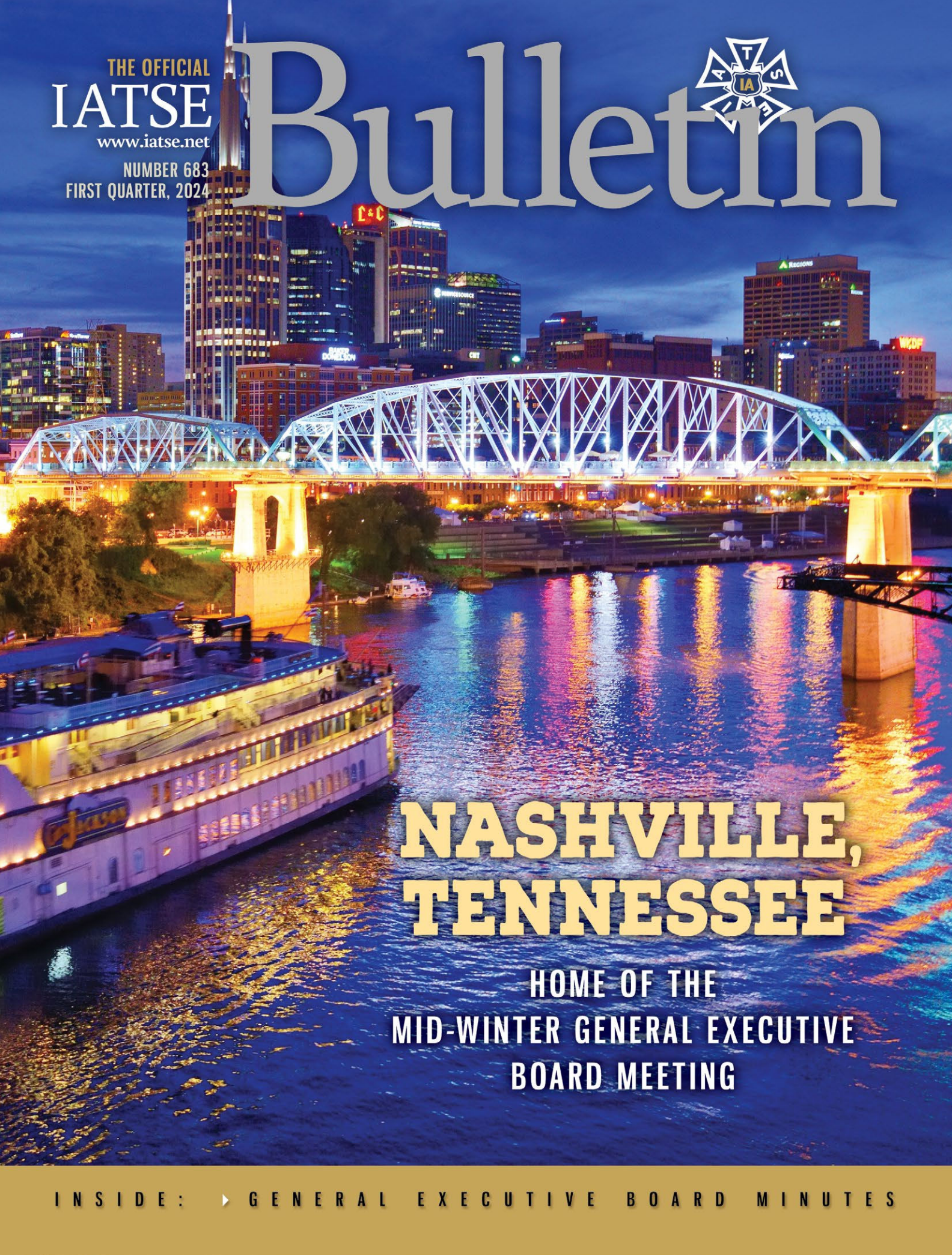


THE OFFICIAL  
IATSE

www.iatse.net

NUMBER 683  
FIRST QUARTER, 2024

# Bulletin



## NASHVILLE, TENNESSEE

HOME OF THE  
MID-WINTER 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**

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Employee Signature \_\_\_\_\_ Date \_\_\_\_\_ Last 4 Digits of SSN \_\_\_\_\_ Local Number \_\_\_\_\_

Print Name \_\_\_\_\_ Email \_\_\_\_\_ Phone Number \_\_\_\_\_

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

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

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

Canadian Publications Mail Agreement No.: 40845543.

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

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

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# The U.S. Presidential Election of 2024

*It's official. The Democratic and Republican Parties have chosen their candidates for the 2024 Presidential Election. Their choices were not a surprise. Joe Biden will face off against Donald Trump once again, and the results are sure to be close. Voters will choose a candidate based on many different factors.*



Important matters will be considered and the course for the next four years will be set. It is a profound decision and a privilege of democracy to have a part in selecting who the most powerful person in the world will be. It is that democracy that the nation is built upon, and it may well be at risk.

We experienced it firsthand. The wake of Donald Trump's presidency is littered with the loss of protections, including civil and human rights. One need only consider the Dobbs case that overturned Roe V. Wade after nearly fifty years. It's a direct result of appointments Trump made to the Supreme Court who unethically ruled from a partisan and political position.

The criminal acts of insurrection January 6, 2021, that were encouraged by the sitting President of the United States (who sat watching it for hours while police were attacked, the Capitol was ransacked and lives were lost) are forever a reminder of a dark time in our history. To date there is no credible evidence to support the "Big Lie", that Joe Biden had stolen the election. Nonetheless, to this day, he will not concede. His denial is constructed to undermine confidence in the system of democracy itself and to destabilize its foundation. It worked on too many and the effects will be long-lasting.

President Biden has been a staunch advocate for working people his entire career, and the strongest supporter of unions we've seen yet. It's because he values a strong middle class of workers with good jobs, health and retirement benefits, safe and healthy workplaces, equity, fairness and opportunity. These are the considerations all workers must

be given. Joe Biden understands the balance of collective power against the corporate strength, resources and greed is crucial. Corporations like Space X, Trader Joe's, Amazon and Starbucks are challenging the constitutionality of the Labor Board itself. More will follow and try other ways to union bust. And if these cases end up being heard at the Supreme Court, unions could have very serious problems.

There are a few important questions to ask yourself. They relate directly to you, your family and the security of which you and all workers are worthy. Which candidate will best serve the needs and security of you and your family? Which one will make your union stronger when negotiating your wages and crucial healthcare and retirement benefits? Which candidate supports worker voice and collective strength at the table? Plain and simple it's Joe Biden. The IATSE General Executive Board unanimously endorsed Joe Biden for President. We did so because his record showed interest and support for the IATSE, the membership and workers in general. Because he heard us and worked for us in his first term.

Please get involved. Get registered to vote. Give any time and resources you can. Don't sit it out. Staying home on Election Day won't change the future but voting can when we stand together. Every four years you're told that this is the most important election ever. You can decide that for yourself, but there's no denying how high the stakes are. It's important.

Most importantly, be safe and be well. In solidarity,  
Matthew D. Loeb  
International President

## OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Calgary Downtown, 320 4th Ave SW, Calgary, AB T2P 2S6, Canada at 9:00 a.m. (MDT) on Monday, July 22, 2024 and will remain in session through and including Friday, July 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 The Westin Calgary Downtown by calling 1-888-627-8417. Guest room rate for the IATSE is from \$229 CAD, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE. Cut-off date: June 26, 2024. The Stage Caucus will be held at The Westin Calgary Downtown, on Sunday, July 21, 2024, at 10:00 a.m. (MDT) in the Lakeview Endrooms. Representatives of Stage, Wardrobe and Mixed Locals are welcome.

***Proof of a negative COVID-19 test taken within 12 hours will be required before attending your first meeting whether that be the Stage Caucus or the Monday morning session.***



## 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

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

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

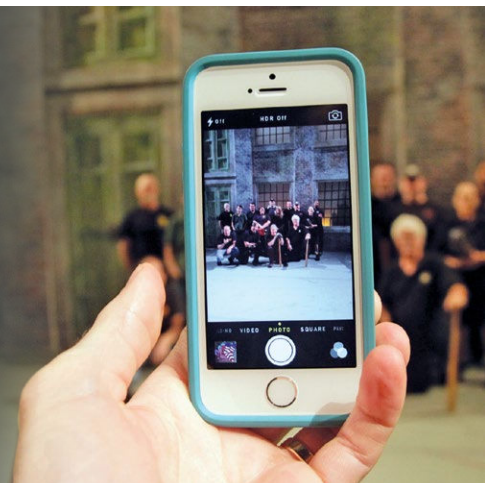
Please send your Bulletin submissions to [bulletin@iatse.net](mailto:bulletin@iatse.net).

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

JPEG or TIFF file formats only please.

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

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

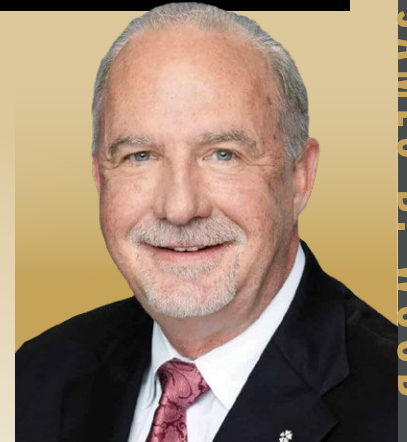




## GENERAL SECRETARY-TREASURER'S MESSAGE

# All Systems Go

*My message in the Third Quarter 2023 issue of the Official Bulletin focused on a major technology project that was being undertaken by the International. That project was the complete overhaul of our computer system, often referred to as the finance system or database.*



JAMES B. WOOD

While the description finance system or database may have been appropriate fifteen years ago when the system was first developed it no longer accurately describes the breadth of the program. Since almost everything in an administrative sense ultimately leads back to our local unions or members, it makes sense that the origins came from the database. However, today's system touches a broad spectrum of our union, from tracking education program graduates, to filing quarterly reports, to orders for supplies, to convention delegate logistics, to organizing and the issuance of pink contracts to name just a few.

Prior to the pandemic, it was becoming clear that the system was beginning to show its age and needed updating, but the onset of COVID-19 made major expenditures impractical. Once the pandemic passed and our finances stabilized the General Executive Board approved the project in late 2022 and work began.

In mid-December of last year, we finally launched the portion of the system that is forward facing to our local unions. It features a more streamlined and cleaner look and in addition to all of the previously existing features (submission of Quarterly Reports, Address Uploads, Orders, Reporting

etc.) there are also new and exciting features available, including but not limited to, online member applications and the ability to make online payments.

Locals are now 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 is all done electronically.

The second major new feature is the ability for our Locals to conduct financial transactions with the Finance Department in a new way. The local union can electronically deposit money into their account with the International and then are able to purchase per capita stamps, pay for membership application processing fees or make other purchases from the International simply by drawing down on their account balance.

With any system launch of this size some bugs are to be expected and I want to thank our early adopter Local Officers who helped find them and for their patience while we fixed them. If you require any assistance with the new system or are not a registered user because you are a new Officer, our office is available for support at 212-730-1770 or via email at [helpdesk@iatse.net](mailto:helpdesk@iatse.net).

▶ WWW.IATSE.NET

# Capitalizing on Our Activism

**2** 024 is already shaping up to be a busy year for the political and legislative work of our union. Before we look ahead, over the last few months the International has capitalized on exclusive opportunities to elevate the voices of IATSE members in forums that stand to shape the future of our work and the labor movement.

## **IATSE URGES U.S. SENATE TO PROTECT ENTERTAINMENT WORKERS IN ARTIFICIAL INTELLIGENCE (AI) FORUM**

Last summer, Senate Majority Leader Chuck Schumer (D-NY) introduced his “SAFE Innovation for AI” legislative framework and announced that he would host a series of AI Insight Forums to hear from AI developers, tech executives, scientists, labor leaders, and other stakeholders. The goal of these forums was to help Congress formulate detailed policy proposals to regulate the burgeoning technology.

On November 29th, International Vice President and

Assistant Director of Motion Picture and Television Production, Vanessa Holtgrewe was invited by Majority Leader Schumer to represent IATSE workers at one of these forums titled, “Transparency, Explainability, Intellectual Property, & Copyright.”

As part of the discussion, Holtgrewe urged Congress to develop a comprehensive policy framework that protects entertainment workers. She asserted that AI poses an existential threat to certain jobs in the entertainment industry, and absent safeguards ensuring consent and compensation for the use of copyrighted works and individual intellectual property rights, as well as

appropriate transparency of training sets, AI will be used as a sophisticated tool for content theft.

“The most pressing area of focus for policymaking and regulatory action by the United States Congress is maintaining strong copyright and intellectual property laws,” Holtgrewe said. “While IATSE members do not own the copyrights to the works we help create, our livelihoods depend on collectively bargained contractual residuals paid to our health and pension plans when the copyrights for those audiovisual works are licensed to others over the life of a work.”

*The International has capitalized on exclusive opportunities to elevate the voices of IATSE members in forums that stand to shape the future of our work and the labor movement.*



In addition, she encouraged Congress to ensure entertainment workers are fairly compensated when their work is used to train, develop, or generate new works by AI systems. “AI developers cannot be allowed to circumvent established U.S. copyright law and commit intellectual property theft by scraping the internet for copyrighted works to train their models without permission from rightsholders. The theft of copyrighted works – domestically and internationally – threatens our hard-won health care benefits and retirement security.”

Following the forum International President Matthew D. Loeb added, “We know the stakes are extremely high for IATSE members in all crafts when it comes to the implementation of AI. That’s why in May we created the Commission on Artificial Intelligence to help equip our members with the skills to navigate this technological advancement. The implementation of AI should not lead to job losses but rather should serve as a tool, complementing the work done by IATSE members. We are continuing to engage policymakers at all levels on these crucial issues. Thank you to Majority Leader Schumer and the forum organizers for their leadership.”

IATSE’s participation in the U.S. Senate AI Insight Forum followed a similar opportunity that was featured in the Official Bulletin: 2023 Q4/ No. 682, where General Secretary-Treasurer James B. Wood was invited to the White House to witness President Joe Biden sign a landmark executive order on AI.

The executive order marked the first official act by the federal government to address the development and use of AI in the United States. We were pleased to see that President Biden included many of IATSE’s Core Principles for Applications of Artificial Intelligence and Machine Learning Technology, which you can read in full at: [iatse.co/aiprinciples](https://iatse.co/aiprinciples).

### **VFX WORKERS, IATSE REPRESENTATIVES SPOTLIGHT INDUSTRY ISSUES WITH CONGRESSIONAL LABOR CAUCUS**

On the other side of Capitol Hill, in the House of Representatives, the leadership of the Congressional Labor Caucus invited IATSE Visual Effects (VFX) organizers to provide an update on the union’s efforts to address the long-standing disparities VFX workers face within the motion picture and television industry. The Congressional Labor Caucus is an official caucus in the U.S. House of Representatives comprised of 102 members working to advance the needs of the labor movement, combat the issues facing working families, and connect legislators directly with unions and union leaders. The delegation included IATSE Political/Legislative Director Tyler McIntosh, IATSE International Representative and VFX Organizer Mark Patch, and Marvel Assistant VFX Coordinator Anna George.

George, an integral figure in the Marvel VFX team, emphasized the grave disparities in wages, working conditions, and benefits between VFX workers and their unionized counterparts in other departments. “On both of my Marvel

shows, VFX workers have spoken nonstop about our need for a union,” she stated, revealing the difficulties faced in an industry that demands so much yet, often, compensates so little.

Mark Patch, reflecting on his journey as a VFX worker turned IATSE organizer, stated the widespread sentiment in the VFX community plainly, “why is everyone else union besides VFX?” Patch walked meeting attendees through the historical trajectory of the VFX industry, tracing back to the days of Industrial Light and Magic (ILM) and Star Wars. “The visual effects industry is now, from Hollywood’s standpoint, ‘too big to fail,’” he added, pointing out the indispensability of VFX in contemporary cinema and media production. The testimonial shed light on the indispensable role VFX plays in modern storytelling and its profound economic impact, emphasizing the dire need for equity and respect.

Both George and Patch’s speeches centered around the principle that VFX workers, much like every other worker in the entertainment industry, deserve protection, representation, and equitable compensation including healthcare and retirement benefits.

It cannot be overstated that IATSE is afforded these continued opportunities to influence public policy at the highest levels because of the champions we’ve helped elect and the relationships we’ve built with our political and legislative activism.

# POLITICAL AND LEGISLATIVE

## CONGRATULATIONS TO THE 2023 IATSE PAC LOCAL SOLIDARITY AWARD WINNERS!

The first annual *IATSE PAC Local Solidarity Awards* were presented during the IATSE PAC Committee report at the 2024 Mid-Winter General Executive Board Meeting in Nashville to publicly recognize those local unions that have committed themselves to raising funds for IATSE PAC.

The IATSE PAC Committee congratulates the 24 Locals receiving an inaugural award and thanks the recipients for their dedication to supporting IATSE PAC.

The committee looks forward to growing the number of local unions awarded next year and encourages all U.S. Locals to prioritize the significant role IATSE PAC plays in the advancement of the economic and social well-being of the IATSE membership.

Please contact the Political/Legislative Department (polleg@iatse.net) with any questions about your Local's standing with regard to this award program.



### IATSE PAC LOCAL SOLIDARITY AWARDS

#### PLATINUM

##### LOCAL 2 and LOCAL 8

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

#### GOLD

##### LOCALS 11, 16, 44, 592, 631, 800, and 839

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

#### SILVER

##### LOCALS 52, 728, 751, and 892

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

#### BRONZE

##### LOCALS ONE, 26, 121, 476, 500, 695, 705, 706, 764, 798 and 868

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*



Local Officers proudly displaying their PAC Local Solidarity Plaques.



# MOTION PICTURE & TELEVISION PRODUCTION

## ORGANIZING IN THE NEW YEAR WITH VISUAL EFFECTS AND GAME WORKERS

Organizing in visual effects and games is off to a strong start in 2024, building on a year of historic firsts for the IATSE across both sectors. Organizers remain focused on reaching super-majority levels of support across multiple “client” and “vendor-side” VFX employers, increasing the union’s network of worker leaders in the games industry, and securing additional strategic organizing victories in both sectors.

On Jan 30, 2024, eighty-eight VFX artists at Walt Disney Studios subsidiary TC US Productions 27 working on the Avatar sequels voted overwhelmingly to join IATSE by a 3-to-1 margin of fifty-seven yes to nineteen no. Special Representative Ben Speight credits a dedicated and diverse organizing committee of artists and workers who spent months talking to each eligible employee about their shared priorities at the studio. As Kristin Kamera, Organizing Committee member and lab generalist shared “this is a huge step forward for our industry – we’ve come together as a united front to affirm our worth to not just the studios, but to the public as a whole. For too long I’ve been scared about where VFX is going, and even considered leaving. Now I actually feel like there’s a future for us, and I’m excited for it.”

Building on the success of last year’s poll of visual effects workers, the VFX union campaign launched the new 2024 IATSE VFX Return to Work Survey in February. International Representative Mark Patch is leading efforts to support “client-side” VFX production workers to build on the momentum following the Marvel and Disney victories. Last year’s survey proved to be a critical tool in identifying new organizing leads across the industry and empowered individual workers in negotiations with the studios who cited the survey in their own negotiations for improvised pay and working conditions.

IATSE’s VFX Union campaign continues to gain momentum in its “client-side” organizing at major studios following the success of the Marvel and Disney organizing campaigns in 2023. International Vice President Michael Miller leads the negotiations team, including International Vice President Holtgrewe and International Representative Patch and has made significant progress in bargaining the first collective bargaining agreement covering both groups. The new agreement will cover VFX data wranglers, witness camera operators, and production workers at Marvel Studios and Walt Disney Pictures.

The call for a collective voice for VFX workers is now represented by its very own Barbie, at least a satirical one. On

January 26, 2024, The Hollywood Reporter released its take on below the line “Women in Film” collection that included VFX Barbie “now with unionization flyers”

As of this writing, contract negotiations are scheduled to begin at Workinman Interactive, the first games studio in the U.S. to organize with IATSE. A negotiations committee has been formed, a first contract survey completed, and initial proposals have been drafted. The negotiations committee is led by Assistant Motion Picture Director Chaim Kantor and includes International Representative and game worker organizer Chrissy Fellmeth. The Workinman bargaining unit hopes to maintain and expand employee benefits and improve communication around workplace policies in their first collective bargaining agreement.

IATSE will be loud and proud at the 2024 Game Developers Conference in San Fransico from March 18-22. International Representative Fellmeth and International Representative Ben Hague have coordinated a series of events throughout the week including an IA organizing booth, game worker-led panel discussion, and a special reception planned to occur during this year’s GDC.

The IATSE will host a panel discussion entitled “Now is the time! Workers in Games are Ready to Form Unions.” IATSE organizers and game worker leaders will discuss why the IA is the strategic choice for game workers to organize with in 2024. The discussion will be facilitated by International Representative Fellmeth and will include Matthew Vimislik, Project Manager at Workinman Interactive, Xavier Coelho-Hostolny, Character Customization Lead at Hidden Path Entertainment, Lauren Lehman, Animation Director at Terrible Posture Games, and Andrew Buczacki, Game Designer at Drifter Entertainment.

Catch IATSE on Twitch every week as organizers meet with game workers seeking to establish a real voice in the industry. From education about the protections under the National Labor Relations Act to discussing layoffs and providing a step-by-step guide to starting union conversations, the topics are always informative and empowering. International Representative Fellmeth leads a wide spectrum of topics about organizing in games and answers questions live from game workers about the challenges they face in the ever-changing industry. Tune in and show your solidarity in the chat on Thursdays from 4:00 p.m. PT/7:00 p.m. ET to 6:00 p.m. PT/9:00 p.m. EST at [www.twitch.tv/iatse](http://www.twitch.tv/iatse).

# Preparations For The Basic, Videotape And Area Standards Agreements Negotiations

As of this writing, the bargaining committees are finalizing proposals for the Basic, Videotape and Area Standards Agreements. The Basic and ASA expire July 31, 2024, followed by the Videotape Agreement which expires two months later.

Over the course of three and a half months in the Summer of 2023, the IATSE Education Department held over a dozen three-hour long in-person and virtual comprehensive trainings for members of the West Coast Studio Locals and Studio Mechanic Locals. The goal was to provide all of the local unions' bargaining committees with a base-level education, while providing an overall view into the workings of contract bargaining from drafting comprehensive proposals to completion at the negotiation table.

The bargaining committee learned about topics such as proposal creation, identifying core objectives, establishing contractual goals, differences of mandatory or voluntary and unlawful subjects of bargaining, good faith vs. bad faith bargaining, different characteristics and types of bargaining, working within the group towards consensus, and finally joining with the larger collection of Locals to reach consensus on the package of proposals. The class wrapped up with an in-depth look at the ratification

process and the potential outcomes and impact of a "yes" versus a "no" vote.

Each class ended with participants asking questions and receiving answers from International Representatives, leadership of local unions, plus various International Vice Presidents from the Motion Picture & Television Production Department in attendance. All in, the bargaining classes were a tremendous success, graduating over 320 Local bargaining committee members who are now well informed and have a firm understanding of their role in the negotiating process.

In conjunction with bargaining training, the gender-based pay equity study initiated by an adopted resolution during the IATSE's 2021 convention was conducted in partnership with the UMass Amherst Labor Center in the fall of 2023. The resolution called on all Locals, "to investigate and identify contractual and negotiated pay inequity." In addition, the resolution called on the International to research

the issue of pay equity in collective bargaining agreements. In September, IA member focus groups were convened to gain insights into the organization and content of identified craft positions. The data collected from the focus groups was used to develop the Job Evaluation Tool (JET). This tool was distributed to affected members in classifications both identified by the Locals as impacted negatively due to gender-based disparities and potential comparator classifications. The UMass Amherst researchers presented an information session to the Business Agents of impacted Locals in late October. Members from Locals that represent impacted crafts were invited to participate in the JET during the period of November 29th – December 13th, 2023. The UMass research team authored a final report and the bargaining committees utilized the findings of the study as they refined their proposals.

Additional bargaining preparations continued as the International created, in partnership with the Motion Picture and Television Local leadership and survey professionals, a comprehensive questionnaire to recognize what most



concerns and affects the membership. This survey was distributed in the winter of 2023 and the data gathered helped shape the proposals for the bargaining committee. With a highly successful membership survey response rate, the results helped the International and local unions craft proposals based on membership's priorities.

Local Union and General proposals were submitted to the bargaining committee at the close of 2023. As a result, the bargaining committees for the Basic and ASA have assessed over nine hundred submitted proposals. Bargaining sub-committees were formed to explore wages and economics, benefits, communications, logistics, new media and side-letters, working conditions, and A.I. and technology. Over 250 IA kin participated in the sub-committees, which were comprised of Local leadership, IA Representatives, and working members who had full access to all the proposals related to their topic.

After compiling and analyzing all the above items, the bargaining committees developed members' core priorities and a comprehensive package of proposals.

Pension and health benefits will kick off the negotiations schedule with a unified IATSE, Teamsters Local 399

and Basic Crafts negotiating together for the first time to address our shared plan. Next on the calendar will be the West Coast Studio Locals meeting individually with their bargaining committees and the AMPTP to discuss Local-specific items. Locals will have five weeks allotted for these negotiations. Area Standards Studio Mechanics will negotiate with the AMPTP, followed by the West Coast Studio Locals meeting together to negotiate shared issues and improvements. The Employers are aware that we have a mandate to conclude these negotiations prior to expiration of the Agreements. Issues related to retroactive pay increases in the last two cycles have been unacceptable and we have no interest in wrestling once again with the Employers and payroll companies to expeditiously pay our members their increased wage amounts.

In conjunction with all the preparation, local unions led several town hall meetings with membership across the country. This invaluable interaction has provided local unions and the International another tool to fine tune submitted proposals and, in some cases, create new proposals that were forwarded to the negotiating committees.

In February, the Basic and Area Standards Agreement microsites launched, providing up to date information about the negotiations for the membership. The Communications sub-committee, comprised of the IA Communications Department and Local Leaders and members of the Basic and Area Standards committees, fine-tuned both negotiation websites. Those sites can be found at <https://basic.iatse.net> and <https://asa.iatse.net>.

The pillars of the negotiation websites include a graphics/logo toolkit, a Frequently Asked Questions section, collated media articles, a video section (including the bargaining training classes) and a way for members to share their priorities.

With the WGA and SAG-AFTRA strikes resolved, work is slowly returning. Following a turbulent year for film and television workers, all eyes are upon our negotiations. The solidarity among the entertainment industry unions was on full display during the strikes, and we have the commitment of support from the DGA, SAG, and WGA as the IATSE, the Teamsters and Basic Crafts work through our negotiations. Although we are many crafts, we share one unified fight.

## WHAT HAS ORGANIZING A UNION MEANT FOR YOU?

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



## Organizing Coast to Coast

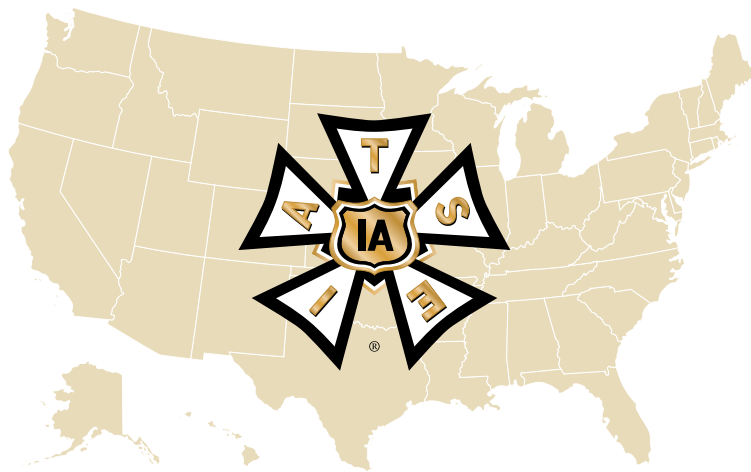
Organizing within the motion picture industry continues to gain momentum across the U.S. with a slew of victories and future targets piling up. Despite the strikes that heavily impacted employment opportunities last year, through the support of IATSE crew members and local leadership across the country, from feature films to commercials, award shows to live events, organizing has enabled many IATSE crews to maintain industry standards and achieve contracts with fair wages and benefits.

We embody our union adage “Growth Equals Strength” through organizing. The International, in partnership with the Locals, fosters and maintains communication with workers on the ground to stay on top of non-union film work. Strategic planning is essential for navigating effective union organizing, as the organizers must quickly identify stakeholders and anticipate challenges and potential resistance and employer tactics to discourage or undermine organizing efforts.

The summer strikes for WGA and SAG-AFTRA did not slow down motion picture organizing, instead we saw an increase in reporting of non-

union projects during the strikes. Many projects reported during this time attempted to operate without an IATSE agreement, despite having an interim SAG-AFTRA agreement in place.

Recently in Los Angeles, low-budget features “Copperhead” and “You’re Dating a Narcissist” and reality shows “Surprise and Seek” and “The Big Bakeover” all went on short strikes before signing IA agreements. Several commercials in Los Angeles were put under contract including ads made for Nike, Apple, Slim Fast, Hyundai, and State Farm. Several live musical events and music videos were organized successfully for artists such as Demi Lovato, Olivia Rodrigo, and Taylor Swift as well.



