premium payments, paid voting time, sick time, workplace safety, DEI initiatives and related work rules. The STCU tentatively approved a proposal in March 2023, which was submitted for workers' ratification. The contract

was ratified by 97% of the votes cast by workers.

Local 631 thanked the Stagecraft Department for its continued support, along with the support of President Loeb and the other affiliated unions who participate in the STCU—UNITEHERE Locals 362 and 737, Teamsters Local 385, TCU/IAM Lodge 1908, and UFCW Local 1625. Local 631 President Cox specifically thanked the Local 631 negotiation committee members He again acknowledged his honor for the assignment to assist in the negotiations with the Service Trades Council Union and having the capacity to take part in the engagement of tens of thousands of workers who deserve these hard-fought improvements.

President Loeb noted that this was difficult battle involving a complex relationship with multiple unions and a large employer. The only way that the Alliance would gain these achievements was by locking arms and maintaining the solidarity of this group. The security that these improvements will supply cannot be overstated. Consensus is difficult, but the gains were achieved through the efforts of all involved. While gendered wage inequality may remain an issue—it is a real issue and the company must be part of the solution, He congratulated Local 631 President Cox and those involved, who completed a fantastic job, which will change workers' lives.

APPEARANCE: LOCAL NO. 700, USA

Re: Saturday Night Live

The Motion Picture Editors Guild, Local 700's National Executive Director Cathy Repola, retired Local 700 Eastern

Executive Director Paul Moore, Local 700 Eastern Executive Director Jennifer Myers, Western Executive Director Scott George and retired Motion Picture and Television Production Department Assistant Department Director Daniel Mahoney appeared before the General Executive Board to report on the Local's recent negotiations with Saturday Night Live.

NED Repola began her report by noting that the Local has a fantastic organizing team that has successfully organized approximately 350 to 400 individuals working at about eleven different post production employers since 2017. The Local has never asked to report on any of those efforts before because, while many of the negotiations for first time contracts had contentious moments, none of them warranted a report to the General Executive Board. But this one was different, and the Local asked for this appearance, not so much to tell this story, but really, to be able to publicly offer its thanks to everyone involved.

This Saturday Night Live bargaining unit consists of about 20 editorial freelancers working in the Film Editing

Unit, which edits pre-taped skits. There is some fluctuation as they bring on more or fewer assistant editors as day players, depending upon need. This group is an anomaly in terms of having no agreement on a show that has otherwise overwhelmingly been made with union labor for its 40 seasons.

The Local made a demand for recognition in October 2022. NBC/Universal agreed to a card check and, on October 27th, the Local was certified as the bargaining agent.

The Local immediately sent a request for information and a demand to commence bargaining. The company delayed providing the information and dragged its feet on setting dates to bargain. By the time the Local received some of the requested information it was late November. The two sides met on December 12th, and the Local gave the employer a proposed contract. The company made some responsive comments and asked questions, but were not prepared to substantively respond. The parties were scheduled to meet again on December 28th, but the company cancelled.

They met again on January 11th and the Local sent wage proposals in advance of the meeting. The company asked broad stroke questions, and then told the Local that they could not, or would not, allow these employees to stay in the company health plan. In addition, they proposed having all but their editors relegated to an assistant editor classification, even though many of them do in fact edit, which would put them in a lower pay scale. They indicated they would respond in writing within a week.

The Local told them their positions on both matters were absolutely unacceptable as there was no scenario in which the Local would ever reach an agreement that allowed any company to take away health insurance.

Because of the schedules on Saturday Night Live and the built-in intermittent hiatuses between episodes, the Local did not want to drag out the negotiations. The unit had a great deal of internal support from producers and some of the cast on the show.

Repola sent a letter to President Loeb advising him of the details, asking for his approval for a job action should



Left to Right: Retired Motion Picture and Television Production Assistant Department Director Daniel Mahoney, retired Local 700 Eastern, Executive Director Paul Moore, Local 700's National Executive Director, Cathy Repola, Local 700 Eastern Executive Director Jennifer Myers, and Western Executive Director Scott George.

one become necessary. President Loeb wrote back immediately, indicating the full support of the IATSE and assigned Daniel Mahoney to assist the Local.

The crew was stalwart in their solidarity and visibly expressed their unity throughout the negotiations.

The unit engaged informational leafletting of the audience waiting in line to see the show, there was a discussion between Vice President Miller and the company's head of labor relations, the editorial crew showing up in "Contract Now!" T-shirts as well as the entire Local USA829 crew, and two prominent cast members wore "Contract Now!" t-shirts onto the stage during the closing piece of the show. All of this was pushed out via social media. Repola thanked the IATSE Communications Department for working closely with the Local's organizers.

The Local met with the company in February and early March, but still failed to reach an agreement. On March 9th, the Local issued a press release indicating that this editorial crew would be striking Saturday Night Live on the Saturday, April 1st show.

A final session was held on March 17th to confirm the details of the agreement. The crew was thrilled with the agreement, which was unanimously ratified.

The final agreement included wage increases for all crew members with pay increases over the life of the agreement of up to 60.5% for those who were the lowest paid. In addition to ratification bonuses, employees will continue to receive healthcare benefits from the employer. The contract has provisions

regarding meals, hotels and car service to address the late working hours, new overtime and minimum rest periods for hourly employees, and a joint committee to promote diversity, equity, and inclusion initiatives.

There is no doubt that this win was made possible by the courage and unity of the editorial crew, but also from the support from the other SNL crew members and cast, Locals One, 52, 600, 764 and USA 829, and the NY Central Labor Council, and the broader labor community in New York.

Repola than expressed her deepest gratitude for the support of the IATSE, President Loeb, Vice President Miller, and Assistant Department Director Mahoney, and everyone who voiced and demonstrated their support throughout the process. The Local would not have been successful without that support.

Retired Assistant Director Dan Mahoney remarked on the solidarity demonstrated by all of the IA Locals as well as the New York Central Labor Committee.

Retired Local 700 Eastern Regional Director Paul Moore expressed his appreciation for Dan Mahoney's work in support of the Local, and thanked Vice President Miller for his efforts to intervene on behalf of the Local with the company.

Vice President Miller praised the Local for its outstanding work on behalf of this group of workers.

President Loeb thanked the Local for its appearance. He congratulated the Local on this contract victory, and on fighting to obtain the deal that they deserved. The employer's position was

outrageous, and the Local responded by putting together and implementing a well thought out plan.

Paul Moore Retirement

Repola then took a moment to honor recently retired Local 700 Eastern Executive Director Paul Moore.

Prior to joining Local 700, Paul led the way to reunite the United Scenic Artists with the IATSE after being affiliated with the International Brotherhood of Painters for 100 years. It was a nasty fight, and Paul and his wife were under constant surveillance. That kind of bravery and commitment to doing what is right for workers is a demonstration of who Paul is.

While at Local 700, Paul secured a first-time term agreement covering documentary editing with Ken Burns' company. He, along with Dan Mahoney, secured the first term agreement in Atlanta covering post production work at Tyler Perry Studios, which has grown to now over seventy members.

He spent countless hours in Albany lobbying for and ultimately achieving, while garnering the support of the other IA Locals and above-the-line guilds, the first ever post production tax incentives.

For all of this and so much more, the Local and its members owe him a great deal of gratitude. All of this work was never about him, it was without ego.

Repola said that she is lucky to have worked with someone who she has respected so much and even luckier to be able to call him her friend. She will miss him and she wishes him and his wonderful wife Sandi much happiness, much rest and much peace in retired life.

Moore was saluted with a warm standing ovation.

APPEARANCE: LOCAL NO. 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

RE: Atlanta Opera

Officials and members of Local 798 made an appearance before the Board concerning the Atlanta Opera. Those appearing included Angela Johnson, Local 798 President; Local 798 Business Representatives Daniel Dashman, Samantha Reese, Local 798 Deputy Organizer Jennifer Denise Bennett, and Local 798 member Brie Hall.

The report provided a historical description of the Local's organizing efforts surrounding the Atlanta Opera, which has been previously described to the Board. Those reporting detailed the Atlanta Opera's history of designating makeup artists and hair stylist workers as independent contractors, which had especially significant impacts surrounding the COVID-19 pandemic

shutdown. In the fall of 2020, the Atlanta Opera began full production. Makeup artists and hair stylists did not receive the same consideration as other departments. Ms. Hall noted that hair and makeup artists put themselves at great risk during this time by attempting to work safely with the talented actors in the company's productions.

After speaking with crew members from other departments that Locals 927 and 859 represented, Brie contacted Local 798 at the end of the 2020 season, and the Local began strategizing about organizing. The International provided the assistance of an International Representative and the assistance of the Stagecraft Department as well as Defense Fund assistance. The Local obtained union authorization cards and submitted a demand for voluntary recognition. The Local engaged the public audiences with a visible information campaign that included banners and highly visible public information displays. The Local did not strike, but made it known that the makeup artists and hair stylists

were seeking Union recognition. The Local also implemented a social media campaign to inform audiences of the workers' efforts. The Local's website also included calls to action, Union flyers, which were downloadable and a running archive of the press coverage. The labor council in North Georgia became involved and called upon Union friends and kin from other unions for support. IATSE kin from all area Locals always stood strong with the Local. The Local extended thanks to IATSE Locals 479, 600, 859, and 927 for their support during rallies. The Local was present at every performance in this way for approximately two years.

In the meantime, the Local took part in a National Labor Relations Board (NLRB) hearing seeking to represent the opera's personnel. The NLRB ruled in Local 798's favor, finding the workers were employees rather than independent contractors and granted workers an election. The election ballots were then impounded due to the opera's appeal of the NLRB's decision to hold an election.



Left to Right: Local 798 Business Representatives Daniel Dashman, Samantha Reese, Local 798 President Angela Johnson, Local 798 Deputy Organizer Atlanta Opera Jennifer Denise Bennett, and Local 798 member Brie Hall.

In November 2021, performances resumed without having reached a contract. None of the prior unit workers were hired back after they had been offered a contract that reduced the rules, wages and terms of the prior seasons. Instead, they were largely replaced. The Local filed an unfair labor practice charge and the workers continued to inform the audiences of the opera's tactics. The NLRB granted the employer's request for review, which then awaited the decision of the NLRB in Washington, D.C.

The Local and workers continued to dispatch their message to opera patrons and the public about the inequities faced by their terms of employment. The International, its legal department, the Communications Department, the Political Department, as well as other Local leaders became involved with greater support. In 2022, International President Matthew D. Loeb and Vice Presidents Michael F. Miller, Jr. and Phil LoCicero, appeared at a rally in force along with many IA reps spanning many Locals which turned out to be the largest of the campaign and brought out political support.

Staff members from U.S. Senate offices in Georgia began to meet with the Local and learn about the work of the members of the Local and the inequities at the opera, which had received \$1.6 million of federal funding in the form of loans stemming from the COVID-19 pandemic. In January 2023, the NLRB overruled a prior decision which prompted Local 798 to petition the NLRB to open the impounded workers election ballots. The NLRB did so and ruled in the Local's favor.

As described by the Local – March 21, 2023, one last rally in front of the NLRB Region 10's office in Atlanta. Ballots were opened, and the vote count was unanimous in favor of union representation. The NLRB certified Local 798 as the exclusive collective bargaining representative of the hair stylists and makeup artists working at the Atlanta Opera. The Local immediately requested bargaining dates and negotiations commenced thereafter. After several meetings, the Local addressed appropriate benefit contributions for the workers and worked through many issues, and secured the coverage of positions within the opera's hair and makeup department. Finally, as of July 27, 2023, the Local received an executed collective bargaining agreement with the employer. Those reporting executed the agreement before President Loeb, General Secretary-Treasurer Wood and the General Executive Board as a gesture of the Local's gratitude for the support of the International and all IATSE kin.

President Loeb remarked that two years is a long time, but the people reporting were fully committed to obtaining union representation, which they deserve. The Alliance won a hard-fought case and the benefits these workers deserve. The Local, along with the support of the International Alliance maintained a multi-prong strategy and prevented the employer from eroding any union support. He specifically noted that the workers got recognition, fairness, and justice. We organize and represent workers, the Alliance will never stop and continue to show this commitment to anyone working in entertainment

industries. He extended congratulations to those reporting who were met with a standing ovation by all in attendance.

APPEARANCE: LOCAL NO. 839, HOLLYWOOD, CA

Re: Organizing Activities

The Animation Guild, Local 839 Business Representative Steve Kaplan, and Organizers Allison Smartt and Ben Speight reported to the General Executive Board on the Local's recent organizing and collective bargaining activities.

Titmouse New York

Kaplan previously reported that the Local had achieved voluntary recognition of the bargaining unit, which included positions in animation production, in January of 2022. Unfortunately, it proved difficult to set regular and consecutive negotiation dates as both the company representative and their legal counsel had full calendars. However, the unit assembled an engaged and energetic negotiations committee who committed themselves to the work of reaching an agreement. Negotiations for the first agreement with the studio began in August of 2022 and ran through April of 2023 with a tentative agreement reached on April 26. After holding town hall meetings to review the tentative agreement, the online ratification vote resulted in a unanimous vote for ratification.

The first agreement was built off the structure of the 839 Master Agreement and included portions of the Local 938 Titmouse Vancouver agreement. In the agreement, the Local secured standard animation industry provisions

like severance pay, the same grievance language that they have in the Los Angeles agreement, a geographic scope that includes remote workers within 100 mile radius of the studio and remote work language that involves the Union in decisions on bringing people back into the studio, nine holidays and two “floating” holidays that the members can decide to use, and the codifying of an existing ten days of vacation and the then-current health coverage plan provided by the company. The unit set wage minimums that increase three percent in each year of the three-year term, except for the lowest paid classifications of Production Assistant and Production Coordinator which increase at a higher rate to achieve contractual minimums. This was one of the last items negotiated and a priority for the bargaining unit who wanted to see living wages for the lowest paid classifications achieved.

Titmouse Los Angeles – Production

As was previously reported, the production staff at Titmouse in Los Angeles organized and made a demand for voluntary recognition for representation with Local 839. The company agreed to voluntary recognition with a card check, which affirmed majority support in March 2022. A bargaining committee was quickly formed.

Negotiations ran from August 2022 through January 2023 when a tentative agreement was reached. The agreement included incorporation of production through a sideletter, bridged Motion Picture Industry Plans (MPI) participation through prospective contributions to the plans so no

production member will lose health insurance coverage, agreement to include production classification in screen credits, establishment of a meal and rest period with penalties for invaded time similar to the meal and rest period language in the West Coast Studio Local agreements, and wage minimum increases for over 80% of production assistants, and 75% of production coordinators, the most populated classification. These minimums will be increased at the same rate as the wage minimums in the master agreement. The agreement was ratified on January 28, 2023 with 80% voting in favor of ratification.

“Rick and Morty”

Kaplan previously reported that the production staff of Rick and Morty had achieved voluntary recognition. This allowed the Local to simultaneously bargain a contract for both the production and artistic staff. This gave the Local significant leverage in the negotiations.

Regular and successive bargaining sessions allowed the Local to obtain a tentative agreement after just one month of bargaining. The tentative agreement included the incorporation of the terms and conditions from the Memorandum of Agreement reached with the AMPTP over the Local 839 master agreement, a bridge to MPI participation so no production member would lose health insurance, and it established some of the highest animation production wage minimums the Local has ever been able to achieve. The contract was ratified on February 23, 2023, with 99% voting to ratify.

Bento Box Production

Kaplan reported that the Local was able to obtain voluntary recognition for the production staff at Bento Box through a card check agreement. The employer used the same outside counsel that had negotiated the Titmouse agreements, which helped move negotiations along as it had built a good working relationship with the attorney who was aware of the Local’s concerns and issues. Negotiations began in February 2023. The Local reached a tentative agreement with the company on May 23. An electronic ratification vote was held and 95% voted in favor of ratification.

The agreement incorporates the unit into the Master Agreement through a sideletter, establishes a bridge to coverage under the MPI health plan so there is no gap in coverage, added production classifications to the screen credit language, includes the meal and rest period language from the Titmouse Los Angeles agreement, and establishes wage minimums that saw immediate increases for 70% of the production assistants, and 40% of the production coordinators. The wage minimums will be increased at the same time and rate as the minimums in the Master Agreement.

ShadowMachine Production

ShadowMachine is an independent animation studio in Los Angeles which, like its competitors, takes work from various larger studios that may, or may not, have internal animation production teams. ShadowMachine began signing all animation productions under an 839 agreement after the Local successfully organized the production of BoJack

Horseman in its final season. When the Local reached a majority of support from all of the animation production crews, it approached the company with a demand for recognition stating that the demand covered all six shows then in production. The company entered into a voluntary recognition agreement with the Local on April 29, 2022.

Negotiations resulted in a tentative agreement on June 8. The electronic ratification vote resulted in a unanimous vote in favor of ratification on July 14. The ratified agreement includes incorporation of the production positions into the current and all future agreements with 839, adjustment of screen credit language to include production classifications, retroactive contributions to the MPI health plans that provide at least six months of MPI participation to all employees that were working on productions back to January 1, 2023. This was necessary as productions had ended and unit members who supported the organizing efforts had left the company. The wage minimums achieved mirrored the highest levels the Local has been able to achieve to date.

Skybound Production

On April 24, 2023, a supermajority of Production Assistants, Coordinators, Assistant Production Managers and Production Managers demanded voluntary recognition from Skybound Entertainment. After the internal announcement to TAG artist allies, the artists rallied together to write a letter of support for the production staff. This letter was signed by 82% of artists on

the show in less than 48 hours and was delivered to Head of Studio, Marge Dean.

On June 1, 2023, after a successful card check, the company signed a voluntary recognition agreement for all positions that includes some of TAG's broadest scope language that covers production workers hired and reporting from anywhere in the country.

Negotiation dates are scheduled for the end of August.

Rough Draft 3D/Comp

On April 11, 2023, Rough Draft composers and 3D artists won a decisive victory voting 9-1 in favor of joining TAG! This unit has worked alongside TAG artists for years yet never received the same benefits and protections as their unionized colleagues. Leading up to their vote, the employer put on several one-on-one interrogations and a captive audience meeting. Luckily, the group was prepared with knowledge and Captive Audience Meeting Bingo. The workers' perseverance in the face of employer push back continued after the election when the head of the studio threatened to cut staff in the Comp and 3D departments in direct response to the unionization effort. She followed through with this by laying off three employees. The Animation Guild filed an unfair labor practice charge against the studio and demanded to engage in effects bargaining about the layoffs. After two days of negotiations, during which the workers demonstrated amazing solidarity, The Guild successfully negotiated severance pay at their full weekly salaries and an additional month of health and dental coverage, and giving

these workers a cushion and chance to exhale as they move forward with their careers.