*At the end of the day, successful organizing is not possible without the support of the crew, and their belief in each other and their Local.*

On the East Coast, close to thirty organizing campaigns ran in the second half of 2023 and have not slowed down in the new year, including ten feature films, two television series, twelve commercials and four specials/award shows. These organizing wins helped more than eight hundred IATSE crew members. The Locals along the East Coast monitor work in their jurisdiction, paying close attention to spikes of non-union production in certain areas. Members continue to work with their fellow crew members and local union leadership to report non-union work as early as possible to organize successfully and put each project under an IA contract.



Recently, the New York Production Locals reached a super majority and subsequently signed an agreement for the motion picture “Silent Partner.” The New England Locals received reports from the crew about a non-union feature, “Shattered Ice” starting up with mostly union crew employed. IATSE worked in unison with the servicing Locals and in a matter of days an agreement was reached, securing protections and industry standards for the crew as well as benefit contributions.

Along the East Coast and in Tennessee, commercial organizing has been especially robust, as recent campaigns for commercials for Honda, Enterprise, Amazon, GE, Medstar, the DC Lottery and Rooms to Go all underwent timely and intensive campaigns to get the commercials under a collective bargaining agreement.

In Puerto Rico, funds from the American Rescue Plan Act (ARPA) have been allocated for local independent filmmaking, generating up to \$1.75 million per project through ARPA grants. IATSE representatives and local reps for Puerto Rico Local 494 met with producers interested in making projects utilizing these funds in the near future. By staying engaged and active in targeted regions, we can monitor areas that continue to grow in union density through our organizing efforts.

Sometimes we encounter obstacles. In an attempt to thwart the organizing efforts of the crew and IATSE, the producers of the reality show “The Real Housewives of Salt Lake City Reunion

Show” approached another Union for a contract. This attempt to keep IATSE and our agreement off this production was unsuccessful, and we ultimately were able to procure a signed agreement for the IATSE crew who were then able to service the job with strong IATSE wages, benefits and working conditions intact.

Filmmakers attempting to run “under the radar” or create obstacles for the crew to avoid the union should expect to be challenged. IATSE members are committed to organizing!

Looking ahead, the IATSE and motion picture Locals are tracking a growing list of organizing targets in New York, Los Angeles, Florida, Georgia, Kentucky, Louisiana, Tennessee, and Puerto Rico. Updates and changes to tax incentive programs to implement

or expand tax credits in states like Indiana, Illinois, Missouri, Minnesota, Washington, West Virginia, and New Jersey will be monitored as these areas are likely to see production expand, along with a potential influx of non-union work.

At the end of the day, successful organizing is not possible without the support of the crew, and their belief in each other and their Local. Every person plays an important role in the process and our members can be proud of the way we continue to hone our skills in the field to see through successful campaigns. Members are encouraged to stay vigilant and to report all non-union work as early as possible to their local officers.

**SIGN UP TO GET THE LATEST IA  
NEWS SENT STRAIGHT TO YOUR  
INBOX EVERY FRIDAY.**



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*Weekly Updates*

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## REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT SHERATON GRAND NASHVILLE DOWNTOWN JANUARY 21, 2024

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 4:30 p.m. (CST) on Sunday, January 21, 2024.

### 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 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  
Tradeshaw and Display

PAUL F. DEAN, JR.,  
Thirteenth Vice President

### ELECTION OF VICE PRESIDENTS

President Loeb reported that he had received resignations from the following Vice Presidents: Thom Davis, Daniel Di Tolla, John Ford, Phil LoCicero, C. Faye Harper, and Joanne Sanders. The Board consented to accept the resignations. As a result of the vacancies, the Board nominated Carlos Cota, Apple Thorne, Toni Burns, Carl Mulert, Vanessa Holtgrewe, and Chris O'Donnell to the Board.

President Loeb noted that in addition to serving admirably and professionally as International Trustee, Vice President Cota has capably represented the International as a representative and was a long serving leader of Local 122. He has worked diligently with the state of California and city and county governments of San Diego to secure agreements that provide living wages and security for workers.

Apple Thorne, Business Agent Local 720, has been part of a leadership team that has stabilized, organized, and secured strong collective bargaining agreements. The Local is growing and is very active politically.

Toni Burns is a highly capable local leader who has represented Local B27 and also sits on the board of Local 27. He has skillfully shored up work for Local B27, is active politically and in the labor community in Cleveland.

Carl Mulert, National Business Agent of Local USA829 is highly accomplished as the leader of a national local. He is also very active in representing the LGBTQIA community.

Vanessa Holtgrewe has proved her leadership ability from the IATSE's first impression of her on a strike line organizing the crew of a reality show. Since then, she has worked diligently and impressively in representing the International and the interests of Local 600. Her dedication to the members is unquestioned.

Chris O'Donnell is one of the most knowledgeable representatives of the Area Standards and the Commercial Production Agreement. In addition, his dedication to, and representation of, Local 481 has been unparalleled. He is a true trade unionist.

After discussion, the Board unanimously elected the nominees to the Board.

President Loeb noted that the election of Vice President Cota to the Board left a vacancy on the Board of Trustees. Local 665 President Tuia'ana Scanlan was nominated to fill the vacancy. After discussion, the Board unanimously elected Brother Scanlan to serve as International Trustee.

Vice Presidents Carlson and Glynn noted the historic and important elections to the Board. Vice President Miller added this level of diversity of leadership is





**International President Matthew Loeb swears in six new International Vice Presidents and a new International Trustee to the International General Executive Board.**

groundbreaking. Vice President Ford noted that the Board has elected a powerful slate of new leaders.

**ADJOURNMENT**

There being no further business before the Board, the meeting was adjourned at 5:00 p.m. (CST).

**REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN NASHVILLE, TENNESSEE JANUARY 22-26, 2024**

**CALL TO ORDER**

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada convened at 9:00 a.m. Central Standard Time (CST) on Monday, January 22, 2024, held at The Sheraton

Grand Nashville Downtown in Nashville, Tennessee.

**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
- DAMIAN PETTI, Second Vice President
- MICHAEL F. MILLER, JR., Third Vice President and Director of Motion Picture and Television Production
- JOHN M. LEWIS, Fourth Vice President and Director of Canadian Affairs
- CRAIG P. CARLSON, Fifth Vice President
- COLLEEN GLYNN, Sixth Vice President

- PAUL F. DEAN, JR., Seventh Vice President
- CARLOS COTA, Eighth Vice President
- TONI BURNS, Ninth Vice President
- C. MARIELLE “APPLE” THORNE, Tenth Vice President
- CHRIS O’DONNELL, Eleventh Vice President
- VANESSA HOLTGREWE, Twelfth Vice President
- CARL MULERT, Thirteenth Vice President

In addition to the members of the Board, those present included: Retired International Vice Presidents Thom Davis, Daniel E. Di Tolla, John R. Ford, Phil LoCicero, C. Faye Harper, Joanne M. Sanders, International Trustees Patricia A. White, Andrew C. Oyaas, Tui’ana Scanlan; 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 Produc-



tion Chaim Kantor; 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, Donald Gandolini, Ron Garcia, William Gladman, John Gorey, Darin Haggard, Benjamin Hague, Jennifer Halpern, Rajean Hoilett, Charles Howard, Krista Hurdon, Cindy Jennings, Kent Jorgensen, Isabelle LeCompte, 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, Special Representative Ben Speight and Retired Special Representative David Garretson.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 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; 12, Columbus-Marysville-Delaware-Newark, OH; 14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stan-

wood-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; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 69, Memphis, TN; 74, Southern Connecticut; 80, Hollywood, CA; 84, Hartford-No. Conn., CT; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 197, Knoxville-Maryville-Alcoa-Gatlinburg, TN; 209, State of Ohio; 212, Calgary, AB; 250, British Columbia Interior; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 353, PT. Jarvis-Sullivan County, NY; 354, Tulsa-Ponca City, OK ; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 476, Chicago, IL;

477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/ South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S.Virgin Islands; 504, Orange County-Parts of Corona, CA; 536, Red Bank-Freehold, NJ; 536, Red Bank-Freehold, NJ; 592, Saratoga Springs, NY; 600, United States; 631, Orlando-Cape Canaveral Cocoa-Melbourne-Lake Buena Vista, FL; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; MN; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 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; 822, Toronto, ON; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/ Yukon Territory; 892, Hollywood, CA; 917, Atlantic City, NJ; 927, Atlanta, GA; 18032, New York, NY; USA829, United States; ACT, New York, NY; ADC659,Canada; ATPAM, New York, NY; B27, Cleveland, OH and B192, Hollywood, CA.



## **RETIREMENTS OF VICE PRESIDENTS THOM DAVIS, JOHN FORD, DANIEL DI TOLLA, PHIL LOCICERO, C. FAYE HARPER AND JOANNE SANDERS.**

In a first of its kind transformative and transitional moment, six Vice Presidents announced publicly their retirements from the General Executive Board. President Loeb reported that prior to the opening session of the Board meeting, Vice Presidents Davis, Ford, Di Tolla, LoCicero, Harper and Sanders had tendered their resignations to him. The General Executive Board met on Sunday, January 20, 2024 to elect successors to the vacant seats on the Board.

In remarks to those in attendance, Vice President Thom Davis recalled that he has been a member of the IATSE for forty-seven years. During that time, he has witnessed remarkable change in the Union, most notably the progress the International has made in terms of an increased and more diverse membership, stronger Union density, stronger collective bargaining agreements, and political influence. Vice President Davis stated that he has seen how the power of labor changes lives—including his own. He thanked President Loeb and Vice President Miller for being tremendous friends to him, noting that he steps down from the Board—but not away from the Union—confident that the leadership will continue to build upon the strong foundation and to carry the labor standard for the next generation of workers.

Vice President Di Tolla stated that he is one of three generations of Di Tolla's privileged to be IATSE members. His father, Alfred Di Tolla, served as International President from 1986 to

1994 and now his son, Jake is continuing the DiTolla lineage in the IATSE. Vice President DiTolla's membership in the IATSE dates back forty-six years and in many ways reflects the progression of the Union. He has worked as a projectionist, stagehand, studio mechanic, International Representative and International Officer. He remarked that he has enjoyed the support and camaraderie of coworkers in the spirit of community and family. He also recounted the significant changes the Union has undergone since his initiation, noting that they have made the International more powerful. He extended special thanks to his wife Linda Sinofsky—who is as much a part of the IATSE as he is—for her unfaltering support.

President John Ford remarked that 2025 will mark 100 years of Fords in the IATSE. He recounted that he has been a member of Local 52 for forty-six years and an International Officer for eighteen years, following the path of his father, Harry Ford, who was a long time Officer of Local 52. Vice President Ford told

those in attendance the International has afforded him and his family security and friendship. He thanked his wife, Cathy Ford, for her unwavering support.

Vice President Phil LoCicero noted the time had come to retire from the Board. He recounted organizing the south with then Representatives Matthew Loeb and Scott Harbinson. He stated that the IATSE had made him a better person and he was beyond thankful for the opportunities and the life the Union had afforded him.

Vice President C. Faye Harper remarked that she has been a member of the IATSE for over thirty-one years. She expressed immense pride in being the first black person to be elected to International Office first as Trustee then later to Vice President. She thanked President Loeb for the confidence he placed in her. Vice President Harper also expressed appreciation to President Emeritus Thomas C. Short and to recently departed Vice President Michael Sullivan, who mentored her as she was beginning her career as a stagehand.



**International President Loeb and General Secretary-Treasurer Wood pose with retiring International Vice Presidents. Left to Right: General Secretary-Treasurer Wood, Retired Vice President, Thom Davis, President Loeb, Retired Vice Presidents John Ford, Phil LoCicero, Joanne Sanders, C. Faye Harper and Dan Di Tolla.**



She observed the tremendous strides the Union has taken to ensure a workforce and membership reflective of the communities in which members work and live. Vice President Harper expressed her sincere appreciation for the opportunities the IATSE afforded her.

Vice President Joanne Sanders noted that her membership in the IATSE began over thirty-four years ago. She noted that she was often the only woman or one of few women on the job when she was first starting out. Her dedication to and representation of workers led to her being elected to the Indianapolis City Council, the Coalition of Labor Union Women, and numerous other worker organizations and committees. Over the past twenty-five years, Vice President Sanders has worked for the International as a Representative, Department Director of Tradeshow and Vice President. In all these roles, she has always placed members' interests first. She expressed heartfelt appreciation to the Board, IATSE staff, and local unions.

President Loeb, on behalf of the Board and the entire IATSE membership, expressed deep and abiding appreciation to Vice Presidents Davis, Di Tolla, Ford, LoCicero, Harper and Sanders for their committed, dedicated and professional representation of the IATSE. He noted that each of the Vice Presidents has been intentional in their work and the changes they shepherded and spearheaded were for the betterment of the International specifically and the labor community generally. He remarked that the collective experience, knowledge, wisdom and skills represented by the retiring Vice Presidents had contributed greatly to the International's success. He noted that the change this

group brought about was dramatic and constructive. He further observed that the retiring Vice Presidents are his friends and family. President Loeb observed the Vice Presidents had distinguished themselves as local union leaders and officers, who never failed to deliver or to impress and who most notably never took their focus off doing what was best for the members.

President Loeb announced his intention to rely upon the expertise and knowledge of the Vice Presidents to address special issues related to retirees. In concluding, President Loeb observed that Vice Presidents Davis, Di Tolla, Ford, LoCicero, Harper and Sanders made history and their accomplishments are written in the annals of the International. He thanked them all for their tremendous work and for carrying forward the vision and the purpose of the International.

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

General Secretary-Treasurer Wood reported on the Office of the General Secretary-Treasurer's activities and actions since the Board's last meeting in Chicago.

#### **Local Union 2024 Supplies**

The process of sending the 2024 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2023 and had purchased the full number of per capita stamps for 2023.

As of the commencement of this General Executive Board meeting, all but 40 of the 350 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2024 supplies and membership cards.

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

#### **70th Quadrennial Convention**

General Secretary-Treasurer Wood reminded those in attendance that the next convention is now only eighteen months away. The main hotel will be the Sheraton Waikiki (the site of the mid-winter 2023 General Executive Board meeting) with additional rooms at the Royal Hawaiian, the Moana Surfrider and the Princess Kaiulani hotels, all of which are within a five minute walk of the Sheraton Waikiki.

The Convention will take place from July 28 to August 1, 2025 and the mid-summer meeting of the General Executive Board will take place the prior week, July 21 through July 25, 2025. District Conventions will take place on Sunday July 27th and a PAC Fundraiser will also be held that evening.

Hotel reservations will not open until the spring of 2025, but Locals are asked to plan ahead and to book only the number of rooms that match the number of delegates who will be attending. There are a limited number of rooms available in the reservation blocks and when Locals book unnecessary rooms and then release them prior to the start of the Convention it prevents other Locals from being able to stay at the designated hotels. Summer is peak travel time in Hawaii and the ability to expand our blocks will be unlikely. Thus, please be mindful when reserving rooms.

#### **General Office Expansion**

For the past six months, General Secretary-Treasurer Wood has been working



with architects, vendors, consultants and the project manager as well as the Communications and Education Departments to finalize the design for the expansion of the General Office into the space on the fifth floor that was designated as lease space when the International first moved into its new permanent office in 2013.

Final budgets are being prepared and will soon be brought to the General Executive Board for approval. Once approved, construction is slated to begin in mid to late March 2024 and be completed by the end of July.

#### **Motion Picture Member Strike Assistance**

As was approved by the General Executive Board, a total of \$4 million was provided to three different charities to distribute to IATSE members who were affected by the Writers Guild and SAG-AFTRA strikes. The charities were the Actors Fund Canada and the Motion Picture and Television Fund and the Entertainment Community Fund in the U.S.

#### **Upgraded Finance System**

As was reported during the mid-summer General Executive Board meeting in Chicago, the IATSE Finance system, which is the core operational computer system for the International has been undergoing a complete revamp and upgrade. The original system was deployed in 2007.

The project commenced in June of 2023 and will not be entirely completed until May or June of this year. The job has been divided into twelve modules with six of completed thus far. However, within the first six modules are the applications that our local unions use when they interact

with the Finance Department and those modules went live on December 12, 2023.

The portal has been completely overhauled in terms of the technology and foundation of the system to a modern architecture and design. The system is also now more secure with the implementation of Two Factor Authentication for users.

From the Locals' perspective there are many improvements, but the two new major features that were introduced are the ability for online payments and the processing of membership applications electronically. Both features have been a success and are being embraced by Locals with great enthusiasm.

Locals may still submit applications and payments via hard copies as before but are encouraged to try the new system. There are more features and upgrades still being implemented including drawdown portal for the Motion Picture Department, Convention features, as well as upgrades to the immigration visas department and organizing tools and more.

The feedback from the Locals has been positive and the Finance Department appreciates their patience during the launch of the new system.

Thanks were extended to Anthony Pawluc, Andrew Oyaas, and Dawn Arevalo for their assistance with pre-testing the system and to Jimmy Rainey and Wesley Vega who have been shepherding this project through the various stages of development and launch.

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

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During

2023, royalty payments totaling almost \$250,000 were received.

2. The International continues to charge for consultation responses for Immigration and Naturalization Service Visas. During 2023, almost \$1.5 million in fees were collected.
3. The largest per capita check received from a Local for 2024 per capita was \$1,723,374 which once again was received from Local 479.

President Loeb began his remarks by talking about the 2025 IATSE Convention, which takes place in Honolulu, Hawaii. There will be various meetings with IATSE staff to organize the Convention. President Loeb noted that the last time the IATSE held the convention there was in the summer of 2005. He emphasized that the International is looking forward to a constructive convention.

Next, President Loeb observed that the renovated fifth floor at the IATSE General Office will be used for different media, including recording and communication. President Loeb then talked about the donations the International made to entertainment industry charities to assist members during the economically devastating strikes. He reminded those in attendance that it is the members' money, which was used to assist members impacted by the strikes. The Board approved four million dollars in donations, which helped to bridge benefits for the members.

Finally, President Loeb observed that the new, modern, computer system will benefit the membership, which has grown to over 171,000 members. President Loeb concluded his remarks by thanking General Secretary-Treasurer Wood and the Finance Department for their work.



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

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2023 through October 31, 2023 to the General Executive Board. They were joined by recently elected Trustee Tui'ana Scanlan. Trustee White reported that the Trustees met in the General Office in New York City December 5-7, 2023 and reviewed the books, records, and financial accounts of the International and found them to be in order.

Trustee White said Trustee Cota will be missed on the Board of Trustees, but both she and Andrew Oyaas look forward to Trustee Scanlon joining the team.

President Loeb noted the Board of Trustees monitors the International's finances in a thorough and transparent way. He expressed his appreciation to them for their work.

## **DNEG AND WILDBRAIN ORGANIZING REPORT**

International Vice President and Director of Canadian Affairs John M. Lewis and International Representatives Jeremy Salter, Ming Li, William Gladman, and Rajean Hoilett reported to the General Executive Board on the Canadian Animation Guild, IATSE, Local 938 I organizing campaigns at Wildbrain Animation Studios and Double Negative Vancouver Productions.

### **Wildbrain Animation Studios**

Wildbrain is an animation studio operating in Vancouver, British Columbia with a complement of 900 to 1,200 full-time employees. Representative Gladman began reaching out to Wildbrain employees

confidentially in early 2023 to explain how the IATSE could improve their working lives. Gladman's efforts in this regard gained traction quickly and a card signing campaign commenced with a view to filing an application for certification with the British Columbia Labour Relations Board (BCLRB). By June 2023, the organizing campaign went public with the creation of a campaign specific website coupled with a workplace button wearing campaign and the hosting of video conference townhall meetings. An application for certification was filed by Local 938 on October 25, 2023, and the BCLRB certified Local 938 on October 30, 2023. Although the Local has been certified, Wildbrain continues its attempts to exclude certain classifications from the bargaining unit. The parties are in the process of filing submissions on the matter and a BCLRB hearing to determine the final scope of the bargaining unit is likely to take place in the next few months. In the interim, Local 938 has given Wildbrain notice to bargain and looks forward to commencing bargaining for a first collective agreement shortly.

### **Double Negative Vancouver Productions**

The Canadian Office identified VFX vendors operating in Canada to be a key organizing priority in 2023. Shortly thereafter, Double Negative Vancouver Productions (DNEG), one of the largest VFX studios in Canada with operations in Vancouver, Toronto and Montreal, was identified as a primary organizing target. Recognizing the unique aspects of VFX work, the International chartered a British Columbia VFX Local, Local 402, and national VFX Local, Local 401.

Once chartered, Local 402's efforts to organize VFX workers at DNEG went public almost immediately with the creation of a campaign specific website and video conference townhall meetings. An application for certification was filed with the BCLRB in early November 2023 and the BCLRB certified Local 402 as the exclusive bargaining agent of VFX workers at DNEG on November 15, 2023. Much like Wildbrain, DNEG is also attempting to exclude certain classifications from the bargaining unit and the parties will be proceeding to a BCLRB hearing to determine the final scope of the bargaining unit in the near future. In the interim, Local 402 has given DNEG notice to bargain and looks forward to commencing bargaining for a first collective agreement shortly.

President Loeb congratulated Local 938 and Local 402 on their organizing successes, noting that there are tremendous growth opportunities in VFX and animation organizing. He expressed appreciation to the Canadian Representatives who organized these employers, as well as International Representative Mark Patch and Local 839 Business Agent Steve Kaplan who developed the organizing model for these sectors. President Loeb emphasized that this is about organizers and organizing, which is why the IATSE is investing heavily in these efforts. The organizing across the International involving commercial production, VFX, gaming, and animation workers is on a level yet unseen in the IATSE. President Loeb applauded these organizing successes as jobs well done.

## **COMMISSION ON ARTIFICIAL INTELLIGENCE REPORT**

General Secretary-Treasurer James



B. Wood, International Vice Presidents Michael J. Barnes, John M. Lewis, Michael F. Miller, Jr., Vanessa Holtgrewe, Retired Vice President Joanne Sanders, Trustee Patricia White, Broadcast Directors O'Hern and Belsky, Political and Legislative Director Tyler McIntosh, Communications Director Jonas Loeb, International Representatives Hannah D'Amico and Bryant Preston and General Counsel Samantha Dulaney reported to the Board on the International's work in the area of Artificial Intelligence.

On October 30th, General Secretary-Treasurer Wood was in attendance at the White House as President Joe Biden announced and signed a landmark Executive Order (EO) on artificial intelligence (AI). Many of the IATSE's documents entitled "Core Principles for Applications of Artificial Intelligence and Machine Learning Technology (ML)" are reflected in the EO. A significant inclusion in the EO is acknowledgement of the importance of copyright and intellectual property protection for creators. Maintaining strong copyright and intellectual property laws is the primary focus of IATSE's AI-related political and legislative advocacy. The EO directs the United States Copyright Office (USCO) to issue recommendations to the President on executive actions that will address copyright issues raised by AI – specifically those discussed in the USCO's forthcoming AI study.

Also on October 30th, IATSE and sibling entertainment industry unions within the Department for Professional Employees, AFL-CIO (DPE) responded to the USCO notice of inquiry and request for comments with jointly held positions

on the copyright issues raised by AI. The DPE joint comments reasserted that entertainment workers must be compensated when their work is used to train, develop, or generate new works by AI systems and that the USCO must improve transparency of the use of AI and machine learning systems.

On November 29th, Vice President Holtgrewe, was invited by Senate Majority Leader Chuck Schumer to participate in the seventh U.S. Senate AI Insight Forum titled "Transparency, Explainability, Intellectual Property, & Copyright." The goal of the forums was to help shape policy proposals for Congress to consider in forthcoming AI legislation. Vice President Holtgrewe urged Congress to develop a comprehensive policy framework that ensures entertainment workers are protected and strong copyright and intellectual property laws are maintained.

#### **Labor Innovation & Technology Summit**

In early January, representatives from the IATSE, including International Vice Presidents Barnes, Lewis and Holtgrewe, Department Directors O'Hern, Loeb, McIntosh and White, and International Representatives Bryant Preston and Hannah D'Amico joined International President Loeb, General Secretary-Treasurer Wood and General Counsel Dulaney, in Las Vegas to attend the 5th annual Labor Innovation & Technology Summit (LIT).

Cosponsored by the IATSE, this two-day event brought together AFL-CIO member unions from across the country to discuss how these technologies will impact workers, and ways that unions can ensure that these advances do not

negatively affect working people. As part of the Summit, President Loeb and Vice President Holtgrewe received a curated AFL-CIO led tour of new technologies at the Consumer Electronics Show (CES), a trade show of more than 4,000 vendors, attended by more than 130,000 industry professionals, showcasing the latest in technologies and consumer electronics.

President Loeb was a featured speaker on two panels at the Summit and highlighted that IATSE members have always been at the forefront of innovation in the workplace. AI and ML should be tools that enrich the work lives of our members and not used as a weapon of efficiency.

In addition to attending the LIT Summit and walking the CES Tradeshow floor, members of the IATSE delegation also attended CES education sessions and panels. Over 250 of these were offered, highlighting the technology showcased on the tradeshow floor. Many topics relevant to IATSE workers were covered, such as Generative AI, Gaming, and entertainment technology. Notable sessions included "Harnessing AI Innovation While Governing Risk," and "The Future of the Entertainment Industry."

"Harnessing AI Innovation While Governing Risk" discussed pressing legal and ethical challenges that exist because of new AI technologies. "The Future of the Entertainment Industry," featured a panel of entertainment executives who primarily work on unscripted projects.

All in all, the message from these and other panels was clear: New technologies – like Generative AI – are here and they are not going away. We cannot ignore them, and instead we must learn to intelligently



regulate and harness these tools for the future of work.

### **Area Standards and Basic Agreement AI & Technology Sub-Committee**

This joint sub-committee is deep in the trenches of research and discussion. Both committees' chairs, Local 695 President Jillian Arnold and Local 492 Business Agent Peter Kurland, chose to work together jointly with the goal of creating unified language across all IA-covered crew and crafts. Local leadership from both the west coast and studio mechanic locals, alongside working members from the various bargaining committees, are reviewing all submitted contract proposals related to artificial intelligence (AI) and machine learning (ML).

Many proposals submitted by the Locals center around job protection from these technologies replacing IATSE covered work. Additional proposals address a variety of concerns, including but not limited to controlling AI's ability to mine IATSE members' creations to generate derivative work, protecting against personal data mining, and crew safety. With dozens of job classifications

represented by the IATSE, these discussions have been wide-ranging, nuanced, and complex.

### **Academic Partnership Developments**

It was recognized early on that the Commission will require subject matter experts from academia to engage a comprehensive study of AI technologies, with a particular focus on how they may reshape the landscape of entertainment industry jobs under IATSE's jurisdiction. Outreach was made to multiple academic institutions which have robust research programs in place. And Carnegie Mellon was selected to work with the IATSE in the areas of AI and ML.

President Loeb stated that the impact of the AI and ML will be profound. He observed that the International's plan is to build protections through collective bargaining and to protect jobs by training our members to use AI and ML. He further observed the urgency of being proactive, noting that while there will be changes the Union must double down on organizing and keeping abreast of developments by relationships with academic partners. President Loeb encouraged those in

attendance to stay modern and to engage political and legislative representatives because their support will be crucial. He stressed that through knowledge and understanding the Union will overcome any fear. President Loeb expressed his appreciation to those in attendance who are keeping the International apprised of AI and ML in their workplaces. He thanked the Commission for its work and looks forward to updates.

### **IATSE CENSUS**

Diversity, Equity and Inclusion Committee Co-Chair Elizabeth Pecos along with Anne Marie Brady Senior Extension Associate and the Research Director of Worker Rights and Equity at the Worker Institute at the Cornell University School of Industrial and Labor Relations (ILR) presented general findings from the International's first ever comprehensive member census. Representative Pecos noted that her report was special and historic because the Census was the first of its kind in the International's 130-year history. She reminded the Board that this initiative emanated from the Delegates to the 69th Quadrennial Convention in 2021, who in Resolution 18 directed the International to undertake a census of the membership. Through a comprehensive and methodical process, the IATSE Diversity Equity and Inclusion Committee sourced partners at the Cornell ILR Worker Institute to assist the International in this important project.

The Census is a culmination of years of work of the DEI Committee and consistently close collaboration across several IATSE departments and committees over the past year, including the Canadian Department, Education and Training,



**Left to Right: Anne Marie Brady Senior Extension Associate and the Research Director of Worker Rights and Equity at the Worker Institute at the Cornell University School of Industrial and Labor Relations (ILR) along with DEI Committee Co-Chair Liz Pecos presented general findings from IATSE's first-ever member census.**



Communications, Political/Legislative, IT and administrative departments, and the Pride and Women's Committees. With an aggressive timeline for development of the census questionnaire and the creation of the continually evolving resources and communications for members in multiple languages, the census project constituted an enormous amount of dedication and work hours from all parties and would not have been successful without the support from leadership and the buy in from the Locals and the members themselves.

The census yielded a trove of information that will benefit the International and Locals in administration, member services and representation, and collective bargaining.

Cornell Worker Institute Director Brady is the International's point of contact and explained in general, broad terms, the initial findings of the IATSE Member Census

Brady noted that her comments were only a fraction of the results generated from the raw data. She began by expressing Cornell's appreciation to the IATSE for allowing them to conduct the study. She noted that the rate of response to the Census was unheard of sixty-two percent of IATSE members responded representing 80,705 completions. Brady stated that researchers dream of response rates like that of IATSE members. She noted further that from these numbers, researchers can extrapolate to the general population. The vast majority of those responding belong to one or two local unions; they are aged 27-58, with a smattering of those in their 70s. A third have graduated high school; half have a college degree or higher; double the number of men responded

than women; three-quarters identify as white. The majority of gross income is earned under IATSE collective bargaining agreements. Seventy percent of those responding are in the motion picture and television department. All respondents reported being impacted by care-giving responsibilities. Raw data from the Census will be delivered to the International by March. After that time, the International will be able to generate Local reports and any other results that may be of interest. Although there was only time to go over briefly the general findings, specific results will be shared once there is an internal process. Be also advised that local unions will only be able to see reports from their local unions, not that of other Locals.

Representative Pecos extended her sincere appreciation to President Loeb, General Secretary-Treasurer Wood, the Board, department directors, committee leaders and IATSE staff, who turned around member lists, the support staff and members who contributed feedback and helped to create toolkits and who contributed to the education sessions at the District Conventions, encouraging members to complete the census.

Representative Pecos gave special thanks to the DEI committee members who worked consistently and tirelessly on this project. She expressed gratitude to Cornell ILR.

Finally, she extended heartfelt appreciation to the members who participated and promoted the census and to local union leaders, without whose buy-in for the causes that members find important, the census would not have been successful.

President Loeb observed that the census was a major undertaking and

the amount of work astounding. He reminded the Board that Resolution 18 was approved unanimously by the Delegates to the 69th Quadrennial Convention. He noted that the census is all about who the IATSE is, and this is a unique opportunity for improvement. He expressed his appreciation to the local unions. He advised that the International will evaluate and analyze the data. The information gleaned from the census will allow for targeted, smart approaches to representation and collective bargaining.

He remarked to Director Brady that her team at the ILR is respected in the field of labor relations and data collection.

He concluded by thanking Representative Pecos for her amazing work, observing that the census consumed a lot of her time for a long time. He observed that the International looks forward to using this information for the betterment of the lives of members.

## **IATSE STAGECRAFT DEPARTMENT**

International Vice President and Director for Stagecraft Michael J. Barnes, Vice Presidents John Lewis, Craig Carlson, Colleen Glynn, Paul Dean, Jr., Retired Vice President Daniel Di Tolla; Trustee Patricia White, Assistant Director for Stagecraft Stasia Savage, International Representatives Peter Marley, David Garretson, Christopher Bateman, Daniel Little, Amanda Sager, Bo Howard, Brian Munroe, Steven Lutge, and Mark Kiracofe (Retired) updated the Board on activities over previous six-months period.

Post Covid shutdown, the Department continues to track in a positive direction. Public opinion of unions, political support, staffing shortages, the economy and



consolidation of employers and labor forces are working in the Department's favor and have created unique opportunities.

To that end, the Department has a multifaceted approach to organizing and collective bargaining, identifying and connecting Locals with common goals to piece together national and regional gains. The Department is organizing stagecraft Locals both internally and externally to increase market share and maximize the International's collective strength. Metrics are constantly being gathered and presented to measure progress, allowing the Department to modify its strategies as necessary. The goal is to increase market share and grow and strengthen the Locals within the Department and IATSE as a whole.

The following is an update on the organizing, collective bargaining, and administrative activities the Department has engaged in since the last General Executive Board report.

### **Organizing**

The Department is following the "IATSE Strategic Organizing Campaign Workplan," provided by the International and available to Locals. Plan phases include Preparation, Commitment, Campaign and Outcome.

Campaigns are individually developed and tracked through the four phases of the Workplan.

Since meeting in Chicago, the Department has had eighteen successful organizing drives:

- Ramova Theater and Roseland Franklin College IT Department Local 2 Chicago Stage
- Build and Destroy Local 17 Louisville, Kentucky Stage

- Jones Hall Worthmann Hall Local 51 Houston, Texas Stage
- Goodspeed Opera House Hartford, Connecticut Local 84 Stage and Local 798 Hair and Make-Up and Local USA829
- Youngstown Symphony Local 101 Youngstown, Ohio Stage
- Ashland, Oregon Local 154 Stage
- Five Flags Center Local 191 Stage
- Alamo Draft House, Anthology, Museum of City, Quad Cinema Local 306 New York, New York
- Bok Center Locals 354 and 904 Stage and Wardrobe Tulsa, Oklahoma
- Disney Pyro Local 504 Orange County, California
- Wilderness Theater Local 675 Eugene, Oregon Mixed
- Boston Lyric Opera Local 798 Hair and Make-Up
- Pennsylvania Ballet Shop Local 799 Wardrobe
- Neurotour ACT Touring.

There are currently twenty-nine ongoing organizing drives in the Commitment/Campaign Phase.

The Department utilizes the web-based solution Action Builder to track and evaluate worker information during this phase. Action Builder allows information to be shared and uploaded by multiple users including International Representatives, Local leaders, campaign organizers, and workers. Information access and entry is monitored by the Department. An Action Builder is created for each campaign. The Action Builder tool and training is available to the Locals for use on their own campaigns.

All campaigns begin with the Preparation Phase, including detailed

analysis, research and mapping are developed based on sector and craft within the Department. Campaigns include all sectors and often involve multiple Locals and department crafts. Representatives are assigned organizing targets based on IATSE Districts, industry experience, training, and relationships. Monthly District Meetings with the Locals are hosted by the Representatives to offer Locals assistance to develop solidarity and discuss organizing strategies. Over the last six months the Department has been engaged with over seventy stage Locals to provide research and development for over 100 separate campaigns.

### **Lateral Organizing**

A major component of the Department's Organizing Strategy includes lateral organizing. Locals are encouraged and have been developing Pathways to Membership for workers on their Dispatch lists. Metrics are tracked between Quadrennial Conventions to monitor progress and recognize the Locals that are growing in membership. Thanks to Wesley Vega and General Secretary-Treasurer Wood's Office for providing the information monthly to track the data. The Department tracked 113 Locals that have increased their membership, 27 reported the same number of members as they had at the Quadrennial Convention, and 83 Locals reported a decrease in their membership numbers.

Twenty-three Special Department Locals were tracked. The Special Department numbers increased overall by ten percent driven by increases in three Locals, namely Locals B-18, B-66, B-192. Overall, eleven B-Locals reported growth,



four had no change in their membership numbers and eight reported a loss of membership. The Special Department workers present an enormous opportunity to organize as their numbers are significant and they are often the most in need of representation at their worksites.

Since the Department's last Board report, 115 Locals reported an increase in their membership.

The Department is encouraged that growth is occurring in most crafts and in all sizes of Locals. The internal organizing of the Local's dispatch workers is the quickest, easiest way to increase the IA's market density. The organizing of dispatch workers creates better opportunities to organize non-represented workers in a Local's jurisdiction.

### **Collective Bargaining**

The Department's post-Covid shutdown activities have significantly increased over the pre-pandemic bargaining engagements. Following the COVID shutdowns, Employers demanded significant givebacks to make up for their claimed lost profits. Workers responded with equally aggressive demands to make up for lost wages and inflationary pressures. Workers resolve have led to historic gains. The factors contributing to this pro-worker environment remain in place.

There are several paths connecting the Department's organizing and bargaining work. Areas with higher market density are reporting better results at the bargaining table.

The Department Representatives were involved with over 130 collective bargaining assignments, inclusive of

over 70 separate Locals, and 48 of the agreements have been ratified. In addition, the Department negotiated several national agreements covering ACT and numerous Locals.

Contract negotiations of note include the Alliance Theater/Woodruff Arts Center Atlanta Georgia a three-year maiden agreement coming off an organizing drive. This agreement covers a multi-Local bargaining unit of Locals 798, USA 829, and 927. In addition, Shea's Performing Arts Center in Buffalo, New York. Local 10 deployed a multi-faceted approach to secure a strong contract. Likewise, Local 864 (Cincinnati Ballet) Local 191 (Five Flags Center) and Local 311 (PRG) all secured strong collective bargaining agreements with results that will inure to the benefit of members and workers under each contract.

Other contracts of note include Local 917 Atlantic City Casino Workers and Local B-18 Chase Center of which there will be separate reports.

The International is signatory or co-signatory to forty-nine agreements and associated Local addendums. Several are being negotiated now and will be reported on at subsequent meetings of the Board.

Bargaining trends the Department is seeing include, wage increases above pre-COVID levels and elimination of any lower-tiered rates, increase in requests for strike authorization, improved working conditions and employer acknowledgement of the importance of worker retention, unions successes in negotiations are influencing non-workers.

The Department's Contract Compliance program announced at the Chicago

GEB meeting is up and running. The compliance process starts at the ratification of an agreement. The Representative assigned completes the necessary paperwork and the Department is able to access all information via an App or online.

Strategic planning is underway to find common ground between national and local agreements. Locals are being contacted to identify leverage, facilitate communication, share data, and best practices. By combining the efforts of the Locals and International, the Department aims to improve efficiency and achieve better agreements for the workers.

### **Administration and Assistance**

The Department has streamlined its administrative/assistance activities. As a follow up to the League and Non-League negotiations, the Department announced a structured communications program for ACT members. Monthly Zoom Meetings and a show visit calendar are in place.

In addition, regularly scheduled Zoom meetings are being held to inform and coordinate stagecraft Locals. Discussion points include contract negotiations, organizing, staffing, training and activism. Participation within these meetings has increased requests for assistance and coordinated activities between and amongst Locals. The Department extended its appreciation to those Locals participating and encourages all Locals to attend these meetings.

The IATSE Stagecraft Department was represented at the following trade shows and industry conferences: Conference at Lititz, Event Safety Alliance, Gamers, Infocom, Intix, Lighting Dimensional International, Consumer Electronic



Show and LIT. The Department will be represented at Pollstar in February and USITT in March. The IATSE's presence indicates its position as the preeminent labor source in the entertainment industry.

Department programs are in place to take advantage of the current environment addressing the multifaceted needs to organize, collectively bargain, administer and represent. The Department's focus will continue to be on organizing both internally and externally to increase market share and maximize collective ability to improve members' lives.

The Department extended its appreciation to President Loeb for the support and latitude he has given them, to the other Department Directors for their programs and cooperation, and the Locals for their trust and buy-in to the Department's strategy and to the Department Representatives at the table who have worked tirelessly to provide the results in this report.

President Loeb commended Vice President Barnes and the Department on one of the most comprehensive Stagecraft reports he has received. He noted the tremendous responsibility being undertaken, the sophisticated plan that has been formulated and executed. The importance of the organizing culture within the Department and working relationships and camaraderie between/among Locals cannot be overstated.

President Loeb is encouraged by the increased growth of stagecraft Locals and stressed the importance of Department local unions bringing into membership those who have been on their dispatch lists for years. He observed that the IATSE is the best union for freelance stage workers and

has an opportunity to cover even more stage work under IATSE collective bargaining agreements. The International has the relationships, benefits structure, and experience to organize workers. A first and crucial step is to welcome into membership permit workers.

President Loeb expressed his appreciation to the Department and commended them for the unprecedented work.

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

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., with International Vice President and Director of Canadian Affairs John Lewis, International Vice President and Assistant Department Director Vanessa Holtgrewe, Assistant Department Director Chaim Kantor, Retired International Vice President Thom Davis, and International Representatives Steve Aredas, Jamie Fry, Wade Tyree, Liz Pecos, Anthony Pawluc, Marisa Shipley, Mark Patch, and Chrissy Fellmeth, and Special Representative Ben Speight, reported to the General Executive Board on current developments in the Motion Picture and Television Production Department.

Vice President Miller began with the introduction of the newest addition to the Department - Assistant Department Director Chaim Kantor. Kantor joins the Department with a wide breadth of institutional knowledge from his more than two decades as the Eastern Region Director of International Cinematographer Guild, Local 600 (ICG).

Vice President Miller continued with an update on the state of the industry.

With the WGA and SAG-AFTRA strikes resolved to the benefit of the unions, work is slowly returning, but is not anticipated to return to pre-2023 numbers. Many of the studios are reducing the number of productions they greenlight or buy and are aggressively cutting budgets on much of the content they are producing. By some estimates, episodic production could fall from almost 600 series to 350.

Strikes are powerful weapons, with powerful effects; all components of the industry have been seriously impacted by the work stoppages. Through December 30th, employment hours into the MPIPHP are 50 million hours below 2023 and 48 million below 2022. There is a corresponding decline in contributions into the IATSE National Benefit Funds. It is likely that the overall impact on earnings and benefits for IATSE members in motion picture production will easily exceed three billion dollars.

Since the Department's last report to the Board, the International and Locals conducted nationwide surveys of members in preparation for negotiations. With a healthy response rate to the overall survey, the findings were both collated to present an overall picture, and also examined Local-by-Local. The priorities of the members have been evaluated by the bargaining committees and are helping to inform the drafting of proposals.

Also, a gender-based pay equity study was conducted in Fall of 2023 in partnership with the UMass Amherst Labor Center. The IATSE Gender Pay Equity Study was initiated as part of a resolution adopted in 2021 at the 69th Quadrennial IATSE Convention. The resolution called on all Locals, "to investigate and identify



contractual and negotiated pay inequity.” In addition, the resolution required the International to research the issue of pay equity in collective bargaining agreements. Vice President and Assistant Department Director Holtgrewe and Representatives Shipley and Pecos helped to facilitate the refinement of the study. In September, focus groups were convened to gain insights into the organization and content of identified craft positions. The data collected from the focus groups was used to develop the Job Evaluation Tool (JET). This tool was distributed to affected members in classifications both identified by the Locals as impacted negatively due to gender-based disparities and potential comparator classifications. Members from Locals that represent impacted crafts were invited to participate in the JET during the period of November 29th – December 13th, 2023. Communications Department Director Jonas Loeb coordinated outreach and messaging to the Locals during this process. The UMass research team is analyzing the collected information and a final report is due in early February 2024. The bargaining committees will utilize the findings of the study as they refine their proposals.

Meanwhile, the bargaining committees for the Basic and Area Standards Agreement are assessing the more than eight hundred proposals submitted by the Locals. Sub-committees have been exploring the following topics: wages and economics, benefits, communications, logistics, new media and sideletters, working conditions, and artificial intelligence (AI) and technology. These sub-committees are comprised of Local leadership, staff, and working

members who have full access to all the proposals related to their topic. These recommendations, alongside the survey results and the finding from the UMass study on gender-based wage disparity, will be considered as the committees develop core priorities and a comprehensive package of proposals. Information requests pertinent to these negotiations have been sent to the AMPTP and negotiations will begin in early March. Beginning with benefits, the IATSE, Teamsters Local 399, and the Basic Crafts will negotiate together for the first time to address their shared health and pension plan. Following those initial days of discussion, the West Coast Studio Locals will meet individually with the AMPTP to discuss Local-specific items. It has been six years since the West Coast Studio Locals had an opportunity to address their members’ more specific issues. Thus, five weeks will be allotted for Local negotiations.

At President Loeb’s direction, the Union has engaged a subject matter expert in Generative Artificial Intelligence who will assist the bargaining committees in developing proposals related to AI and will be engaged throughout the negotiations.

Following a tumultuous year for film and television workers in 2023, the Industry is focused on the upcoming AMPTP-IATSE negotiations. The solidarity among the entertainment industry unions was on full display during the WGA and SAG-AFTRA strikes, and the DGA, SAG-AFTRA, and WGA have committed their support as the IATSE and the Teamsters and Basic Crafts move into negotiations.

Moving to the Department’s day-to-day responsibilities, Representatives Pecos and Shipley continue to implement

the Department’s standardized process for deposit reductions. Deposits held by the payroll companies serve as protection for the IATSE crew members in case a company cannot meet its financial obligations.

The Department continues to support the New York Production Locals (NYPL) through various issues relating to deposits, payroll and benefits, safety, training, and workforce development. Retired Assistant Department Director Daniel Mahoney, and Representatives Tyree and Pecos attend the quarterly NYPL meetings. In 2023, the NYPL were invited to collaborate with other industry stakeholders and the new NY Film Commissioner, Pat Kaufman, on plans to revitalize and streamline film production in New York City. Representative Pecos participated in site visits for the NBC Universal production “The Equalizer” and ongoing training visits through Reel Works for Locals 52, 798, and USA829.

The IATSE is participating in the creation and administration of a new way for members to report harassment at work. The MyConnex Reporting Tool has been created in collaboration with The Hollywood Commission, and participants in the initial launch will include Amazon, Netflix, IATSE, SAG-AFTRA, the DGA, and WGA. The tool is a secure online platform designed to help members or employees of each organization report instances of harassment, discrimination, or abuse. Over the past six months, Vice President and Assistant Department Director Holtgrewe, and Representatives Fry, Pecos and Shipley have attended monthly meetings and multiple trainings and development sessions to deliver



feedback on the tool, the website, and the developing technology. Earlier this year, heads of Locals from across the country attended an information session presented by the Hollywood Commission on the tool and it is expected to launch in 2024.

The Joint DEI Committee has convened in separate groups for the Basic and Area Standards Agreement to continue working on responses to the Producers' DEI Working Internship Program requests. Meetings to present the Locals' responses are tentatively scheduled for January and February 2024. Additionally, some Locals, including Local 871 and Art Directors Guild, Local 800, are developing internal training programs and meeting with the Producers or plan to meet in the new year to discuss collaboration and implementation.

In 2023, motion picture and television production saw limited expansion of diversity training on set, mostly due to the strikes. Talks are ongoing regarding more training and workforce development in 2024. For existing programs like Hollywood CPR, EIF Careers Program, and Reel Works, training was steady and/or expanded in 2023 with most of the training focused on the LA and NYC regions. With the expected reduction in budgets and spending, it is anticipated that the reduction in staff at the studios will continue and these programs are seeing significant reductions in their staff and budgets.

Although most of the time period being addressed in this report was in the midst of the WGA and SAG-AFTRA strikes, communications and planning regarding Diversity, Equity and Inclusion discussions with companies and partners continued on the West Coast.

Vice President Miller and Representative Shipley continue to work with Los Angeles Unified School District's Roybal Film and Television Magnet program. In October, Vice President Miller, Vice President and Assistant Department Director Holtgrewe, and Representative Shipley, along with Local leadership, attended a pep rally celebrating the one-year anniversary of the program. California Governor Gavin Newsom, co-founder George Clooney, Advisory Board Members Eva Longoria, Kerry Washington, and Don Cheadle, LAUSD Superintendent Alberto Carvalho, and newly appointed United States Senator Laphonza Butler all spoke in favor of the program. George Clooney thanked the IATSE for its support of the program's goal to diversify the entertainment industry. The program hopes to expand into New York/New Jersey and Georgia, in addition to Baton Rouge.

Representatives from the IATSE, including Vice President and Assistant Department Director Holtgrewe, Representatives Shipley and Fry, along with IATSE Legal Counsel Jake White, have been meeting on a regular basis with representatives of the companies who negotiate the Low Budget Theatrical Agreement (LBA) and a representative of The Hollywood Commission to refine and discuss the new "Respect on Set" language that was negotiated into that contract last year. Companies producing under the LBA are now required to provide workers with their sexual harassment and abusive conduct prevention policies, adopt a program for harassment prevention training, and develop methods for reporting misconduct and a remedial

action plan. This is not an exhaustive list; there are other provisions included in this new language to protect workers and hold employers responsible for a safe and respectful workplace. The Department will continue to work with the employers to strengthen adherence to these requirements and develop new ways and avenues for members to report and find relief from any workplace harassment.

As work begins to return, calls and reports to the Safety Hotline and Safety App have increased noticeably. Representative Pawluc is now a principal responder to such IATSE Safety Hotline calls, working alongside IATSE Safety Committee Chair Kent Jorgensen. The first step is often to involve the affected Locals in resolving issues in a timely fashion.

Former Vice President Carmine Palazzo retired from his position as the IATSE's representative on the Conciliation Committee at CSATF in October of 2023. Retired Vice President Davis has been appointed to that position. Vice President Miller commented that Retired Vice President Davis' extensive firsthand knowledge of IATSE collective bargaining agreements make him an excellent addition to the Committee.

The 2023 WGA and SAG-AFTRA strikes did not slow motion picture organizing, in fact job reporting of non-union projects increased during the strikes. Many of these projects were trying to operate without an IATSE agreement. The Union gathers information to gauge strength on each project.

A few notable successful strikes overseen by Representative Aredas in Los Angeles include low budget features and several live event musical projects were



organized including Demi Lovato, Olivia Rodrigo, and Taylor Swift. In addition, several commercials and music videos were brought under Union contract.

Since the Department's last report in Chicago, the Representatives working out of the General Office in New York have had a busy and exciting second half of the year launching another twenty-six organizing campaigns for crews throughout the eastern part of the country. Those campaigns represented eight feature films, two television series, twelve commercials, and four specials/award shows. Over eight hundred crew members were involved in the campaigns which had a total estimated economic impact of approximately \$1.2 million (most of which was for benefit contributions). IATSE members know their worth and worked with fellow crew members and leadership alike to organize these productions with over a 90% success rate. Some organizing highlights that should be shared include the following:

In Puerto Rico, Local independent filmmakers were provided an opportunity to secure up to \$1.75 million per project through the ARPA grant program. In September, International Representative Tyree traveled to San Juan with Assistant Department Director Kantor and Local 600 Business Representative Anna Nowlan where they met with twenty-two producers representing no less than twelve projects. The hope is that these ARPA projects will keep the island competitive in the world cinema market while providing the IATSE the opportunity to increase union density through continued organizing efforts across all represented crafts in Puerto Rico. Thank you to Neftali Nieves, Cecilia Soto, and the rest of the

Local 494 staff who hosted and arranged the meetings.

Tennessee, Florida, the Mid-Atlantic region, and New England have been in the thick of commercial organizing for products/companies like Honda, Enterprise, Amazon, GE, Medstar, DC Lottery, and Rooms to Go. Local leadership worked closely with Representative Tyree and Vice President Chris O'Donnell through these time-intensive campaigns. For many of the crew members, having these jobs under an IATSE collective bargaining agreement meant that each campaign would help procure 15% (or more) of their pension and health days necessary to qualify for the various health plans. None of this would have been possible without the tireless efforts of the affected Locals.

The New York Production Locals continue to organize their jurisdictions as they focused on two independent features Benefits and enhanced industry standard protections were part of the final agreements.

In early 2023, President Loeb received a petition from motion picture technicians in Kentucky who were seeking the charter of a studio mechanics' Local in the state. Until this time, the traditional studio mechanics crafts had been represented by the stage Locals in the state. As the Industry grows in Kentucky, the community of interest with the Studio Mechanics in the region became more apparent. Representative Fry was assigned to investigate the feasibility of chartering a studio mechanics Local. A careful study of the situation indicated that chartering a new Local would not be in the best interests of the technicians. Additionally,

Locals 161, 209, 492, and 798 had a significant presence in Kentucky prior to the shift in jurisdiction. The jurisdiction over traditional studio mechanics' crafts was placed with Local 492. Local 209 has traditionally represented studio mechanics in the northeastern area of Kentucky. Local 209 members regularly work across the Ohio River in Kentucky. A 50-mile zone around Cincinnati was established and is the jurisdiction of Local 209. Local 798 already represented hair stylists and makeup artists in Louisville for stage productions. Local 798's jurisdiction was expanded to the state of Kentucky exclusive of the 50-mile zone around Cincinnati. Local 209 continues to represent hair stylists and makeup artists in their jurisdiction. Local 161 held the jurisdiction over their crafts in Ohio and Tennessee and was granted jurisdiction for the state of Kentucky. The jurisdictional changes became effective January 1, 2024.

Vice President Miller concluded by reiterating that, with Basic and ASA negotiations fast approaching, the bargaining committees continue their hard work. The involvement of the committees and working members has been nothing short of momentous. The Industry is focused on these negotiations, and it is the IATSE's duty to deliver the most robust and comprehensive contract for the members.

President Loeb thanked the Department for its report. He observed that employees in the Department work extremely hard to represent the members, protect the jurisdiction of the Union, and assist the local unions. In addition, the amount of work that is going into preparing for negotiations is significant and the Union will make sure



all necessary resources are allocated to ensure a successful negotiation. The Basic Agreement and ASA will be negotiated concurrently because there are mutual issues under both contracts. The Union is uniquely situated to provide a unified front on important issues affecting its members working in the Industry. The solidarity with other unions in the industry is also significant and important. The Union will also need to address and be aware of fluctuations in the level of work, as well as changes in the Industry's distribution methods, and respond to the needs of the members accordingly. The Union is well prepared to commence negotiations in a manner that will achieve the best possible result for the members.

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

Retired International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, Retired International Vice President C. Faye Harper, International Vice President Carlos Cota and International Representatives Donald Gandolini, Dan'l Cook, John Gorey, Ben Hague and Cindy Jennings provided an update on Departmental activities to the General Executive Board since the 2023 Mid-Summer Meeting.

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

The tradeshow industry continues to recover, with overall metrics continuing to improve in the last two quarters of 2023. The Department continues its partnerships with the Exhibitions and Conferences Alliance (ECA), Exhibitions Industry Collective, and the Exhibitor

Services and Contractors Association (ESCA), a coalition of ten organizations including the Tradeshow Labor Alliance of which the IATSE is a member.

### **Encore Organizing & Negotiations**

#### **Local 22 Washington, DC**

Local 22 commenced negotiations with Encore Global in late 2019 and moved slowly over the next three years amid the COVID-19 Pandemic, unfair labor practice charges and other litigation. In March 2023, Vice President Sanders joined in negotiations. In October, the Local ratified this first contract which includes significant wage increases, signing bonus, premium pay and improved working conditions.

Retired Vice President Sanders and Representatives Cook and Hague continue to assist Local 77 in addressing payroll concerns the Local has with Encore.

Representative Cook with the assistance of Vice President Cota assisted Local 107 in securing a four-year renewal agreement with Encore. Highlights of the agreement include substantial wage increases.

Vice President Cota and Representative Cook assisted Local 611 to secure a first collective agreement for Encore's full-time, regular part-time and casual part-time technicians working in the Local's area. Highlights of the ratified four-year agreement include a minimum call, broad overtime conditions, an increase to the new minimum wages rates along with a bonus payment.

Vice President Lewis and Representative Jennings continue to negotiate with Encore Global to secure the inclusion of Local 63 Winnipeg, Local 105 London,

Local 461 Ottawa and Local 680 Halifax into the National Agreement.

Representative Gandolini negotiated a renewal agreement with Show Services on behalf of the International and affected Locals. The four-year term provides substantial wage increases. Currently, there are ten Locals covered by the agreement in markets where Show Services oversees tradeshows. Additional Locals will be added to the agreement going forward as the company enters new markets.

### **Training**

The Department, the Training Trust Fund (TTF) and Freeman AV have worked together to create an updated AV basic training program. The updated program includes customer service, expectations and safety followed by hands-on equipment training. In November 2023, Representative Gandolini facilitated a beta version of the updated program at the Kay Bailey Hutchinson Convention Center in Dallas along with Representative Cook. In January 2024, Representatives Gandolini, Cook and Hague were in attendance for Houston Local 51's delivery of the beta updated program at the George R. Brown Convention Center. The Department is in the process of finalizing the updated program and will then identify Locals interested in the program.

### **Workforce Development**

Vice President Cota assisted by Representative Cook continue to assist Local 665 to access funding from Good Jobs Hawai'i (GJH), a program created by a partnership between the University of Hawai'i Community Colleges, employers, and organizations to create career pathways



within Hawaii's labor community and the entertainment industry. Local 665 President Tui'ana Scanlan collaborated with GJH to develop the creative industries portion of the program which is aimed at developing skills and competencies for individuals interested in working in live events, film, and television. The course offerings include OSHA 10, OSHA 30, Audio-Visual Basics, Rigging Basics, Intro to Stagecraft, and Power Distribution. The target date to commence delivery of the program is the summer semester at Windward Community College.

## **Organizing**

### **Local 69 Memphis**

Retired Vice President Harper and Representative Gandolini continue to assist Local 69 in various organizing initiatives.

Representatives Gorey, Preston, and Hague continue to assist Locals 321, 500, and 631 in various organizing initiatives.

Representatives Gorey and Preston continue to assist Local 494 in various organizing initiatives.

## **Other Department Activities**

### **AVIXA**

Representatives Cook, Cota and Hague have been participating in the Live Events Council AVIXA in preparation for InfoComm 2024. Representative Cook's efforts have included the development of a one-hour live session titled "Audio Fundamentals for Hybrid Events" which will be delivered at InfoComm.

### **Convention Centers**

Vice President Cota's six-years on the San Diego Convention Center (SDCC) Board concluded in 2023. Over the course

of his term on the Board, Vice President Cota focused on building relationships with the city of San Diego and the SDCC and his efforts in this regard resulted in, among other things, the development of industry relations with CalTravel, US Travel and many other Industry organizations, significant wage increases in renewal collective bargaining agreements for the seven unions working at the SDCC.

### **Entertainment Services and Technology Association (ESTA)**

In the fall of 2023, Representative Hague became a voting member of the Rigging Working Group of ESTA's Technical Standards program. Prior to the conclusion of 2023, Representative Hague was elected as Vice President of ESTA's Board of Directors. As Vice President of ESTA, Representative Hague also holds a seat on the board of Behind the Scenes.