Negotiation dates for the unit are scheduled for later this month.

Walt Disney Animation Studios Production

It has been 179 days since production workers demanded voluntary recognition from Walt Disney Animation Studios, which was denied by the company. The group persevered through a challenging seven-day National Labor Relations Board hearing where the company argued to exclude more than half the group from the unit. The courageous production workers and TAG artist allies who testified displayed nerves of steel and counsel Michael Feinberg was incredible.

Despite this and other kinds of intimidation, delay, and obfuscation tactics, the workers were amazing. At great professional risk, they testified bravely and honestly. On the last day of the hearing, one worker witness, Production Supervisor and father of two, Steve Crowe, summed it up beautifully: "No matter what the decision from the NLRB is, we've already won because we told the truth."

While the workers wait for a decision from the NLRB, the Organizing Committee has been holding weekly solidarity events.

WB/CNS Production

On July 19, 2023, The Animation Guild filed a representation petition with the NLRB and sent a demand for voluntary recognition to the employer

seeking to represent 86 production managers, coordinators, and assistants at both Warner Brothers Animation and Cartoon Network Studios. This joint campaign covers production workers across both studios.

Powerhouse Animation

On Jun 16, 2023, The Animation Guild reached a voluntary recognition agreement with Powerhouse Animation Studios covering 129 artists and production workers in three separate bargaining units – the first animation studio in a Right to Work (for less) state to join TAG. On June 30, a neutral arbitrator completed the card check process and officially certified all three units as having demonstrated a supermajority of support in favor of TAG representation. This was only possible because of the great organizing work of the committee, and the decisive tactical adjustments made to find a path towards agreement.

Gladius Animation

Gladius Studios is an animation, VFX, and games development studio based in San Juan, Puerto Rico. After a year of informal conversations, small organizing meetings began to be held in June, leading to a card signing blitz in July that built support across all job titles, unit including modelers, UI/UX artists lighting artist, and 2D and 3D animators. The Company rejected TAG's request for voluntary recognition and has initiated an aggressive anti-union campaign, forcing workers into hours long mandatory captive audience meetings and subjecting one member of

the Organizing Committee to a three-hour long interrogation session. The group remains united and prepared to vote for IATSE representation in an in-person NLRB election on Aug 11, 2023.

Late Night Cartoons

Late Night Cartoons, Inc. is a subsidiary of CBS Corporation, exclusively devoted to producing animated content for The Late Show with Stephen Colbert. Late Night Cartoons was the company that produced Our Cartoon President, which regularly made fun of the 45th president of the United States and was organized while producing Tooning Out The News. The artists and production staff learned of their ability to form a Union at their workplace through TAG's success at Titmouse in New York City, and initially reached out to the Local in June of 2021 for support with organizing. By September of 2022, the unit reached a majority of support and the union obtained voluntary recognition by October 20. Negotiations began on December 16.

The Writers Guild of America began their strike of the industry on May 2, 2023, which effectively shut down production of The Late Show. On May 18, Comedy Central canceled "Tooning Out The News" due to the WGA strike.

Nickelodeon Animation Studios

Nickelodeon Animation Studios holds two agreements with Local 839 for the work performed at the studio. The Local bargains these contracts directly through the employer, not the AMPTP. Both agreements are based on TAG's

existing master agreement with some slight modifications, with one agreement focusing on the computer graphics work that it organized in 2013. Both agreements expired on July 30, 2021.

While negotiations were delayed, the Local worked to gain a majority of support from the almost 200 people working in production classifications. The majority of support was achieved and, on November 20, 2022, it sent a demand for voluntary recognition.

A voluntary recognition agreement was signed on December 30, 2022.

Negotiations are ongoing.

Solar Opposites, American Dad!, Family Guy, Simpsons

The Local previously reported that it had obtained voluntary recognition from Disney for the production crews on The Simpsons, American Dad, Family Guy, and Solar Opposites. Unfortunately, yet true to their new and growing anti-union stance in animation, that would be the last time Disney acted in good faith for these groups. Disney has not been forthcoming with negotiation dates and the parties have yet to reach agreement.

Conclusion

In conclusion, Kaplan said that he is extremely proud of what the Local has achieved in taking the first steps in establishing an industry-wide standard for animation work in the United States. The Local has been able to establish representation for over 700 new members in animation production in Los Angeles and in animation positions in New York and Texas. This could not have been achieved without the hard work of Allison Smartt and Ben Speight who are

nothing short of organizing machines. Kaplan also expressed his gratitude for the support that Vice President Miller has provided TAG during this time. His counsel and experience with the studios, as well as his approval of support from West Coast Counsel Jake White, have been invaluable to Kaplan and his team. Kaplan also thanked the Communications Department for their assistance.

Kaplan expressed his hope that the report has shown that he has kept his commitment of bringing all animation work in the United States under an IATSE agreement. TAG intend to continue organizing animation workers into bargaining units, to build more power and strength for the union in the face of incredible amounts of corporate assaults on working conditions and workplace standards. They will establish collective agreements in the regions of work, then work to harmonize those regions into a national standard for animation. Kaplan looks forward to keeping President Loeb and the General Executive Board updated with TAG's progress.

Vice President Miller noted that the extensive report merely scratches the surface of the broad bottom-up organizing strategy employed by the Local. The Local's overall strategic campaign has been incredibly successful in obtaining voluntary recognition from these companies.

President Loeb thanked the Local for its report, remarking that TAG is one of the most aggressive organizing Local's in the Alliance. The Local is dealing with formidable opponents, as these companies are now interested

in litigating everything. But at the end of the day the Union has won and will continue to win these fights.

President Loeb then entertained a motion from Vice President Miller to expand Local 839, The Animation Guild's jurisdiction to the entire United States. The motion was seconded, and unanimously passed by the General Executive Board.

APPEARANCE: LOCAL NO. 873, TORONTO, ON

Re: "STEP UP" Training Modules

IATSE Local 873 President Angela Mastronardi and Business Agent Glen Gauthier appeared along with International Vice President John Lewis before the General Executive Board to report on Local 873's efforts to address issues of workplace racism, sexism and harassment in the Local's jurisdiction.

Mastronardi explained that Local 873 committed to language confirming the Local's willingness to develop a training program to educate individuals on respect in the workplace as part of 2021 to 2024 Term Agreement negotiations with the AMPTP. Since then, the Local 873 then Treasurer Alex Kavanaugh worked with Dr. Joseph Smith, a well-regarded consultant on matters relating to racism and emotional health, Kimberly Stanley, an Ontario Registered Psychotherapist and Local 873 member, Amber Vansia, Local 873 Membership Services Manager, and Karen Granados Mitchell, Local 873 Training Coordinator and Manager to create three online training modules referred to as "STEP UP" – Safety, Training, Etiquette, Professionalism, Understanding and Pride. The modules educate members about their rights and

responsibilities in dealing with matters of harassment, racism and sexism, how to communicate respectfully, how to address workplace conflict with professionalism, identify the difference between workplace harassment and performance management and how to address workplace when it occurs. Mastronardi encouraged Locals interested in reviewing the Local 873 STEP UP training modules and/or interested in developing their own training modules to contact the Local.

Vice President Lewis added the course is mandatory for members of the Local.

President Loeb commended Local 873 on its proactive steps to address issues of harassment, racism and sexism in its jurisdiction and encouraged other Locals to speak to Local 873 and pursue similar initiatives in their respective jurisdictions.

APPEARANCE: LOCAL NO. 891, BRITISH COLUMBIA – YUKON TERRITORY

Re: Heat App

Local 891 Senior Steward Amanda Bronswyk appeared before the General Executive Board to report on Local 891's efforts to address issues of workplace health and safety, and in particular, high temperatures in the workplace.

Bronswyk explained that in 2021, Worksafe BC was called to multiple production companies shooting in British Columbia to investigate reports of employee illness due to "thermal conditions" that resulted in varying degrees of heat stress, including heat exhaustion. As a result of those investigations, several production



**Local 891 Senior Steward
Amanda Bronswyk**

companies were found in contravention of the Workers Compensation Act and ordered to develop and implement proper exposure control plans.

Under the direction of Local 891 President Mitch Davies and in consultation with subject matter experts and WorkSafeBC regulation, Local 891 has developed a new Heat Stress App that every worker and employer can download onto their phone for free. The App allows workers and employers to analyze heat stress risk in specific working environments using a method accepted by WorkSafeBC. Use of the App along with a hygrometer or sling psychrometer measuring device allows workers and employers to assess heat stress risk in a particular workplace so they can be shared with supervisors and safety representatives who can then make real time health and safety decisions based on measurable results to ensure the health and safety of workers on set.

President Loeb thanked Sister Bronswyk for her report. The effects of climate change are rapidly changing.

Any methods that Locals are using to protect members are important to be shared.

**APPEARANCE: LOCAL NO.
ADC 659, CANADA**

Re: National Agreement with PACT

International Vice President and Director of Canadian Affairs John Lewis, International Representative Cindy Jennings and Local ADC 659 Business Agent and Secretary-Treasurer Simon Rossiter appeared before the General Executive Board to report on the Local's negotiation of a renewal of its collective agreement with the Professional Association of Canadian Theatres (PACT) as a newly chartered Local of the IATSE.

Rossiter explained that Local ADC 659 initially secured a one-year roll-over renewal agreement with PACT in May 2022 with some important gains, including compensation increases, formal recognition of Local ADC 659 as the bargaining agent for Associate Designers, the creation of a standing working group to address issues of Inclusion, Diversity, Equity and Accessibility, the establishment of a dedicated health contribution and a commitment to monthly meetings during the roll-over year with a view to bargaining significant amendments to the agreement upon renewal. Bargaining for a full renewal agreement began in earnest at the IATSE Canadian Office in Toronto in January 2023 with the assistance of Vice President Lewis and Representative Jennings. Highlights of the three-year renewal collective agreement, which the parties agreed to refer to as a "collective agreement" on a

go-forward basis, is a more accessible and easier to navigate document. Highlights of the renewal agreement include increases to the health contribution over the life of the renewal agreement, wage increases in each year of the renewal agreement as well as a \$250 increase in year one for bottom tier productions and a \$100 increase for second-lowest tier productions. The renewal agreement also includes the establishment of a permanent working group on matters of anti-oppression, the introduction of language addressing workplace harassment and discrimination as well as workplace accommodation for designers with special needs, the introduction of language confirming meal breaks as well as minimum overnight and weekly rest periods, the establishment of mandatory per diems for designers when working from away from home and the introduction of stronger language confirming designers' ownership over intellectual property including a minimum twelve performance royalty in all subsequent venues on joint or co-productions and stronger limits on the re-use of intellectual property.

President Loeb congratulated Local ADC 659 on its success in finally securing a collective agreement with PACT and its success in securing important gains on behalf of its membership in that collective agreement.

**APPEARANCE: LOCAL NO.
B-27, CLEVELAND, OH**

Re: Ongoing Activities

Toni Burns, Business Agent of Local B-27 in Cleveland, Ohio reported to the Board regarding some of the activities in Local B-27.



Left to Right: Local 27 President and International Representative, Joseph Short and Local B-27 Business Agent Toni Burns.

Local B-27 has 556 members, with contracts at Rocket Mortgage Fieldhouse, Playhouse Square Center, Great Lakes Science Center, Cleveland Browns Stadium, The Rock and Roll Hall of Fame, and The Lake County Captains Baseball Stadium. The Local represents a wide variety of crafts at these facilities, many of which do not necessarily fit into the traditional jurisdiction of the IATSE. The Local has expanded its representation to housekeeping, building maintenance crews, merchandise sales, guest services, and security.

This past March, Projection Local 160 was merged into Local B-27. This merger took place as Local 160's contract at Playhouse Square Center was expiring. Playhouse Square is truly the pride of Cleveland's art scene. With ten performance stages, it is the largest performing arts center in the United States outside of New York City. The work in these theaters is very important to the skilled projectionists who were merged into Local B-27. Almost immediately upon the merger, I began negotiating an agreement for this projection work was negotiated. The new contract has

been signed which reflects a substantial increase in year one and annual increases in the two subsequent years. For the first time, the projectionists who work side-by-side their stagehand brothers, sisters, and kin will be paid an equal hourly rate.

Local B-27's largest employer is Rocket Mortgage Fieldhouse, the 20,000-seat home of the Cleveland Cavaliers. During the most recent collective bargaining negotiation in 2022, the Local expanded the health cover gate to include dental and vision benefits for all full-time employees. Business Agent Burns is currently engaged with the arena to establish a retirement contribution for the first time in the Local's history.

Every member of the entertainment workforce, no matter how skilled or unskilled their position may be perceived, is a vital piece to the finished product presented to the public. Therefore, Local B-27 has made its mission to organize the unorganized, no matter how non-traditional their job classification may be.

Indeed, Local B-27's membership represents members of the workforce who are often overlooked in the entertainment industry and gives these

workers an opportunity to receive wages and benefits that are not often enjoyed by people in their classifications; these workers earn wages and benefits that can only be gained through the strength of belonging to a union.

Business Agent Burns extended his appreciation to President Loeb and the Board for the opportunity to share some of the exciting things that happening in Local B-27.

President Loeb thanked Business Agent Burns for his informative and uplifting report. He observed that often times so-called B Locals are overlooked and rarely give reports to the Board. Local B-27 under Burns' leadership is embracing internal and external organizing resulting in a growing membership and in solid collective bargaining agreements. President Loeb commended the Local for its diligence and its work on behalf of the members.

APPEARANCE: LOCAL NO. ONE, NEW YORK, NY

Re: Ongoing Activities

International Vice President and Local One Business Agent Paul F. Dean, Jr., joined by Local One President

Michael Wekselblatt, Local One Business Manager Edward J. McMahon III, Local One Trustee John Lott, former Local One Secretary Robert C. Score, Local One members James Fedigan, and member Patrick Johnson reported upon the Local's recent collective bargaining negotiations surrounding the facility formerly known as the Perelman Performing Arts Center in New York as well as the Local's recent organizing efforts and activities of Local One's committees.

The report began with an overview of upwards of twenty collective bargaining agreements that have been completed throughout 2022 and 2023, which included many notable venues in New York City. This included negotiations covering a cultural facility that was set forth in the 2003 master plan for former ground zero site at the World Trade Center, which is now a performing arts center for theatre, dance, opera, film, and related events. The facility is set to have an opening in September 2023. The collective bargaining agreement, which is available to other local unions upon request includes significant provisions concerning the scope of recognition, fair wages, overtime provisions, fringe benefit contributions, standard holidays, sick leave and related minimum work guarantees among other significant benefits that will ensure that conditions for workers within the Local's areas are preserved.

The report discussed the Local's commitment to support brothers, sisters, and kin within the New York region as industry-wide strikes take place affecting the motion picture and television production industries.

The appearance also described, the various Local One committees. These include the apprenticeship committee, which has recently resolved to introduce the Local One apprenticeship test online. The Local's safety committee has resumed its regular monthly meetings where members can bring up issues in their workplace and get expert opinions. The Local also takes part in outreach initiatives, through its social justice committee in particular. While there is still much work for the committee to complete, a measure of success can be found in the Local's engagement with differing demographics within the public. Local One has also embarked on a collaborative effort with the New York City Department of Education to create an emerging program focusing on theater training for the benefit of educators in the New York public school system. The Local's outreach initiatives represent an important piece of securing the support of those in the community. The Local's Sisters' Committee—which is open to everyone—supports the members of the Local with routine meetings and objectives. Further, the Local's Technology, Education and Training Fund (TET) offers a range of opportunities for technicians to enhance their skills and prevail on the experience of the Local's members, which are also available to all in the entertainment industry.

In organizing, the Local has also commenced successful renegotiation efforts with employers in Manhattan. The Local has also engaged with technicians in off-Broadway theatrical technicians who wish to organize within their venues

with the International Union assistance.

President Loeb noted that the Local lost a number of officers at once, but the work it has done is incredible. The Local has been involved in the safety of Local members and local outreach programs, all of which are the things Locals of the Alliance should be working toward and Local One's success is continuing. He thanked those who reported and encouraged their continued success.

APPEARANCE: LOCAL USA829, U.S.A.

Re: Organizing Activities and Broadway League Negotiations

Local USA829 National Business Agent Carl Mulert with Business Representatives Pat Landers, Matt Walters, Adam Levi, Organizer Natalie Robin, and member Lydia Francis appeared before the Board to report upon the Local's recent organizing efforts and Broadway collective bargaining negotiations.

National Business Agent Mulert began by noting that he was proud to speak about the organizing efforts occurring within the Local—which has a 127-year-old history comprised of just over 5,000 Scenic Artists, Designers, and Coordinators working across live performance and motion pictures—and, its internal and external organizing efforts reflecting the values and actions derived from the voices of members.

The Local has recently witnessed members reinvesting their time and efforts to build solidarity. Local leadership and staff saw an opportunity to activate members and seize the moment to strengthen the Local. The Local decided to invest in organizing as



Left to Right: Central Region Business Representative Matt Walters, Scenic Artist Lydia Francis, Business Representative Pat Landers, National Business Agent Carl Mulert and Organizer Natalie Robin.

a holistic and meaningful tactic. The Local envisioned, and have since started, building an organizing department that is flexible, member-driven, and focused on our greater mission to ensure equitable and fair working conditions and benefits for our members while fostering opportunities for engagement rooted in individual and collective accessibility and empowerment.

The local union's culture is shifting. Driven by membership, Local USA829 is actively becoming an organizing-based institution, in which the staff leads the charge in creating and interfacing with the industries where members work. This has included a robust system of member engagement and responsibility layered with contractual and labor-based education as a strategic tool meant to equip members to speak with and help one another. These aspects of organizing forge a solidarity among members that will help to not only enforce contracts and expand our offerings as a union and community but will help strengthen union power. The Local has instilled four important levels of engagement: advocacy, education, communication, and organizing.

The Local has recently reinvigorated its steward program based on these principles. A relaunched program with new, more rigorous training and accountability structures and with clear and reciprocal communication pathways has taken shape. Another example of this was described concerning the internal campaign ahead of upcoming bargaining negotiations.

The Local's commitment to empowering members internally is equally matched by expanding power and growing strength externally. The Local has continued to maintain DEI initiatives and steps to maintain pathways to union membership. The Local described several campaigns recently in the Local's efforts to organize new employees and commence successful collective bargaining. These included efforts to organize facilities throughout the U.S., particularly on the east coast and throughout the Midwest. The Local thanked the Board and President Loeb for providing the assistance of the Defense Fund and International resources in support of these efforts. Those reporting noted that organizing never stops and empowering workers

and build progress with our industries will continue for scenic artist in the U.S. wishing to form a union.

The Local separately presented a report on recent negotiations with the Broadway League and in particular, the gains we were able to achieve. The negotiation took place last fall and the renewal agreement was ratified this year.

This negotiation built upon some of the achievements from other recent contract negotiations where members of the Local work in various entertainment industry sectors. After a series of town hall meetings and a negotiation survey, the Local identified several priorities in addition to consistent goals of securing increased wages and benefits. The Local achieved meaningful gains in all these areas. It was noted that Local always includes members of its bargaining unit in each of its bargaining sessions. In sum, the Local was pleased to report that it was satisfied with the ratified deal, for a 3-year term from January 2023 to December 2025. During that period, assistant designers will see a 11.66% increase over the term and designers will see a 10.6% increase. Assistant designers will also receive additional

premiums surrounding the theatre tech process, which addressed the significant work hours of these employees. At the beginning of the new contract, premium pay for assistant designers will increase upwards of 23% with these daily premiums in place. Another priority for the negotiation committee was to address the imbalance of support for the costume department on Broadway. In an effort to address this void and provide relief from these outsized burdens on the costume department, the contract includes a side letter provisions for costume department coordinators. The report specifically mentioned the contributions of bargaining committee members and costume designers Sarafina Bush and Ann Hould Ward in connection with these negotiations. Finally, the contract included employer committed DEI and anti-harassment initiatives that benefit everyone.

President Loeb noted with respect to the Union's organizing efforts, that it has been a welcome shift in culture that there are significant organizing goals and as a union we are embracing the people who wish to be represented; and these efforts are taking root. The Alliance will continue to grow and protect people

within our jurisdiction, and the Local's appearance demonstrates that. He also extended congratulations to those appearing on their recent Broadway negotiations and encouraged their continuing efforts. These negotiations have been significant in ways that will change lives for the better.

**APPEAREANCE:
AQTIS LOCAL 514**

Re: Organizing Efforts

AQTIS Local 514 IATSE President Christian Lemay and International Vice President John Lewis appeared before the General Executive Board to report on Local 514's efforts to confirm its representation rights for researchers working in the domestic film and television industry in the Province of Quebec.

President Lemay explained that UDA, a Quebec union of artists, filed an application under the Quebec Status of the Artist legislation against SARTEC, the Society of Radio, Television and Film Authors, and AQPM, the Quebec Association of Media Production with the Tribunal administratif du travail (TAT), Quebec's labour relations board, to be recognized as the bargaining agent for approximately 300 researchers

working in the film and television industry in Quebec. Local 514 intervened in the application, taking the position that AQTIS had previously been deemed to represent workers performing a variety of specific film and television functions and "other" functions as well, and that the functions performed by researchers ought to be viewed as one of those "other" functions already falling within AQTIS's representational authority and therefore properly within Local 514's representational authority as well following the merger of AQTIS and IATSE Local 514 to form AQTIS Local 514 IATSE. The TAT accepted the position being advanced by Local 514 and issued a decision in May 2023 confirming UDA's application should be dismissed. Local 514 is now in the process of bringing these researchers into membership.

President Loeb commended Local 514 on its resolve to protect its jurisdiction.

ADJOURNMENT:

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 am. on August 4, 2023.

**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
MARRIOT DOWNTOWN MAGNIFICENT MILE - CHICAGO, IL - AUGUST 1, 2023**

Since the last meeting of the Defense Fund Committee in Honolulu, HI on January 24, 2023 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	\$24,062.50	Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) – Legal	2,034.00
Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) – Legal	825.00	Local No. 863, Montreal QC, Article Fourteen, Section 8(d) – Legal	6,779.23
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) – Legal	500.00	Local No. 868, Washington, DC, Article Fourteen, Section 8(d) – Legal	11,431.80
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) – Legal	2,464.50	Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) – Legal	2,101.50
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	6,422.50	Local No. 906, Charlottetown, PE, Article Fourteen, Section 8(d) – Legal	2,009.15
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) – Legal	4,434.56	Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) – Legal	20,859.46
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	146,359.63	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	12,673.76
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) – Legal	11,212.60	Local No. B18, San Francisco, CA, Article Fourteen, Section 8(d) – Legal	11,668.32
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) – Legal	10,075.50	Local No. B29, Philadelphia, PA, Article Fourteen, Section 8(d) – Legal	1,125.00
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) – Legal	11,200.00	Local No. B173, Toronto, ON, Article Fourteen, Section 8(d) – Legal	2,967.65
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) – Legal	500.00	Local No. B192, Burbank, CA, Article Fourteen, Section 8(d) – Legal	3,958.38
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) – Legal	9,145.72	SUB TOTAL : \$433,492.10	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	43,500.83	INTERNATIONAL	
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	4,200.00	IATSE – Article Fourteen, Section 8(c) and (d) Animation Industry QC, Antablin, AQTIS, BC Bargaining Structure, Dome Organizing (Productions), Encore Group USA, Ironman, Macy’s Parade Shop, Organizing (Various) – Legal	69,177.13
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) – Legal	12,803.74	IATSE – Article Fourteen, Section 8(c) – Legal - Miscellaneous	45,160.06
Local No. 357, Stratford, ON, Article Fourteen, Section 8(d) – Legal	894.96	SUB TOTAL : \$114,337.19	
Local No. 415, Tucson, AZ , Article Fourteen, Section 8(d) – Legal	361.50	LOBBYING AND CONSULTING	
Local No. 488, Portland, OR, Article Fourteen, Section 8(d) – Legal	4,586.00	Article Fourteen, Section 8(c) - Jacobson & Zilber Strategies, LLC	\$50,000.00
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) – Legal	1,650.00	Article Fourteen, Section 8(c) - Kathy Garmezy	24,000.00
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) – Legal	15,248.56	Article Fourteen, Section 8(c) - Thorsen & French Advocacy, Inc.	75,000.00
Local No. 611, Stanta Cruz, CA, Article Fourteen, Section 8(d) – Legal	9,652.86	Article Fourteen, Section 8(c) - State & Broadway, Inc.	36,000.00
Local No. 690, Iowa City, IA, Article Fourteen, Section 8(d) – Legal	787.50	SUB TOTAL : \$185,000.00	
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) – Legal	2,468.39	EDUCATION	
Local No. 750, La Grange, IL, Article Fourteen, Section 8(d) – Legal	8,487.75	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	23,805.81
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) – Legal	13,444.25	Article Fourteen, Section 8(f) - Misc. Training/Instructors	339,040.85
Local No. 798, New York, NY, Article Fourteen, Section 8(d) – Legal	10,595.00	SUB TOTAL : \$362,846.66	
		GRAND TOTAL : \$1,095,675.95	
		Respectfully submitted by:	
		Matthew D. Loeb Colleen A. Glynn Paul F. Dean, Jr.	
		John M. Lewis Paul F. Dean, Jr. Daniel Di Tolla	

INDEPENDENT AUDITOR'S REPORT

Mr. Matthew D. Loeb, President

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

Opinion

We have audited the consolidated financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International"), which comprise the consolidated statements of financial position as of April 30, 2023 and 2022, and the related consolidated statement of activities, and consolidated statement of functional expenses for the year ended April 30, 2023, and consolidated statements of cash flows for the years ended April 30, 2023 and 2022, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2023 and 2022, and its changes in net assets for the year ended April 30, 2023 and its cash flows for the years ended April 30, 2023 and 2022, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

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

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

Report on Summarized Comparative Information

We have previously audited the International's April 30, 2022 consolidated financial statements, and we expressed an unmodified audit opinion on those consolidated audited financial statements in our report dated August 5, 2022. In our opinion, the summarized comparative information presented herein as of and for the year ended April 30, 2022 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplemental Information

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

/s/Schultheis & Panettieri, LLP
Hauppauge, New York
August 4, 2023

**COMBINED STATEMENT OF FINANCIAL POSITION
APRIL 30, 2023 AND 2022**

	2023	2022		2023	2022
Assets			Liabilities and Net assets		
Current assets			Current liabilities		
Cash	\$ 3,631,187	\$ 3,448,060	Accounts payable and accrued expenses	\$ 689,350	\$ 460,882
Investments - at fair value	63,265,468	57,959,606	Tenant deposit payable	29,357	29,357
Receivables			Other	61,340	103,861
Accrued interest and dividends	391,385	170,148	Total current liabilities	780,047	594,100
Promissory notes	32,800	35,200	Deferred compensation plan	11,522,846	11,525,320
Per capita taxes	686,000	517,000	Deferred income	10,522,000	12,482,000
Other	51,782	44,657	Employers' bonds	1,982,569	1,607,789
Prepaid expenses	235,721	222,685	Total liabilities	24,807,462	26,209,209
Total current assets	<u>68,294,343</u>	<u>62,397,356</u>	Net assets		
Property and equipment - net	30,977,675	30,744,838	Without restrictions	74,024,786	66,551,038
Other assets	151,761	163,320	With restrictions	591,531	545,267
Total assets	<u>\$99,423,779</u>	<u>\$93,305,514</u>	Total net assets	74,616,317	67,096,305
			Total liabilities and net assets	<u>\$99,423,779</u>	<u>\$93,305,514</u>

**COMBINED STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2023
(WITH COMPARATIVE TOTALS FOR 2022)**

	2023			2022
	Without Restrictions	With Restrictions	Total	
Revenue				
Per capita taxes and assessments	\$37,741,432	\$ -	\$37,741,432	\$30,909,756
Political action contributions	-	554,135	554,135	445,826
Processing fees	2,686,182	-	2,686,182	2,272,911
Supplies and other	81,897	-	81,897	48,556
Rent	339,864	-	339,864	301,478
Royalty income	195,112	-	195,112	145,907
Other	106,451	-	106,451	445,470
Net assets released from restrictions:				
Satisfaction of program restrictions	507,871	(507,871)	-	-
Total revenue	<u>41,658,809</u>	<u>46,264</u>	<u>41,705,073</u>	<u>34,569,904</u>
Expenses				
Program services	25,580,489	-	25,580,489	23,876,110
Management and general	8,606,497	-	8,606,497	7,650,968
Total expenses	<u>34,186,986</u>	<u>-</u>	<u>34,186,986</u>	<u>31,527,078</u>
Change in net assets before other changes	7,471,823	46,264	7,518,087	3,042,826
Other changes				
Net investment income (loss)	(550)	-	(550)	(3,018,347)
Pandemic relief	-	-	-	1,818,330
Pension related changes other than benefit costs	2,475	-	2,475	7,354,422
Change in net assets	7,473,748	46,264	7,520,012	9,197,231
Net assets				
Beginning of year	<u>66,551,038</u>	<u>545,267</u>	<u>67,096,305</u>	<u>57,899,074</u>
End of year	<u>\$74,024,786</u>	<u>\$591,531</u>	<u>\$74,616,317</u>	<u>\$67,096,305</u>

COMBINED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED APRIL 30, 2023(WITH COMPARATIVE TOTALS FOR 2022)

	2023			2022
	Program Services	Management and General	Total	
Payroll and allowances	\$ 9,660,127	\$3,843,773	\$13,503,900	\$12,237,506
Payroll taxes	659,133	269,223	928,356	772,700
Employee benefits	5,288,024	2,125,837	7,413,861	6,836,557
Occupancy	225,563	92,132	317,695	248,381
Utilities	79,017	32,275	111,292	100,344
Real estate taxes	212,015	86,599	298,614	298,739
Maintenance and repairs	145,922	59,602	205,524	193,177
Telephone	61,434	25,093	86,527	98,206
Printing and postage	902,803	368,750	1,271,553	1,085,412
Office	379,796	149,275	529,071	462,753
Legal	1,247,112	17,883	1,264,995	1,740,992
Accounting	-	263,830	263,830	257,167
Consulting and outside services	81,848	33,432	115,280	327,312
Computer	316,205	129,154	445,359	389,658
Insurance	171,729	70,143	241,872	214,667
Meetings and conferences	2,688,408	-	2,688,408	2,627,359
Per capita taxes - affiliated organizations	1,157,812	-	1,157,812	1,100,801
Promotional and charitable	-	647,452	647,452	475,977
Political contributions	705,272	-	705,272	604,500
Education and training	638,440	-	638,440	262,810
Currency exchange	353,493	144,385	497,878	343,380
Depreciation	606,336	247,659	853,995	848,680
Total expenses	<u>\$25,580,489</u>	<u>\$8,606,497</u>	<u>\$34,186,986</u>	<u>\$31,527,078</u>

COMBINED STATEMENT OF CASH FLOWS
YEARS ENDED APRIL 30, 2023 AND 2022

	2023	2022
Cash Flow from Operating Activities:		
Change in net assets	\$7,520,012	\$9,197,231
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	853,995	848,680
Net (appreciation) depreciation in fair value of investments	267,103	2,898,757
Receivable - Accrued interest and dividends	(221,237)	18,521
Receivable - Promissory notes	2,400	(17,700)
Receivable - Per capita taxes	(169,000)	(75,000)
Receivable - Other	(7,125)	3,733
Prepaid expenses	(13,036)	(91,039)
Other assets	11,559	(130,933)
Accounts payable and accrued expenses	228,468	(56,374)
Other current liabilities	(42,521)	(94)
Deferred compensation plan	(2,474)	(7,354,422)
Deferred income	(1,960,000)	2,264,656
Employers' bonds	374,780	773,288
Currency translation adjustment	775,446	554,587
Net cash provided by (used in) operating activities	<u>7,618,370</u>	<u>8,833,891</u>
Cash flows from Investing Activities:		
Purchase of investments	(75,327,030)	(66,303,394)
Sale of investments	68,978,617	60,140,128
Purchase of property and equipment	(1,086,830)	-
Net cash provided by (used in) investing activities	<u>(7,435,243)</u>	<u>(6,163,266)</u>
Cash flows from Financing Activities:		
Notes payable	-	(1,818,330)
Net cash provided by (used in) financing activities	<u>-</u>	<u>(1,818,330)</u>
Net increase (decrease) in cash	<u>183,127</u>	<u>852,295</u>
Cash		
Beginning of year	<u>3,448,060</u>	<u>2,595,765</u>
End of year	<u>\$3,631,187</u>	<u>\$3,448,060</u>

Supplemental cash flow information:

There were no cash outlays for interest or income taxes during the years ended April 30, 2023 and 2022.

NOTES TO COMBINED FINANCIAL STATEMENTS
YEARS ENDED APRIL 30, 2023 AND 2022

Note 1 - Description of Organization and Significant Accounting Policies

General

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

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

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

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

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

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

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

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

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

Basis of accounting

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

Fund accounting

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

Canadian exchange

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

Canadian dollars included in the Consolidated Statements of Financial Position are translated at the appropriate year-end exchange rates. Canadian dollars included in the Consolidated Statement of Activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the Consolidated Statement of Activities.

Use of estimates

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

Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services includes salaries, benefits and other related administrative expenses. The total amount reimbursed to the years ended April 30, 2023 and 2022 was \$288,709 and \$265,978, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2023 and 2022 was \$434,529 and \$376,781, respectively. This amount is included in employee benefits in the Consolidated Statement of Functional Expenses.

Functional allocation of expenses

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

Inventory

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

Valuation of investments and income recognition

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

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

Note 2 - Cash

	2023	2022
Interest bearing	\$2,855,624	\$2,443,557
Non-interest bearing	775,563	1,004,503
Total	<u>\$3,631,187</u>	<u>\$3,448,060</u>

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

Note 3 - Investments

Investments consist of the following:

	2023	2022
Investments at fair value as determined by quoted market price		
U.S. government securities	\$30,271,773	\$23,652,837
Corporate debt instruments	18,690,490	17,949,205
Registered investment companies	9,932,955	14,014,733
Investments at estimated fair value		
Certificates of deposit	4,187,492	2,159,853
Non-publicly traded stock	182,758	182,978
Total	<u>\$63,265,468</u>	<u>\$57,959,606</u>

Investment income (loss) consists of the following:

	2023	2022
Interest and dividends	\$ 1,302,078	\$ 672,648
Net appreciation (depreciation) in fair value	(267,103)	(2,898,757)
Currency translation gain (loss)	(775,446)	(554,587)
Less: investment expenses	(260,079)	(237,651)
Total	<u>\$ (550)</u>	<u>\$ (3,018,347)</u>

Note 4 - Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2023 and 2022 was \$1,442,650 and \$364,575, respectively. The fair value of the International's investment in the building reserve as of April 30, 2023 and 2022 was \$2,079,911 and \$607,545, respectively. This amount is included in the investments at fair value in the Consolidated Statements of Financial Position.

Note 5 - Fair value measurements

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

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

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

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

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

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

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

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

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

Investments measured at net asset value: The value of the non-publicly traded stock is estimated by the management of the investment entity.