### **Tradeshows, Conferences and Conventions**

Representative Hague continues to assist the Education, Motion Picture/Television Production, Stagecraft, and Tradeshow Departments with planning for industry exhibitions. Most recently, ITC Expo began to update the IATSE booth to include a video monitor mount, backlit lecterns and updated VFX and Game Worker panels.

### **2023 Tradeshows**

In August 2023, Representatives Hague, Chrissy Fellmeth and Mark Patch attended the SIGGRAPH Exhibition held at the Los Angeles Convention Center. At this event, Representatives Fellmeth and Patch hosted a panel discussion with many of the newly organized VFX and Game Workers.

In December 2023, Representatives Gorey, Cook, Vergano, Bateman, Lutge, Preston, and Sager staffed the IATSE booth at Live Design International at the Las Vegas Convention Center.

Also in December 2023, Retired Vice President Sanders and Retired Vice President Harper and Representatives Gandolini and Hague staffed the IATSE booth at IAEE's Expo! Expo! at the Kay Bailey Hutchison Convention Center in Dallas.

## **Assistance to Locals**

### **Local 7 Denver**

Representative Preston continues to assist Local 7 in expanding the volume and scope of work its membership has been undertaking. Recently the Local has hired two part-time organizers to work in conjunction with the Local 7 Business Agent on organizing initiatives, new member orientation and work referrals.

### **Local 13 Minneapolis**

Representative Preston continues to assist Local 13 in its relationship with both Encore and Freeman AV.

### **Local 15 Seattle**

Representative Cook and Vice President Cota continue to assist Local 15 in its relationship with Encore and also in maintaining and expanding its jurisdiction at the Seattle Convention Center, a venue that has recently undergone an expansion that has doubled its capacity to 1.5 million square feet of marketable space. Cook also assisted the Local with its negotiation of a renewal agreement with GES. Highlights of that renewal agreement include increases in wages as well as terms ensuring parity in wages for riggers and premium pay for ETCP-certified riggers.



**Local 17 Louisville**

Representative Gandolini assisted Local 17 in finalizing agreements with Veteran's Expo LLC and Freeman and is currently in the process of assisting the Local in its negotiations of an agreement with Excel Decorators.

**Local 28 Portland**

Retired Vice President Sanders and Representative Cook continue to assist Local 28 in its efforts to secure a tentative agreement with ON Site, the A/V service provider at the Oregon Convention Center.

**Local 31 Kansas City**

Representative Preston continues to assist Local 31 in building and maintaining its relationships with various contractors operating in its jurisdiction. Representative Preston also assisted the Local in securing agreements with Las Vegas Expo and Gilbert Exposition.

**Local 39 New Orleans**

Representative Gandolini assisted Local 39 in negotiating the renewal of various stage and tradeshow agreements. In particular, the Local recently secured a five-year renewal freight agreement with Freeman that contemplates significant wage increases over five years. The Local was also recently able to sign Arata Exposition to its area standard decorating and freight agreements as well.

**Local 99 Salt Lake City**

Representatives Gorey and Marley continue to assist Local 99 and its new Business Agent in the operation of the Local and in the negotiation of various renewal agreements with its stage craft and tradeshow employers.

**Local 126 Fort Worth and 127 Dallas**

Representative Gandolini presented

customer service training to members of Local 127 in December 2023 and then facilitated a meeting among Local 126, Local 127 and Freeman AV in an effort to strengthen the Locals' relationship with the employer.

**Local 205 Austin**

Representative Gandolini continues to assist Local 205 in its relationship with Freeman AV and in trying to resolve challenges relating to the interpretation and application of the Local's collective agreement.

**Local 251 Madison**

Representative Hague assisted Local 251 in finalizing a collective agreement with Vally Expo that includes wage increases and a collective agreement with Wisconsin.

**Local 336 Phoenix**

Representative Cook has assisted Local 336 in the negotiation of agreements with several employers including a three-year agreement with Accent on Cincinnati that includes a wage increases each year and benefits converted from hourly contribution to the percentage of gross wages; an agreement with Fern Expositions which includes wage increases over the term, an increase for ETCP certifications and conversion of benefits from dollar amounts per hour to a percentage of gross wages; and a three-year agreement with Paramount Convention Services which includes wage increases of and benefit contributions based on gross wages.

**Local 415 Tucson**

Representative Cook assisted Local 415 in the negotiation of agreements with several employers including a renewal agreement with Modern Display which

includes increase in wages over the term of the agreement along with the addition of Juneteenth as a holiday and a minimum call with Convention Services and Innovations which includes an increase in wages in each year of the agreement and an increase in benefit contributions.

**Local 423 Albuquerque**

Representative Cook assisted Local 423 in the negotiation of a three-year agreement with UTP Productions.

**Local 720 Las Vegas**

Retired Vice President Sanders and Representative Gorey assisted Local 720 in its efforts to dispatch labor in connection with events in its jurisdiction including a Formula 1 race, the residency of rock band U2 at the recently opened MSG Sphere, and the CES tradeshow in January 2024.

**Local 834 Atlanta**

Retired Vice President Harper has continued to assist Local 834 and its new administration in the operation of the Local and its efforts to supply labor for various events including National Association of Convenience Stores (NACS) show with the assistance of Locals 479 and 927.

**Local 835 Orlando**

Retired Vice President Sanders and Representative Gorey assisted Locals 835, 60, 115, 321 and 412 in the negotiation of a renewal of the statewide agreement with the General Service Contractors that includes seventy contractors including Expo Group, Freeman, GES, Hargrove and Shepard. The Locals also secured a renewal of the statewide freight agreement on comparable terms.

President Loeb thanked Retired Vice President Sanders for the thoroughness of the Tradeshow Department's report and



for all of her work as the director of the Department over the years. He commended the Department's Representatives for their participation in industry associations and for their work with local unions in the areas of organizing and collective bargaining. President Loeb observed that the Representatives in the Department have a 360-degree perspective because they not only represent workers and assist Locals in organizing and collective bargaining, but they also participate in employer associations. President Loeb announced that Vice President Cota will assume the role of Director of the Tradeshow Department going forward.

## **IATSE COMMUNICATIONS DEPARTMENT**

Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, Communications Outreach Coordinator Megan Greene, and Press Coordinator Sean Miller reported to the General Executive Board on the notable activities of the Communications Department during the second half of 2023.

Director Loeb announced that Sean Miller joined IATSE's West Coast Office as a Press Coordinator in November 2023. Sean previously worked as a political and entertainment journalist for over a decade across Iowa, Washington, D.C., and Los Angeles, before taking a post on SAG-AFTRA's Marketing and Communications team, where he led key communication initiatives before taking his current position with IATSE.

The IATSE and local unions continue utilizing social media channels to engage with members, promote activities, and reach out to the public. The Department

presented statistics demonstrating continued growth across platforms. Notably, the IATSE LinkedIn and Instagram outperformed the Union's other accounts.

Generally major organizing victories, the industrial strikes by other unions in the film and television sector, and attention towards IATSE's upcoming negotiations with the studios contributed to the accelerated growth of these social platforms. The 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 Department distributed nearly eighty-four emails to the membership with relatively high open rates. These primarily consisted of notices regarding upcoming trainings from the Education and Training Department, editions of the weekly newsletter, and political advocacy communications informing members on how they can help pass legislation such as the Performing Artist Tax Parity Act.

The Department warned that new email protocols from Google and Yahoo will go into effect in February, and they could threaten the deliverability of local unions' emails for Locals with lists above five thousand. Locals were advised to ensure email domain providers have the necessary authentication protocols like SPF, DKIM, and DMARC to ensure members continue receiving their emails.

The Department trained four Locals on Action Network, the email distribution provider made free through the AFL-CIO. Interested Locals were asked to reach out to schedule a bespoke training.

The Department reported developing peer to peer text messaging capability, and it was noted this method is among the most effective ways to communicate with members for urgent or high priority items. Peer to peer texting campaigns were set up to promote participation in the 2023 Member Census, as well as assisting some Locals in promoting the Basic and ASA Bargaining surveys.

Joint efforts with the Diversity, Equity, and Inclusion Committee resulted in spotlighting thirteen IATSE members for Hispanic Heritage Month and Native Heritage Month in October and November specifically. This brought the total to 114 member profiles published through the member story program. The Communications Department thanked Local Officers, Department Directors, and Committee Chairs for their contributions and nominations, enhancing the diversity and visibility of members' stories.

The Communications Department also assisted General Secretary-Treasurer Wood with coproducing the Quarter 3 Official Bulletin which included the Mid-Summer Chicago General Executive Board Meeting Minutes and the Quarter 4 Official Bulletin titled "Standing Together In Support". In the Q4 issue, the feature focuses on IATSE and the many industry charities helping members survive amid the Hollywood strikes.

The Department presented statistics regarding press coverage of the Union, noting the Union was mentioned nearly twice as frequently in the second half of 2023 compared to the first, but mostly from smaller outlets. This indicated coverage was related to the writers' and actors' work stoppages. The Communications



Department collaborated on VFXunion.org, Gameworkers.org, Count Us In (production accountants) and LiveEventWorkers.com organizing campaigns. Public announcements from these campaigns gained major coverage and millions of impressions online. Local 161 was also recognized for the strong branding they developed for the Count Us In campaign.

Going forward, the Department is primarily focused on preparations for the upcoming negotiations for the 2024 Hollywood Basic and Area Standards Agreements. Communications Subcommittees have been meeting since November, which is earlier in the process than at any time in the Union's history. Members should expect greatly increased frequency of communications before, during, and after these negotiations in a variety of formats, including new contract campaign microsites, in the weeks following the report.

President Loeb thanked the Department for its report. The Communications Department has been thanked in a number of reports this week which speaks to the breadth of the Department's work. The Department is a crucial element in providing transparency to the membership, and it has become well-integrated in all of the Union's work. The IATSE will use whatever resources are necessary to achieve its communications goals. The awards demonstrate that the Department is one of the best communications departments in the entire labor movement, and it will be a crucial asset in the upcoming year during the industry-wide negotiations in the motion picture and television production industry. The Department is also providing vital assistance to Locals

that may not have the tools and assets to run communication campaigns. President Loeb concluded his remarks by stressing the importance of unified messaging, and the Communications Department plays a vital role in that effort.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

International Trustee and Department Director Patricia White, Assistant Department Director Robyn Cavanagh, International Representatives Jennifer Halpern and Hannah D'Amico, presented the report of the IATSE Education and Training Department, announcing upcoming plans for learning opportunities for IATSE leaders and workers in three primary focus areas: union leadership, craft skills (including safety training), and student outreach.

As 2023 ended, there were important observable trends for the IATSE when it comes to education, including new officers. Locals with many new members have greater interest in and requests for both online and in-person education.

Members and leaders increasingly want to learn more, and the Alliance responds with dozens of training courses, online resources, materials, partnerships, and financial programs, all of which are described on the IATSE website. The Officer Institute 1.0 sessions are quickly filled after they are announced. This course gives an overview of local union administration, and nearly all the 1,143 graduates recommend attendance to their peers. In 2024, they are expanding to present the class three times: near Baltimore, Maryland February 28 to March 1; in Chicago, Illinois June 17-21, and in Los Angeles, California at the IATSE West

Coast Office November 11-15. All sessions are open to both Canadian and U.S. Local leaders.

Local Union Trustee Training also remains in demand, and will again be presented in New York, NY from April 18-19, 2024. General Secretary-Treasurer Wood and a team of experts teach proper audit techniques, and financial best practices for Locals. The popular Secretary-Treasurer 2.0 course will also be offered this fall, and other in-person leadership courses will be announced as they are scheduled.

The IATSE Essentials of Union Leadership series of online asynchronous courses return, and are especially recommended to new officers, but are also valuable to seasoned veteran leaders. The schedule is: January 29 – February 7, 2024 - Foundations of Union Leadership; February 27 – March 6, 2024 - Leadership Theories and Styles; March 13 – 21, 2024 - Strategic Planning; April 9 – 17, 2024 - Building Capacity: Internal Organizing. Participants may take just one class or all four, and upon completion of the series will receive a certificate from the University of Wisconsin, which partners with the IATSE to teach the series.

There are new webinars for leaders and members being launched every month on a wide range of subjects. Most of these sessions are then available for later viewing. Everyone--from the newest member to the most experienced business agent will find a topic of interest there, to watch and learn any time.

The IATSE 2024 21-Day Human and Civil Rights Equity Challenge, which provides suggestions for twenty-one days of learning—by reading, watching



videos, listening to podcasts--is now available. This new version focuses on intersectionality and celebrates the many differences and struggles of the diversity of the Union and indeed the world. To accompany this resource is a fresh update to the IATSE Diversity, Inclusion, and Belonging LinkedIn Learning Playlist, which members who activate their free LinkedIn Learning accounts through the Training Trust Fund can access at any time.

Through outreach and education to students in the high schools and colleges local unions may diversify the members in in their jurisdictions. The Education and Training Department has worked with local unions and not-for-profit partners to create programs that can serve as models for Locals that wish to create training courses of their own. The Hidden Career Path Day sessions with Roundabout Theatres in New York City are well-regarded and a guide has been created to be used as a pattern. ReelWorks continues to expand the training created with Locals 52 and 798 to more Locals in New York, and more recently Pittsburgh, and is eager to assist Locals in other areas.

The Department continues to engage with many organizations and programs that protect workers' safety and health. In the United States, the IATSE's OSHA alliance is active and strong, with over 230 outreach items to IATSE workers during the last six-month reporting period. International Representative Hannah D'Amico represented the IATSE at the annual OSHA Alliance forum held in September 2023. ESTA—the Entertainment Services and Technology Association, which sponsors the ETCP certification as well as the Technical Standards Program (TSP)

now counts International Representative Benjamin Hague as its newly-elected Board Vice President. The IATSE had strong representation at the 2023 InfoComm show, and the 2023 Event Safety Alliance, where Bill McCord and Anita Hartsock of the Training Trust Fund gave a presentation titled, "Who's the Employer Here? Safety in Multi-Employer Workplaces." The department sponsors mental health and suicide prevention trainings through Behind the Scenes and its members serve on the boards of both the Mental Health Steering Committee and Behing the Scenes itself. Recently, the department has been invited to join the AFL-CIO Health and Safety Committee, interacting with training directors and staff from other international unions.

These relationships are notable because they keep the IATSE current and visible concerning safety and training. Local unions are urged to become involved in this work. This supports the work of all members and committees of the Alliance.

The report featured notifications of upcoming training and events related to IATSE education and training. It was noted that 2024 marks the tenth anniversary of the original Officer Institute, and that all of the programs instituted since 2009—the IATSE Road Show, the Labor Education Assistance Program (LEAP, which provided a total of \$43,423.99 in 2023 for reimbursement to local unions and members), steward training resources, and "Passion and Pay", our resource for outreach to new workers and students, remain available.

Education for Local leaders has been and will continue to present at IATSE District meetings and General Executive

Board meetings, with content tailored for both Canadian and U.S. leaders.

All are reminded to be sure that they are on the email lists to receive notifications of opportunities as they present themselves, and regularly check the Bulletin and the IATSE and training Trust Fund websites for updates.

President Loeb noted that the report touched on a number of matters. There are new local unions within the Alliance as well as new officers and the International owes it to all members and officers to prepare them for office. The officer institute remains extremely popular, President Loeb noted, and most of the Union's Locals have taken advantage, and by do so the International Alliance has worked to effectively represent the members by extension. He offered his thanks to Department Director White and the Department for their continuing work.

## **IATSE BROADCAST DEPARTMENT**

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

This sector of the Alliance's industries has continued to change in the past six months. Historic practices have been abandoned, with technology constantly evolving and traditional employers merging and selling away their properties. For IATSE technicians and artists, nonetheless, the Alliance continues to focus on advocating for workers in these changing times, including the ways in which many employers inevitably target labor costs as a way cut budgets.



In early 2023, the Alliance and its Local 745 entered negotiations with the Minnesota United Football Club concerning the recently organized fan-experience technicians at Allianz Field in Minnesota. Using several tactics, the employer was brought back to the bargaining table and a contract was ultimately agreed upon and ratified.

In the northwestern United States, Local 793, with the IATSE's assistance, prepared for and subsequently concluded bargaining with a key employer in the Pacific Northwest. The final and ratified contract expands the Local's jurisdiction, standardizes work rules between area markets, and improves working conditions to reflect changing practices in the industry.

In a showing of the Alliance's outreach to our broadcast Local affiliates, the most recent broadcast summit took place in Tempe, Arizona in October 2023. Representatives of every local union representing sports broadcast workers were in attendance. Attendees were able to exchange information and ideas relevant to this sector of the Alliance's industries and employers, while participating in educational and planning activities. President Loeb took part in many aspects of this summit and inspired the broadcast leaders with his words and contributions.

The report further described three newly formed bargaining groups where the Alliance has entered negotiations with employers of recently organized technicians in Cleveland, San Francisco, and nationally for technicians working on major golf events. The recent ratification of a first contract for broadcast technicians in Cleveland, in particular, was the result

of over a decade of emphasis and this persistence reminds us that no organizing effort is ever finished until success is achieved with a collective bargaining agreement.

Our efforts in assisting Locals in markets where a major sports league has reclaimed the broadcast rights for their home teams helped to ease the transition to a new employer, particularly in Arizona and San Diego, where these transitions most recently took place.

Working with several Locals in the Los Angeles area, the IATSE engaged in negotiations with the largest independent crewing contractor in Southern California. Members of these Locals and their representatives have been unified in their goals and made progress on many fronts. A contract is imminent, featuring significant gains in economics, improvements in working conditions and an expansion of jurisdiction.

Workers at a prominent live production studio in Chicago organized in 2018 with another labor organization. When these workers felt that the organization was not giving them even minimal representation, they turned to the IATSE for help. That organization rejected our offers of help, yet still failed to engage with the workforce. After four years of neglect, these workers reached out to the IATSE again, and the representation is currently being adjudicated by the AFL-CIO. The IATSE remains committed to the concept that workers have the right to choose their representative.

While continuing representational efforts in all areas of worker needs, and while pursuing organizing opportunities in the United States and Canada, the Department remains strengthened by the

knowledge that members have unique and valuable skills that are not easily duplicated and are essential to an industry that continues to grow despite shifting turmoil.

President Loeb remarked that this a tremendous amount of work in a constantly shifting field, but the report demonstrates that the International can coordinate, can standardize, and organize. The Alliance will continue to make sure the technicians in this workforce are represented and will create and maintain our standards. He expressed his appreciation of those who attended the 2023 summit and the opportunity to hear from the leadership of the Locals about their issues and challenges. The Alliance continues to make progress through activism, and must continue to capitalize on this, including building valuable relationships. The International is not walking away, President Loeb noted, and the Alliance will remain supportive of the co-directors' leadership and dedicate all appropriate resources to this Department of the Alliance.

## **IATSE CANADIAN AFFAIRS REPORT**

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Jason Vergnano, Krista Hurdon, Jeremy Salter, Monty Montgomerie, Cindy Jennings, Jiaming (Ming) Li, William Gladman, Rajean Hoilett, 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 Mid-Summer General Executive Board meetings in Chicago, Illinois in July 2023

### WGA and SAG-AFTRA Strikes

The WGA and SAG-AFTRA strikes in the United States had a dramatic impact on the volume of film and television work in Canada in 2023. In an effort to ameliorate the financial impact of the strikes on IATSE Canada members, the International donated \$750,000 to the Actors Fund of Canada (AFC). In addition, the Canadian Entertainment Industry Retirement Plan (CEIRP), donated another \$150,000. The AFC paid out \$1.153 million to IATSE members alone. To date, the AFC has paid out \$1.6 million and anticipate paying out an additional \$1.6 million once the remaining 500 applications requesting assistance are processed. In addition, in October 2023, CEIRP introduced a hardship policy, which allows a member to withdraw \$3,000

from their retirement account if they can demonstrate a need. A member can make an application for an additional withdrawal monthly. To date, over 341 applications have been processed under this hardship policy.

### Organizing

Despite a general downturn in private sector unionization rates in Canada generally, IATSE Canada continues to pursue aggressively and successfully 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 all levels of government. The Department currently has four full-time organizers and several part-time organizers. The Department's seven International Representatives who assist in organizing efforts. Set out below is a summary of organizing successes in 2023:

The Department is also currently actively involved in an additional 39 other organizing campaigns at various stages.

### Servicing

The Department continues to service the membership across the country in a variety of different ways ranging from a casual phone call with a concerned Local officer, to investigations into the affairs of a Local, to assisting in the amendment of Local constitutions, to providing advice on contract issues and political lobbying. The biggest servicing initiative for the Canadian Department, however, has been and continues to be providing Locals with assistance in the negotiation of first and renewal collective agreements. The Department is currently actively assisting both film and stage Locals in the negotiation of 83 collective agreements.

Many Canadian motion picture Locals work under promulgated agreements,

Employer	Location	Local	Craft	Affected Employees (estimate)
DNEG	Vancouver	402	VFX	459
DNEG	Montreal	401	VFX	500
DNEG	Toronto	401	VFX	120
Fever	Toronto	B-173	FOH	43
William F. White	Toronto	International		145
Cineplex Empress Walk	Toronto	B-173	FOH	48
Magnus Theatre	Thunder Bay	467	Stage	3
Wildbrain	Vancouver	938	Animation	514-1300
Kickstarter	Vancouver	938	Animation	72
Kimberly Art Centre	Kimberly	B-778	FOH	TBD
Pacific Backlot	Burnaby	B-778	Shop	26
Scotia Bank Centre	Vancouver	118	Stage	TBD
Chemainus Theatre	Victoria	168	Stage	TBD
Centre for Contemporary Asian Art	Vancouver	B-778	FOH	TBD
E, Marry, Kill	BC Interior	891	Film	TBD
eXMAS	BC Interior	891	Film	TBD



including Locals 669 and its Western Canada Agreement, Locals 210 and 212 in Alberta, Local 295 in Saskatchewan, Local 856 in Manitoba, Locals 411, 634, 667, in Ontario, Local 514 in Quebec, Local 667 and 849 in the Maritimes and Locals 671 and 709 in Newfoundland and Labrador. Most of these Locals are increasing wages rates in their promulgated agreements by the 2023 cost of living percentage while also increasing retirement benefits and adding entitlements for paid sick days and recognition of the Day for Truth and Reconciliation as a paid holiday.

Three of IATSE Canada's largest motion picture term agreements (the BC Council of Film Unions term agreement which includes Locals 669 and 891 as well as the Teamsters, the Local 514 term agreement, and the Local 873 term agreement) will be coming up for renewal in 2024 and/or 2025. The Department has or will be aiding in negotiations for renewal of these term agreements.

The Department's assistance in renewal agreement collective bargaining by stage Locals in 2023 has resulted in material increases in wages and retirement benefits as well as the addition of paid sick days and the Day for Truth and Reconciliation as a recognized paid holiday. Many locals have also secured an obligation on the part of employers to make menstruation products available in the workplace. Some examples of recent bargaining stage Local successes with the assistance of the Department include:

- Local 680 at a radio station operated by Atlantic Broadcasters Limited.
- Local 680 for house crew in the first year of the renewal agreement with Imperial Theatre.

- Local 105 in a renewal agreement along with the Grand Theatre.

- Local 210 in a renewal agreement with the Citadel Theatre.

The Department has also assisted front of house Local B-173 in the first year of its renewal agreement with TO Live, a multi-venue municipal theatre company. The renewal agreement also now includes paid sick days and the introduction of health benefits for full-time and part-time employees.

As part of the Department's servicing commitment to Locals, the Department created Canadian versions of the "Negotiating collectively for first contracts" and "Contract negotiations: preparing your Local" training modules already in use in the United States and has already delivered training sessions to Local 873 as well as the bargaining committees heading into first collective agreement negotiations with William F. White in Toronto and Wildbrain Studios and DNEG in Vancouver. Additional training sessions for other Locals and bargaining committees are in the process of being scheduled in 2024 as well.

These courses have proven to be very popular, and we are offering them for all first contract negotiations which the International is a part of and we have also created a course geared for stage agreements.

### **Canadian Convention 2023**

The 2023 Canadian Convention was held in Victoria BC from September 22 to 24, 2023. As a reflection of the growing IATSE membership numbers in Canada, the 2023 Convention saw the largest number of delegates and guests in

attendance to date, with 166 total attendees. One of the highlights of the Convention was a powerful indigenous blanket exercise sponsored in part by the Local 891 Women's Committee which provided the blankets which were later donated to charity. In addition, and for the first time, the Convention introduced a number of equity spaces during the convention: a Young Workers space hosted by Local 168 member and International Young Worker Committee member Ana-Lena Steiner, a DEI space hosted by International DEI Committee co-chair Liz Pecos and a Pride space hosted by International Pride Committee Chair Nate Richmond. These equity spaces were well received and will continue to be incorporated the Canadian Convention going forward.

### **Operation Warm**

Inspired by the incredible work of International Vice President Craig Carlson in Chicago with Operation Warm, the Department, along with Locals 659, 667, 680, 849, and District 11, partnered with Operation Warm to deliver coats, toques and shoes to students attending John McNeil Elementary School in Dartmouth, Nova Scotia in the fall of 2023. This initiative was a tremendous success, raising \$20,000 and delivering 300 coats, toques and shoes to students in need, many of whom were recent immigrants to Canada who will be experiencing their first winter in Canada. The success of this initiative in Nova Scotia has led to a commitment from Locals 63, 669 and 856 to launch a similar program in the City of Winnipeg Manitoba in the fall of 2024.

Vice President Carlson expressed heartfelt appreciation to Vice President



Lewis, the Canadian Office and all the Canadian local unions for their extremely generous support of Operation Warm. President Loeb remarked that everyone in the Department under the leadership of Vice President Lewis, is dedicated to representing workers. President Loeb noted that the member servicing is also a critical responsibility that the Department is filling. He observed that there is great momentum for everything that is being done and encouraged the Department to take advantage of the circumstances. President Loeb thanked Vice President Lewis and the Canadian Department for all of their hard work.

## **IATSE LEGAL AFFAIRS**

The Legal Department updated the Board on significant legal developments in Canada and the United States since the Board's last meeting in the summer of 2023.

Canadian Counsel Ernie Schirru mentioned proposed Quebec legislation and proposed federal legislation that may or will have an impact on the International and Locals.

Quebec's Bill 25, also known as An Act to Modernize Legislative Provisions Regarding the Protection of Personal Information, was proposed in 2020 and was passed and rolled out in sections. Bill 25 provides extensive revisions to the privacy regime in Quebec. Chiefly, these revisions require all organizations operating in Quebec, including unions, to implement more extensive privacy rights including stricter rules relating to valid consent and notification obligations in the event of a personal information breach. The Canadian Office met with Quebec legal counsel and representatives of Local

514 to discuss the ramifications of Bill 25 and to establish the steps the International and Quebec Locals will take to comply with the new requirements.

Counsel Schirru explained that Quebec's overhaul of privacy legislation has been part of a shift in modernizing Canada's wider privacy landscape, which is playing out federally with the introduction of Federal Bill C-27. Its purpose is aimed at ensuring Artificial Intelligence (AI) technology evolves responsibly and safely through the proposed Artificial Intelligence and Data Act (AIDA). Tabled in November of 2022, this legislation has not yet been passed. It has gone through First and Second Readings in the House of Commons and the House Committee is currently undergoing consultations. Once those have concluded, Bill C-27 will need to make its way through the Senate. Bill C-27 is very broad and touches on a number of areas, including the storage and transmittal of individuals' private information as well as the AI digital harvesting of such information. Although the vast majority of Bill C-27's AI focus does not directly affect the work of IATSE members, The Canadian Office retained Koskie Minsky LLP's privacy lawyer, Lauren Tarasuk, to review the Bill and identify any aspects of the Bill that may have a more direct impact on the IATSE and the industries in which its members work. Although it currently remains unclear what the full impact Bill C-27 will have on unions in Canada, it is expected that the Bill, if passed, will affect how unions will be required to handle personal information and give rise to a requirement to establish codes of practice relating to consent, the disposal and portability of personal information

data and the use of algorithms. Tarasuk assisted the International in filing written consultation submissions on Bill C-27 in January 2024 which are consistent with the IATSE's positions on similar issues in the U.S.

Counsel Adrian Healy updated the Board on actions taken by the Department of Labor. These included the agency's Occupational Safety and Health Administration's (OSHA) regulatory amendments to 29 CFR § 1903.8, which would empower OSHA Compliance Safety and Health Officers (OSHA inspectors) to designate third-party representatives to accompany OSHA inspectors during workplace inspections. Final rulemaking on this action is forthcoming. In addition, on January 10, 2024, the DOL's Wage and Hour Division finalized a new rule regarding guidance on analyzing individual employee or independent contractor status under the U.S. Fair Labor Standards Act. The DOL's rule on independent contractor status will become effective March 11, 2024.

Counsel Healy described recent federal lawsuits filed since the beginning of 2024, which variously seek judgements from U.S. federal courts declaring aspects of the National Labor Relations Board's structure and procedures unconstitutional.

Counsel White updated the Board on developments at the National Labor Relations Board (NLRB). Since the last meeting of the General Executive Board the NLRB has issued several pro-worker decisions and rules.