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

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2023, with fair value measurements on a recurring basis:

	2023	Level 1	Level 2	Level 3
Investments at fair value				
U.S. government securities				
U.S. treasury securities	\$ 30,067,012	\$30,067,012	\$ -	\$-
Mortgage backed securities	204,761	-	204,761	-
Corporate debt instruments				
Domestic corporate bonds	18,690,490	-	18,690,490	-
Registered investment companies				
Money market mutual funds	9,109,876	9,109,876	-	-
Fixed income mutual funds	823,079	823,079	-	-
Certificates of deposit	4,187,492	4,187,492	-	-
Total assets in the fair value hierarchy	63,082,710	\$44,187,459	\$18,895,251	\$-
Investments measured at net asset value	182,758			
Investments at fair value	\$63,265,468			

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

	2022	Level 1	Level 2	Level 3
Investments at fair value				
U.S. government securities				
U.S. treasury securities	\$23,489,357	\$23,489,357	\$ -	\$-
Mortgage backed securities	163,480	-	163,480	-
Corporate debt instruments				
Domestic corporate bonds	17,949,205	-	17,949,205	-
Registered investment companies				
Money market mutual funds	12,404,129	12,404,129	-	-
Fixed income mutual funds	1,610,604	1,610,604	-	-
Certificates of deposit	2,159,853	2,159,853	-	-
Total assets in the fair value hierarchy	57,776,628	\$39,663,943	\$18,112,685	\$-
Investments measured at net asset value	182,978			
Investments at fair value	\$57,959,606			

Note 6 - Risks and uncertainties

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

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

Note 7 - Availability of financial assets

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

	2023	2022
Financial assets at year end		
Cash	\$ 3,631,187	\$ 3,448,060
Investments - at fair value	63,265,468	57,959,606
Accrued interest and dividends	391,385	170,148
Promissory notes	32,800	35,200
Per capita taxes	686,000	517,000
Other	51,782	44,657
Total financial assets available within one year	\$68,058,622	\$62,174,671

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

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

Note 8 - Promissory notes

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2023 and 2022.

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

Local No.	2023	2022
938	\$ -	\$ 21,000
250	20,000	-
B-778	12,800	14,200
Total	\$ 32,800	\$ 35,200

Note 9 - Property and equipment

	2023	2022
Land	\$ 5,377,407	\$ 5,377,407
Building and improvements	30,682,600	30,043,520
Furniture and equipment	3,723,235	3,275,485
	39,783,242	38,696,412
Less accumulated depreciation	8,805,567	7,951,574
Property and equipment - net	\$30,977,675	\$30,744,838

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2023 and 2022 was \$853,995 and \$848,680, respectively, computed using the straight-line method over the estimated useful lives of the respective assets.

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

In August 2022, the International, through its wholly-owned subsidiary, the International Building Corp., entered into a purchase agreement with an unrelated third party to purchase a condominium located at 187 Parliament Street, Toronto, ON for approximately \$6,400,000. Under the terms of the agreement, the International paid deposits totaling \$629,000 towards the purchase. This deposit is included in property and equipment - net on the Consolidated Statements of Financial Position as of April 30, 2023.

Note 10 - Notes payable

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

Note 11 - Per capita tax

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

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

Period	Quarterly Stamps Allocation				Alfred W. DiTolla/Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2021 - April 30, 2023	\$58.00	\$ 51.75	\$ 4.00	\$2.00	\$0.25

The International granted COVID-19 relief by waiving the quarterly per capita fees for all Locals for the 2nd quarter of 2020. The International also granted per capita relief for the 1st, 2nd and 3rd quarters of 2021 for those Locals that continued to see a substantial impact on their members' earnings. Accordingly, the financial statements for the years ended April 30, 2023 and 2022 reflect a reduction in per capita tax revenue of approximately \$0 and \$3,200,000, respectively.

Note 12 - Rent income

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

2024	\$5,763
Total	<u>\$5,763</u>

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

Total rent income received for the years ended April 30, 2023 and 2022 was \$339,864 and \$301,478, respectively.

Note 13 - Royalty income

The International has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL-CIO. The annual royalties received by the International for the years ended April 30, 2023 and 2022 were \$195,112 and \$145,907, respectively. The term of the existing agreement expires on December 31, 2025.

Note 14 - Employee 401(k) Savings Plan

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

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

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

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2023 and 2022 were \$2,874,652 and \$2,729,233, respectively.

Note 16 - Staff pension plan

The International's employees are also covered by the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund uses an April 30 measurement date.

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

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

Obligations and funded status as of April 30, 2023 and 2022 were as follows:

	2023	2022
Accumulated benefit obligation	\$ 61,979,835	\$ 61,684,377
Projected benefit obligations	69,924,551	68,331,352
Fair value of plan assets	<u>58,401,706</u>	<u>56,806,032</u>
Funded status - unfunded	<u>\$(11,522,845)</u>	<u>\$(11,525,320)</u>

Contributions and benefit payments made during the years ended April 30, 2023 and 2022 were as follows:

	2023	2022
Employer contributions	\$3,877,892	\$3,764,944
Benefits paid	2,511,463	2,602,830

Future contributions:

Contributions to the plan are expected to be \$3,954,684 for the year ending April 30, 2024.

Future benefit payments:

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

2024	\$ 3,140,452
2025	3,357,628
2026	3,503,763
2027	3,655,340
2028	3,848,180
2029 through 2033	21,883,035
Total	<u>\$39,388,398</u>

Net periodic benefit cost:

Components of net periodic cost for the years ended April 30, 2023 and 2022 were as follows:

	2023	2022
Service cost	\$2,507,295	\$2,931,577
Interest cost	3,159,253	2,277,444
Expected return on plan assets	(4,018,139)	(4,133,328)
Amortization of transition (asset)/obligation	-	-
Amortization of prior service cost/(credit)	269,382	269,382
Recognized amortization of net actuarial loss	1,264,139	1,487,288
Net periodic benefit cost	<u>\$3,181,930</u>	<u>\$2,832,363</u>

Unrecognized net periodic benefit cost:

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

Components of unrecognized net periodic benefit cost were as follows:

	2023	2022
Service cost	\$ 1,274,176	\$ 1,543,558
Net (gain)/loss	<u>16,502,973</u>	<u>15,540,104</u>
Unrecognized net periodic benefit cost	<u>\$17,777,149</u>	<u>\$17,083,662</u>

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

	2023	2022
Benefit obligation:		
Discount rate	5.00%	4.50%
Rate of compensation increases	4.00%	3.25%
Measurement date	4/30/2023	4/30/2022
Net periodic benefit cost:		
Discount rate	4.50%	3.00%
Rate of compensation increases	4.00%	3.25%
Expected return on plan assets	7.00%	7.00%
Measurement date	4/30/2022	4/30/2021

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

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

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

To develop the expected long-term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.0% long-term rate on assets assumption as of April 30, 2023 and 2022.

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2023, with fair value measurements on a recurring basis:

	2023	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	\$ 1,405,609	\$ 1,405,609	\$ -	\$ -
U.S. government securities				
U.S. treasury securities	5,938,774	5,938,774	-	-
Mortgage backed securities	2,365,398	-	2,365,398	-
Corporate debt instruments				
A or above credit rating	294,200	-	294,200	-
Below A credit rating	1,677,034	-	1,677,034	-
Corporate stock				
Mid cap core	3,169,222	3,169,222	-	-
Large cap value	4,889,395	4,889,395	-	-
Large cap growth	9,150,553	9,150,553	-	-
International value	4,891,582	4,891,582	-	-
All cap core	3,242,719	3,242,719	-	-
Large cap core	3,680,739	3,680,739	-	-
Small cap core	2,691,409	2,691,409	-	-
Registered investment companies				
Fixed income & mortgage backed securities	8,018,367	8,018,367	-	-
Alternative	5,058,329	5,058,329	-	-
Emerging markets	435,879	435,879	-	-
Domestic realty	989,502	989,502	-	-
International realty	312,220	312,220	-	-
Total assets in the fair value hierarchy	58,210,931	\$53,874,299	\$4,336,632	\$-
Investments measured at net asset value	190,775			
Investments at fair value	<u>\$58,401,706</u>			

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

	2022	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	\$ 1,608,181	\$ 1,608,181	\$ -	\$ -
U.S. government securities				
U.S. treasury securities	3,240,667	3,240,667	-	-
Mortgage backed securities	2,443,115	-	2,443,115	-
Corporate debt instruments				
A or above credit rating	180,877	-	180,877	-
Below A credit rating	833,808	-	833,808	-
Corporate stock				
Mid cap core	3,047,062	3,047,062	-	-
Large cap value	5,805,448	5,805,448	-	-
Large cap growth	10,051,720	10,051,720	-	-
International value	5,259,670	5,259,670	-	-
All cap core	3,178,869	3,178,869	-	-
Large cap core	3,540,546	3,540,546	-	-
Small cap core	2,204,075	2,204,075	-	-
Registered investment companies				
Fixed income & mortgage backed securities	8,840,196	8,840,196	-	-
Alternative	4,348,984	4,348,984	-	-
Emerging markets	414,545	414,545	-	-
Domestic realty	1,164,173	1,164,173	-	-
International realty	362,602	362,602	-	-
Total assets in the fair value hierarchy	56,524,538	\$53,066,738	\$3,457,800	\$-
Investments measured at net asset value	281,494			
Investments at fair value	<u>\$56,806,032</u>			

Note 17 - Net assets

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

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

Note 18 - Contingencies

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

Note 19 - Prior year summarized information

The financial statements include certain prior year summarized comparative information in total but not by net asset class and functional expense category. Such information does not include sufficient detail to constitute a presentation in conformity with the basis of accounting on which these financial statements were prepared. Accordingly, such information should be read in conjunction with the organization's financial statements for the year ended April 30, 2022 from which the summarized information was derived.

Note 20 - Tax status

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

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

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

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

**COMBINING SCHEDULES OF INVESTMENT INCOME
YEARS ENDED APRIL 30, 2023 AND 2022**

	2023			Total
	General Fund	Convention Fund	Defense Fund	
Interest and dividends	\$ 826,998	\$ 167,027	\$ 308,053	\$ 1,302,078
Net appreciation (depreciation) in fair value of investments	(20,281)	(132,230)	(114,592)	(267,103)
Currency translation gain (loss)	(608,949)	(73,834)	(92,663)	(775,446)
Less: Investment expenses	(166,296)	(13,401)	(80,382)	(260,079)
Total	\$ 31,472	\$ (52,438)	\$ 20,416	\$ (550)

	2022			Total
	General Fund	Convention Fund	Defense Fund	
Interest and dividends	\$ 4,471,111	\$ 64,699	\$ 160,838	\$ 672,648
Net appreciation (depreciation) in fair value of investments	(1,812,716)	(399,160)	(686,881)	(2,898,757)
Currency translation gain (loss)	(519,343)	(30,594)	(4,650)	(554,587)
Less: Investment expenses	(141,942)	(10,859)	(84,850)	(237,651)
Total	\$(2,026,890)	\$(375,914)	\$(615,543)	\$(3,018,347)

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2023**

Local No. 1, New York, NY, Article Fourteen, Section 8(d) - Legal	\$ 41,763	Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) - Legal	915
Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) - Legal	825	Local No. 906, Charlottetown, PE, Article Fourteen, Section 8(d) - Legal	7,879
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	500	Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) - Legal	21,601
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	4,776	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	41,648
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	8,766	Local No. B-18, San Francisco, CA, Article Fourteen, Section 8(d) - Legal	11,668
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	6,142	Local No. B-29, Philadelphia, PA, Article Fourteen, Section 8(d) - Legal	1,125
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	233,614	Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	2,968
Local No. 26, Grand Rapids, MI, Article Fourteen, Section 8(d) - Legal	322	Local No. B-192, Burbank, CA, Article Fourteen, Section 8(d) - Legal	287
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	40,359	Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	656
Local No. 33, Burbank, CA, Article Fourteen, Section 8(d) - Legal	33,082	Local No. F72, New York, NY, Article Fourteen, Section 8(d) - Legal	3,645
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal	11,200	Subtotal	770,990
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) - Legal	8,427	INTERNATIONAL	
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	11,803	IATSE - Article Fourteen, Sections 8(c) and (d) - Animation Industry QC, Antablin,	
Local No. 58, Toronto, ON, Article Fourteen, Section 8(d) - Legal	6,246	AQTIS, BC Bargaining Structure, Dome Organizing, Encore Group USA, Macy's	
Local No. 99, Salt Lake City, UT, Article Fourteen, Section 8(d) - Legal	175	Parade Shop, Fayetteville Arkansas Organizing, Holland, Ironman, Starbright,	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	45,194	Strike, Titmouse Organizing - Legal	87,054
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	4,500	IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	45,284
Local No. 134, San Jose, CA, Article Fourteen, Section 8(d) - Legal	245	Subtotal	132,338
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	28,565	LOBBYING AND CONSULTING	
Local No. 191, Cedar Rapids, IA, Article Fourteen, Section 8(d) - Legal	5,880	Article Fourteen, Section 8(c) - Thorsen French Advocacy	150,000
Local No. 357, Stratford, ON, Article Fourteen, Section 8(d) - Legal	4,059	Article Fourteen, Section 8(c) - Kathy Garmezy	48,000
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) - Legal	5,282	Article Fourteen, Section 8(c) - State & Broadway, Inc.	72,000
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) - Legal	3,974	Article Fourteen, Section 8(c) - Jacobson & Zilber Strategies, LLC	30,000
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	36,036	Subtotal	300,000
Local No. 690, Iowa City, IA, Article Fourteen, Section 8(d) - Legal	788	EDUCATION	
Local No. 709, St. John, NL, Article Fourteen, Section 8(d) - Legal	33,337	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	20,106
Local No. 750, La Grange, IL, Article Fourteen, Section 8(d) - Legal	4,099	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	584,349
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) - Legal	28,946	Article Fourteen, Section 8(f) - Young Workers	21,000
Local No. 794, New York, NY, Article Fourteen, Section 8(d) - Legal	16,662	Subtotal	625,455
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	10,689	Total	\$1,828,783
Local No. 822, Toronto, ON, Article Fourteen, Section 8(d) - Legal	2,993		
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	2,034		
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	9,231		
Local No. 868, Washington D.C., Article Fourteen, Section 8(d) - Legal	28,084		

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

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

**COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2023**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Assets										
Current assets										
Cash	\$ 249,432	\$ 2,660	\$ 603,992	\$ 4,707	\$ 43,637	\$ 144,527	\$1,990,701	\$591,531	\$ -	\$3,631,187
Investments - at fair value	39,602,028	-	-	-	8,363,580	15,299,860	-	-	-	63,265,468
Receivables										
Accrued interest and dividends	240,677	-	-	-	39,303	111,405	-	-	-	391,385
Related organizations	33,427,431	-	-	-	337,774	108,191	-	-	(33,873,396)	-
Promissory notes	32,800	-	-	-	-	-	-	-	-	32,800
Per capita taxes	614,000	-	-	-	24,000	48,000	-	-	-	686,000
Other	51,767	-	15	-	-	-	-	-	-	51,782
Prepaid expenses	186,939	26,309	18,353	4,120	-	-	-	-	-	235,721
Total current assets	74,405,074	28,969	622,360	8,827	8,808,294	15,711,983	1,990,701	591,531	(33,873,396)	68,294,343
Property and equipment - net	438,130	13,945,504	14,919,238	1,674,803	-	-	-	-	-	30,977,675
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	146,781	4,980	-	-	-	-	-	-	-	151,761
Total assets	<u>\$75,950,138</u>	<u>\$13,979,453</u>	<u>\$15,541,598</u>	<u>\$1,683,630</u>	<u>\$8,808,294</u>	<u>\$15,711,983</u>	<u>\$1,990,701</u>	<u>\$591,531</u>	<u>\$(34,833,549)</u>	<u>\$99,423,779</u>

**COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2023**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 541,661	\$ -	\$ -	\$ 9,000	\$ -	\$ 138,689	\$ -	\$ -	\$ -	\$ 689,350
Related organizations	-	19,008,813	14,044,725	811,858	-	-	8,000	-	(33,873,396)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other	61,340	-	-	-	-	-	-	-	-	61,340
Total current liabilities	632,358	19,008,813	14,044,725	820,858	-	138,689	8,000	-	(33,873,396)	780,047
Deferred compensation plan	11,522,846	-	-	-	-	-	-	-	-	11,522,846
Deferred income	9,425,000	-	-	-	360,000	737,000	-	-	-	10,522,000
Employers bonds	-	-	-	-	-	-	1,982,569	-	-	1,982,569
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	21,580,204	19,008,813	14,044,725	1,781,011	360,000	875,689	1,990,569	-	(34,833,549)	24,807,462
Net assets										
Without restrictions	54,369,934	(5,029,360)	1,496,873	(97,381)	8,448,294	14,836,294	132	-	-	74,024,786
With restrictions	-	-	-	-	-	-	-	591,531	-	591,531
Total net assets	54,369,934	(5,029,360)	1,496,873	(97,381)	8,448,294	14,836,294	132	591,531	-	74,616,317
Total liabilities and net assets	\$75,950,138	\$13,979,453	\$15,541,598	\$1,683,630	\$8,808,294	\$15,711,983	\$1,990,701	\$591,531	\$(34,833,549)	\$99,423,779

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

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

COMBINING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2022

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

COMBINING SCHEDULES OF ACTIVITIES
YEAR ENDED APRIL 30, 2023

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	\$ 33,836,748	\$ -	\$ -	\$ -	\$ 1,267,119	\$ 2,637,565	\$ -	\$ -	\$ -	\$ 37,741,432
Political action contributions	-	-	-	-	-	-	-	554,135	-	554,135
Processing fees	2,686,182	-	-	-	-	-	-	-	-	2,686,182
Supplies and other	81,897	-	-	-	-	-	-	-	-	81,897
Rent	310,434	500,000	293,845	71,910	-	-	-	-	(836,325)	339,864
Royalty income	195,112	-	-	-	-	-	-	-	-	195,112
Other	90,087	-	-	-	7,000	-	9,364	-	-	106,451
Total revenue	37,200,460	500,000	293,845	71,910	1,274,119	2,637,565	9,364	554,135	(836,325)	41,705,073
Expenses										
Program services	22,298,613	617,096	521,608	65,678	482	2,162,145	787	507,871	(593,791)	25,580,489
Management and general	8,346,598	252,053	213,052	37,328	-	-	-	-	(242,534)	8,606,497
Total expenses	30,645,211	869,149	734,660	103,006	482	2,162,145	787	507,871	(836,325)	34,186,986
Change in net assets before other changes	6,555,249	(369,149)	(440,815)	(31,096)	1,273,637	475,420	8,577	46,264	-	7,518,087
Other changes										
Net investment income (loss) of amounts designated for current operations	31,472	-	-	-	(52,438)	20,416	-	-	-	(500)
Pandemic relief	-	-	-	-	-	-	-	-	-	-
Pension related changes other than benefit costs	2,475	-	-	-	-	-	-	-	-	2,475
Change in net assets	6,589,196	(369,149)	(440,815)	(31,096)	1,221,199	495,836	8,577	46,264	-	7,520,012
Net assets										
Beginning of year	47,780,738	(4,660,211)	1,937,688	(66,285)	7,227,095	14,340,458	(8,445)	545,267	-	67,096,305
End of year	\$ 54,369,934	\$(5,029,360)	\$ 1,496,873	\$(97,381)	\$ 8,448,294	\$ 14,836,294	\$ 132	\$ 591,531	\$ -	\$ 74,616,317