In Stericycle, Inc., 372 NLRB No. 113 (2023), the NLRB established a new worker-friendly standard for evaluating employer handbook and work rules,



scrapping a 2017 decision from the Trump NLRB. Under the new standard, work rules which have a reasonable tendency to chill employees from exercising their rights are unlawful unless the employer can demonstrate that the rule advances a legitimate and substantial business interest and that it is unable to advance that interest using a more narrowly tailored rule. In addition, work rules must now be evaluated from the perspective of a reasonable employee who is economically dependent on their employer and who is contemplating how the rule might impact their protected rights.

The NLRB issued new election procedures largely returning to the rules established in 2014 by the Obama Board. The new rules will have the effect of shortening the time it takes to hold a union election after a representation petition is filed. For example, pre-election hearings must now begin eight calendar days after an election petition is filed. Previously the union had to wait fourteen business days. The new rule also limits the types of issues that trigger pre-election hearings, which will decrease the likelihood that an employer can delay an election by forcing the union to engage in the lengthy hearing process.

In *Wendt Corporation*, 372 NLRB No. 135 (2023) and *Tecnocap, LLC*, 372 NLRB No. 136 (2023) the NLRB overruled two Trump Board decisions that had given employers more discretion in implementing changes to terms and conditions of work without bargaining with the union. Employers may no longer claim that a past practice permits them to unilaterally change working conditions after a union contract has expired or during negotiations for a first contract.

The Board has also expanded protections for certain worker conduct. In *American Federation for Children, Inc.*, 372 NLRB No. 137 (2023) the Board held that employees are protected by federal labor law when they advocate on behalf of nonemployees like interns and independent contractors. And in *Miller Plastics Products, Inc.*, 372 NLRB No. 134 (2023) the Board restored a more expansive test for determining what actions are considered protected concerted activities.

In *Hood River Distillers*, 372 NLRB No. 126 (2023), the NLRB retroactively applied a prior, and more union-friendly standard concerning dues checkoff provisions. Under the new standard, dues checkoff provisions no longer expire along with a collective bargaining agreement. Employers must now continue to deduct union dues and remit them to the union even after a CBA has expired.

In October the NLRB issued a final rule concerning joint employers. The new rule replaces a Trump Board rule which had limited the number of employers that would be considered joint employers and therefore subject to the National Labor Relations Act. Under the new rule, an employer will be considered a joint employer if it has the power to modify employee working conditions, even if it has never asserted that power. The rule is currently set to take effect on February 26, 2024, but is also the subject of ongoing litigation and potential Congressional action to block its implementation.

In *Cemex Construction Materials Pacific LLC*, 372 NLRB No. 130 (2023), the NLRB created a framework by which employees may obtain union

representation without having to go through the NLRB election process. Under *Cemex*, after a union makes a demand for voluntary recognition, an employer is obligated to either grant recognition or, if they doubt the union's majority status, file a petition with the NLRB for an election. If the employer fails to file the petition in a timely manner, the NLRB will consider the employer to have recognized the union and it will be obligated to begin bargaining. In addition, prior to *Cemex*, if an employer committed certain unfair labor practices during a union election the Board would order a new election. After the *Cemex* decision, instead of ordering a new election, the NLRB will certify the union and order the employer to begin bargaining. As a result, employers will have a strong incentive to obey the law during union elections, which is a tremendous victory for working people. The *Cemex* decision will likely be challenged in federal court and the Legal Department will monitor the situation and update the Board as warranted.

Finally, in addition to these positive decisions and rules, in September the Senate confirmed Member Gwynne Wilcox for another term on the NLRB, ensuring a pro-worker majority on the Board until at least December of 2024.

Registered In-House Counsel Short updated the Board on the federal judiciary, and important upcoming cases before the U.S. Supreme Court.

As of January 19, 2024, the United States Senate has confirmed 168 judges nominated by President Biden: 1 Associate Justice to the Supreme Court, 39 judges for the U.S. courts of appeal and 128 judges for the U.S. district courts.



According to the Pew Research Center, “nearly two-thirds of the federal judges President Joe Biden has appointed so far are women, and the same share are members of racial or ethnic minority groups.”

The United States Supreme Court began its new term on October 2, 2023, and this term includes cases involving the power of federal agencies and abortion. The cases that will be decided by the Court during this term are:

#### ***Loper Bright Enterprises v. Raimondo***

This case deals with federal agencies, and specifically “how much discretion federal agencies should have in doing their jobs -- setting rules that govern everything from public health to environmental protection to tax collection – when Congress does not spell out the details in the laws that authorize regulation of American life.”

A ruling that would limit or eliminate a federal agency’s discretion could have major effects on the Department of Labor and on the National Labor Relations Board.

#### **FDA v. Alliance for Hippocratic Medicine**

This case brings abortion back into the national spotlight, and specifically involves the distribution of an abortion pill in the United States. The case originated in Texas where a U.S. District Court judge “suspended the FDA’s approval of mifepristone and ordered it to pull it off the market.” The 5th Circuit Court of Appeals then heard the case and upheld the District Court’s decision.

The U.S. Supreme Court agreed to hear the case and Danco Laboratories, the

manufacturer of the drug, argued that the case “could destabilize ‘the pharmaceutical and biotechnology industries by questioning when scientific studies—accepted by FDA—are sufficient.”

President Loeb began his remarks by thanking Counsel Schirru for his work and acting as the lone lawyer for the Canadian office.

President Loeb continued by noting the importance of the Department of Labor and President Joe Biden’s appointments to the federal courts because of the damage caused by the Trump administration. He also mentioned the work-around rule, which is a no-brainer in order for workers along with the Occupational Safety and Health Administration to assess the workplace. President Loeb then spoke to the issue of dues checkoff, which should not be underestimated because it helps labor and unions to continue to have revenue flowing.

President Loeb observed the dangerousness of Elon Musk’s challenge to the foundation of an agency focused on helping workers and protecting their rights to join together to effect their working conditions. He further pointed to Georgia Governor Brian Kemp and his persistent attacks on workers, including the law he seeks to implement, which would affect elections and union workers.

President Loeb noted the importance for the members to hear these legal issues because they affect their lives. Finally, President Loeb expressed his appreciation to the Legal Department for their work.

#### **POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT**

Political/Legislative Department Director, Tyler McIntosh and Assistant Po-

litical/Legislative Department Director, Jackson Rees reported on 2023 election activities, local union Political Coordinator support, advancement of the IATSE federal legislative agenda, Biden administration engagement, and a 2024 election outlook.

#### **Political Update**

The 2023 off-year election included gubernatorial and state legislative elections in several states. The Department emailed Political Coordinators in the 2023-election states notifying them of National Voter Registration Day on September 19th and encouraged the membership to visit the IATSE Voter Toolkit to check their registration status, register to vote, and/or update voter registration. On October 6th, the Department emailed Political Coordinators about the IATSE political/legislative advocacy resources and webinars at their disposal for the 2023 elections. The Department encouraged all U.S. Locals to utilize the same resources to support and grow local union political/legislative programs for 2024. The IATSE Advocacy Resource Summary is a one-page reference guide with brief descriptions of all the political/legislative advocacy resources the Department has developed. The following webinar recordings from the IATSE Political Coordinator Forum Series are available for Local use: Political Coordinator 101; IATSE PAC: Join the Fight!; Using Action Network in your Local Political Program; Local Union Voter Registration Programs; Volunteer Recruitment & Retention. The webinars can also be accessed by local union Officers on the IATSE Leadership Training Webinar Channel.

The Department emailed IATSE local



union Political Coordinators in Kentucky and Virginia with opportunities to GOTV with AFL-CIO President Liz Shuler. The Department encouraged these Locals to join President Shuler for scheduled GOTV events. The International sent reminder emails to all IATSE members in off-year election states with the IATSE Voter Toolkit encouraging them to make a plan to vote.

The Democratic Party retained control of the governorship in Kentucky and held a seat on the Pennsylvania Supreme Court, gained six seats in the New Jersey General Assembly, and won back unified control of the Virginia General Assembly, while Republicans flipped the governorship in Louisiana and retained Mississippi's governorship. Ohio voted to enshrine abortion rights in the state constitution. The results were widely seen as a success for pro-worker candidates.

The Department continues to offer education and training opportunities through the IATSE Political Coordinator Forum Series and in partnership with other IATSE departments. On August 15th the Education and Training Department presented Volunteer Recruitment and Retention with Drew Waxman of the AFL-CIO. The Department invited Political Coordinators to attend. The session covers best practices for recruiting volunteers, explores different techniques to employ when managing volunteers, and demystifies volunteer retention to keep volunteers coming back. On July 26th, the Department partnered with the Education and Training Department for an IATSE Census Presentation for Political Coordinators. A recording of the presentation was sent to all Political

Coordinators with a call to action to drive turnout for the 2023 IATSE Member Census. Director McIntosh served on the 2023 Member Census Team that worked to formulate the IATSE Census. The Department is committed to soliciting Local feedback and ensuring the International's political and legislative activism reflects the needs of the membership. The Department looks forward to utilizing data from the first IATSE Census to further shape legislative and regulatory policy for the benefit of the IATSE membership.

On September 19th and December 13th, the Department hosted the second and third IATSE Political Coordinator Office Hours. The Department is hosting this open forum on a quarterly basis to provide regular opportunities for local union Political Coordinators to collaborate, ask questions, share best practices between Locals, and build solidarity. The conversations have touched on topics including volunteer recruitment and retention, educating labor councils and political campaigns on using IATSE union labor for events, voter registration, using Action Network and the Labor Action Network for legislative mobilization, local union political endorsements, key Congressional races in 2024, and political communication strategies.

The IATSE local union Political Coordinator email listserv has grown to nearly 500 email addresses. All IATSE Political Coordinator email updates are now being sent through the email platform, Mailchimp. On October 5th, Director McIntosh sent an email to all IATSE Political Coordinators informing them of this change. Mailchimp provides

metrics on the performance of emails, which have been averaging a fifty-five percent open rate.

### **Legislative Update**

In August, the Department launched a new Congressional letter-writing campaign in coordination with sibling arts and entertainment unions to tell Congress to restore tax fairness for arts workers by supporting the Performing Artist Tax Parity Act (PATPA), H.R. 2871. The current goal is to build additional support in the U.S. House of Representatives. Progress is being made with eighty-three Representatives cosponsoring PATPA to date, ahead of the pace from the previous Congress. On September 13th, the Department issued a call to action for Political Coordinators to amplify the letter-writing campaign with Local membership. In December, the Department collaborated with the Communications Department to produce a short video featuring IATSE Stagecraft Department Assistant Director Stasia Savage to highlight the legislation. The video was circulated to Political Coordinators and featured on IATSE social media channels. To date, the campaign has yielded 10,307 letters to Congress. PATPA has not yet been reintroduced in the U.S. Senate. Bipartisan support will be necessary to pass PATPA into law and pursuit of a Republican cosponsor is still underway.

On September 27th, IATSE issued a statement condemning the possibility of a federal government shutdown. International President Matthew D. Loeb stated, "a government shutdown harms our nation's economy and threatens the financial security of workers in ways



both seen and unseen...It could make it harder – if not impossible – for Americans across the country, including IATSE kin, to access important government services.” He continued, “the only reason a shutdown is a possibility at this moment is because a small group of right-wing hardliners in the House of Representatives are willing to inflict collateral damage on working people for the sake of political posturing.” On November 14th, Congress passed an additional continuing resolution to extend funding for federal agencies covered by four appropriations bills until January 19, 2024, and until February 2, 2024, for the remaining eight spending bills. On January 18th, a third continuing resolution was passed extending funding to early-March when the threat of shutdown will occur again.

On October 19th, Director McIntosh and Assistant Director Rees were joined in Washington, D.C. by Marvel Studios Assistant VFX Coordinator Anna George and IATSE International Representative Mark Patch for a meeting the Department facilitated with the Congressional Labor Caucus. The caucus is currently comprised of 104 Members of Congress working to protect workers’ rights, to advance the priorities of workers and the labor movement, and to connect legislators directly with workers and unions. George and Patch’s remarks centered around the principle that VFX workers deserve protection, representation, and equitable compensation including healthcare and retirement benefits. They lifted up recent VFX organizing victories at Marvel Studios and Walt Disney Pictures. Their insights underscored the growing demand and absolute necessity for unionization

in the VFX sector. Director McIntosh delivered remarks highlighting some of IATSE’s key federal legislative priorities and emphasized IATSE’s Core Principles for Applications of Artificial Intelligence and Machine Learning Technology.

On June 21st, Senate Majority Leader Chuck Schumer (D-NY) introduced his “SAFE Innovation for AI” legislative framework and announced that he would launch a series of AI Insight Forums. The goal of the forums was to progress forward with detailed policy proposals for Congress. The bipartisan U.S. Senate AI Insight Forums were led by Leader Schumer and Senators Martin Heinrich (D-NM), Mike Rounds (R-SD), and Todd Young (R-IN). The Department learned that one of the AI forums would be focused on copyright and intellectual property. Utilizing the strong relationship IATSE has built with Leader Schumer and his staff, the Department requested that an IATSE representative be considered for that forum. On November 29th, Vanessa Holtgrewe, International Vice President and Assistant Department Director of Motion Picture and Television Production was invited by Leader Schumer to participate in the seventh U.S. Senate AI Insight Forum titled “Transparency, Explainability, Intellectual Property, & Copyright.” Assistant Director Holtgrewe urged Congress to develop a comprehensive policy framework that ensures entertainment workers are protected and strong copyright and intellectual property laws are maintained. Vice President Holtgrewe said, “AI developers cannot be allowed to circumvent established U.S. copyright law and commit intellectual property theft by scraping the internet for copyrighted

works to train their models without permission from rightsholders. The theft of copyrighted works – domestically and internationally – threatens our hard-won health care benefits and retirement security.” The Department extended its thanks to Vice President Holtgrewe for representing IATSE at this forum and for helping to establish IATSE as a key stakeholder in forthcoming federal legislation on AI.

### **Regulatory / Administration Update**

On September 14th, IATSE & DGA issued joint comments to Federal Trade Commission (FTC) Chairwoman Lina M. Khan in support of FTC and U.S. Department of Justice (DOJ) proposed changes to the agencies’ Merger Guidelines. The FTC-DOJ Merger Guidelines describe and guide the agencies’ review of mergers and acquisitions to determine compliance with federal antitrust laws. The joint letter, signed by President Loeb and DGA National Executive Director Russell Hollander, commented: “The draft merger guidelines represent an important course correction that will once again allow the Government to review the impact of consolidation and vertical integration in the entertainment industry on our members and other workers in the in film and television industry. The rapid growth of online streaming and the influence of a few dominant technology companies have pushed most of the major studios to withhold sales of feature films and television programs from the open market in a race to build their own subscription streaming platforms that offer exclusive access to their self-produced content. These practices have negatively impacted



DGA and IATSE members, and other workers by endangering jobs, competitive wages and benefits, residual or re-use payments, working conditions, and opportunities to create a wide range of movies, and television shows.” The FTC and DOJ released the final 2023 Merger Guidelines on December 18th. The new guideline number ten makes clear that the agencies may challenge a transaction on the grounds that it substantially lessens competition in a labor market. The 2023 Merger Guidelines are a step forward for American workers and the labor unions that represent them.

On October 30th, IATSE General Secretary-Treasurer James B. Wood was at the White House as President Joe Biden announced and signed a landmark executive order (EO) on artificial intelligence (AI). The EO will begin to govern the development and use of AI in the United States. IATSE commended the Biden-Harris Administration for centering workers’ rights in this EO. Many of the IATSE “Core Principles for Applications of Artificial Intelligence and Machine Learning Technology” are reflected in the EO. A significant inclusion in the EO is acknowledgement of the importance of copyright and intellectual property protection for creators. Maintaining strong copyright and intellectual property laws is the primary focus of IATSE’s AI-related political and legislative advocacy. The EO directs the United States Copyright Office (USCO) to issue recommendations to the President on executive actions that will address copyright issues raised by AI – specifically those discussed in the USCO’s forthcoming AI study.

On October 30th, IATSE and sibling

entertainment industry unions within the Department for Professional Employees, AFL-CIO (DPE) responded to the USCO notice of inquiry and request for comments with jointly held positions on the copyright issues raised by AI. The DPE joint comments reasserted that entertainment workers must be fairly compensated when their work is used to train, develop or generate new works by AI systems and that the USCO must improve transparency of the use of AI and machine learning systems. The introduction of the joint comments stated: “Absent safeguards to ensure consent and compensation for the use of copyrighted works and individual intellectual property rights, and appropriate transparency of training sets, AI will be used as a sophisticated, deceptive tool for content theft...The copyrighted works of expression being ingested into AI models would not exist but for the human likenesses, sounds, labors, and creativity of working people like the members of DPE’s affiliate unions. The founders of this country intended to encourage human creativity, not machinery, when it drafted the copyright clause of the U.S. Constitution.” The Department looks forward to continued engagement with the Biden-Harris administration and the federal agencies tasked with implementing responsible, ethical AI policy that maintains workers’ rights, job security, and union representation.

#### **2024 Election Outlook**

More than a half-dozen states had to go through the congressional redistricting process again due to federal and/or state litigation over racial or partisan gerrymandering concerns. Republicans

will gain either three or four seats in North Carolina after the new Republican majority on the state Supreme Court permitted legislators to re-gerrymander the state congressional map. Democrats are poised to gain a seat in Alabama after the Supreme Court required an additional Black majority seat and a seat in Louisiana where federal courts have ordered the legislature to draw a second Black majority district following a racial redistricting lawsuit. New York is the biggest outstanding question. The state’s highest court gave Democrats a victory when it ruled the redistricting process must start anew for 2024.

In the House of Representatives, Republicans held a slim four seat majority, 221-213, following the expulsion of George Santos. Democrat Tom Suozzi prevailed in NY-03 special election on February 13, 2024. Democrats need to win back four seats in November to reclaim the majority. Twenty-four districts currently rated as toss up races, eight as lean Republican, thirteen as lean Democrat. Forty-five races of 435 are deemed to be highly competitive in 2024. Seventy-four races will be competitive to some degree in 2024. IATSE is poised to have a significant impact in the two states with the most competitive House races – New York and California, with five and four toss up races respectively.

In the Senate, with a one-seat majority and seven vulnerable seats to defend, Democrats have no room for error. The open West Virginia seat is almost certain to go to Republicans following the retirement of Senator Joe Manchin, putting the Senate breakdown at fifty-fifty. Democrats would lose control of the Senate if a Republican



won the White House. If Democrats retain the presidency, they cannot lose any of the seven Democratic-held seats currently rated as competitive - Arizona, Michigan, Montana, Nevada, Ohio, Pennsylvania, and Wisconsin.

In the Presidential race, voters will almost certainly be choosing between President Joe Biden or former President Donald Trump. Trump maintains a firm grip on the Republican party and its nomination. Current ratings have Arizona, Georgia, Michigan, Nevada, Pennsylvania, and Wisconsin as toss ups in the Electoral College. North Carolina is also expected to be closely contested. These seven states and their combined ninety-three electoral votes will be most critical in deciding the 2024 election. The choice for IATSE members and working people is clear - President Biden has given IATSE a seat at the table and unprecedented opportunities to weigh-in on policy decisions that stand to impact IATSE members. The IATSE General Executive Board voted unanimously to endorse the Biden-Harris 2024 reelection campaign.

President Loeb remarked that there is a lot of work to do this coming year. Political/Legislative Director Tyler McIntosh and Assistant Political/Legislative Director Jackson Rees have done an incredible job by giving the International access and a voice at the table in the federal government.

President Loeb stated that the International will have programs to get the message out and encourage the members to vote. Also, the IATSE will coordinate with the AFL-CIO in the upcoming election. President Loeb noted that this is a call to action to get the members engaged in this upcoming election.

President Loeb continued his remarks by saying that the members of the U.S. Senate and House of Representatives know the Union because of the IATSE's ongoing presence in Washington, D.C. Also, President Loeb noted that regarding AI, the IATSE and indeed both the U.S. and Canada need legislation to protect members from being replaced by a computer.

President Loeb concluded his remarks by saying President Joe Biden has been a friend of labor his entire life, and the IATSE, its Locals and members need to support President Biden. President Loeb thanked the department for its efforts and work on these important issues.

### **IATSE DISASTER RESPONSE COMMITTEE**

Committee Chair and International Trustee Andrew Oyaas, International Vice President Damian Petti, International Representatives Wade Tyree, and John Gorey, Senior Communications Coordinator Steven Chaussee and Committee member Dawn Arevalo reported on the Disaster Response Committee's activities since the Committee last presented a report to the Board.

When the Committee last reported to the Board wildfires in Canada were described in detail. At that time these were predominantly in eastern Canada, but shortly after, IATSE members in western Canadian provinces also faced extreme weather conditions surrounding Canada's worst recorded wildfire season. During this time, the Walsh/Di Tolla/Spivak Foundation was able to deliver relief to members who needed immediate short-term assistance.

International Trustee and Local 665 President, Tui'ana Scanlon, reported to

the Board about Local 665's response to the devastating fire on Maui, Hawaii so this will be an abbreviated section. The impact on members of the Alliance, thankfully, was minor. To help Alliance members, as well as other union members on Maui, the Walsh/Di Tolla/Spivak Foundation provided a generous donation to the Hawaii AFL-CIO Hawai'i Employees Lifeline Program.

The Committee monitored the progress of hurricane-level storms and prepared members of the Alliance for storm progress during the 2023 hurricane season. While no members of the Alliance requested assistance, preparation for the storm allowed people to remain safe.

As an example of why preparedness saves lives, the Committee noted the recent Japan Airlines crash of January 2, 2024, which allowed personnel and passengers to exit a potential catastrophe safely. Thus, the importance of reviewing emergency plans was emphasized in the report.

In recent meetings, the Committee has discussed the importance of emergency action plans (EAPs), particularly with touring personnel. While laws in the United States and Canada, generally require an employer to make sure employees are safe at work, this does not mean that every employer will adjust to these requirements. Usual safety and protective equipment may not protect against a severe natural disaster. Venues where IATSE members work should have an EAP addressing what should happen in an emergency, be it from a fire to a severe weather alert. The Committee suggests that Local officials continue to press for EAPs at each venue where employees work.



The Committee's largest effort to date was in response to the COVID-19 pandemic tragedy. Unfortunately, since the Committee's report one year ago, at least 50,000 more Americans have perished as well as 8,800 more Canadians from COVID-19. The Committee urged all members and kin to receive the appropriate vaccinations and boosters, as well as regular vaccinations to combat variants of communicable diseases.

The Committee lastly emphasized the importance of members helping members. During the Maui, Hawaii fire response, IATSE District 2 purchased several satellite phones. These were a major help after the fire. These phones are based in the West Coast Office and in the future, can be dispatched to locations where ordinary communications methods are disrupted because of a disaster.

Further, since the formation of this Committee in 2018, the Walsh/Di Tolla/Spivak Foundation has remained a lifeline for our members in times of need. It is important to help our members not just on worksites with protections under a collective bargaining agreement, but in all other aspects where the Foundation can fulfill its obligation. In the past year alone, the Foundation has assisted numerous members in the U.S. and Canada recovering from hurricanes, wildfires, and severe natural disasters. Donations to the Foundation will be impactful for members in these events and the Committee encourages members to make donations to assist members in times of need.

President Loeb thanked the Committee for its report and noted that this Committee was established with a view that disasters affect members, and

these are not just natural disasters. The Committee has taken shape and become agile and ready to assist members and the communities where they live. The Walsh/Di Tolla/Spivak Foundation also continues to act quickly. He commended the Committee for emphasizing that members of the Alliance should have a plan on the job for contingencies that arise.

### **IATSE DIVERSITY, EQUITY AND INCLUSION COMMITTEE**

International Representative Liz Pecos, Retired International Vice President C. Faye Harper, International Vice President Toni Burns, International Trustee Tui'ana Scanlon, International Representatives Bryant Preston and Nancy Hum Balbosa, Local leaders DeJon Ellis, Bobby Score, Malakhi Simmons, IATSE Communications Outreach Coordinator Megan Greene, reported to the General Executive Board on the committee's activities since the Board's meeting in Chicago.

The Committee began its remarks by congratulating fellow Diversity, Equity, and Inclusion ("DEI") Committee members to their newly elected positions in IATSE leadership, namely International Vice President Toni Burns, the first black man elected International Vice President, International Vice President Carlos Cota, the first Latino elected to the General Executive Board and Trustee Tui'ana Scanlan, the first Samoan elected to International office.

Also, a welcome to International Representative Nancy Hum Balbosa on her employment. The committee extended its congratulations to recently retired International Vice President C. Faye Harper for her years of dedicated

service to workers and to the International. The committee expressed their gratitude for what Vice President Harper did to pave the way for women and for people of color as the first person of color to hold office in the International as International Trustee and the first Black woman to be elected International Vice President. Thank you, Vice President Harper, for laying the groundwork for the IATSE's DEI Committee with President Loeb.

Visibility Matters is a keystone of the committee's work and an ongoing campaign in which voice and visibility are given to the diverse and varied backgrounds of IATSE members throughout the year.

Since the Committee's last meeting, they highlighted members in its spotlight campaigns for Hispanic Heritage Month and Native American Heritage Month. The committee promoted the Education & Training Department's webinar celebrating the contributions of Latinx Worker in the Labor Movement throughout history in "Juntos en la Lucha/ Together in the Struggle: Latinx Workers in the Labor Movement, Past and Present." Committee Co-chair Pecos collaborated with the Education Department to create a webinar on Land Acknowledgements titled "The Land We are on And Why We Acknowledge It" These are available on the webinar channel.

In January, DEI Committee member and IATSE Communications Outreach Coordinator Megan Greene attended the 2024 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference. Greene joined hundreds of union members, activists, and labor leaders in Montgomery, Alabama for a weekend of community service and strategizing on the



continued fight for economic and racial justice as a labor movement.

During the two-day conference, Coordinator Greene participated in workshops that focused on leveraging the power of technology and innovation in the labor movement and having difficult and game-changing conversations in the workplace.

Over the past year, the committee's primary focus has been on the development and facilitation of the 2023 IATSE Member Census. The census was the subject of another report, but the committee acknowledged the census working group members from the committee who spent time to develop the census questionnaire with the Cornell team at the Worker Institute, including Kim Butler-Gilkeson, Jonquil Garrick-Reynolds, Bryant Preston, Malakhi Simmons, Derek St. Pierre, Don Morgan, David Calhoun, Patrice Davidson, Melanie Barnett-Stubberfield and Andy Garner-Flexner.

In addition, the DEI Committee has finalized the documents for the DEI Working Internship Programs in the Areas Standards and Basic Agreements to standardize practices and agreed-upon programs to source candidates. Meetings with the producers are scheduled for February.

As reported separately, Local 873's negotiations with the producers were successful, including the agreement to a DEI Sideletter that outlines the formation of a Joint DEI Committee in Toronto and establishes criteria for the program. Most notably, a rate of \$25 per hour for the trainees is established for training work through the Local 873 agreement with increases in the each of years 2025 through

2027 inclusive, compounded. Trainees will also be reimbursed for costs associated with pretraining courses including safety, orientation and respect in the workplace training.

In November, Pittsburgh Studio Mechanics Local 489 held a Basic Costumes Department Training, organized by Costume Designer and Costumes Department Representative Ange Vesco, with the specific intention of inviting and training candidates from marginalized and untapped communities in the Pittsburgh area. The Local was thrilled that seventy-eight participants attended an initial informational session, which led to the selection of eighteen trainees of diverse backgrounds and varied demographics, who participated in the week-long training.

Local 489 is committed to supporting them on their career journeys through informal mentorship and continued training opportunities. This was a first-of-its-kind endeavor for the Local and a great foundation for future outreach, pipeline creation, recruitment, and membership training.

Local 728 took part in two multilocal outreach events. On October 25th, Jonathan McAdams, IATSE Local 80's Lot Steward at Radford Studios, organized a number of IATSE Locals to attend a career day at Vista Del Mar, an educational and living campus focused on improving the mental health of children and families by providing specialized and therapeutic services.

On November 1, 2023, IATSE Local 80 held a career demo for Art, Media, and Entertainment teachers to give insight into how all the different departments/crafts prepare and go about a day on set.

There were approximately 50-60 teachers in attendance, and the day was organized by Local 80 and the Entertainment Industry Foundation. Members from various departments in IATSE Locals 80, 600, 695, 700, 728, 706 and International Brotherhood of Teamsters Local 399.

Local 728 awarded a Gold Card to Cordel "CB" Boyd who is the first Black member to receive a Gold Card in the history of the Local. And from Local 728, DEI Committee member Simmons wrote an article about the "Educational Outreach" aspect of the Together We Shine Initiative, highlighting how Locals throughout the IATSE are looking to increase diversity by providing education/training opportunities.

In New York, the Reel Works program is expanding with courses to Local 600, Local USA 829 and Local 798.

The Production Worker's Guild's Transformation, Equity and Parity (TEP) Committee was established by Local 111 and is the foundation for everything they do as a Local. They firmly believe that without transformation, true solidarity is not possible. The TEP Committee and its curriculum are specifically catered to address some of the shortcomings of more traditional D.E.I. programming and initiatives. There is a focus primarily on transformative education - emphasizing ongoing individual training while creating a fresh curriculum that can serve to raise the collective consciousness of the member base, the employers, and IATSE kin.