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

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

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2023**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$13,254,389	\$ -	\$ -	\$ -	\$ -	\$ 249,511	\$ -	\$ -	\$ -	\$13,503,900
Payroll taxes	928,356	-	-	-	-	-	-	-	-	928,356
Employee benefits	7,330,471	-	-	-	-	83,390	-	-	-	7,413,861
Occupancy	912,648	241,372	-	-	-	-	-	-	(836,325)	317,695
Utilities	-	66,305	37,999	6,988	-	-	-	-	-	111,292
Real estate taxes	-	155,202	110,040	33,372	-	-	-	-	-	298,614
Maintenance and repairs	67,399	26,769	111,356	-	-	-	-	-	-	205,524
Telephone	86,527	-	-	-	-	-	-	-	-	86,527
Printing and postage	1,271,553	-	-	-	-	-	-	-	-	1,271,553
Office	488,456	743	10,196	15,347	482	461	787	12,599	-	529,071
Legal	61,667	-	-	-	-	1,203,328	-	-	-	1,264,995
Accounting	253,330	-	-	10,500	-	-	-	-	-	263,830
Consulting and outside services	87,661	-	22,200	5,419	-	-	-	-	-	115,280
Computer	445,359	-	-	-	-	-	-	-	-	445,359
Insurance	236,723	-	-	5,149	-	-	-	-	-	241,872
Meetings and conferences	2,688,408	-	-	-	-	-	-	-	-	2,688,408
Per capita taxes - affiliated organizations	1,157,812	-	-	-	-	-	-	-	-1,157,812	-
Promotional and charitable	647,452	-	-	-	-	-	-	-	-	647,452
Political contributions	210,000	-	-	-	-	-	-	495,272	-	705,272
Education and training	12,985	-	-	-	-	625,455	-	-	-	638,440
Currency exchange	497,878	-	-	-	-	-	-	-	-	497,878
Depreciation	6,137	378,758	442,869	26,231	-	-	-	-	-	853,995
Total expenses	\$30,645,211	\$869,149	\$734,660	\$103,006	\$482	\$2,162,145	\$787	\$507,871	\$(836,325)	\$34,186,986

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

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



53rd Annual Scholarship Awards

of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Hana Chui, Jojo Gagliano, Maxwell Gutierrez, Be Hill, Noah Jost, Meaza “Meazi” Light-Orr, Simon MacDonald, Iris Pierce, Alyssa Rowell, Mariangel Sanchez

Simon MacDonald graduated from Virtual Secondary School in Toronto, Ontario. With a passion for education and a talent for guiding others, Simon has established himself as an accomplished and certified tutor. He has been accepted into the University of Toronto, where he will study Life Sciences. Simon’s passion lies in Neuroscience, Psychology, and Physiology and he plans to specialise in these fields by the end of his first year. His long-term goal is to attend medical school, to pursue a career in Psychiatry. Simon is grateful for the generous support provided by the Foundation and is honoured to have been chosen.

Noah Jost is a 2023 graduate of Punahou School in Honolulu, Hawai’i,

where he was skipper on the Varsity sailing team for two straight championships, President of his regional champion History Bowl team, Peer Learning Center tutor and an Eagle Scout. Noah works as an instructor in the Waikiki Yacht Club’s youth sailing program. He’s a Presidential Scholar Candidate as well as a National Merit Finalist with a 3.9 GPA and 1600 SAT.

A devoted student with strong interests in Physics and History, Noah will attend Honors Carolina at the University of North Carolina at Chapel Hill, where he plans to sail for the Tar Heels. When not at his desk or on the water, you’ll find Noah playing jazz piano, classical guitar or ultimate frisbee.

Noah starred in the award-winning short film “Kenobi Cube,” written, directed and shot by his father, IATSE member (Local 600) Jim Jost and produced by his mother, regional Emmy® award-winner Stasia Droze Jost.

Noah is incredibly grateful to be a recipient of one of the 2023 Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Scholarship Awards.

Jojo Gagliano developed a love of theater as a small child when they first visited their dad at work and experienced a live production, but it wasn’t until Jojo’s dad took them on a backstage tour that their passion was truly ignited. Today, Jojo works as a theater manager for their high school and as a lighting designer/



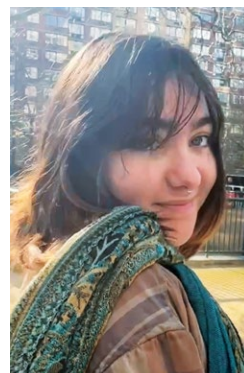
Simon MacDonald



Noah Jost



Jojo Gagliano



Be Hill



Alyssa Rowell

operator for a local theater company in their hometown of Warwick, NY. Jojo will be pursuing a degree in Theatre Design and Production at Carnegie Mellon University this fall.

Be Hill is a graduate of Fiorello H. LaGuardia High School for the Performing Arts. For four years Hill has been studying the fine arts, mainly focusing on painting and ceramics which are Be's favorite mediums to work with. Hill's interest in art, music and storytelling have always been a part of their life, giving them a voice to create pieces reflecting on their love of solace and the peace that comes from friendship. Art has allowed Be to connect with their own vulnerability and identity.

Be will be attending Vassar College in the fall majoring in Studio Arts and English with a minor in music. Hill is incredibly grateful for I.A.T.S.E and their support that will allow them to continue their education in the arts.

Alyssa Rowell will be attending Brenau University in Gainesville, GA. Alyssa's degree will be a BFA in Theatre Design and Technology with a Concentration in Scenic and Costume Design. Rowell hopes to be a well-known costume designer one day while also reminding people about their potential from the past, present, and future.

Born in southern Ethiopia and raised in Southern California, Meaza

"Meazi" Light-Orr is a proud daughter of a union family. Her passions include public policy, advocacy, and education equity—improving access to education for all. In her junior year of high school, she founded Kids for Kololo and raised over 100k to build a middle school in her birth village, Kololo, Ethiopia. The youngest ever intern at the LA Mayor's office, Meazi has led fundraisers for former Congresswoman, now mayor Karen Bass and served as President of Congressman Ted Lieu's Youth Advisory Council. She is a published author in the anthology *Lion's Roaring, Far From Home* and will attend Northwestern's Weinberg School of Arts and Sciences as a Posse Scholar this fall.

When she's not busy studying and working on extracurriculars, Meazi loves all things creative and crafty: reading, writing, painting, knitting, and crocheting. The list is endless! She also loves to travel and looks forward to expanding the list of countries that she sets foot in and the cultures she's exposed to.

Hana Chui is a student from Burnaby, British Columbia. She enjoys music and literature, and volunteers with local groups to conserve the environment. Hana plans to pursue studies in Biological Sciences at the University of British Columbia.

Maxwell Gutierrez is from the San

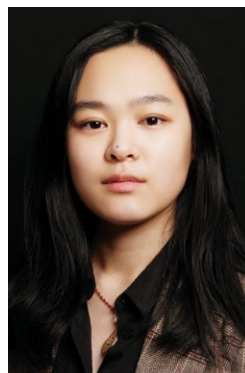
Fernando Valley, California and will be attending NYU Tisch for Production & Design this fall. He's been involved in many theatrical productions both on and off stage and will continue to do so as he pursues a career in costume design. When not working on a production, Max can be found writing, drawing, or working on a comic series with his friend.

Mariangel Sanchez was an honor student from Puerto Rico Christian School and has been accepted to the Polytechnic University of Puerto Rico San Juan campus, where she will be studying Biomedical Engineering. She graduated with a 4.0 GPA, was Salutatorian of her class, and received many awards during her high school years. She was the president of her class and is also the daughter of Local 494's former President, Miguel Sanchez. Mariangel played volleyball all throughout high school and this year got to coach one of her school's teams to victory. She is very excited about college and what will flourish in these next four years.

Iris Pierce is from Teaneck, New Jersey. In high school, she held a leadership position in the Jewish Culture Club. In her community, Iris enjoyed her job at the local library, participated in her Temple's youth group, and volunteered for a local theater program. In the fall, she will be attending Lafayette College with an intended major in English Literature.



Meaza "Meazi" Light-Orr



Hana Chui



Maxwell Gutierrez



Mariangel Sanchez



Iris Pierce

54th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation are pleased to offer ten scholarship awards each year. Each scholarship recipient will receive a \$10,000 grant which is paid out over a four year period. Each year of the four year period \$2500 will be paid directly to the recipient's educational institution. Counting the 2023 awards, the Foundation will have had 120 scholarship recipients to date.

ELIGIBILITY

The rules of eligibility for the 54th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

- a) Be the son/daughter of a member in good standing of the IATSE;
 - b) Be a high school senior at the time of application; and
 - c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree. The scholarship is not open to students that have already started college or university.
3. A complete copy of the applicant's high school transcript is also to be submitted to the Foundation Office. The transcript must have the school's seal or stamp for authenticity and can be sent in directly by the school or the student (together with the application).
 4. The record of the score achieved by the applicant on the Scholastic Aptitude Test (SAT) or the American College Testing (ACT). Please note the Foundation does not have a code for the scores to be submitted electronically therefore a printed copy of the scores attached to the application will be accepted by the Foundation.
 5. Letter(s) of recommendation from a teacher or clergyman.

HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website (www.iatse.net/member-benefits/scholarship-foundation) and download the application.
2. The application is then to be completed and returned to the Foundation Office.

DEADLINE

The deadline for filing all of the above required materials with the Foundation Office is December 31, 2023. **No extensions granted.** The winners of the scholarship awards will be notified by the Foundation Office in May 2024, and will be announced in a future issue of *The Official Bulletin*.

RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION REQUEST FOR APPLICATION

Please send me an application for the 54th Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name: _____

Address: _____

City: _____

State/Province: _____ Zip/Postal Code: _____

Parent(s) Name/Local Union No.: _____

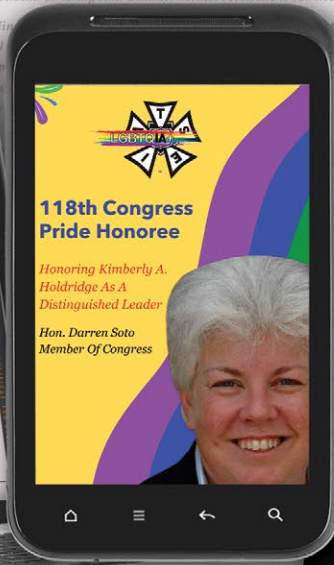
Mail to: IATSE, 207 West 25th Street, 4th floor, New York, NY 10001 • Telephone: 212-730-1770

GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

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

admin.iatse-intl.org/Bulletin.aspx



CREW SHOTS



Great job to Local 4 behind the Re:SET Concert Series held at the Forest Hills Tennis Stadium in New York.



Bravo to the Local 336 crew and road crew who spearheaded the Hairspray Musical held at the ASU Gammage Auditorium in Arizona.



Hats off to the talented Local One crew members behind the Notre Dame de Paris musical held at Lincoln Center's David H. Koch Theater in New York City.



Round of applause for Local 665's local and tour crew behind the CATS Musical North American Tour that concluded its run in Honolulu, HI.

EDUCATION AND TRAINING

VOLUNTEER RECRUITMENT AND RETENTION

Engaged union members are one of the critical pieces of an effective local union. This summer, at the General Executive Board Meeting, Drew Waxman from the AFL-CIO presented new research to help us understand how to recruit and retain volunteers. The education session, titled Volunteer Recruitment and Retention covered best practices for recruiting volunteers, explored different techniques to employ when managing volunteers, and demystified volunteer retention to help local leaders keep volunteers coming back. This information was presented again, in a webinar on Tuesday, Aug 15, 2023. To watch the recording of the webinar, visit <https://iatse.net/education/> or email officerinstitute@iatse.net



APPLICATION FOR OFFICER INSTITUTE 1.0 2024 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print)

Applying To: **Linthicum Heights, MD**

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 2024 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN LINTHICUM HEIGHTS, MD (FEBRUARY 26 - MARCH 1, 2024). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).

I. A.T.S.E. Local Union Trustee Training

November 4 - 5, 2023 | Los Angeles, CA

You **MUST CURRENTLY HOLD OFFICE AS A TRUSTEE** in your Local Union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is NOT required for this class. Preference will be given to Local Unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early.

The IATSE International reserves the right to accept or reject all applications.

Participants are required to attend all classes to graduate and to receive their certificate.

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD: THE IATSE WILL VERIFY YOUR APPLICATION WITH YOUR LOCAL		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED		DATE
TITLE		
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 2:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 3:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
AUTHORIZATION FROM APPLICANTS:		
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.		
APPLICANT NUMBER 1 SIGNED		DATE
APPLICANT NUMBER 2 SIGNED		DATE
APPLICANT NUMBER 3 SIGNED		DATE
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

Return Completed Application via Email or Mail to:
I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001
Email: officerinstitute@iatse.net
Facebook: [@iatse](https://www.facebook.com/iatse) | Twitter: [@iatse](https://twitter.com/iatse)

IATSE OFFICER INSTITUTE LEADERSHIP DEVELOPMENT WEEK

Tampa, FL | November 13 – 17, 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.

1. APPLICANT			
LAST NAME	FIRST NAME	MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		CELL PHONE _____-_____-_____	
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE/TABLE TENT:		HOME PHONE _____-_____-_____	
STREET ADDRESS		WORK PHONE: _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	
EMAIL ADDRESS (please print)			
2. CHOOSE YOUR COURSES (See reverse for course descriptions).			
CHOOSE ONLY ONE:			
<input type="checkbox"/> Monday, Tuesday, and Wednesday - Secretary-Treasurer 2.0 MUST ATTEND ALL 3 DAYS TO GRADUATE		<input type="checkbox"/> Monday, Tuesday, Wednesday, and Thursday - Organizing 2.0 MUST ATTEND ALL 4 DAYS TO GRADUATE	
IF YOU ARE NOT APPLYING TO THE SECRETARY-TREASURER OR ORGANIZING CLASSES, YOU MAY CHOOSE UP TO THREE FROM THE FOLLOWING COURSES:			
<input type="checkbox"/> Monday Afternoon, Half-day session Political Polarization	<input type="checkbox"/> Tuesday, Full day session Race and the Economy	<input type="checkbox"/> Wednesday, Full Day Session Labor Law	
IF YOU ARE NOT APPLYING TO THE ORGANIZING 2.0, YOU MAY CHOOSE ONE OF THE FOLLOWING THURSDAY COURSES:			
<input type="checkbox"/> Effective Online Communications: Understanding & Standing Up to Misinformation	<input type="checkbox"/> Internal Organizing	<input type="checkbox"/> Collective Bargaining	
CHECK HERE IF YOU WOULD LIKE TO TAKE THE FRIDAY MORNING SESSION:			
<input type="checkbox"/> Friday Morning, Half-day Session, Strategic Planning			
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 | November 13 – 17, 2023

All courses are offered for both Canadian and U.S. Locals.

OFFICER INSTITUTE: SECRETARY TREASURER 2.0 This training offers advanced work in issues of Financial Record Keeping, IATSE procedures, Fiduciary Responsibility, Fraud Prevention, Taking Minutes, and more. Content will be tailored for both Canadian and U.S. Local leaders who have graduated from the IATSE Officer Institute *and/or* currently hold office as Secretaries and Treasurers in their local unions. *PRE-REQUISITE: You must currently hold office in your Local Union as Secretary or Treasurer or (regardless of office) be a graduate of a prior IATSE Officer Institute.*

OFFICER INSTITUTE: ORGANIZING 2.0 This 4-day course includes: Labor Law and the Mechanics of an Organizing Campaign; Best Practices and Tactics; Targeting and Strategy; Messaging to the Public, Unrepresented Workers, and the Membership; Developing a Blueprint, and more. *Local Unions are encouraged to send candidates who have the power to move an action forward in their Local which fosters growth and strength.*

POLITICAL POLARIZATION We are living in a time of polarization, and it shows up in many ways: in our politics, in our Locals and in our communities. We cannot hide from what is all around us and, in fact, we can play a role in creating a better culture in our Locals. This half day class will define and lay bare the issue of polarization and offer a path to greater understanding of the issues, strategies, and actions that focus on respectful and constructive dynamics.

RACE AND THE ECONOMY The labor movement strives for greater solidarity among workers. As such, we need to understand what divides us, so we can unite more effectively. This training helps participants discern how systemic racism operates as an economic tool that weakens power for working people. We look at recent data as well as key events in our country's history to learn more about how racism contributes to the racial wealth gap. In addition to core understanding the class will build skills to collectively advocate for policy changes that improve economic conditions.

LABOR LAW This workshop is specially designed to introduce union members and labor leaders to the laws governing the operation of labor unions, covering relationships with workers and employers, 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.

COLLECTIVE BARGAINING This course will teach tools and techniques for effective local union contract negotiations, including the importance of advance strategic planning, how to select and manage a bargaining committee, determining the Local's objectives, priorities and bargaining positions, writing proposals, anticipating management demands, negotiating-table basics, communications with workers and others about negotiations, discussion of contract campaigns, what to do during eleventh-hour negotiations, how to settle difficult issues and reach an agreement, and preparing a memorandum of agreement. The class is interactive and participatory and will include a mock bargaining session in which all students will participate. 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.

EFFECTIVE ONLINE COMMUNICATIONS: UNDERSTANDING AND STANDING UP TO MIS-INFORMATION 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.

INTERNAL ORGANIZING Strong local unions are those where the members are connected and engaged. Building these connections and engagement can into strong contracts, better wages and working conditions, and a more-skilled workforce. This one-day training will teach leaders step-by-step best practices and considerations that will grow your unique vision into a stronger and engaged democratic organization. Course work will include speaking in front of the group and other forms of practice and participation by all students and is designed for engaged members who are ready to take a step forward to expand their skills.