In Canada, Local 118 reported on their support for Carousel Theatre Drag Camps. Local 212 has added Truth and Reconciliation Day to most of its agreements even though the Province of



Alberta has yet to declare it a statutory holiday. The Local has conducted courses on Textured Hair and Makeup for Persons of Colour. In May, members of the Asian community represented Local 212 at a panel discussion at the FascinAsian Film Festival, inviting the community to investigate careers in Motion Picture.

Local 667 Canadian Society of Cinematographers reported on the mentorship (internship) program 2022 and 2023 for youth aged 9-25 who are from demographic groups who are underrepresented in the industry. Notably Local members Beth Nobes 667 and 2nd Assistant Cameraperson Tayo Yannick Anton did an informational talk at the OYA Black Arts Coalition and the Career Leap Program on the benefit of unions and the Local 667 Camera Trainee program.

Local 709 is supporting PictureNL (formerly NLFDC) with their collaboration with POV Film, which is aimed at training individuals from diverse backgrounds in the film industry. It is also sponsoring a diversity initiative called Black Creatives Scripted Film Camp which is in partnership with Occupy All Spaces, PictureNL and ACOA. The camp is an immersive and exclusive bootcamp tailored for Black Creatives and Storytellers located in Newfoundland Labrador. This unique program offers participants an invaluable opportunity to gain hands on experience in film making, mentored by industry professionals, while producing a short film. Finally, the Local offered a Black Hair Education course to its members in March 2023.

Local 856 has offered a few courses focused on diverse backgrounds, including textured hair braiding courses.

They added Truth and Reconciliation Day as day of recognition in the 2023. They are developing a training event for black technicians in lighting and grip with Black Film Space Manitoba. And for Hair & Makeup members, they are bridging the gap between performers and technicians with various events culminating in a runway showcase with BIPOC performers. They also hosted a Diversity Committee potluck dinner.

Local 873 has also reported on classes focused on makeup and hair styling for people of colour and on respect and microaggressions.

Local 938's officers, staff, and members attended anti-oppression training with Taajuu Consulting.

Local ADC659 has continued to offer mentorship training program, awarding eight mentorships between May–December of 2023.

Local B-778 negotiated Truth & Reconciliation Day into its collective agreement with CARFAC British Columbia. Significantly, the Local was certified as bargaining representative for Centre A: Vancouver International Centre for Contemporary Asian Art where the workers are primarily of Asian heritage.

The Committee applauds the local unions' DEI activities because visibility matters—in locals, workplaces, politics, and leadership.

The Committee concluded by touching on the Supreme Court of the United States decision on affirmative action, “DEI fatigue”, and waning support for DEI programs as in July 2023 when five Diversity, Equity and Inclusion executives at major Hollywood institutions — Warner Bros. Discovery, Disney, Netflix,

the Academy of Motion Picture Arts and Sciences and the BBC — left their positions in a mass exodus within days of each other. It is as important as ever to continue this work. To that end, the Committee acknowledged the continuing and consistent support of President Loeb and the Executive Board toward the committee's efforts. They thanked the locals for continuing to promote and cultivate diversity in their memberships and their leadership. The results are evident at Board meetings and it is important.

President Loeb noted the work of the DEI committee has come a long way, and their creation and work have been long overdue. The committee's work is in full swing. President Loeb applauded the locals which have made DEI viable and are expanding and permeating the culture. He observed that members are starting to understand the importance of Diversity which is important and vital to the IASTE.

President Loeb remarked that he and the IATSE will not wait another 130 years to make a difference on DEI. The leadership of the locals and on the General Executive Board are working hard to make a difference now, especially leading by example.

President Loeb expressed appreciation to DEI Co-chairs Representative Pecos and Kimberly Butler-Gilkeson for their hard work on this committee.

## **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 July 2023.

Since last meeting the following local unions have formed Sustainability &



Green Committees: Locals 631, 729 and USA 829.

The Local 600 Sustainability Committee has engaged its membership in events across the country. The Local hosted several panels on Sustainable Production recently such as “Creating Sustainable Production in Atlanta” and “Achieving a Unified Approach to Sustainable Production” in New York. The Local has also continued their efforts through e-waste recycling and tree planting. Camera department yard sale and e-waste recycling events were held in Brooklyn, New York and Albuquerque, New Mexico. In Los Angeles, California the Local partnered with Local 892 to collect e-waste and textiles at the IATSE members yard sale. Over 1,960 pounds of electronics and 202 pounds of clothing were recycled. In Atlanta, Georgia, Local 600 members turned out in large numbers to plant trees as part of Plantlanta.

Local USA 829 held a series of workshops last fall on sustainable production training. Workshops were titled: A Sustainability Overview, Sound, Lighting, Video and General Production, Costume and Wardrobe and, Set Design and the Art Department.

The second annual Hollywood All-In Mixer was again held in the fall and the Los Angeles area green committees hosted a recycling quiz.

Also in Los Angeles, the IATSE and Local 728 were a part of the event Clean Tech Demo Days. The two-day event featured education sessions, demonstrations, and networking for those interested in fuel reducing equipment for productions.

Habits of Waste has launched a social

media and petition drive titled #light-scameraplastic (and beyond) in an effort to encourage those involved in producing award shows to consider reusable water bottles, plant-based menus, cleaner transportation for attendees and vintage fashion. The website, habitsofwaste.org has a petition you can sign. This organization focuses on eco-conscious storytelling within the entertainment industry.

The Green Committee section of the IATSE website has been updated to include a list of Local Green Committees, educational opportunities, and resources. For inclusion or suggestions on the site please email [iatsegreen@iatse.net](mailto:iatsegreen@iatse.net).

President Loeb remarked that global warming and climate change are issues affecting all of us, including weather patterns and garbage in the ocean. Earth belongs to all of us and we must do better to take care of it. He called on everyone to leave the Planet better than we found it. The expansion of these initiatives to local unions is excellent. President Loeb called upon every Local to do something to help the planet and thanked the Committee for their work.

### **IATSE NATIONAL BENEFIT FUNDS**

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

Contribution receipts through the end of December 2023 were \$412 million. This amount, as compared to the same period in 2022 is 33.74% lower and looking at the

same period in 2019, the year prior to the pandemic receipts is 13.15% lower. This is primarily the result of the WGA and SAG-AFTRA strikes.

As of December 31, 2023, net assets of the Funds are \$2.8 billion. Compared to total net assets of approximately \$1.8 billion as of December 31, 2019, asset levels have increased by slightly more than 53%. Comparing year-end 2023 to year-end 2022, the net assets of the Funds increased by 7.37%.

As of December 31, 2023, the IATSE National Health & Welfare Fund provides health coverage to 55,210 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 3,400 pensioners and/or beneficiaries from Plans B & C (and the former Plan A).

Given the strikes by other unions in our industries, which in particular have worked in motion picture production, the Trustees of the Health and Welfare Fund authorized co-payment relief to those affected by the industry stoppage for participants. Participants who were identified as being adversely impacted by the strikes were assisted in making their copayment for the October and January coverage quarters. This relief provided co-payment assistance to over 5,000 participants and cost approximately \$7.5



million. This relief, using the same work test has been approved by the Board of Trustees to continue for the April 1 – June 30, 2024, coverage quarter.

In addition, the Board of Trustees eased the termination withdrawal rules in the Annuity Fund to allow participants affected by prominent industry strikes to take withdrawals. This was done to help those unable to meet financial needs because of the lack of available work. In 2023 participants withdrew over \$86 million and this relief has been approved by the Trustees to continue through May 31, 2024.

President Loeb noted that these plans took big hits due, in part, to non-Alliance strikes, which stifled growth and trends. The recovery is not as robust as was hoped, and it is unclear how this will affect the plans, but there has been tremendous growth, and the Trustees manage them well. It is a difficult job and contributions will remain a priority. The Alliance will continue to make sure that people are qualifying for coverage and receiving family benefits when they need it. President Loeb thanked those reporting for the thorough summary.

### **IATSE PAC REPORT**

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

On December 1st, President Loeb sent an email to all IATSE U.S. local

union officers with a reminder that the 1st Annual IATSE PAC Local Solidarity Awards would be presented during the IATSE PAC Committee report at the 2024 Mid-Winter General Executive Board Meeting in Nashville to recognize publicly those local unions that have committed themselves to raising funds for IATSE PAC. The deadline for contributions to be counted towards each local union's 2023 total was December 31st.

The IATSE PAC Committee announced those Locals that achieved an inaugural IATSE PAC Local Solidarity Award in 2023 and plaques were awarded.

With either five percent of their membership contributing, or \$5,000 total contributed, the following Locals were recognized at the Bronze level: Locals One, 26, 121, 476, 500, 695, 705, 706, 764, 798, and 868. With either seven and a half percent of their membership contributing, or \$7,500 total contributed, the following Locals were recognized at the Silver level: Locals 52, 728, 751, and 892. With either ten percent of their membership contributing, or \$10,000 total contributed, the following Locals were recognized at the Gold level: Locals 11, 16, 44, 592, 631, 800, and 839. With both fifteen percent of their membership contributing and \$15,000 total contributed, the following Locals were recognized at the Platinum level: Locals 2 and 8.

The IATSE PAC Committee congratulated the twenty-four Locals receiving an award and the Committee thanked all the awardees for their commitment to IATSE PAC. The Committee looks forward to growing the number of Locals awarded next year and encouraged all U.S. Locals to prioritize the

significant role IATSE PAC plays in the advancement of the economic and social well-being of the IATSE membership. U.S. local unions can contact the Political and Legislative Department ([polleg@iatse.net](mailto:polleg@iatse.net)) with any questions regarding this award program.

President Loeb thanked the Committee for its report, and emphasized the importance of contributing to the PAC, especially in such an important political year. It is absolutely vital that the IATSE do everything it can to support worker-friendly politicians. He concluded his remarks by congratulating those Locals that had received awards as part of the inaugural IATSE PAC Local Solidarity Awards and encouraged all other Locals to strive for recognition next year.

### **IATSE PRIDE COMMITTEE**

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

The Committee commenced its report by updating the General Executive Board with pride related initiatives and activities undertaken and/or supported by the Committee since the Mid-Summer Meetings.

In the summer of 2023, the Local USA 829 Young Workers Committee celebrated Pride 2023 in fabulous style by gathering



at Gum Studios in Brooklyn, NY for an afternoon of tie-dying shirts, music, and solidarity-building under the theme: Pride in Our Community and Strength in Our Solidarity. The result was beautifully dyed shirts that elevate their diverse and vibrant community of members and kin who endlessly support and celebrate one another.

In September 2023, Representative McLendon participated in the Georgia State University live-streamed LGBTQ+ Labor round table discussion with the theme “Pride at Work” as part of the University’s Constitution Week events. Participants were given the opportunity to speak about the role labor has in the fight for queer workers’ protections and to also talk about what the labor community and unions are doing NOW to protect our community of workers. This was a unique opportunity to introduce the labor community to LGBTQ+ students and allies by sharing experiences and to convey how being part of a union has made a difference.

In October 2023, Committee Chair Richmond and Representative McLendon represented the International at Atlanta Pride and were joined by Local 798’s Jack Curtin. Members from the Atlanta-area IATSE Locals marched along with Duncan Crabtree-Ireland and the SAG-AFTRA membership in a show of support. Local 479 also hosted a booth all weekend which featured a well-attended photobooth. The committee sent a huge thank you to Local 479’s Pride Committee Chair Paige Jarvis for all of her hard work in planning such a successful event.

In January 2024, Committee Member Boney attended an LGBTQ+ conference in Mexico.

The Committee then took the time to explain to the General Executive Board and attendees the difference between what it means to be a transgender person and a person who engages in activities in drag. “Trans” or “transgender” is a term used to describe who someone IS while “drag” is a term used to describe what someone does – a temporary and elevated performance of gender. The Committee then invited drag performer, Veronika Electronika, to explain the challenges currently being faced by drag performers in the state of Tennessee and to also engage in drag story time by reading a story, *My Shadow is Purple*, by author Scott Stuart.

President Loeb thanked the Committee for its unique report. He once again confirmed the IATSE’s ongoing commitment to supporting the Committee and its various initiatives and IATSE members from the LGBTQ+ community.

### **IATSE WOMEN’S COMMITTEE**

Retired International Vice President Joanne Sanders, International Vice President Colleen Glynn, International Representative Liz Pecos, Stagecraft Assistant Department Director Stasia Savage, Communications Outreach Coordinator Megan Greene, Local leaders Nicole Miller, Rose Etta Venetucci, Dawn Arevalo, and Ellen Popiel reported to the General Executive Board on activities of the Women’s Committee since the Board’s mid-summer meeting in July.

The Women’s Committee Executive Council and District Coordinators continue to contact Locals across the districts to inform and engage women members. Legislatures across the U.S. continue to propose/pass legislation that erodes women’s rights to bodily autonomy

and in general. The Committee will be gearing up for the 2024 primaries to assist Local committees with voter education and mobilization. The following are reports from some of the Districts, outlining their activities since the Summer GEB meeting.

### **District 1**

The District One Women’s Committee hosts an event open to all participants at each District Convention. Recently, they focused on self-care to raise awareness of workplace stress and help women to identify it. They encouraged everyone to research “Emotional Labor” which may have the same effect as physical labor. Included in each event is a session where participants shared an activity outside of the industry that brings them joy.

### **District 2**

#### **Local 80**

In October, the Local 80 committee participated in the Latinx Heritage Month webinar, celebrating IATSE Latinos working in film and television in October 2023.

#### **Local 665 Hawai’i**

During the strike related work stoppages, Local 665’s Women’s Committee, chaired by Mariann Tesauro and assisted by Business Representative Irish Barber, invited the entire membership to participate in several events including a book club; a dinner followed by a live performance of “Women of Rock” with the Hawai’i Symphony Orchestra; a buyout of two movie theatres for members to watch the “Taylor Swift: Eras Tour” movie; and assisting with the silent auction event at the Maui Labor Unity Relief Concert, raising over \$4,000 for Maui union members who have suffered due to the Lahaina wildfires.



### **Locals 729, 800, 839**

Local 800 is continuing to organize inter-Local gatherings for IATSE women in the Hollywood area. Most recently, they hosted a pay equity mixer attended by members of Locals 729, 800, and 839. The next event is planned for March 2 to celebrate Women's History Month. Local 800 will host a screening of the 1980 movie "9 to 5" followed by a panel made up of representatives from each of the Hollywood Locals.

### **District 10**

The online seminar, "WORDS MATTER/ACTIVATE YOUR CONFIDENCE" continues to be in demand throughout the Alliance. The content was created and presented by Tenth District Coordinator, Lucia Aloï, a member of Locals 21 and 311. Most recently, she presented to Local 16, Local 477 and surrounding Locals, and Local 891. In addition to the seminar, Aloï has created a newsletter for District 10 Women.

### **Districts 11 & 12**

Women's Committees in Canada continue to be active. There are quarterly Sunday Morning Coffee meetings, giving Committee chairs and representatives an opportunity to discuss ideas and initiatives.

### **Local 212**

Local 212 is proud to report that they now have contract language in the motion picture contract as well as stage and venue contracts for the provision of clean menstruation products to be readily available to all workers. They will continue to request this language as contracts come up for renewal. Their Women's Committee has been working on a Bullying and

Harassment Survey in conjunction with the University of Calgary with a roll out anticipated in January and February.

### **Local 667**

Local 667 hosted a committee meeting in September with new co-chairs. Representative Cindy Jennings was a guest speaker. The Committee has forwarded a proposal to the Local for a video project intended to capture the advice, stories, and histories of Local members identifying as female. Women in Film & Television (WIFT) is a Toronto not-for-profit organization dedicated to the education, engagement, and empowerment of members at all stages of their careers in the screen-based media industry. Working with WIFT, training co-ordinator/2nd Assistant Camerapersons Beth Nobes and Valerie Martin presented workshops on Toronto Camera 101 and Intro to Union Work. Special thanks to Local 873 grip Todd Moores who helped.

### **Local 709**

Local 709 has added language to their collective agreement as of January 1, 2024, that provides for required menstrual products in its workplaces.

### **Local 856 Manitoba**

Margarita Vaila, chair of the Local 856 Women's Committee, has been an ambassador for the Pad Project, a grass roots organization that has grown out of the production of the Oscar winning short, entitled Period. End of Sentence. The Pad Project creates toolkits and educates others on period poverty. The Local's women's committee has hosted screening of the film as well.

The Local's committee collected and donated products to True North Aid, an

organization that gets menstrual products to Northern Canadian Communities where products are scarce and expensive. They also participated in Supporting Women in Film Trades.

### **International Committee**

The Committee held its semi-annual in person meeting Monday afternoon at the 2024 mid-winter General Executive Board meeting. Vice President Glynn and Representative Savage designed an interactive session for the group. Individuals were seated at tables based on their positions in Locals – presidents/vice presidents, business representatives, secretary/ treasurers, etc. About sixty women participated in round-table discussions around a dozen topics that were ranked by members across the country in a recent survey developed by Representative Savage. The steering committee will review these results of the discussions to determine what the Committee will focus on in 2024. The steering committee also announced their project for Women's History month, encouraging participants to tell "HerStory." These stories will be collected, reviewed, and promoted on social media during the month of March.

The Committee's semi-annual event was held on Wednesday evening at Adele's in Nashville. The group adopted the fundraising efforts on behalf of one its members, Nikki Combs, Business Agent of Local 205, to receive donations from the event. Sister Combs' Go Fund Me goal was exceeded with the help of the donations from the event.

Nicole Miller noted that in 2020, during the Pandemic, retired Vice



President Sanders connected everyone to meet in various ways and thanked her for her leadership.

President Loeb thanked Vice President Sanders for her work on the Women's Committee. The committee is building networks, and the Locals are embracing the work of this committee. President Loeb continued his remarks by saying he will continue to resource and stand behind the committee and its work. He encouraged Locals to get involved and seek assistance in furthering the progress of the IATSE. President Loeb noted that the International needs to be out front on issues impacting women, in addition to furthering civil rights.

President Loeb appointed Vice President Glynn as the new chair of the IATSE Women's Committee. Vice President Glynn thanked President Loeb for the appointment and for his support of the committee.

## **IATSE YOUNG WORKERS COMMITTEE**

Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, Communications Outreach Coordinator Megan Greene, and International Representatives Wade Tyree and Marisa Shipley reported on the activities of the Young Workers Committee.

The Committee discussed planning for the upcoming Young Workers Committee Conference (YWCC), where active young members gather to learn about the history and structure of the IATSE, gain valuable leadership skills, and network with IATSE kin across the United States and Canada. The next Biennial YWCC was announced

for July 18-20, 2024, in Calgary, Alberta. This marks the first time a Young Workers Committee Conference has been held in Canada in the program's 12-year history. It also marks the first time a Young Workers Committee Conference will be "piggybacked" onto the front-end of a General Executive Board Meeting, which we expect will decrease cost and administrative tasks around scheduling and booking.

International Representative Shipley reported on the work of the Hollywood Young Workers who were very active in their support for the WGA and SAG-AFTRA on the picket lines last year, organizing IATSE meetups at various picket lines to encourage participation from other IATSE members in solidarity with our Entertainment Industry union kin.

Local 600 and IATSE Hollywood Local members in Los Angeles organized the "IATSE Yard Sale + E-Waste Recycling" event that took place in October at Local 80. Dry food donations were accepted for both humans and pets, as well as monetary donations to the Entertainment Community Fund. Local 600's Sustainability Committee collected attendees' e-waste, totaling 277 lbs. of batteries, 39 lbs. of printer ink & toner, and 3.4 lbs. in phone cases.

The Hollywood Young Workers announced they were preparing for a Charity Bake Sale the following weekend at The Animation Guild. Members signed up to donate baked goods and other handmade items to be sold and raise funds for the Motion Picture Television Fund, which distributed over 8 million dollars in aid during the strikes last year.

On October 15th, New York City IATSE Young Worker groups came together to coordinate an interlocal food drive with assistance from SAG-AFTRA and WGA East. Held at the AFM Local 802 Union Hall in Midtown Manhattan, over 100 volunteers met over the course of two days to pack 500 bags of non-perishable food for distribution to kin in need. In addition, the WGA offered supplementary gift cards to local grocery stores which allowed members to customize their menus. Altogether, volunteers from Locals 52, 161, 600, 700, 764, 798, and USA 829 were successful in lending a helping hand to hundreds of families who were struggling with food insecurity during the work stoppage.

President Loeb remarked that the young workers' conference is a great opportunity for members to come together to discuss issues that affect young workers. He noted that arranging the conference requires considerable work and coordination. President Loeb observed that the International needs an army of young workers and he encouraged members to mentor them because they make the IATSE stronger.

President Loeb stated that sustainability is a core issue for the young workers and he is encouraged to see activities on that issue because those issues impact everyone not just the IATSE. He further highlighted the timeliness of activities of the Hollywood and New York City area young workers which centered on helping workers who were impacted by the dual Hollywood strikes.

President Loeb thanked the committee for their work because young workers are the future of the IATSE.



## **MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS**

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

In 2021 and 2022, there were record contributions into the MPIPHP. Due to the industry strikes of 2023, contributions fell to their lowest level in years with 73 million hours, or \$698 million in Pension and Health and \$197 million in IAP contributions. Overall, for 2021, 2022, and 2023, hourly contributions of 317 million were received, missing assumptions for the three years by 7 million hours. In fact, 2023 was almost 50 million hours below 2022. This equates to over \$400 million in lost pension and health contributions as well as a corresponding reduction in IAP contributions. Overall, IATSE contributions average just over 80% of hourly contributions into the Plans.

Residual contributions into the Plans in 2021 of \$510 million were received. In 2023, residuals increased by more than 20% since 2021, worth over \$615 million, broken out as follows: New Media (Streaming) - \$356 million, Supplemental Markets - \$182 million, and Post 60's - \$77 million. This also exceeded the assumptions of \$485 million.

The 2023 preliminary investment return for the Pension Plan and for the IAP was 8.1% each. The Active Health Plan return was 9.1% and the Retiree Health

Plan is 5.8%. The Plans are looking to take advantage of higher bond yields going forward and are continuing to shift some of the equity and alternatives to fixed income. As interest rates have risen, the likelihood of the Plans reaching the assumed rate of return of 7.25% in each year has increased significantly.

The MPIPHP projects reserves in the Active Plan of 13.9 months, and 8.9 months in the Retiree Health Plan as of 12/31/2023. These reserves act as a safety net to the Plan participants.

The economic health of the MPIPHP and its ability to weather the pandemic in 2020 and the Industry strikes in 2023 as well as a challenging investment environment and what is shaping up to be a difficult economy going forward, is a testament to the governance of the Board of Directors, the competent administration of the Plans, and the effective negotiations of the contract, which put the Plans on solid economic footing. Similar to the actions taken during the pandemic, the MPIPHP Trustees have been able to use the reserves to bridge healthcare for participants who would not otherwise qualify due to the strikes. The value of that assistance so far is approaching \$100 million and that will grow if it is determined that additional relief is necessary as work slowly returns after the strikes. There are currently more than 62,000 active, eligible participants and 117,000 covered lives in the Active Health Plan and 17,000 eligible retirees representing more than 27,000 lives in the Retiree Health Plans. In total there are 144,000 covered lives in the MPIPHP Health Plans.

Vice President Miller specifically acknowledged recently retired Vice President Davis for his efforts as Labor

Chair of the MPIPHP and all of the labor Directors on the Plans for their efforts.

As the MPIPHP emerges from the pandemic and recent strikes, many challenges will continue to emerge. Healthcare in the U.S. remains in crisis. As health costs continue to skyrocket, much work will need to be done to protect the high-quality healthcare the members deserve. It is anticipated that one month of reserves in the Active Health Plan will cost in excess of \$90 million per month and over \$1.1 billion annually in 2024. The Retiree Plan costs will also increase significantly in 2024, adding another \$190 million annually to those costs.

The Plans have weathered the recent challenges fairly well, it is anticipated that there will be a significant increase in the funding requirement in both the Health and Pension Plans that will add additional challenges to an already difficult bargaining environment. The high levels of employment over the last several years, excluding 2020 and 2023, have led to significantly higher health and pension liabilities in the Plans. In addition, healthcare inflation continues unabated. The financial stability of the MPIPHP has, and will continue to be, a priority in bargaining.

President Loeb thanked Vice President Miller and the Directors for their report. Ensuring that the companies pay their fair share for health and pension coverage will be a major priority in the upcoming negotiations. These are some of the biggest companies in the world and they can afford to provide health and pension security to workers who have less security in other ways. It is remarkable that the Plans, due to the effective management and continuing residual contributions, were able to spend



\$100 million to provide protection for people during difficult times. Protecting benefits for retirees should be a major priority as well. President Loeb concluded his remarks by noting that the Directors spend a lot of time working to protect the Plans and ensure that the members working under those collective bargaining agreements continue to benefit from high-quality health and pension benefits.

### **POLITICAL AFFAIRS REPORT: CANADA**

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada since the 2023 Mid-Summer meetings in Chicago.

Vice President Lewis provided the General Executive Board with an overview of the current political landscape in Canada and in doing so noted an increase popular support for conservative and/or right-wing political parties in most of the provinces and also at the federal level as well. Vice President Lewis confirmed the Canadian Office will continue to be politically active and continue to work along side other organized labour stakeholders to stem any right wing agenda attacks on workers' rights.

Representative Hurdon provided the General Executive Board with an update on the Canadian Office's lobbying efforts including in relation to two federal bills, namely Bill C-11, the Online Streaming Act and Bill C-58, an Act to Amend the Canada Labour Code.

#### **Online Streaming Act - Bill C-11**

The Federal Online Streaming Act (Bill

C-11) contemplates amendments to the Canadian Broadcast Act to include online undertakings to support the creation of and access to Canadian film, music, television and digital media programming through the regulation of the internet and foreign based streaming services. The IATSE Canadian Office has been working for a considerable period of time on this particular piece of legislation. IATSE is one of the few unions that has been afforded countless opportunities to meet with federal politicians, political staff and officials and to also make extensive written submissions as well, the most recent of which were filed in July 2023.

The IATSE generally supports Bill C-11 and its intent but has been advocating for minor amendments to the proposed legislation which are in the best interests of the IATSE and its membership. The IATSE's efforts in this regard have included advocating for amendments aimed at ensuring Bill C-11 does not conflict with other federal and provincial legislation, including Status of the Artist legislation. Efforts have also included advocating for a re-definition of what constitutes "Canadian Content" and "key creative positions". The IATSE has also advocated against proposed amendments that would, if approved, result in domestic and foreign online undertakings being subject to identical regulations. In December 2023, Vice President Lewis and International Representative Isabelle Lecompte appeared before the Canadian Radio-television and Telecommunications Commission (CRTC) to make submissions on behalf of the IATSE in both English and French. Their presentation was focussed on how foreign streamers can contribute to the

Canadian industry and urged the CRTC to take into consideration streamers' financial contributions relating to the training of Canada's creative workers and diversity initiatives, like for example the Indigenous Screen Office. The Canadian Office and representatives from Canadian Locals across Canada will be participating in further roundtable consultations with the CRTC focussed on the definition of "Canadian Content" in February and March 2024.

#### **An Act to Amend the Canada Labour Code - Bill C-58**

The use of replacement and/or "scab" workers during a labour dispute undermines fair and transparent collective bargaining by tipping the balance of power even more in favour of employers which, in turn, can often lead to longer and more contentious labour disputes. For five decades, Canada's unions, led by the Canadian Labour Congress, have advocated for robust, enforceable legislation to close which would limit the ability of federally regulated employers to engage replacement workers. Those efforts finally got traction in November 2023 with the introduction of Federal Bill C-58.

The introduction of Bill C-58 as possible legislation marks a significant victory for the labour movement. While the work of our members is almost exclusively governed by provincial labour legislation, any change to federal legislation can influence what gets legislated provincially, so IATSE Canada we will be monitoring the progress of this proposed legislation.

#### **National Indigenous Lobby Day**

On September 30th every year, Canada observes the National Day for



Truth and Reconciliation. It became a recognized federal statutory holiday in 2021. Taking advantage of the heightened awareness of Indigenous issues during this time, the Canadian Labour Congress (CLC) hosted its second annual National Indigenous Lobby Day on October 3rd. Union members met with Members of Parliament and Senators to discuss issues including: the implementation the Truth and Reconciliation Commission's Calls to Action recommendations 71 through 76: Missing Children and Burial Information in an effort to address the harms caused by the residential school system in Canada; providing appropriate funds and resources to support the development of publicly delivered water infrastructure and ensuring the elimination of all long-term boil water advisories in First Nations communities; and creating a national Red Dress Alert system to notify the public when an Indigenous woman, girl, or Two-Spirit person goes missing.

The IATSE was proud to participate in the National Indigenous Lobby Day for the first time with Indigenous members and allies. IATSE lobbyists included IATSE's CLC Delegate and CLC Executive Vice President, Siobhan Vipond, as well as representatives from the IATSE DEI Committee, Local 300 and Local 891. The lobbying was very well received on Parliament Hill and the CLC is already planning for next year.