STRATEGIC PLANNING This class explores the process organizations undertake when doing long-range planning and applies it to labor unions. Students will learn the components of a strategic plan and the process for developing one that is relevant to their situations. All of this lays out solid considerations for working with your teams and moving your Local forward to build higher capacity and effectively represent workers, communicate clearly, and set and achieve long term goals.

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

COURSE REIMBURSEMENT NO MORE QUARTERLY DEADLINES!

The IATSE TTF has eliminated quarterly Course Reimbursement application deadlines! Locals can now apply for Course Reimbursement any time throughout the year, on a rolling basis. There are no deadlines or calendars anymore!

While the application process is now open year-round, your application must still be submitted before the course takes place. You must apply at least one month before the class is scheduled to ensure your application is reviewed and approved before training takes place. Please allow at least two weeks from the time you submit your application for an approval notice.

Learn more here: iatsetrainingtrust.org/course-reimbursement

REINTRODUCING THE TRAINER DATABASE

The IATSE TTF Trainer Database is now online! Here's what local unions can expect:

- ✔ No More Forms: A user-friendly interface allows you to effortlessly browse available courses
- ✔ Tailored to Your Needs: Find trainers who specialize in your local's covered crafts or department
- ✔ Choose Your Desired Format: In-person or virtual training
- ✔ Discover Nearby Options: Use the interactive map to explore trainers in your vicinity or filter your search by country
- ✔ Select a Trainer: See all the courses available from your chosen trainer
- ✔ Industry-Recognized Certifications: Find trainers with credentials like ETCP Recognized Trainer and OSHA Outreach Trainer, among others

Add Your Course to the Trainer Database

Are you a trainer for your local union? Let other locals benefit from your expertise by submitting your course to be listed in our Trainer Database. Get your course description, outline, and bio ready and fill out the form on our website.

Learn more here: iatsetrainingtrust.org/trainer-database

IATSE OFFICER INSTITUTE APPLICATION 2024

Applications must be submitted to the IATSE Education Department at least 3 weeks prior to the beginning of the 5-day course. The IATSE International reserves the right to accept or reject all applications. There is a limit of 2 students per local for each session.

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

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME	FIRST NAME	MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE/TABLE TENT:			Women's S M L XL Men's M L XL 2XL __XL
STREET ADDRESS			HOME PHONE _____-_____-_____
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____
EMAIL ADDRESS (please print)			CELL PHONE _____-_____-_____
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> LINTHICUM HEIGHTS, MD FEBRUARY 26 – MARCH 1, 2024 FOR CANADIAN AND U.S. LOCALS			
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the IATSE can share my name with its General Executive Board and with any local union. I consent to the use by IATSE of my name or likeness to promote or publicize the IATSE (whether in print or electronic form or otherwise). I hereby release IATSE from any and all liability for using my name or likeness and waive all claims against IATSE arising from the use of such information. I also hereby grant a license to IATSE to use my name or likeness and expressly disclaim all rights to all value and benefit(s) IATSE 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 IATSE LOCAL _____ endorses the enrollment of the above named applicant in the IATSE Officer Institute.			
SIGNED			DATE
TITLE		EMAIL	
FOR IATSE 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: @iatse Twitter: @iatse

IATSE Broadcast Leaders Share Industry Insights with Future Technicians

Many veteran technicians might look back on their careers and wonder how things may have been different if they had an opportunity to speak to professionals and ask questions before ever entering the industry. For Local 119, an invitation to guide the next generation brought into perspective the unique opportunity for broadcast technicians in Northern California and how Local 119 is poised to guide the future into the industry and the Union.

In April, leaders of Local 119 in Northern California were invited by San Francisco State University's Department of Broadcast and Electronic Communication Arts to participate in a broadcast seminar for the students. San Francisco State University's Department of Broadcast and Electronic Communication Arts is the largest and most influential program of its kind in the Western U.S.

As homegrown broadcast technicians, President Darin Stephens and Local 119 Executive Board

Member and SFSU alumnus John Marovich accepted the invitation with excitement. Marovich said, "I remembered lectures from industry professionals, and the experience and advice were helpful. As a student, it made me feel like the skills I was learning could lead to a career. I valued those opportunities and knew giving back to the department I graduated from was a chance I couldn't let slip by."

President Stephens explained how he was impacted by the IATSE Roadshow: "Why Unions Matter" that

he saw when he attended the IATSE Officer Institute. "I remembered how powerful it was to start with that message, so I knew this was a special opportunity to introduce our union to the future workforce." President Stephens expressed that it was important for students to hear from industry professionals and members about what the union is and isn't and to share the IATSE's values and the union's role in establishing and maintaining industry standards for freelance technicians.



“After our opening presentation, we conducted a Q&A where the students could ask us any questions about the industry and the union.” The students asked serious questions about paths to the industry, tips for success, and industry-wide issues like diversity, equity, and inclusion. “In the end, we both found this experience exhilarating, and we look forward to continuing our mentorship of the next generation, not just with SFSU but with all broadcasting programs in Northern California.” Said Stephens.

President Stephens has been a member of Local 119 since 2006 and has worked in the industry as a home show Graphics Operator for the San Francisco Giants and San Jose Sharks for over twenty years. He began his freelance broadcast career as an intern for the Oakland Athletics Diamond Vision Board Show. Executive Board Member Marovich has been a member of Local 119 since 2013. He started his career as a camera operator interning with the San Francisco Giants Vision Board Show in 2010 after graduating from SFSU with a Bachelor of Arts in TV and Radio.

There is a unique pipeline of opportunity in Northern California that has developed some of the most



talented broadcast crews in the region. Northern California is home to several world-class broadcasting programs at area colleges and universities, and, coupled with one of the country’s largest markets for professional and collegiate sports, gives graduates entering the industry an established career path. Beginning through team internships, to becoming employees of the team’s in-house game scoreboard broadcasts, and finally working on top-tier events on live regional and national broadcasts that air on tv, nowhere else in the country are the steps to a career in sports broadcast this clear and established, and it’s important that our

union is part of the process through mentorship and organizing.

Since the seminar in April, Local 119 members have successfully organized the San Francisco Giants Vision Score Board broadcast crew, some of whom were SFSU students. Local 119 has also sponsored several entry-level training courses led by veteran members for students wanting more industry experience. The Local endeavors to continue building relationships with the various broadcasting programs and mentoring the future generation to build a stronger union and industry.



Union Density

The proportion of workers who are members of a labor union, plays a pivotal role in shaping the bargaining strength of the organization. Higher union density improves bargaining strength, inclusive of both economic and social aspects.

At its core, union density signifies the collective voice of the workforce. This increased representation translates into heightened bargaining power. Employers are more inclined to take negotiations seriously, as they recognize the potential for disruptions to their operations if workers decide to strike or engage in other forms of collective action. Thus, higher union density creates a more level playing field during negotiations, as both sides are aware of the potential consequences of not reaching an agreement. It is important to recognize that a union member is a worker sworn into the IATSE, not a dispatch, extra or over hire worker.

Furthermore, higher union density often leads to a more cohesive and organized workforce. A united front among employees fosters solidarity and a shared commitment to achieving common goals. This unity strengthens the union's position during negotiations, as employers perceive a higher likelihood of workers adhering to any decisions or agreements that arise from the bargaining process. The discipline and determination demonstrated by a densely unionized workforce sends a clear message to employers that the employees are committed to achieving their demands.

Financial resources also factor prominently into the bargaining strength equation. A greater number of union members equates to increased revenue from membership dues. These financial resources enable unions to hire legal experts, and other professionals who can formulate strong bargaining strategies. The ability to deploy knowledgeable negotiators not only enhances the union's understanding of complex labor laws and regulations but also enables them to present more well-reasoned and effective arguments during negotiations. Thus, higher union density translates into an investment in the expertise required for successful bargaining.

In addition to these economic aspects, higher union density carries important social implications. A densely unionized workplace often fosters a culture of collaboration and mutual support. Workers who are part of a union are more likely to be aware of their rights and entitlements, leading to increased engagement and empowerment. This sense of empowerment fuels confidence and participation during negotiations, contributing to the union's overall bargaining strength. Moreover, union density can also contribute to improved

working conditions and job security, as employers are more likely to prioritize these aspects when faced with a strong and united workforce.

It cannot be repeated enough, higher union density significantly improves bargaining strength. It increases the bargaining power of the union by virtue of representing a larger portion of the workforce, creating a more unified and organized workforce, and providing the financial resources necessary to hire skilled negotiators. Beyond economics, union density fosters a sense of empowerment and solidarity among workers, further enhancing their bargaining strength. As union density increases, so does the potential for improved working conditions, better wages, and stronger job security, demonstrating the multifaceted advantages of a densely unionized workforce.

Conditions have never been better to organize the unrepresented workers in the Live Event Industry. Locals are encouraged to develop a culture of organizing to maximize our opportunity, increase our union density and improve our strength at the bargaining table.

LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
LOCAL 2	UNIVERSITY OF ILLINOIS PAVILION	STAGEHANDS
LOCAL 2	ROSALIND FRANKLIN COLLEGE	IT & AV WORKERS
LOCAL 750	STEPPEWOLF THEATRE	FRONT OF HOUSE
LOCAL 19	OVG CHESAPEAKE EMPLOYERS INSURANCE ARENA	STAGEHANDS
LOCAL 887	SEATTLE SHAKESPEARE	WARDROBE
LOCAL 887	BOOK-IT REPERTORY THEATRE	WARDROBE
ACT	NEUROTOUR	PHYSICAL THERAPISTS ON TOUR

LIVE EVENT WORKERS ARE COMING TOGETHER TO TURN BEER MONEY INTO CAREER MONEY

After a near-total industry shutdown due to the pandemic, there are more shows, festivals, and live events scheduled for 2023 and 2024 than any previous years.

With Live Event Workers' unique skills more in-demand than ever, increasing cost of living across the economy, historic public approval of unions, and employers being increasingly willing to collaborate, we have an unprecedented opportunity to build a better, more sustainable industry.

Know someone working Live Events who isn't getting the benefits, training, mental health support, safe work environments, humane scheduling and livable wages that come with being in a union?

Live Event Workers deserve more, and the IA is organizing Live Event Workers in festivals and concerts.

TAKE ACTION TOWARDS A SUSTAINABLE BACKSTAGE CAREER AT LIVEEVENTWORKERS.COM

SCAN BELOW FOR MORE INFORMATION



TRADESHOW

FROM T-SHIRTS TO TEAM SPIRIT – SOLIDARITY IS ALIVE AND WELL AND LIVING IN ORLANDO!

Within the bright, bustling halls of Orlando's world-class convention centers, you'll spot a uniform symbol of unity, workers clad in colorful shirts bearing the emblem of Local 835, the International Alliance of Theatrical Stage Employees. This isn't just a display of association. It's a proud statement that the world of tradeshow and conventions belongs to the IATSE. Here in Orlando, it's show-biz, and Local 835 does one thing and does it right - tradeshow and conventions.

The convention and tradeshow scene spans across the United States, employing a diverse group of workers. From Teamsters in Las Vegas to Carpenters and Painters in other cities, the industry thrives on the backbone of different local unions. However, the exhibition workers of Orlando's Local 835 have a clear message - this is their territory.

Business Representative, Mark Hardter, emphasizes the importance of creating a sense of team spirit. Over the years, the Local's officers have become

adept at marketing and branding, capitalizing on their in-depth knowledge of the industry. The manifestation of this skill set? A series of 15 unique, high-quality shirt designs that members can proudly wear to work. But it's more than just creating a unified aesthetic. It's about fostering a sense of belonging and Solidarity.

In their endeavor to market their branding merchandise, the Local 835 team encountered a logistical challenge. "We soon realized our office was overflowing with shirts," says Hardter. Instead of succumbing to the problem, the officers formulated a plan. They sold the shirts at a lower price than their cost, transforming a potential loss into an investment in Solidarity and Organizing.

But the Local didn't stop there. The officers ingeniously turned the situation into an opportunity for further engagement with their members. They introduced "Solidarity Day," a monthly event in which wearing a Local 835 shirt could land a worker a \$100 grocery gift card. The response was phenomenal. "It

was like buying a scratch off that had a chance to win every month," Hardter says, describing the buzz that Solidarity Day created.

Eddie Kisosondi, the Assistant Business Representative and Steward, marvels at the program's success. "It's amazing seeing the IATSE 'bug' on so many people. They show their pride, their professionalism, and our unity. The program has been a big success and has given our people a sense of belonging and being part of a larger family, the IATSE family."

Orlando's trade show industry may not be exclusively IATSE, but Local 835's initiative has created a visible, vibrant display of unity and pride that sets them apart. The sea of shirts seen at any Orlando convention or tradeshow isn't just a colorful spectacle. It's a testament to the workers' spirit, professionalism, and sense of belonging that they've cultivated within their ranks. **SOLIDARITY FOREVER!**



HEAT STRESS: LOCAL 891 DEVELOPS AN APP TO ADDRESS THE RISKS OF EXTREME HEAT ON WORKER SAFETY

In the era of climate change increased daytime temperatures have had a significant impact on the health and wellbeing of workers. Exposure to extreme heat can result in occupational illness and injuries such as heat stroke, exhaustion, and rashes. Sweating, which is normally good for the body, can also contribute to decreased visibility and grip creating dangerous work conditions while on the job.

In order to help their members, as well as any workers who may be exposed to heat stress while working, Local 891 President Mitch Davies and his health and safety team set out to develop a heat app that could be used with a hygrometer to determine heat stress risk for workers.

The App uses a heat stress risk assessment method accepted by WorkSafeBC to determine the potential for hazardous exposure to workers. The App can be used in both the U.S. and Canada to identify heat risks.

HOW DOES THE APP WORK?

The App works in tandem with a hygrometer or sling psychrometer to measure temperature and humidity, which helps members analyze their risk in specific working environments – and, with heat stress results, gives them evidence of risk workers can share with their supervisors and safety representatives.

WHAT IS A HYGROMETER AND HOW CAN I GET ONE?

A hygrometer is a device that measures temperature and humidity. These devices are available through Local 891 for \$13.50 Canadian (including tax) via info@iatse.com, or can be found through other online retailers.

Exposure to extreme heat can result in occupational illness and injuries such as heat stroke, exhaustion, and rashes.

WHAT DO I DO IF THE APP GIVES ME AN UNSAFE READING?

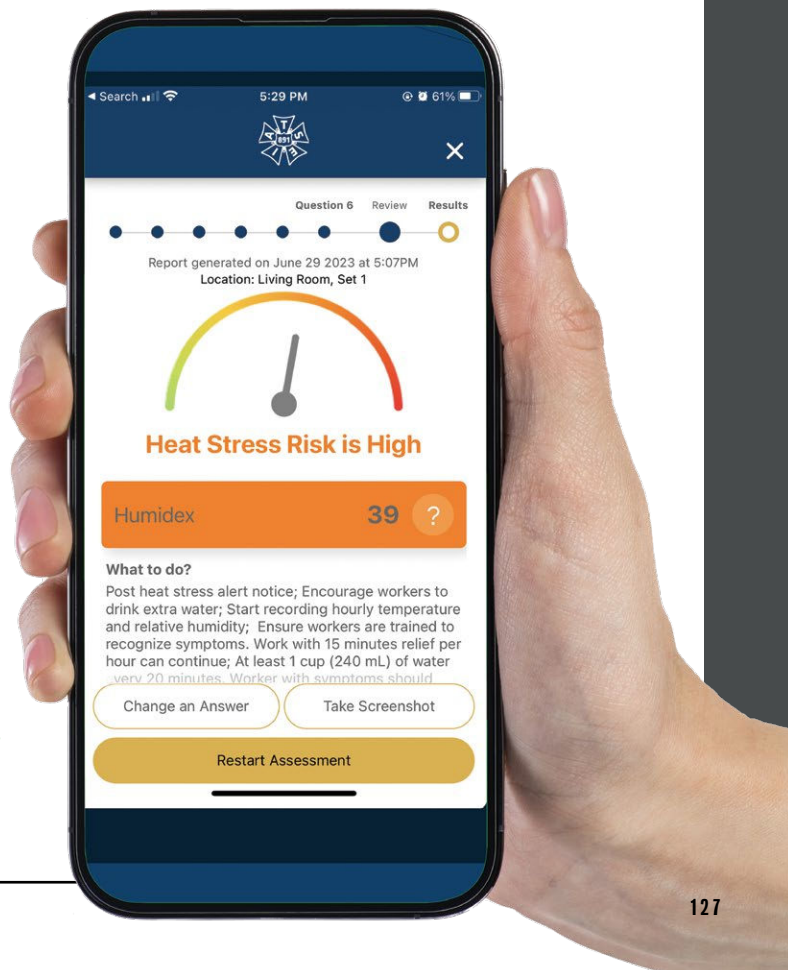
Take a screenshot of the app reading and send it or report it to your supervisor. Your supervisor should take it to production and there should be steps taken to ensure safety bulletins and other measures are put in place to protect workers.

The App can be downloaded for free on the Apple Store, Google Play or from the Local 891 website. https://www.iatse.com/safety/heat_reporting.aspx

Thank you to Local 891 for the development of this App! This tool benefits all workers as we continue to struggle with the impacts of climate change in our work.

For more information on heat related illness and how to identify risks check out the following resources.

<https://www.actSAFE.ca/topic/weather/heat/>
<https://www.osha.gov/heat-exposure>



DIVERSITY, EQUITY AND INCLUSION

DEI AT THE MID-SUMMER GENERAL EXECUTIVE BOARD MEETING

The Diversity, Equity and Inclusion Committee saw a record turnout of committee members at the Mid-Summer General Executive Board (GEB) meeting in Chicago, indicating an increased commitment by Locals to extend opportunities to leaders and delegates from intersectional backgrounds to participate in the weeklong event held every six months. First-time IATSE DEI Committee attendees at the GEB included Executive Committee member Derek St. Pierre (Local 489), and members Nancy Hum-Balbosa (891) and Melanie Barnett-Stubberfield (Local 2).

Committee members gathered at the DEI Committee luncheon on Wednesday, August 2, to share initiatives being put into action across the Locals and discuss how to make the IATSE Member Census a success. On Thursday, the committee delivered their report to the General Executive Board, highlighting a sample of

the DEI work being done by Locals and districts including outreach initiatives, training programs for underrepresented groups, DEI topics education and training for members, and the inclusion of DEI initiatives and language in collective bargaining agreements. To read more about what the report contained refer to the Official Bulletin for a copy of the GEB minutes.

As is becoming tradition, the DEI Committee hosted a social on Thursday afternoon, inviting GEB delegates to meet with DEI Committee members to discuss open DEI topics. The turnout was excellent, with a mix of committee members, International Representatives, and delegates. Key topics discussed amongst attendees included the IATSE Member Census, how to start a Local DEI committee, and ways to enhance DEI efforts in our Locals and workplaces.

The DEI Committee has been

tasked with developing the IATSE Member Census, and over the past six months, has worked closely with our partners at Cornell University, IATSE Departments and IATSE Committees to bring the member census to the membership. DEI Committee Co-chair and International Representative Liz Pecos delivered a report on the member census to the General Executive Board, highlighting the push to count every member and ensure every member has the opportunity to participate in this historic initiative. International Representative Pecos and committee members handed out IATSE Counts member census stickers to delegates in attendance and took orders for Locals who wanted more mailed to their Locals. The committee is proud to partner with our IATSE Departments and Kin to make the Member Census a success.



PRIDE COMMITTEE

The International joined with local officers, members and guests on June 25th to celebrate Pride in both Toronto and New York City.



International Vice President and Director of Canadian Affairs John M. Lewis with Toronto area Locals at the end of the Toronto Pride Parade.



General Secretary-Treasurer Wood, Pride Chair Nate Richmond and DEI Co-Chair Liz Pecos are joined by International Reps, Staff and New York area Locals at the New York Pride March.



Local 494's Cecilia Soto and Neftali Nieves-Reyes flew in from Puerto Rico to join in the NYC Pride March, pictured here with International Pride Chair Nate Richmond.

Our very own Kim Holdridge Local 631 Business Agent, District 14 Secretary and International Pride Committee member was honoured in the House of Representatives by Hon. Darren Soto of Florida, as a distinguished leader in Central Florida for Pride Month. Way to go, Kim!

**118th Congress
Pride Honoree**

Honoring Kimberly A. Holdridge As A Distinguished Leader

*Hon. Darren Soto
Member Of Congress*

Anti Drag Laws & How They Affect IATSE Workers

The Women's Committee has been watching the legislation popping up across the country, restricting the rights of women especially when it comes to health care. Now, another facet of anti-legislation is directly impacting theatrical and live events workers - the anti-drag legislation recently put forth in several states across the country.

Wardrobe technicians have dressed performers and built costumes for men playing female roles and women playing male roles countless times. Fly rail technicians have had to fly people who were performing as a gender opposite of their own. Wig & Makeup crew have had to prepare wigs and makeup for stage in opposite gender characters. It doesn't matter whether work is performed in opera, musical theatre or children's theatre, union workers perform the job that they are asked to do, and they do it with professionalism, skill, and integrity.

Drag has been around for centuries, beginning with men portraying female roles in Greek tragedy and comedy, Shakespearian plays, and even Milton Berle dressing as a woman on his pioneering television show the "Texaco Star Theatre." In more modern times, women have portrayed male characters on the silver screen such as "Yentl," "Shakespeare in Love," "I'm Not There" & "Mulan." Now, after years of audiences enjoying the portrayals of characters such as Flip Wilson's "Geraldine Jones," Nathan Lane in "The Birdcage," Mary Martin as "Peter Pan," & Tom Hanks' &

Peter Scolari's Buffy & Hildegard from "Bosom Buddies," these proposed bills threaten the livelihood of all of those who help create and run these shows.

Anti-Drag bills are being put forth and passed in a minimum of sixteen states. The majority of these bills define "drag" as either "adult cabaret" or "adult-oriented performances." However,

It doesn't matter whether work is performed in opera, musical theatre or children's theatre, union workers perform the job that they are asked to do, and they do it with professionalism, skill, and integrity.

Kansas' bill has a wider definition of drag. It is defined as "...someone portraying a gender identity different from the gender were assigned at birth and sings, lip-synchs, dances or otherwise performs..."

That description would apply to a great deal of the shows worked on last season by IATSE members either on tour, on Broadway, or in regional theatres across the country.

When it comes to punishment, the performers, producers, presenters, front of house, and backstage employees may all be targets. In Arizona, it would be against the law for people to "...allow minors to view drag shows or even enter a location where one is happening." In Idaho, parents would be allowed to sue event organizers and promoters. Some states, such as South Carolina, would consider a first offense as a misdemeanor with up to \$1,000 fine. Others, such as Oklahoma would charge violators with a felony, a fine up to \$20,000, and up to two years in jail. Missouri's bill would criminalize engaging, organizing or authorizing the viewing of an adult cabaret performance on public property.

It turns out that every state that has put forth an anti-drag bill has at least one theatre that is either owned or operated by city or state officials, which could be construed as a "public space." In all of these public theatres, Broadway

Across America & other touring shows are scheduled to perform. If you take a look at the IATSE yellow card section of the website, you will see several shows currently on tour and on Broadway that have performers in gender roles other than those they were assigned at birth including “1776”, “Shucked” & “Some Like It Hot” to name a few. There are other shows on the road such as “Mrs. Doubtfire” & “Hairspray” with similar casting. All of these performances, if defined by the many state bills currently slated for votes, have violations & those that work in our industry can be fined,

sued or put in jail for simply doing their jobs.

There is some light at the end of the tunnel. In Tennessee, U.S. District Judge Thomas Parker (appointed by President Trump) passed down a ruling stating that the bill put forth by the state legislature is “unconstitutionally vague & substantially overbroad.” We can’t rely on the courts exclusively. We must act in our own interests to stop these bills from becoming law. Call your state representatives and tell them that these bills harm working families by infringing on your right to earn a living in your

chosen profession. More importantly, Vote! Vote for those representatives who are willing to stand up for you and your fellow union members’ ability to earn a living wage.

Another way to help is to support the ACLU’S Drag Defense fund and its commitment to fight LGBTQIA+ issues. For more information, go to www.aclu.org. you can donate to the fund which also helps with other LGBTQIA+ issues being fought in the courts. Not only are these bills anti- LGBTQIA+, but they are also anti-worker, anti-employment and anti-union.

STATES CURRENTLY TRYING TO PASS ANTI-DRAG LAWS:

- | | | |
|----------|--------------|----------------|
| Alabama | Kentucky | South Carolina |
| Arizona | Missouri | Tennessee |
| Arkansas | Montana | Texas |
| Florida | Nebraska | West Virginia |
| Idaho | North Dakota | |
| Kansas | Oklahoma | |

CITIES WITH PUBLIC OWNED OR OPERATED THEATRES:

- | | | |
|-------------------------|-----------------------|--------------------|
| Austin, Texas | Houston, Texas | Omaha, Nebraska |
| Boise, Idaho | Jacksonville, Florida | Orlando, Florida |
| Cincinnati, Ohio | Kansas City, Missouri | San Antonio, Texas |
| Columbus, Ohio | Louisville, Kentucky | Tempe, Arizona |
| Dallas, Texas | Miami, Florida | |
| Ft. Lauderdale, Florida | Nashville, Tennessee | |

SHOWS CURRENTLY ON TOUR & ON BROADWAY WITH GENDER BENDING ROLES:

- | | | | |
|------|---------------------|------------------|-----------|
| 1776 | Fiddler on the Roof | Mrs. Doubtfire | Hairspray |
| | Peter Pan | Some Like it Hot | Shucked |



#IATSEWOMENUP

We invite news and views, event announcements, ideas on issues relevant to members, and photos from Local Union Women’s Committees. Please submit to: iatsewomen@iatse.net

LOCAL UNION NEWS

LOCAL 7 RAISES MONEY FOR BEHIND THE SCENES!

In June, Local 7 members Lon Levine and Patrick Howard joined DPAC Venue Director and Behind the Scenes Board Member Mark Heiser on a charity ride to raise money for Behind the Scenes Charity. Other Local 7 members joined the group and wished them well before embarking on the ride to Deadwood. Local 7 is thrilled to support an organization who works tirelessly to help Entertainment Workers with vital and necessary services. If you are able, please donate at <https://wp.behindthescenescharity.org/>



LOCAL 53 MEMBERS HONORS MEMBERS WITH 50-YEAR SCROLLS

Members of Local 53 gathered to present the 50-year scrolls to, (standing at left with scroll), Brother James R. Houlihan Jr. and (standing at right with scroll), Brother Paul W. Kendall. Both were initiated in October 1972.



A Union for VFX Workers in Canada?

On June 27 the IATSE Canadian Department hosted a national bilingual town hall for VFX workers across Canada. The goal of this town hall was to provide information to VFX workers about the benefits of union representation, the process of forming a union in each of the various provincial jurisdictions, and to answer any questions the workers had about the IATSE. The town hall was facilitated by International Representative Jeremy Salter, with Representatives Jiaming Li and Mark Patch leading a presentation on the IATSE and the benefits of union membership. Over 320 workers registered for this very successful event.

The representation of VFX workers in Canada is not something new to the IATSE. On-set VFX workers and supervisors have union representation in several jurisdictions. However, union density on the vendor side, the VFX studios, remains low. To the south, our American kin have been actively working to organize VFX by hosting town halls, worker meetings, and launching a VFX

worker survey. In Canada, we hope to build off that momentum.

The Canadian VFX town hall was a huge success. For close to two hours workers asked questions and shared ideas about improving working conditions for VFX workers. Many of the workers who participated have approached Representatives Li and Salter about next steps to take at their workplace. Similar



to the successful survey used in the U.S., the IATSE Canadian Department also launched a Canadian-specific VFX worker survey that workers across Canada continue to fill out. There are more meetings and events planned for the future. When the question about interest in a union for VFX workers in Canada was raised, the workers responded with, “absolutely!”

IATSE DAY AT DODGER STADIUM

On June 25th, our IATSE Kin had a home run day at the First Pitch Experience held at Dodger Stadium. Lucky winners of the First Pitch Pac Raffle included International Vice President and Department Director of Motion Picture & Television Production Michael F. Miller, Jr, Local 33 member Jabin Funk and Local 728 member Lonny MacDougall.



Pictured here left to right: Local 728 Set Lighting Technician, Lonny MacDougall, Local 33 Stagehand, Jabin Funk, Local 80 Business Manager, DeJon Ellis Jr. Motion Picture and Television Production Department Director and International Vice President Michael F. Miller, Jr. and Local 80 President, Dana Baker.



Local B-90 Honors Four 50-Year Members

In the span of two years, Local B-90 has had four members who have attained fifty years of service. Congratulations to Local B-90 members Jim Newman and Nick Nucci. Both members are pictured here with B-90 President Terry Honan. Jim and Nick attained fifty years of service in 2022.

Another congratulations goes out to Local B-90 members Alan Pellegrino and Joe LoTurco. Alan and Joe attained their fifty years of service in 2023.

Local B-90 is proud to have these four members who have a cumulative two hundred years of service to our Local and to the venues we support.



HOLLYWOOD YOUNG WORKERS SHOW SOLIDARITY AT UNIONS STRIKE BACK RALLY

In support of striking WGA members, IATSE Hollywood young workers turned out in solidarity on Friday, May 26th at the multi-union LA rally "Unions Strike Back" #IASolidarity



IATSE HOSTS FOOD DRIVE FOR ENTERTAINMENT INDUSTRY KIN AMID STRIKES

On Friday, July 28th from 10 a.m. to 2 p.m., IATSE and Teamsters teamed up with the Labor Community Services L.A. and the L.A. County Federation of Labor to host a Drive-Thru Food Drive at the IATSE West Coast Office in efforts to aid Striking Performers and Writers. Between 1,100 to 1,150 cars drove through the line; helping a total of 1,740 families in need. The food drive had over 300 volunteers between IATSE and Teamsters Local 399 to help make it a huge success.



CHARLESTON, SC LOCAL SWEARS IN TWO NEW MEMBERS

On August 7, 2023, Local 333 located in Charleston, South Carolina swore in two new members.

Pictured here is President Matt Jones (right) with new Local 333 members Liz Rhett and Don Kopczynski. Congratulations to both members and welcome to the IATSE family!



IATSE 891 organizing in the Okanagan Valley

In July, Local 891 filed applications for certification on two productions shooting in Kelowna, BC; F Marry Kill and eXMAS. In advance of a hearing at the BC Labour Relations Board, both shows were signed to agreements with Local 891. This marks the culmination of years of work by the Local 891 Organizing Department, and there are plans to continue to support unrepresented workers seeking the protection of unionizing.

With the support of Local 891, the workers on these productions signed cards and took risks on behalf of one another to achieve their collective goals to build a unionized industry in their

region, the Okanagan Valley in the centre of British Columbia, a four-hour drive east of Vancouver.

Skill development for burgeoning film communities is a top priority for Local 891. In conjunction with the IATSE Training Trust, Local 891

will be sponsoring Okanagan Valley training initiatives in the coming months to resource a growing crew base and expand work opportunities for these talented IATSE-represented workers.



L-R: Sano, Local 891 Lead Organizer; Crystal Braunwarth, Local 891 Business Representative; Conor Moore, Local 891 Organizing Coordinator

RETIRED INTERNATIONAL REPRESENTATIVE GRANTS A YOUNG FAN'S ONE WISH

In the midst of a difficult moment in the film and tv industry, we must remember to find unity, joy, and perspective in unexpected corners.

Recently, now-retired International Representative Lyle Trachtenberg had the privilege of helping a young fan's one wish come true in collaboration with the Marty Lyons Foundation.

The wish? To experience the taping of his favorite show, 'The Masked Singer,' in person. Behind the scenes, this extraordinary journey unfolded, full of laughter, awe, and an unforgettable encounter with the cast.

Moments like these remind us that beyond the cameras and spotlights, the glitter and the gold, we are a family united by a common love for the entertainment we create. Every entertainment worker makes dreams come true, no matter how big or small.



FIREARMS SAFETY TRAINING

In July, Local 52 held a Firearms Safety training for its members at Buffalo Film Works.

They have also provided this training for the Directors Guild of America.



LOCAL 44 HOSTS FIRST-EVER ON-SET DRESSER MIXER

Local 44 was proud to have gathered a mix of talent from each type of show. The Local has Tv, Feature and Commercial workers. Meeting the people that never get a chance to meet and discussing better terms and conditions and the ability to negotiate for higher pay scales and box rentals was highly received by all.

The Local would like to thank the Property Steering Committee of Local 44 and says, "We are all on our way to a better-represented department and more!" "terms and conditions".



LOCAL 74 SWEARS IN TWO NEW APPRENTICES

In May, Local 74 swore in two new apprentices Stephen Havrilla and Adam Ursone, both who were sworn in by Local 74 President Gardner Friscia.



Adam and Gardner



Stephen and Gardner

District 14 Convention

On July 15th, the District 14 Convention was held at the Kennedy Space Center because Local 780 has the jurisdiction of the Kennedy Space Center. Local 780, among many other things, works with NASA contractors on the video cameras on the launch pads including fabricating the enclosures that protect the cameras, including when film cameras are sent to space. Local 780 was there from the start, including being present and helping with the first American in space during Project Mercury, and has been an important part of the American and international space programs taking place at Kennedy Space Center today.

This was the first time the District Convention was held in the jurisdiction of Local 780 and was selected to highlight the work that our Sisters, Brothers, and Kin perform every day in Local 780 jurisdiction.

Local 631 President Paul Cox says, "For myself, I am deeply honored that

Local 780 shared what they do for their Crafts, and I am proud of the IATSE's involvement in another facet that makes up the fabric of America. Our Members of the IATSE have been there to make sure that the world sees the exploration of Space, and we reap the scientific advancements from the Space Programs."



Delegates listening to Astronaut Winston Scott address the Convention.



TACTICAL ORGANIZING

We often speak about strategic organizing, but we tend to ignore the overarching tactical game that makes long term strategies successful. With all the advances in technology, it's easy to forget that organizing is as much an art as it is a science. Digital organizing cards, Zoom meetings, Whatsapp chat groups, each of these are welcome tools to add to our toolbox, but none of them can replace the most important piece: personal connections. Your organizers need to be able to build relationships and trust with the people we are trying to help. When building your organizing committees, it's important to think tactically. Everybody has their strengths and weaknesses and not all people will be a natural fit in all social situations. That is why it's important to build diverse organizing committees with a variety of personality types and backgrounds, a broader spectrum of people means you have a better ability to "click" with the different personalities that make up a bargaining unit. Where one organizer may have a difficult time relating to a certain subset of the bargaining unit, another organizer may be a natural fit. People seek out groups where they see themselves reflected, which means we need to build organizing committees to be as diverse and dynamic as those we wish to engage.

FORMER LOCAL 336 PRESIDENT TONY PIRRI AWARDED GOLD CARD

On Monday June 5, 2023, Former Local 336 President/ Business Agent Anthony 'Tony' Pirri received his gold card from current Local 336 President Bill Combs.



JIM OCHTUN OF LOCAL 820 RECEIVES GOLD CARD

TBSE Local 820 in Pittsburgh presented Jim Ochtun his Gold Card in June. Jim has been an IATSE member for 52 years.

Pictured left to right are: Local 820 President Steve Willing, Jim, and Local 820 Business Agent Joe Belak.



MINSKOFF THEATRE BOX OFFICE SETS NEW RECORD FOR HIGHEST GROSSING WEEK

Local 751 is proud to announce that the Minskoff Theatre Box Office Treasurer and Staff set a new all-time record for the highest grossing week in Broadway History!

For the week-ending January 1, 2023, the gross ticket sales for The Lion King totaled a never-before-seen \$4,315,264.00.

On March 2, 2023, Minskoff Theatre Treasurer, Richie Loiacono (pictured right) was presented a plaque commemorating this historic achievement by Nick Falzon (Sales and Ticketing Manager of Disney Theatrical Productions), and Lauren Rutlin (Director, Sales and Ticketing, Disney Theatrical Group).

"Being a part of this show has been a privilege for our Box Office staff. Some of us have been with the show since it opened 25 years ago at the New Amsterdam. Teamwork has been our most important tool for success, within the Box Office as well as with the Disney and Nederlander teams. Looking forward to the next 25 years at the Pride of Broadway!"



Pictured are the members of the Minskoff Box Office Staff (l to r): Annie Leung, Samantha Seijas, John Stange, Laurie Attanasio, Gregg Collichio, Lisa Kenny, Todd Collichio, Melissa Galya, Richie Loiacono, Company Manager, Kendra Moore, and Tommy Buda.