### **Lobbying the Ministry of Canadian Heritage**

The Federal Ministry of Canadian Heritage is responsible for arts and culture in Canada. For this reason, IATSE Canada's lobbying efforts have always focussed

on building and maintaining a strong relationship with both Minister of Canadian Heritage and department officials in place from time to time. Pascale St-Onge is the recently appointed Minister of Canadian Heritage. Accordingly, Vice President Lewis and Representative Hurdon participated in a meeting in the fall of 2023 with the Ministry's new Director General, Arts and Cultural Sector Strategy Branch, Madona Radi, to educate her on the IATSE and the diverse work that IATSE members do behind the scenes. IATSE Canada will continue to build on its existing relationships within the Ministry and is currently in the process of working with its external lobbyist to secure a meeting with Minister St-Onge and other Members of Parliament who sit on the Heritage Committee and key Senators as well.

President Loeb thanked Vice President Lewis and Representative Hurdon for their report and in doing so reiterated the importance of the Canadian Office and all Canadian Locals continuing to engage in political activism as part of the IATSE's representation of its Canadian members.

### **VFX AND VIDEO GAMES**

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Vice President and Assistant Motion Picture Director Vanessa Holtgrewe and Assistant Motion Picture Director Chaim Kantor, International Representatives Mark Patch and Chrissy Fellmeth, Special Representative Benjamin Speight, and Registered In-House Counsel Short reported to the General Executive Board on the status of organizing game workers and visual effects artists in the United States.

The organizing work in visual effects undertaken in the last six months by Representatives Patch and Speight continues to bear fruit. In their last report to the General Executive Board, it was announced that the organizers were about to file for an election for the visual effects crews working on Marvel Studios film and streaming projects. They also filed for elections with Walt Disney Pictures' VFX crews. Both of these units prevailed in their National Labor Relations Board elections with back-to-back unanimous YES votes. These crews, led by Vice President Miller, are now in negotiations with Walt Disney Pictures and Marvel Film Productions LLC for a first contract covering VFX crews working alongside their IATSE kin on set and in post-production.

In addition to the artists working directly alongside IATSE members on motion picture crews, the Visual Effects industry also includes thousands of workers at third-party vendors providing finished work to filmmakers. With pride, the organizers reported that eighty-three artists working for 20th Century Fox, on James Cameron's Avatar sequels at Lightstorm Entertainment filed for election to unionize with the IATSE. The strength of the organizing committee and the momentum that they have built among VFX workers here in the U.S. and in Canada gives the organizers confidence that this group will prevail in a likely ballot count on January 30, 2024. These workers deserve a place in the Union alongside their IATSE coworkers.

The success would not have been possible without the tireless and selfless efforts of the group of volunteer worker-activists who have are serving on and



advisory council, meeting regularly to create organizing tools such as the VFX Workers' Wages & Working Conditions Survey and serve as trainers for new campaigns.

The organizers have also been meeting with international union representatives as part of UniGlobal, as well as coordinating with BECTU in the United Kingdom.

Tyler McIntosh and Jackson Rees from the Political department were able to secure a place for International Representative Mark Patch and Marvel VFX worker Anna George to speak to the Congressional Labor Caucus in D.C. about the issues facing VFX workers and the work they are doing to find collective solutions.

During the last meeting of the Board, the organizing campaign at Workinman Interactive was finalized in Rochester, NY. After a representation election, the ballots were counted, resulting in a unanimous vote of 16-0. Assistant Department Director Kantor will lead negotiations for their first contract in 2024.

In March 2024, the IATSE will have a presence at the Game Developer Conference, along with a team of game workers. The topic of the panel is "Now is the time! Why workers in games are ready to unionize". This panel will be presented as official conference material and recorded and hosted on the GDC Vault. The GDC Vault is a YouTube channel for workers to view post-conference, reaching even more workers interested in organizing.

The VFX Department is confident and excited about its continued growth.

In conclusion, the Representatives Patch, Fellmeth, and Speight stated they look forward to continuing their work to bring IATSE standards to the videogame

and visual effects industries. The organizers expressed their appreciation to President Loeb, Vice President Miller, the Board, and IATSE sisters, brothers, and kin for the opportunity and support to make this a historic year for VFX and game workers.

President Loeb remarked that the time is now for organizing VFX, and game workers. He noted that these workers are stepping up in order to organize.

About video gaming, he noted the intersection with entertainment and committed the resources of the International to organizing the VFX and gaming industries.

President Loeb thanked Representatives Fellmeth, Patch, and Speight for their diligence, their focus, and their smart approach to organizing these sectors and furthering the IATSE's brand as the preeminent Union in entertainment.

## **WEST COAST OFFICE REPORT**

International Vice President Michael F. Miller, Jr., recently retired International Vice President Thom Davis, and International Representative Peter Marley reported to the General Executive Board on recent developments in the West Coast Office (WCO).

Vice President Miller began by noting that the WCO continues to be used for various union events, local unions meetings, and by community groups for a number of events. While the pandemic got in the way of using the building at full capacity, since opening back up the space is being utilized in the ways that were intended when it was built. Since the last General Executive Board meeting, staff at the WCO, in partnership with a number of Locals, the Teamsters, Basic Crafts and

the Los Angeles County Federation of Labor's Labor Community Services helped organize four food drives to support crew impacted by the work stoppages, two of which were held at the WCO. Other reports throughout the week have noted the food drives, service to communities, training sessions and DEI initiatives out of the office.

Retired Vice President Davis has been selected to serve on the board of Hollywood CPR. This training program, built in partnership with the IATSE, is of critical importance because of its craft instructors and the access that it provides to the roster. It is one of the most effective training programs that currently provides access to the Industry in Los Angeles. After hitting some bumps in the road, the program is being bolstered by a number of IATSE representatives to get back on track – with Vice President's Davis' continued involvement. International Representative Anthony Pawluc's work as an advisor and Local 44 representative Victor Reyes's also provides assistance.

The California IATSE Council and Entertainment Union Coalition continue to use the WCO to conduct candidate interviews. They interviewed three dozen candidates during the most recent round.

Bringing folks into the building for various activities carries weight. The Education and Training Department has shared their experience hosting trainings at the WCO as well as the positive reactions from members attending the trainings.

In anticipation of negotiations the Union is making a significant investment in new technology for the meeting spaces. The large event room will soon be a fully functioning Zoom room, with four



cameras and a screen. This setup will allow large scale Zoom and hybrid meetings without requiring each attendee to use their own computer and headphones. Additionally, the caucus room and small conference room will also function as full-fledged Zoom rooms. All of this will allow for more expansive meetings. Thanks to the General Executive Board, President Loeb, and General Secretary-Treasurer Wood for adding these resources.

The WCO has welcomed some additional staff including an Assistant Contracts Administrator, an additional administrative person, and Sean Miller, who is working out of the WCO as Press Coordinator in the Communications Department.

President Loeb thanked Vice President Miller for the report. The West Coast Office has become a central location in Los Angeles to run various activities, such as meetings and food drives. It permits the Union to host collective bargaining negotiations and training and affords a sense of permanency for the Union in Los Angeles. The technical improvements are simply an investment to make the space as best as it can be to properly benefit the members.

#### **LOCAL NO. 111, U.S.A.**

##### **Re: AICP Agreement**

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Representatives Anthony Pawluc and Marisa Shipley reported to the General Executive Board on the formation of Local 111 and their ongoing negotiations with the Association of Independent Commercial Producers (AICP).

Last spring, International Representative Colleen Donahue was assigned to work alongside International Representative Marisa Shipley and Stand with Productions' Erin Wile and Cheyenne Cage who are now part of the newly chartered national Local, IATSE Local 111, the Production Workers Guild.

Since that time, Representatives Donahue and Shipley have been meeting regularly with the established Stand with Production committees comprised of working members and future leaders of Local 111. Those committees include Constitution and Bylaws, Bargaining, Transformation, Equity and Parity "TEP", Training and Education, Curriculum and Mentorship committees.

After the Chicago mid-summer General Executive Board meeting, Representative Pawluc was assigned to work alongside Representatives Donahue and Shipley on the new Production Workers Guild. Pawluc immediately began working on the local union charter, securing a Federal Employer Identification Number "EIN", establishing a physical address (which is currently based out of the West Coast Office), opening new bank accounts, bonding of IATSE and Local officers/employees, drafting a Constitution and Bylaws, creating the Local's government structure, initiation rollout for new members, overall development of Local 111's database, website and payment portal, bookkeeping, banking, and any other items which would usually fall under the duties and operations of a local union's Secretary-Treasurer.

At the same time, the different crafts of the unit which include Production Assistants, Assistant Production

Supervisors, Production Supervisors, Line Producers, and Bidding Producers have been meeting individually and with group leaders for many months to create and draft proposals for the very first Local 111/AICP agreement. Each group has been able to identify the priorities for each craft along with general proposals to put them on par with their IATSE kin.

On September 1, 2023, President Loeb officially granted a charter to national IATSE Local 111, the Production Workers Guild.

Representative Pawluc worked closely with James Heinzman, CPA, to establish the various financial requirements to form a new Local. The IATSE applied for a Federal EIN, opened bank accounts, and obtained the appropriate union bond.

Representative Pawluc has been working with the Local's Constitution and Bylaws committee, including co-chairs Chris Valdez and Jon Jones.

Also in October, website and database work quickly kicked into high gear when the leadership group launched membership enrollment on November 1, 2023. Indeed, Local 111 launched on 11/1. The initiation drive was a success seeing over 750 new Local 111 members join within a few weeks prior to the Thanksgiving holiday. Weekly transactions continue to see an average of two dozen new members joining the Production Workers Guild.

All along, the Production Workers Guild's bargaining committee had been meeting and drafting proposals while preparing for their first meeting with the AICP in October of last year. Negotiations began in New York under the leadership of Vice President Miller. It was a productive



session and was two years to the day that Cheyenne Cage and Erin Wile walked off their jobs. At that first negotiation meeting, two labor/management sub-committees were created; one for health and pension benefit discussions and the other for the Transformation, Equity and Parity initiatives. Since the initial negotiations, the committees have met several times between the joint sessions and had productive discussions.

Negotiations with the AICP picked up again in Los Angeles in early December which proved a productive three days where at the conclusion, another date was immediately set so the parties could continue to make progress.

The Production Workers Guild is focused on offering extensive training and education. For the first time in the commercial industry, the lowest earners and primarily entry level positions, the Production Assistants, will have an opportunity for real mentorship, and basic and specific skills training, that will allow them to improve their careers as they continue in the Industry. Additionally, other aspirations for learning are software and technology, financial literacy, mental wellness, and anti-harassment and bias training. However, many volunteers and new members have expressed that the community and kinship they have found has been the most rewarding so far.

At the drafting of this report, union operations and accounting practices are functioning efficiently, and the organization will close the books for Stand with Production and be solely operating as the Production Workers Guild IATSE Local 111 in 2024. Local 111 will have a new membership database, website, and

payment portal, operational guidelines in effect, and a draft Constitution and Bylaws. Currently, thanks to the hard work of the IATSE Representatives and members who conducted a successful membership drive, there are 1,500 new Local 111 members.

The group concluded their report by stating that as IATSE Officers and Representatives, they will always be at the ready to assist when called upon by IATSE Local 111.

President Loeb remarked that this Local has the potential to be one of the largest Locals in the IATSE. He observed that the negotiations are going to take time, but the crafts are staying together, and progress is being made.

President Loeb thanked Vice President Miller and Retired Assistant Department Director Mahoney and International Representatives Shipley, Donahue, and Pawluc for their dedicated efforts to Local 111.

**LOCAL NO. 873,  
TORONTO, ON**  
**Re: AMPTP**

Local 873 Business Agent Glen Gauthier and President Angela Mastronardi appeared before the General Executive Board along with International Vice President and Director of Canadian Affairs John Lewis, International Representative Monty Montgomerie and Canadian Counsel (and counsel to Local 873) Ernie Schirru to report on the status of the Local's negotiations for a renewal of its term agreement with the Alliance of Motion Picture and Television Producers (AMPTP) covering film technicians in the Greater Toronto Area.

Gauthier explained that the Local concluded a tentative agreement for the

renewal its term agreement with the AMPTP following five days of in-person bargaining at the AMPTP's offices located in Sherman Oaks, California from January 15 to 20, 2024. Highlights of the four-year agreement include, among other things, significant amendments to the wage rates in the agreement to bring the Local's television rates closer to its feature film rates and general wage percentage increases comparable to those the AMPTP recently agreed to with SAG-AFTRA. The Local is in the process of finalizing its memorandum of agreement with the AMPTP and expects to be in a position to begin and conclude the ratification process by early February 2024.

President Loeb congratulated Local 873 on its success in reaching a tentative agreement with the AMPTP.

**LOCAL NO. B-18,  
SAN FRANCISCO, CA**  
**Re: Golden State Warriors/Chase Center  
Arena CBA**

International Representatives Steve Lutge and Peter Marley appeared before the Board to report on Local B-18 and the Golden State Warriors/Chase Center Arena organizing efforts.

In May of 2022, Representative Lutge was assigned to assist Local B-18 with organizing the Front of House employees at the Chase Center Arena, including ticket sellers, ticket takers, ushers, and elevator operators.

Business Agent Johnny Moreno and International Representatives Marley and Lutge met with employees at the Chase Center Arena about the benefits of being represented by the IATSE and working under a Union agreement.

After many months of meeting with





**International Representatives Steve Lutge and Peter Marley appeared before the Board to report on Local B-18 and the Golden State Warriors/Chase Center Arena organizing efforts.**

employees and collecting authorization cards, majority support was reached in November 2023 and the union requested voluntary recognition. After a card count, Local B-18 was declared the bargaining agent of employees. The unit formed a contract committee and started putting together proposals for a first contract.

Negotiations commenced on June 28, 2023, and on September 21, 2023, Local B-18 reached a tentative first agreement with the Golden State Warriors, that was subsequently ratified by the membership.

Significant gains were made to employees' wages and working conditions, including premium, holiday and vacation pay, attendance bonus, and paid leave to list a few achievements. The new agreement covers over three hundred employees.

Since the start of negotiation several other large groups of employees at the arena have expressed interest in organizing.

Representative Lutge stated that it was an honor to assist Local B-18 with this first contract since he has been working on the Golden State Warriors/Chase Center Arena project since 2012 when he was appointed Business Agent-Secretary of

Local 16. One of the folders his predecessor handed to him read "Golden State Warriors Developers Agreement". This is when the journey to secure majority support at the new arena began. In 2013, Lutge was elected to the San Francisco Travel Board of Directors where he met Rick Welts, President & Chief Operating Officer of the Golden State Warriors and began forming a working relationship with the Warriors. The San Francisco Labor Council conducted meetings with affiliate unions to sort out each union's jurisdiction. After many years of meeting, Lutge was proud that the IATSE had secured the majority of work at the Chase Center Arena.

Local B-18 will be the fourth IATSE Local working at the Chase Center Arena. Local 16 represents the stagehands that handle staging, carpentry, rigging, lighting, audio, video, and the utility conversion employees that lay down the basketball floor, retractable seating, tables & chairs, metal detectors, drape, signage, in-house audio & video. Local 119 represents the sports broadcast employees. Local 784 represents the wardrobe dressers. And now Local B-18 represents the ticket

sellers, ticket takers, ushers, and elevator operators.

President Loeb thanked Representatives Lutge and Marley for their report observing that Local B-18's persistence is an absolute success story. The IATSE was the right union to represent these workers, and this successful campaign demonstrates the importance of organizing and political activism. Some of the gains in the new contract will be life-changing for workers at the arena. But, most importantly, the workers at Chase Center are now being treated with the dignity they deserve. He congratulated the FOH employees and commended Representative Lutge and Local B-18 for their tremendous effort.

#### **APPEARANCE: IATSE Training Trust Fund**

IATSE Training Trust Fund (TTF) Director Liz Campos appeared before the General Executive Board to report on the recent activities of the TTF. Director Campos was joined by TTF Trustees Patricia White, Hanna D'Amico, and Kevin Amick, TTF Trustee and IATSE Safety Committee Chair Kent Jorgensen, TTF Training Specialists Bill McCord and Anita Hartsock, and TTF staff members Branden Sun and Trevor Benson.

Director Campos shared several new developments at the TTF. She noted that these new initiatives are focused on making access to the TTF better and more user friendly for all local unions, members, and participating employers.

The TTF eliminated course reimbursement application deadlines in the summer of 2023. This exciting news led to a deluge of applications and many of them from Locals new to using



the Training Trust Fund. The TTF is working diligently to make the course reimbursement process a more user friendly, more streamlined, online process. They hope to be able to launch this new and improved process later this year. The TTF will send announcements, a 'how to' sheet and hold sessions to explain the new process before it launches.

The TTF Safety First! LMS is being updated. The website for accessing the SF! Courses will remain the same and logins will remain the same, but it is being rebranded as the new and improved TTF Courses and Resources site. Once logged in, there will be multiple libraries from which to choose. Everyone who already has an account will be notified when the change is going live, and new applicants will see a new and improved application that will give them access to many more TTF offerings. The current plan is for this change to take place on February 26, 2024.

The TTF is also developing an app. Once it is complete and launched, the new and improved TTF Courses and Resources which includes the Safety First Courses, all the OSHA workbooks, and other resources, materials and forms from the TTF, will be accessible in the app. The TTF is offering a variety of in person and distance learning courses in 2024. There will be several in-person OSHA 30 courses offered in addition to the continuing distance learning OSHA 10 and in-person or distance learning Borrow Our OSHA Trainer courses. Director Campos encouraged everyone to check the TTF website for the applications and course schedules.

The first ever TTF Summit for Training Directors/training coordinator/education

point people is being held on March 1-3 in Detroit. Campos offered special thanks to Joe Miller of Local 38 for all his help as they navigate the logistics of holding the first event in Detroit. This session is for Training Directors and individuals responsible for training at their Locals. The response has been overwhelming.

In 2023, over 56,160 courses and lessons were taken by more than 39,240 people for a cumulative total of more than 114,205 hours of training. It was another landmark year for the TTF. Over the lifetime of the Trust, there have been over 222,709 worker course contacts, over 475,862 courses and lessons delivered and more than 940,149 cumulative training hours. That means that this year, the TTF will hit the milestone of having helped deliver over half a million courses and lessons and one million cumulative hours of training over the lifetime of the Trust. Campos said that they have been able to reach these numbers through the support of everyone in the Alliance. The TTF is proud to have been able to support and bring that much training to the IATSE Locals and members.

The TTF Board met for strategic planning in September, and they are continuing to expand. There will be a growth period so the changes may not be apparent immediately, but they are adding a curriculum department to work on new courses and updating existing courses as well as a help and support department to answer questions. The goal of that department will be to work with local unions and contributing employers to help them with what they need to be able to access training support from the TTF.

Director Campos thanked President

Loeb, General Secretary-Treasurer Wood, and all the International Vice Presidents, Department Directors, and the International Representatives for their continuing support. She specially thanked Vice President Miller for all his support and offered a big thank you to Jennifer Fraley in the West Coast Office for all her assistance and for her responsiveness.

Director Campos thanked the Communications Department for their ongoing work with the TTF Communications Department, as well as the Education Department, especially Hannah D'Amico and Jennifer Halpern. She thanked all the staff of the Training Trust Fund for their hard work and commitment to the mission of the Trust, and offered huge thanks to all the Locals and individuals who connect with and utilize the resources of the Trust.

Director Campos concluded her remarks by announcing that Bill McCord, who has been with the Trust since 2016, is retiring in May. She acknowledged his hard work and dedication to the IATSE Training Trust Fund, the IATSE, and safety training. She observed that McCord has brought so much to the TTF in terms of his knowledge of the crafts, his enthusiasm for training, his commitment to helping Locals figure out what they need and matching them with resources. The TTF and its OSHA programs would not be what they are today without McCord's dedicated work, and he will be missed.

President Loeb thanked Director Campos for her appearance. The numbers are staggering and demonstrate that the TTF has been an unmitigated success. It now employs twenty-four people and receives between five and seven million





**Training Trust Fund Training Specialists Bill McCord (center) receives a round of applause after announcing retirement.**

dollars in contributions annually. The TTF's services actually increased during the industry work stoppages despite a drop in funding. The goal is to make training easy to access for the members. Supporting the TTF is about increasing safety and skills, and organizing and growing the Union with the strength that comes along with that. President Loeb concluded his remarks by recognizing Bill McCord's career and congratulating him on his well-deserved retirement.

### **APPEARANCE: LOCAL NO. ONE, NEW YORK, NY**

#### **Re: Negotiations with Carnegie Hall and with The Broadway League**

International Vice President and Local One Business Manager Paul F. Dean, Jr., Local One President Michael Wekselblatt, Local One Business Managers Frank Lazarto and Joseph Valentino III made an appearance before the Board to report on the outcome of the Local's recent collective bargaining negotiations.

Within the past several months, two of the Local's most prominent collective bargaining contracts were up for renewal. The contracts are bulwarks that are important within the Local's

jurisdiction in New York. In the first of these—the contract with Carnegie Hall, the Local engaged in roughly 13 to 14 months of negotiations. Vice President Dean offered important contributions to these protracted negotiations regarding health and welfare benefits for the Local's members. There were differing opinions between the Local and the company concerning these contributions as well as the use of webcast/streaming of performances and the options those entail. Ultimately, a contract was settled upon and ratified. The Local has found that both sides are satisfied with the outcome. The Local was able to secure a four-year agreement with improvements on health and welfare, wages, increased annuity contributions and protection of all other terms and conditions. The Local's members ratified this agreement.

Separately, the Local's appearance described its most recent negotiations concerning contracts covering members working on Broadway at Broadway League theaters in New York. These are some of the longest standing and historic contracts in the Local's jurisdiction. As of July 31, 2023, the Broadway League's

terms were forged for a three-year period, which includes wage and benefit increases, overall improvements in conditions for workers, and a number of changes that should put the theaters in a good position to proceed for the term of the contract. These contracts provide assets that would shore up the benefits of covered workers, including health and welfare, which has been increased as of late 2023. It was noted that the Local is on the brink of restoring benefits to the point they were before the COVID-19 pandemic commenced and the Local continues looking forward to making this a priority. The Local assembled a team of bargaining committee members who were well prepared for these negotiations, and they offered a fresh focus. Those reporting commended the fantastic job of the committee in contributing to these negotiations and are hopeful that those members of the Alliance will be prepared to contribute to successor negotiations again in the future. It was finally noted that other contract negotiations are underway and pending the completion of ratification processes. The Local will be prepared to update the Board on those outcomes as they emerge.

President Loeb thanked all those reporting for the successful conclusion and ratification of these agreements. He noted that these negotiations did not come down to the wire and the relationships built by the Local have paid off. These are staple contracts for Local One, and he expressed the Board's opinion that the Alliance is pleased to see these negotiations close without a dispute. He complimented the set of officers engaged in this process and commended the overwhelming ratification



by the members, who are aware that Local One's contracts are among the best in the live events industry and the employers will continue to know that Local One has power and represents amongst the best in the industry.

## **APPEARANCE: LOCAL NO. 44, HOLLYWOOD, CA**

### **Re: *Lean In and Lean On Initiative***

Local 44 Business Agent Tobey Bays, and Business Representative Krystal Donyes appeared before the General Executive Board to report on the "Lean In and Lean On" initiative. They were joined by Costume Designers Guild, Local 892 Executive Director Brigitta Romanov, Local 728 Business Representative Greg Reaves, Local 706 Business Representative Karen Westerfield, Local 729 Business Representative/Secretary-Treasurer Robert Denne, International Cinematographers Guild, Local 600 National Executive Director Alex Tonisson, The Animation Guild, Local 839 Business Representative Steve Kaplan, Local 33 Business Representative Ron Valentine, Local 695 Business Representative Scott Bernard, Art Directors Guild, Local 800 National Executive Director Chuck Parker, Local 871 Business Representative Patric Abaravich, Motion Picture Editors Guild, Local 700 Western Executive Director Scott George, Local 728 Vice President Malakhi Simmons, and Local 705 Field Representative Julia Bly.

Business Agent Bays recounted how early plans to reprise the Local's 2020 toy drive led to discussions about holding an even larger event. They engaged the other West Coast Studio Locals, Teamsters Local 399, and the Hollywood Basic Craft Unions to help fund the effort, and they were all

in. Bays noted that they received \$105,642 in cash donations. The West Coast Office (WCO) was used for meal distribution, and Bays thanked Vice President Miller, recently retired Vice President Thom Davis, and WCO Office Manager Jennifer Fraley for their help. The toy distribution event was hosted at Local 80's soundstage, and Bays offered his thanks to Local 80 Business Manager DeJon Ellis and the Local 80 staff.

The goal was to provide each family with a Thanksgiving meal. Each family was provided with a box of dry food, fresh produce, and, of course, a turkey. The turkey-distribution logistics were too difficult, and they opted instead to provide each family with food cards. Bays thanked the Los Angeles County Federation of Labor's partner Labor Community Services for their assistance. He also thanked LiUNA Local 724 for their assistance in packing boxes. In total, 1,500 family meals were distributed, including \$60,000 in Kroger gift cards.

Regarding the toy drive, Local 44 had over thirty collection sites including at most IATSE Locals' offices and industry vendors. Volunteers decorated toy collection boxes and delivered them to the collection sites. They then worked to plan a toy distribution event that would encompass the needs of families who were impacted by the industry work stoppages. Local 44 wanted the event to be one that families could truly enjoy.

Set up for the event began on December 15th. Ron Valentine and the staff from Local 33 showed up in force. The sheer number of volunteers was overwhelming. Highlights of the event included a bounce house, manmade show,

pictures with Santa Claus, face painting, popcorn, arts and crafts, gift wrapping, and, of course, toys.

Donyes provided an extensive summary of the toy distribution efforts at the event. Five hundred guests attended the party, with a total of 142 families. The event saw the distribution of three cargo vans worth of toys and \$20,000 in gift cards. Donyes specifically thanked crucial individual volunteers who made the event possible, including Alex Hill, Andrew Stumme, Calvin McDowell, Cory Moore, Dan Vetanovetz, Don Burton, James Costello, Jason McCauley, Malakhi Simmons, Michael Loomer, Paula Spence, Rabeyah Khan, Ron Valentine, Ryan Sullican, and Ulysses Bays. She concluded her remarks by effusively thanking the staff of Local 44 for all they did to make the event possible.

Bays noted that they termed this the holiday solidarity event and the level of solidarity was undeniable. During the 2021 negotiations the WCSLs really got to know each other. This event is just one example of the positive consequences of that solidarity. Bays concluded his remarks by specifically thanking Donyes and Ashley from Local 44, who stepped up in incredible ways to ensure the success of the event.

Business Representative Reeves remarked on how grateful the members were in light of the stress and anxiety they had gone through during the six months of the industry-wide strikes.

Business Representative Bernard stated that Donyes was amazing, and he was incredibly impressed with her skills.

President Loeb began his remarks by thanking Bays for his efforts in getting



behind the event and moving it forward. He invited Donyes to continue to raise these ideas, observing that this sort of event is exactly what the Union is about. The volunteers provided a meaningful holiday for people who might not otherwise have been able to experience one. This event will leave those members with memories that will go beyond the material things the Union was able to provide. Twenty unions banded together to help people, raise a lot of money, and do something that is about joy and being in a community that cares. This is a perfect example of what the Union can do outside of its nuts-and-bolts responsibilities. President Loeb concluded his remarks by thanking everyone involved with the event for their incredible efforts.

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

**Re: "Count Us In" Organizing Campaign**

Appearing before the Board, Local 161 President Laura Fearon, and Business Agent Cynthia O'Rourke were, joined by International Representative Elizabeth Pecos and described a recent organizing effort surrounding production accountants.

The Local has historic jurisdiction covering twenty-four U.S. states plus the District of Columbia, but as a matter of practice, certain producers of motion picture and television shows have refused to broadly recognize Local 161, instead opting to offer side letters and arrangements on individual projects on a case-by-case basis. This has undermined

the Union's broad coverage, the ability to be routinely covered by collective bargaining agreements and has required members of the Local to negotiate their own rates and hours.

For the past several years, members have launched the campaign called "Count Us In." The Local has had a team of enthusiastic volunteers and unique branding and digital communications. This has allowed the team to reach everyone in the Local's membership. By November 2023, eighty-three percent of the unit signed Union authorization cards designating the Local as the uniform bargaining representative for production accountants for a prominent streaming production employer. While this company has a history of voluntarily covering accountants, it did not broadly adhere to member benefit programs in New York and New Jersey. The company agreed to a voluntary card count procedure with member eligibility lists, which was effective as of December 7, 2023, for accountants in New York and New Jersey. The Local prevailed in demonstrating broad majority support.

The Local described crucial parts of this historic win. Those included the leadership of the Local officers, who were fully supportive of this effort, along with the IA's resources. There were no shortcuts, and the Local doubled the size of its staff to accommodate this campaign while handling day-to-day union operations. Communications at Local 161 and a public relations plan with the help of IATSE Communications Director Jonas Loeb and the Communications Department helped to maintain these efforts, which engaged tens of thousands of people

including industry accountants. This was a monumental success for the Local, which has led to momentum letting all accountants across the United States know that they deserve and may gain union recognition. The Local, as of late January, scheduled its first bargaining negotiations. Production accountants, union kin, and everyone in the general public are encouraged to follow the Local's social media accounts to stay apprised of these efforts. Those reporting thanked their legal counsel, Allyson Belovin, the General Executive Board, the IATSE's Communications Department, International Representative Elizabeth Pecos, and most importantly President Loeb and the Defense Fund Committee for their broad support.