LOCAL UNION NEWS

IATSE YOUNG WORKERS AND THE ANIMATION GUILD HOST CAR PAINTING DRIVE-THROUGH

On Sunday, June 4th in Burbank, California, over two hundred cars received solidarity paint jobs at the Car Painting Drive-Through hosted by the IATSE Hollywood Young Workers and the Animation Guild. Awesome job to all the amazingly talented volunteers who helped make the event a success!



IATSE KIN ENJOY A DETROIT TIGERS BASEBALL GAME

Local 52 member Kenneth Kildee, his dad U.S. Congressman Dan Kildee (L), and IATSE Political/Legislative Director Tyler McIntosh (R) taking in a Detroit Tigers game at Comerica Park



LOCAL B-32 IS BACK

On Monday, July 3rd, Local B-32, concluded Front of the House support of a four-day Tahiti Fete at the San Jose Civic.

Prior to opening on the final day, Local B-32's team of brothers and sisters got together with Chief Miko, from Papeete Tahiti, along with an up-and-coming dancer. It was our way to commemorate the return of this exciting event after a twenty-year absence from the Civic, one of San Jose, California's classical downtown theater venues.

This event is the largest Tahitian dance competition in the United States. Dancers came from all over the world to compete in exquisite costumes, demonstrating traditional and contemporary choreography, while showcasing the rich history of the Polynesian people. It's cultural events such as these that have enabled Local B-32 to call members back to work. They have created the momentum for our recovery since the pandemic. As a result, these events coupled with our Secretary Treasurer's promotions, Local B-32, has increased membership by 37 percent, since the fourth quarter of 2022.



REMEMBERING PATRICK MONROE

Missouri Studio Mechanics Local 493 member Patrick Monroe, age 33 perished from injuries sustained during a mountain walking accident April 6, 2023, on the northeast side of Beinn a' Chleibh mountain near Tyndrum, Scotland. Patrick was an Eagle Scout and lived a life of adventure. He found peace with nature and traveled to the mountains whenever possible with major highlights being the Rocky Mountains from Montana to New Mexico and summiting Mount Kilimanjaro prior to embarking on his life mission of 'Bagging the Munros' in the Scottish Highlands. He lived a full passionate life in his short time with us, taking joy in his work and brightening our lives with his presence.

Patrick was the best, the key, the hammer, the vehicle rigger, the dolly. He was a true collaborator, communicated his ideas with humility and respect and genuinely cared for the bigger picture that he was a part of. Pat got into this industry to tell stories that could make a positive impact on others, and he achieved that by just being himself wherever he happened to be, everywhere he went."

Grip Brother Jon Breitkreutz "I met Patrick working on

a documentary and was immediately impressed with his enthusiasm and the serious thought in which he approached his tasks. Filmmaking was only one of his many passions and dreams in life. I was privileged to spend only a few moments, relatively, with Patrick but they will be moments remembered and treasured forever."



Grip Brother Michael Stoeker "To know Patrick Monroe was to smile because it seems it's all he did. To know him in the film industry was to know a film technician in love with the craft, aspiring for experience and knowledge who refused to leave any day on set not having learned something new. A joy to work with, never angry or sour, wit, humor and a smile a mile wide were his champions."

May your soul rise high Brother Patrick Monroe. Our world is darker with your passing, but our lives were enriched by your spirit and our memories of you will live forever.

REMEMBERING KERRY S. DUFFY



Kerry S. Duffy, 65 of Philadelphia Pennsylvania, passed away on May 20, 2023, surrounded by his family.

Born in Philadelphia on April 12, 1958, Kerry grew up in Havertown, PA. and was an active member of the Sacred Heart parish. Kerry graduated

from Cardinal O'Hara high school in June of 1976.

After graduating, Kerry followed his passion for the theater and the arts. He studied at the Circle in the Square in New York city, appearing in varied productions in their 1980 - 1982 seasons. Kerry appeared in feature films including, Taps, The In Crowd, Invincible, the television show Hacks along with

numerous regional dramatic and musical productions and was a member of the Screen Actors Guild (SAG) and the American Federation of Television and Radio Artists AFTRA unions.

For over 45 years, Kerry was a dresser, wardrobe supervisor and a proud member of IATSE in New York and Philadelphia. Kerry worked with Broadway greats and legends and those breaking into the business. He was trusted by his peers and stars alike. We are all deeply saddened by the sudden loss of our brother. Kerry's light, music, generosity, and laughter will live on in the beautiful memories and spirit of those he knew and loved. Kerry left his beloved theater, but he will long be remembered in every wardrobe change and curtain call.

IN MEMORIAM

REMEMBERING JAY HURLEY



The Chicago film community has lost an icon, and a dear friend. Costume Designer, Jay Hurley, died of a heart attack on July 16. He was 75 years old.

Jay began his film career in 1975 as a costumer on the Chicago-made film, *Mahogany* starring Diana Ross, who played a young aspiring costume designer “from the slums of Chicago.”

From there, Jay worked steadily as a costume designer in Chicago film and TV for almost 30 years. Jay’s ability to dress characters to look their best even when the character’s best was a torn-up shirt and mud splattered pants, made him a favorite with the actors and directors. When dressing a contemporary character, inevitably the actor would turn to Jay and say “you know, I’d like to wear what you are wearing”

Jay’s talents were recognized as he often worked closely

with costume designers who gave him creative freedom and design responsibilities. In a time when department heads were often brought in from LA or New York, Jay was getting the reputation that he could handle the design job. He began taking over the design on projects, *Code of Silence*, *Touch and Go* and then breaking through and getting hired as the costume designer at a time when most top creative department heads were brought in from out of town, *Vice Versa*. One *More Saturday Night*, then in 1989 John Hughes hired Jay to design *Home Alone*, followed by *Home Alone 2*. Jay continued designing on several more projects with Director Chris Columbus, establishing himself, and Chicago, as a resource for a talented department head.

Jay was a joy to work with, he shared a passion for the work and embraced a passion for life that has helped to shape me as well as so many others to be the best at our jobs, and to enjoy the work/process.

Jay’s generous and creative spirit will be missed.

REMEMBERING DAVID HODGES

David Hodges passed away at the age of 75 on Sunday, May 28, 2023. David was born in Philadelphia, Pennsylvania and grew up in Ardsley, Pennsylvania. He attended Wheaton College in Wheaton Illinois, where he received a BS in Mathematics. He also participated in ROTC. He served in the Army as 2nd Lieutenant in Vietnam in the early 1970s, and was wounded twice. He received a Purple Heart. After his service, David applied to WNEW/Channel 5 for a summer replacement job and was hired in 1972. David Hodges was an exceptional Broadcast Engineer and union brother. Having served as Treasurer, Secretary, President and Business Agent, Dave was a role model and mentor to all of the Local 794 members he represented and worked alongside with.



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Vincent Boniface April 30, 2023	1	James L. Gina Jr. May 12, 2023	33	Larry J. Pisano May 27, 2023	97	John N. Patterson June 12, 2023	478
Terry Crispano May 21, 2023	1	Donald K. Kalani May 13, 2023	33	Everett A. Brown June 27, 2023	110	David Chandler Mccain June 13, 2023	479
Joseph V. Faretta June 20, 2023	1	William Lepicier April 21, 2023	33	Frank W. Murphy June 17, 2023	110	Jacob J. Ruppert May 25, 2023	479
Joseph F. Grecz June 18, 2023	1	Robert R. Morris April 5, 2023	33	Mary V. Christopher June 17, 2023	115	Oksana Shore June 9, 2023	479
Louis Keller, Jr. June 14, 2023	1	Chris M. Printup June 28, 2023	33	Don Levy April 26, 2023	119	Judah Braunstein May 15, 2023	481
Christophe Wallace May 6, 2023	1	Richard G. Roth April 3, 2023	33	George T. Chubb May 19, 2023	124	Mark G. Stinner, Jr. May 1, 2023	484
Justin Jurgevich May 17, 2023	2	Christopher Matthews April 9, 2023	42	Cecil G. Parker April 1, 2023	127	Sherman L. Wellons April 14, 2023	489
Joseph E Mancini June 7, 2023	2	Dennis Baker June 13, 2023	44	Robert N. Sparks April 1, 2023	127	Patrick Monroe April 13, 2023	493
Kenneth Brannigan Jr. May 26, 2023	3	William M. Boyd April 17, 2023	44	Mark G. Stinner, Jr. May 1, 2023	127	Royce A. Dakis June 21, 2023	500
Peter J. Corrigan May 3, 2023	4	Richard R Brownfield May 26, 2023	44	Jan Alois Svarc April 1, 2023	127	Jerald D. Hopper May 1, 2023	504
Robert Rebentisch June 17, 2023	4	Roy Thomas Estridge Jr. May 26, 2023	44	Charles T. Beard May 22, 2023	138	Carroll M. Evans June 18, 2023	589
Stephen J. Ruggiero April 10, 2023	4	Robert T. Furlong May 17, 2023	44	Gordon Armstrong May 12, 2023	210	Amber Barrera May 10, 2023	600
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Norman E. Young June 8, 2023	12	Joseph E. Leggiere June 25, 2023	52	Robert Fanslow June 25, 2023	395	James Lieu March 18, 2023	600
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Elaine Sabal April 18, 2023	22	Paul Steinberg April 22, 2023	52	Richard Lee Holbrook June 15, 2023	477	William Steven Peterson May 19, 2023	600
Dylan Wallace April 19, 2023	28	Richard Schweitzer May 17, 2023	58	Donald Miedecke April 30, 2023	477	Robert R. Wilson May 19, 2023	600
Dennis D. Ellis April 6, 2023	33	Blair Webber June 23, 2023	63	David Guilbeau June 7, 2023	478	Richard L. Woodard May 19, 2023	600

IN MEMORIAM

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Joseph E. Leggiere June 25, 2023	632	David A. Hodges May 28, 2023	794	Ritchie Banipal May 7, 2023	891	Todd Haimes April 19, 2023	18032
Donald W. Ernst April 9, 2023	700	Mitchell Ely May 1, 2023	798	Tony Dion Derkach April 20, 2023	891	James Mennen May 3, 2023	18032
Djahanshah Refoua May 14, 2023	700	Kerry S. Duffy May 19, 2023	799	William L. Flanagan May 27, 2023	891	Leo Stern April 8, 2023	18032
Matthew M. Rundell May 1, 2023	700	John C. Iacovelli April 14, 2023	800	Jordan Fleisher April 27, 2023	891	Robert C. Prescott April 25, 2023	B2
William Hapgood May 18, 2023	709	Mark Newpher May 9, 2023	819	Jesse Hanen June 3, 2023	891	Thomas A. Moore April 13, 2023	B66
Michael R. Norris April 1, 2023	720	Vahe Haytaian April 27, 2023	839	Peter S. Langdon June 15, 2023	891	Nikolai Bartossik April 18, 2023	USA829
Rod L. Steely, II April 1, 2023	720	Nicholas Levenduski April 7, 2023	839	Joan E. Macdonald May 19, 2023	891	Roy Christopher May 22, 2023	USA829
Tyrone Watkins June 23, 2023	720	Tyson Diabo April 28, 2023	873	John Macleod May 26, 2023	891	Robert Andrew Dahlstrom April 18, 2023	USA829
Ron Zastrow April 18, 2023	720	Maciej Fall April 17, 2023	873	James Penner April 8, 2023	891	Lauren Fitzsimmons April 18, 2023	USA829
Earl R. Gilbert May 11, 2023	728	Lorraine Greenwood April 23, 2023	873	Cheryl "Sandy" Reynolds June 18, 2023	891	John C. Iacovelli April 18, 2023	USA829
Roger Erle Redel June 22, 2023	728	Wahaj Razzaqui June 10, 2023	873	Dean Sullivan May 23, 2023	891	Michael Preisner June 12, 2023	USA829
Gary McMahan May 28, 2023	729	Frank Szabo April 12, 2023	873	Rob Young June 11, 2023	891	Robin Wagner June 20, 2023	USA829
Dennis Green May 16, 2023	751	James Thurston April 3, 2023	873	Chris M. Testa April 6, 2023	927		

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

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

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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
PWG Production Workers Guild
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
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S 033 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA – Abraham Montes, 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-5671-138) Bus. Agts.: (TV) Ronald Valentine, rvalentine@iatse33.com; (Le-git) 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 – Craig Conover, 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 Sabeih.

PWG 111 United States - Colleen Donahue, cdonahue@iatse.net, International Representative In Charge; 2210 W. Olive Avenue, Burbank, CA 91506 (818-980-3499).

TBSE 119 SAN FRANCISCO BAY AREA – James Mileta, 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 – Timothy Sutton, 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, Alexander Tonison, 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.

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

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

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

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.

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

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

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

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

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

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

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

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

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

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

MPST 884 HOLLYWOOD – Kristin Minkler, recordingsecretary884@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.

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

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

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

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.

AAE B192 HOLLYWOOD – Catherine Hutchinson, 4111 W. Alameda Ave., Suite #510 Burbank, CA 91505. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Kevin King.

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

COLORADO

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

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

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

TWU 719 DENVER – Judith M. Holabird, erspadi@msn.com; 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Julie Bassignani, businessagent@iatse719.org.

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

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT – Joseph P. Gates, 11415 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

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

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S 284 WILMINGTON – Gary Irving, P.O. Box 7248, Wilmington, 19803. (302-750-3752) (Fax: 302-475-4903) Bus. Agt.: Brendan McGhee.

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S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA – Christopher Bule,

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

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

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TSA B868 WASHINGTON – Elizabeth Elliott, eeofdcfba@aol.com; 1615 Sherwood Rd, Silver Spring, MD 20902. (202-783-5480) Bus. Agt.: Jazmyn Small, beautifulwhoiam@icloud.com.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN – Hope Nelson, P.O. Box 1084 Pensacola FL, 32591 (850-390-6819) (Fax: 850-484-3729). Bus. Agt.: Andrea Deckbar, local60iatse@gmail.com.

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

TBSE 305 – Brent Cohen, iatse305treasurer@gmail.com, P.O. Box 278617, Miramar FL 33027. Bus Agt: Adam Leifer, a_leifer@msn.com.

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

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

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

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

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

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

GEORGIA

M 320 SAVANNAH – Cody Rush, P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, business@iatse320.org.

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

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

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

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

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

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EE 834 ATLANTA – Anthony Gantt, agantt@iatse834.com; 4220 International Pkwy, Suite 200 Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Anthony Gantt.

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

HAWAII

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

IDAHO

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

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

ILLINOIS

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

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

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

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

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

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.

SM 476 CHICAGO – Anthony Barracca, 6309 N. Northwest Highway, Chicago, 606310490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Anthony Barracca.

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

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

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

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

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

T 846 CHICAGO, IL/MILWAUKEE, WI – Joseph Amabile, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

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

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

S 102 EVANSVILLE – Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-589-1584) (Fax: 812-467-0287). Bus. Agt.: Scott VanMeter, Joe Newman; ba@iatse102.com.

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

S 146 FORT WAYNE – Christopher M. Holt, iatselocal146@gmail.com; P.O. Box 13354, Fort Wayne, 46868. (260-409-5155) Bus. Agt.: Michael Barle, mbarle152@comcast.net (260-402-3257).

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

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

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

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IOWA

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

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

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

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

M 690 IOWA CITY – Charles Scott, sectreas1690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

TBSE 444 United States – Robert Schneider, sectreas@iatse444.com; P.O. Box 32, Dewitt, IA. 52742 (563-343-3624), Lori Leigh Altenderfer, ba@iatse444.com.

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KANSAS

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

M 190 WICHITA/HUTCHINSON/EL DORADO – Elizabeth Anderson, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Timothy McCulloch, ba190@iatse.kscxocmail.com.

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KENTUCKY

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

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

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M 260 Lake Charles-Alexandria-Pineville-Fort Pol, LA – Officer In Charge, Bo Howard, 207 W. 25th St. New York, NY. 4th Fl. 10001. (212-730-1770)

S 298 SHREVEPORT – Debbie Graham, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Richard Bell, stagelocal298@att.net.

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

M 540 BATON ROUGE – Patrick A. Acampora, 1852 Hobbittan Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Deanna Gaharan.

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

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MAINE

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MARYLAND

S 019 BALTIMORE – Nick Mostris, recseclocal19@gmail.com; PO Box 50098 Baltimore MD 21211. (443-823-4950) Bus. Agt.: Michael Mixer, businessagent19@gmail.com.

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

MPP,O&VT 181 BALTIMORE – Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (571-334-8138) Bus. Agt.: Kent D. Villavicendo, kentdaniel@greentpyroproductions.com.

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

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MASSACHUSETTS

S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617269-5595) (Fax: 6172696252) Bus. Agt.: Colleen Glynn.

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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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T B4 BOSTON – Karen D. Murphy, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5297) (Fax: 617-868-8194) Bus. Agt.: Carol Airlaukas.

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

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

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

S 201 FLINT/OWOSSO – Sarah Isara, Local201sec.treas@gmail.com; PO BOX 3231, Flint, MI 48502. (810-280-8842) Bus. Agt.: Perry Williams.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA – Jennifer Petty, sectreas@iatse274.org, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570), recsec@iatse274.org Bus. Agt.: Christopher Guardiola, businessrep@iatse274.org.

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

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

MISSISSIPPI

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

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

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

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

MISSOURI

S 006 ST. LOUIS – Christina Beck, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Christophe Scalise.: BA@iatse6.org

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

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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 Parhowski, iatse421@att.net.

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

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

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

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M 240 BILLINGS – Jack Webb, webb.jack18@yahoo.com; P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Jack Webb; webb.jack18@yahoo.com.

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

NEBRASKA

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

NEW JERSEY

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

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

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

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

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

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

M 632 NORTHEAST NEW JERSEY – Erica Payne, corseciatse632@yahoo.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201 262-4182) (Fax: 201 262-4138) Bus. Agt.: Gerald Bakal, gbakal@msn.com.

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NEW MEXICO

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NEW YORK

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S 004 BROOKLYN and QUEENS – Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Mgr.: Kenneth Purdy.

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

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

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

MPP,0,VT&C 306 NEW YORK – Diana Diaz, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Michael Fewx; (Stage) Carol Bokun.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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International President

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The IATSE PAC supports policy makers that fight to:

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