President Loeb noted that it should be plain and simple that accountants are workers who deserve benefits, health coverage, secure retirements, and a place at the table. The Defense Fund and the International Union are here to support this and the members broadly. He noted that it is a significant accomplishment to have collective bargaining dates established, and the Local will receive further resources of the IATSE. He commended the work and commitment of the Local and the courage of people behind this effort to better the lives of themselves and their colleagues.

**APPEARANCE: LOCAL NO. 311, MIDDLETOWN-NEWBURGH-KINGSTON, NEW YORK**

**Re: Negotiations with PRG/Scenic Technologies, New Windsor, New York**

International Vice President Paul F. Dean, Jr., Local 311 Secretary-Treasurer Frank DenDanto, and Local 311 Business





**Left to Right: Local 311 Corresponding Financial Secretary, Franklin H. DenDanto, International Vice President Paul Dean and Local 311 Business Agent Local, Paul Sisilli makes an appearance to report upon the Local's successful conclusion of collective bargaining negotiations with Production Resource Group (PRG), concerning its facility in New Windsor, New York.**

Agent Paul Sisilli made an appearance to report upon the Local's successful conclusion of collective bargaining negotiations with Production Resource Group (PRG), concerning its facility in New Windsor, New York.

PRG is one of the largest employers in the area of Local 311's jurisdiction. The dynamics of its shop and the technology this company uses supply scenic elements for roughly 60% of the Broadway shows in New York. In addition, the company's shop produces these implements for a wide range of industrial and media events.

The Local entered into contract renewal negotiations under a difficult set of circumstances, but with the understanding that the Local represents a highly skilled workforce that deserves the benefits of a strengthened collective bargaining agreement. The company, on the other hand, initiated these discussions with a list of proposals seeking relief. Ultimately, the five-year contract agreed upon includes significant wage increases of over 20%, including per diem. The Local has maintained pension, health and

welfare, annuity fund contributions, and paid sick leave for covered employees. In addition, there were changes to the grievance procedure and updates for workplace policies.

Secretary-Treasurer DenDanto noted on behalf of the members of Local 311, the Local's appreciation for the assistance of Vice President Paul F. Dean, Jr. and for the assistance of the IATSE Defense Fund. He noted that the Local's members formed a great bargaining committee including members working at different points within the shop and addressed their concerns. As a group they were very well prepared to negotiate. Business Agent Sisilli further emphasized his thanks to Vice President Dean and the support of the Board, which yielded a successful five-year renewal contract.

President Loeb stated that there have been difficulties in these negotiations over the years, but there seems to be positive change with the outcome of this renewal contract. This is a case where the work of the Local's members has improved upon an important agreement, with the

assistance and demeanor of Vice President Dean. The contract has been ratified and achieved beneficial terms and conditions for the members of Local No. 311, which are well-deserved.

**APPEARANCE: LOCAL NO. 357, KITCHENER-STRATFORD-CAMBRIDGE-GUELPH-WATERLOO, ON**

**Re: Negotiations with the Stratford Festival**

IATSE Local 357 President Doug Ledingham appeared before the General Executive Board along with International Vice President John Lewis and International Representative Cindy Jennings to report on Local 357's efforts to secure a renewal agreement with the Stratford Festival of Canada.

Local President Ledingham explained that Stratford Festival of Canada is the largest live event employer in the Province of Ontario and located in the town of Stratford. The Festival is the largest classical repertory theatre company in North America. It operates four theatres, presents over a dozen theatrical productions annually between the months of May and November and employs roughly 1,000 workers annually. Local 357 currently represents seven bargaining units at the Festival: Stagehands, Wigs, Hair & Makeup, Audience Development, Facilities, Drivers, Wardrobe Crew, and the recently organized Production Wardrobe. The Festival is the largest employer of Local 357 members.

Local 357 commenced negotiations in February of 2023, aligning the bargaining of the first collective agreement for the Production Wardrobe unit with the negotiation of renewal agreements for the other units. The progress of bargaining



was initially slow and included requests for a number of concessions. In an effort to confirm the solidarity amongst all seven bargaining units, Local 357 held a strike authorization vote which resulted more than 95% of members voting in favour of a strike, if necessary. Vice President Lewis also joined the Local in the bargaining process.

With a strike deadline looming, the Local was able to reach a deal with the Festival for all seven bargaining units. Highlights of the deals reached include:

- the establishment of cost-of-living adjustment protection for all bargaining units;
- the raising of all wages above the Living Wage in the Stratford area;
- the movement of all groups towards parity on retirement, vacation and benefit contributions, including health plan eligibility for part-time members of the facilities unit;
- five days of domestic and sexual violence leave for all groups;
- Highlights of the first collective agreement for the production wardrobe unit include:
- solid bargaining unit security and jurisdictional;
- establishment of meal penalties and an overtime structure and seniority system; and
- increased sick leave, vacation and retirement entitlements.

Local President Ledingham concluded his appearance by thanking the International and sibling IATSE Locals for their support.

President Loeb congratulated the Local for both its resolve and success in securing agreements for all of its Festival

bargaining units, describing the Local's achievements as a success story.

### **APPEARANCE: LOCAL NO. 665, HAWAII**

#### **Re: Maui Fires Response**

International Trustee and Local 665 President Tuia'Ana Scanlan, Local 665 Business Agent Irish Barber, and Local 665 Secretary-Treasurer Shawn Christensen appeared before the General Executive Board to report on the response to the Maui fires.

Trustee Scanlan reported on the efforts of Local 665 members responding to the post-disaster evacuee crisis. The Maui wildfires were devastating. Several 665 members lost items, but luckily, they and their immediate families are safe. The horrors of the disaster will echo for many years to come.

Local 665 members quickly rallied to the support of the community as did their kin across the Alliance. Maui Brother Michael Carreno donated generators and portable power distribution gear so that he, Maui Brother Joseph Arias and others could provide power to the Maui War Memorial Gymnasium (where many of the evacuees were temporarily housed). Maui Brother Dave Dahlberg donated his dump truck and chainsaws so that he and fellow Maui Brother Dave Reyes could assist residents in non-fire affected areas whose homes and streets were obstructed by trees and debris from the high winds. Sister Barber organized the donation of all costumes and wardrobe from the cancelled series Magnum PI.

When supply lanes were clogged and Maui residents could not access vital supply items, O'ahu Brothers Kaipu Seales, Kahikina Logan, and Victor Lozano used

their boats to shuttle supplies to Maui. And Brother Mike Anderson organized and facilitated a no-questions-asked resource hub which provided the West Maui Community with food, water, clothing, and other items for many months with the volunteer support of Local 665 members from all corners of the state. Rhiema Audio, a signatory employer, also donated the use of their 5-ton trucks for the storage and transport of supplies on the island. Surfing and ocean rescue legend Archie Kalepa organized a massive supply hub as well.

In the early days of the aftermath, cellphone towers were still standing, but communication lines were inoperable. Trustee Scanlan expressed sincere gratitude to Local 695 kin Phil Palmer, Jillian Arnold, and Scott Bernard for the donation and use of satellite radios for Local 665 members on Maui. He expressed additional thanks to District 2 Secretary-Treasurer Anthony Pawluc, International Vice President Mike Miller, and the leaders of District 2 Locals that supported the donation.

After the fire, the Local was able to breathe and assess how to improve the process. Red tape and bureaucracy hindered efforts, but the Local has been able to build and maintain relationships with Maui County councilmembers, state representatives and senators; the Maui mayor's office, and the state governor. These government officials were able to clear a path to allow the Local to provide direct aid, but it still took many phone calls to their personal cellphones to make it happen.

To anticipate and prepare for future disasters, Trustee Scanlan has presented a proposal to the Hawai'i state Workforce Development Council's Sector Strategies



and Career Pathways committee, where he serves as Vice-Chair, to create “Tiger Teams” - emergency response groups that can rapidly deploy gear and personnel to buy the community time until county/state/federal aid arrives. It involves:

- identifying potential disasters that are common in a particular geographic area;
- understanding the needs of evacuees/communities (i.e. elderly support vs. youth support, fragile water/roadway/electrical/comms infrastructure, etc);
- identifying assets (equipment, personnel);
- and approving union labor and union-owned/friendly equipment companies as third-party vendors to county/state civil defense (to remove some of the red tape).

As each island/area has its own personality, so too should each Tiger Team. Trustee Scanlan encourages members of IATSE Locals to exchange cultural/historical knowledge about their respective areas and the events their areas are susceptible to. Discuss who has the gear, who knows how to move/use the gear, and where the gear needs to be sent versus where it can be sent. As climate change creates more frequent natural disasters, each team should be able to assess storage, access, and deployment of their gear and personnel to aid their communities. County/state/federal emergency response training modules should be identified and completed on a consistent and recurring basis to assure these entities of the union's expertise. Fix it in prep, not post, so to speak.

Trustee Scanlan further observed that it is imperative that Locals remain active

in the political arena, as its presence creates familiarity, which builds public trust in its capabilities. Absent the relationships Local 665 has maintained with local legislators and absent the bridges of solidarity the Local has built with Locals and IATSE members, the Local would have had a much more difficult time responding to the disaster. The community continues to grapple with the aftermath as it will take years to rebuild West Maui. Long after this disaster leaves the headlines, the community will still need support.

Trustee Scanlan concluded his remarks by expressing the Local's gratitude to the extended IA 'ohana for the way they responded in a time of need. The preamble to the Local 665 Constitution & Bylaws states: “We shall always remember that first and foremost we are union.” He thanked Locals One, 2, 52, 74, 600, 695, District 2, the IATSE Disaster Response Committee, the Walsh/Di Tolla/Spivak Foundation, International Vice President Craig Carlson, International Vice President Mike Miller, General Secretary-Treasurer Wood, International President Loeb, the Hawaii State AFL-CIO, and all of the IATSE kin who sent their love and

their donations. Though Local 665 is on the Hawaiian Islands, they know they are not alone, and they pledge to be there for everyone else in their time of need.

President Loeb thanked Trustee Scanlan for his appearance. The entire world watched in horror at the pain and suffering endured in Maui. The Locals and individual members stepped up to ease that suffering, demonstrating the unity inherent in the Union. The IATSE is uniquely situated to offer support in these situations. While everything the Union does is important, nothing is more important than providing support in times of suffering and the Union will continue to do all it can in these situations. President Loeb concluded his remarks by emphasizing the need to be prepared for possible disasters.

**APPEARANCE: LOCAL NO. 709, ST. JOHN'S, NL**

**Re: AV Organizing**

IATSE Local 709 President Andrew Best and Business Agent Natasha Jeffries appeared before the General Executive Board along with International Vice President John Lewis and International Representative Jason Vergnano to report



**Left to Right: International Representative Jason Vergnano, Local 709 Business Agent, Natasha Jeffery and Local 709 President, Andrew Best made an appearance to report on Local 709's efforts to organize stage craft workers at CanadianAV.**



on Local 709's efforts to organize stage craft workers at CanadianAV.

Local President Best explained that since Local 709's charter as a mixed Local representing stage and motion picture workers in Newfoundland and Labrador back in 2013, the majority of the Local's membership was engaged in film and television industry work as opposed to stage craft work. The Local has been eager to expand its stage craft bargaining rights, so when the opportunity to organize workers at CanadianAV, a Newfoundland and Labrador owned company engaged in, among other things, audio, visual, meeting, conference, event and concert set up and operation, the Local took it.

Local Business Agent Jefferies went on to explain the Local filed an application for certification with the Newfoundland and Labrador Labour Relations Board (NLLRB) in August of 2021. Affected employees completed their voting in connection with the application September of 2021. Although the NLLRB delayed the processing of the application for reasons which continue to remain unclear, the Local was eventually certified as the exclusive bargaining agent by the NLLRB on September 1, 2022. The parties then began bargaining a first collective agreement in January 2023. Nine months later, in October 2023, a first collective agreement was reached and resoundingly ratified by the employees. Highlights of the first agreement include pay increases ranging from 14.3% to 29% for some workers; significant improvements to overtime, minimum call and scheduling entitlements; the introduction of sick days; increases to paid holidays and vacation pay; improvements to the employer's

uniform policy; a requirement that menstruation products be made available to workers in workplace washrooms; and the creation of a labour/management health and safety committee.

The Local is now focussed on incorporating the new scope of work into the Local's work referral system and into its constitution and bylaws. The Local is also looking forward to the prospect of organizing more stage craft employers in the future with the continued support of the International.

President Loeb congratulated the Local for its success in organizing CanadianAV and ratifying a first collective agreement. He commended the Local for patience and for staying the course through inexplicable delays of the NLLRB. He encouraged the Local to build upon its success and momentum at CanadianAV and looks forward to more organizing reports from the Local.

**APPEARANCE: LOCAL NO. 892,  
HOLLYWOOD, CA**  
**Re: "Hollywood All-in Mixer"  
and PAC Fundraiser**

Costume Designers Guild, Local 892 Executive Director Brigitta Romanov appeared before the General Executive Board to report on the "Hollywood All-in Mixer" and IATSE PAC Fundraiser. She was joined by Local 44 Business Agent Tobey Bays, Local 80 Business Manager DeJon Ellis, Local 728 Business Representative Greg Reaves, Local 706 Business Representative Karen Westerfield, Local 729 Business Representative/Secretary-Treasurer Robert Denne, International Cinematographers Guild, Local 600 National Executive Director Alex Tonison, Motion Picture Editors Guild, Local

700 National Executive Director Cathy Repola, The Animation Guild, Local 839 Business Representative Steve Kaplan, Local 33 Business Representatives Bob Pagnotta and Ron Valentine, Local B-192 President Nicole Miller, Local 695 Business Representative Scott Bernard, Local 705 Business Representative Adam West, Art Directors Guild, Local 800 National Executive Director Chuck Parker, Local 871 Business Representative Patric Abaravich, MPEG Western Executive Director Scott George, and Local 695 Assistant Business Representative Heidi Nakamura.

Last year was a challenging year for many IATSE members. As the committee started preparing for the event, the WGA strike was in full force with the actors not far behind. The motion picture and television production industry was suffering. The committee hesitated on hosting an event that was PAC centered when many members were struggling. They knew a fundraiser would not motivate members to come out and participate and decided a party with free food, drinks, and games would be better motivation. The committee focused on the party aspect and unobtrusively held the PAC Fundraiser as secondary to the main event.

The PAC goal was amorphous. Romanov was not convinced they could hit last year's amount but hoped for at least \$10,000. She convinced her fellow business agents to personally buy event tickets for their members, and that alone raised over \$8,000.

The "All In" Mixer boasted a trivia event, Drag Queen Bingo, and Cornhole, but also added the IATSE Cabaret and



dancing. There were also food and alcohol vendors, and a door prize for \$1,000 and two for \$500. To qualify for a door prize, members had to play the mixer game and introduce themselves to five other union members to collect their stamps. The game aimed to break the ice and encourage members to mingle, not stick with familiar faces.

Delving into the surprising statistics. The "All In" Mixer drew in over 1,200 members from all nineteen Los Angeles-area Locals, including a few from across the country. The Locals invested more than \$45,000 in the event and over seventy volunteers showed up and made the night happen. Almost 600 donations to the PAC were made that night and \$4,607.98 in-kind gifts were donated for the raffle. At the end of the night, the total raised for the PAC was \$24,620 for a total donated, with the in-kind gifts, \$29,227.98. The members showed up, had fun, and donated.

After the event, Romanov heard from numerous members about how much they loved the event. While the event was fun, it takes the dedication and labor of the West Coast local unions.

Romanov concluded her appearance by giving specific thanks to a number of Business Agents, including Tobey Bays whose hard work was unselfish and made Romanov's job easier. She thanked DeJon Ellis for providing a location for the event, Greg Reeves for providing the lights, Karen Westerfield for being the raffle queen, Alex Tonisson for providing the still photographers and camera operators, Chuck Parker for creating the site plan, Bob Denne for having all the signs made, and Cathy Repola for

coordinating video editing. Finally, she thanked Mike Miller for coming out, inspiring the crowd, and convincing her that maybe she did want to do another mixer.

Tobey Bays encouraged everyone to donate to the PAC. Karen Westerfield expressed her appreciation for all of Brigitta Romanov's work. And DeJon Ellis noted that Local 80 took back the cornhole championship from Local 728.

President Loeb expressed his admiration for the successful event which generated a significant contribution to the PAC. The event worked because it was fun, and it demonstrated the tremendous solidarity among the Locals in Los Angeles. He thanked Brigitta Romanov for all her work.

### **APPEARANCE: LOCAL NO. 917, ATLANTIC CITY, NJ**

#### **Re: Contract Negotiations with Atlantic City Employers and Ongoing Membership Drive**

International Vice President, Michael J. Barnes and Local 917 Business Agent Darrell Stark appeared to report upon Local 917's efforts to expand the Local's membership and build upon the collective bargaining agreements covering entertainment workers that it represents in Atlantic City, New Jersey.

Since its last appearance before the Board in 2018, the Local has continued to work hard to expand its membership. In the time between 2018 and 2019, the Local's membership grew by eighteen percent. This was, in part, due to the assistance of the International Alliance in approving a membership drive that continues to allow members into the Local with exceptional work opportunities in

several prominent venues within Atlantic City.

As in virtually all aspects of the Alliance's industries, Atlantic City entertainment venues were largely shuttered until July 2020 due to the COVID-19 pandemic. Throughout the next year, from this period until March 2021, while casinos, in particular, began to return with limited entertainment events, the Local began preparations for renewal collective bargaining negotiations with major employers in the Local's jurisdiction. During this time period, the Local was able to effectively negotiate contracts with the assistance of Vice President Barnes that would allow these employers to employ skilled personnel.

The first and most major of these employers provided workers with a wage increase of over 23% over five years. This also accompanied increases and benefit fund contributions and participation in the IATSE National Benefit Funds, which has been proposed by the Local for over thirty years. This first significant contract was overwhelmingly ratified by the Local's members in October 2022. In negotiations with four other large employers in the Local's jurisdiction, the Local first had difficulty attaining its expected wage and benefit increases. The Local declined to ratify the terms offered by the employers in 2023. Thereafter, the parties returned to negotiations, for an additional five weeks, which led to contracts including significant wage increases over the next four years and agreements to contribute to the IATSE National Benefit Funds on behalf of the workers employed. This resolution was overwhelmingly approved by ratification



of the members of the Local with resounding support.

Local 917 Business Agent Stark expressed, on behalf of the Local, its thanks to Vice President Barnes for assistance with these negotiations, and his dedication and effort toward the Local's efforts to grow and succeed. The Local continues to work toward increasing its membership and creating greater union density within its jurisdiction. The Local further extended its thanks to the Board, the General Office, the IATSE Finance Department, and all those involved for their assistance over the past several years.

President Loeb recognized that Local 917 was damaged by the COVID-19 pandemic as much as any other Local of the Alliance, particularly because of its location and reliance on a tourism-driven economy. Despite facing tremendous challenges at a difficult time, the activism and solidarity of the workforce together with the Local leadership provided crucial security going forward. The workers recognized that they had power to make changes and the Local's strategy with Vice President Barnes' assistance has helped the membership continue to grow. He commended the Local for its report and emphasized that Local 917 will continue to have the support of the International Alliance and the Board when needed.

**APPEARANCE: LOCAL NO. B-192, HOLLYWOOD, CA**

**Re: Universal Studios Hollywood, and Hollywood Pantages Theatre**

Local B-192 President Nicole Miller and Vice President Jacqueline Aaronson appeared before the General Executive Board to report on recent negotiations with Universal Studios Hollywood and

organizing efforts at the Hollywood Pantages Theatre.

Local B-192 is a Special Department Local chartered in October 1965, initially comprised of University Studios Hollywood Tour Guides until theme park creation and expansion led to including the park's Ride Operators, Parking Lot & Valet Attendants, Ticket Sellers & Admissions Hosts, Show Controllers & Show Crew, Retail Sales Clerks, Vault & Warehouse Employees, Production Assistants, Park Services Attendants, Patio Hosts, and more.

In November of 2022 – after several months of member surveys, focus groups, and proposal preparation – the Local began another round of contract negotiations with Universal. It knew that drastic changes were needed, particularly in addressing the low-wage structure which meant that a large portion of its membership worked at minimum or poverty-level wages. The Local knew it could not accept Universal's wage offer and had to think and plan differently to accomplish its goals.

The Local embarked on a solidarity campaign with UNITE HERE Local 11, which represents other employees working at the park. The partnership would alter the course of the negotiations in the members' favor in historic ways.

The Local's first action was to distribute Union buttons to members working in the theme park. Local B-192 and UNITE HERE Local 11's combined membership totaled about 5,000 employees working at Universal and the "5,000 Strong" buttons emphasized strength in numbers. To amplify their main ask, members wore "NO MORE POVERTY WAGES"

buttons a couple of months later. The Local also planned and organized other actions, including leafleting to highlight the company's resistance to adding Juneteenth as an additional double-pay holiday. The Local also met with leaders of other Los Angeles-area unions to begin strategizing citywide solidarity and launched a "Unions Strike Back" rally outside the California Democratic Convention in downtown Los Angeles.

Meanwhile the Local successfully organized the ushers at the Hollywood Pantages Theatre. For the first time in its history, the Local would represent members at another workplace and no longer bargain with just one employer.

The Local aimed to build solidarity by supporting striking unions throughout Los Angeles during the "Hot Labor Summer" including the WGA, SAG-AFTRA, and UNITE HERE Local 11. These actions helped the Local prepare for its own solidarity rally held on Universal's CityWalk right outside the main entrance to the park. They joined with UNITE HERE Local 11 to protest the poverty wages paid by their wealthy employer. The success of that rally led to a second rally the following month where they were joined by a very large number of supporters from WGA, SAG-AFTRA, OPEIU, Teamsters, and IATSE Locals 44, 80, 695, 700, 728, 729, 768, 800, and 839. The summer had truly culminated in remarkable collective action!

During this time, a poverty study the Local conducted in conjunction with UNITE HERE Local 11 was completed and published by UCLA Labor Center, revealing the dire circumstances and challenges its members confront every



day due to financial insecurities. The study helped fuel their arguments at the bargaining table while the results gained attention from the press.

These efforts were impactful. In late September, the Local reached a tentative agreement with Universal which was subsequently ratified by an overwhelming majority of its members. The new contract will result in immediate, significant wage increases. The Local's members no longer start at minimum wage, a major step toward ending a traditionally low-wage structure. In addition, Juneteenth was added as a holiday, eligibility for jury duty and bereavement pay were improved, health insurance eligibility was expanded, a specific skills-premium pay rates were improved.

Meanwhile the Local was hard at work negotiating a first contract for the ushers at the Hollywood Pantages Theatre. To support the negotiations, the Local distributed leaflets outside the theatre on the opening night of the Michael Jackson musical. The Local has also been building political support and forming alliances with other unions at the Theatre, including Actors Equity, American Federation of Musicians Local 47, and IATSE Locals 33, 768, and 857. Miller thanked IATSE Communications Department Director Jonas Loeb for promptly sharing The Hollywood Reporter article highlighting the leafletting action in the IATSE weekly newsletter and for publishing the letter to the Pantages president on the IATSE website.

Miller noted the significant support the Local has received from the International. She expressed tremendous appreciation, on behalf of the members, to Vice President Mike Miller and newly retired

Vice President Thom Davis for their support and frequently extended hospitality and support. The Local made the West Coast Office its primary bargaining and caucusing headquarters, which made quite an impression on the employer. She also thanked Costume Designers Guild, Local 892 Executive Director Brigitta Romanov and the Guild for accommodating them when the West Coast Office was not available. In addition, International Representative Peter Marley's assistance and guidance have been invaluable. She thanked President Loeb for assigning Representative Marley to the assist the Local in these efforts.

Miller concluded her remarks by discussing the Local's other developing organizing efforts.

Aaronson thanked the International for their support with these two efforts and expressed her pride in being a member of Local B-192.

International Representative Marley noted the important work Kevin King has done at Universal to represent the membership at the park. He specifically noted the outsized increase in the wage rates at the park under the new contract.

President Loeb remarked that it was essential that the Local obtain a livable wage at the park. These efforts demonstrated the importance of the political work the union has done, and the solidarity with the AFL-CIO and the other IATSE Locals in Los Angeles. The significant wage increases will change people's lives. The organizing the Local is engaging in is important and commendable. President Loeb concluded his remarks by congratulating the Local for these efforts.

## RETIREMENT OF JULIA NEVILLE

After thirty-six years in the IATSE, the last seventeen of which as an International Representative, Julia Neville announced her retirement. In brief but poignant remarks, she told those in attendance that her rewarding career began doing script revisions on a typewriter for Sylvester Stallone on Rocky IV and ended as an International Representative assisting IATSE Locals across the continent. She expressed heartfelt thanks to President Emeritus Thomas Short for hiring her; President Loeb for being supportive of her throughout her employment at the International; General Secretary-Treasurer Wood and the Executive Board; Director of Canadian Affairs John Lewis for his mentorship; and the many Local officers, colleagues and members she had the honour of working with.

Finally, Representative Neville extended sincere thanks to her daughters Lucy and Cleo, and her husband George, who was in attendance. She expressed



**International Representative Julia Neville announces retirement.**



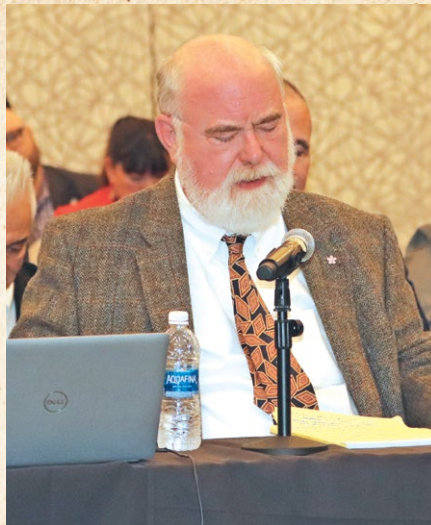
immense pride and gratitude in having been a part of this IATSE family.

### **RETIREMENT OF REPRESENTATIVE FR. DAVID GARRETSON**

After what has been a long and storied career, Representative David Garretson announced his retirement from the IATSE. Over his thirty-eight year-membership, he has worked as a technician in countless theatrical venues, a local union officer, and an International Representative. During his spare time, he also achieved one of his life-long goals of becoming ordained as a priest in the Russian/Eastern Orthodox Church.

Before joining the IATSE staff in 1996, he had built a reputation as a highly respected theatrical technician. Indeed, his depth of knowledge of stagehand work, Local leadership, and road culture have made him a tremendous resource. In his capacity as both a clergy member and a Union official, he has touched countless lives with his counseling and guidance.

Representative Garretson remarked that the list of mentors and colleagues to whom he is indebted would be too long



**Special Representative, Father David Garretson gives retirement speech.**

to mention by name. He credited those relationships with building and enriching his career.

Representative Garretson expressed his appreciation to his wife, Sherry, his daughters and son-in-law, who were in attendance to hear his retirement announcement before the Board, for their unwavering support. He thanked Vice President Daniel DiTolla for his friendship, General Secretary-Treasurer Wood, the Stagecraft Department and his IATSE colleagues for support and

camaraderie. Finally, he expressed gratitude to President Loeb for the continued opportunity to serve the International Union, its local unions, and the hardworking members of the IATSE.

President Loeb led those in attendance in a salute to Representatives Neville and Garretson for their leadership, commitment, and efforts on behalf of the International. He remarked that their credibility was of great value in their dealings with employers and with locals. They both exhibited the ability to deliver messages with equanimity, an essential skill for leadership. President Loeb commended Representatives Garretson and Neville for their conscientious and dedicated service, remarking that they had earned long, healthy retirements.

### **ADJOURNMENT:**

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 am. on January 26, 2024.



**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE**  
**SHERATON GRAND NASHVILLE DOWNTOWN • NASHVILLE, TN • JANUARY 23, 2024**

Since the last meeting of the Defense Fund Committee in Chicago, IL on August 1, 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	\$ 12,075.00	Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	18, 431.33
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	23,969.50	Local No. B173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	2,927.21
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	1,567.50	Local No. B192, Hollywood, CA, Article Fourteen, Section 8(d) - Legal	19,476.96
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) - Legal	33,544.11	Local No. B778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	13,667.81
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	10,967.30	<b>SUB TOTAL : \$396,342.25</b>	
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	3,364.17	INTERNATIONAL	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	30,602.92	IATSE –AMPTP/Brooklyn Steel/Broadway/Colossal Media/ CRTC Work/Dome Productions (Organizing)/Encore Group	
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	1,200.00	USA/Ironman/Macy’s Parade Shop/Neuro Tour/Protection of Personal Information/Researchers Org. in QC/Southern	
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	2,132.00	Gateway Prod. Services/Toad’s Place/VFX Workers Campaign/ Wildbrain Organizing/Organizing (Various)	
Local No. 306, New York, NY, Article Fourteen, Section 8(d) - Legal	31,350.00	– Legal	\$ 227,457.44
Local No. 347, Columbia, SC, Article Fourteen, Section 8(d) - Legal	428.00	Basic Agreement	49,679.87
Local No. 402, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	7,237.21	IATSE – Miscellaneous – Legal	34,960.74
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) - Legal	56,653.90	<b>SUB TOTAL : \$312,098.05</b>	
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	37,595.70	LOBBYING AND CONSULTING	
Local No. 611, Santa Cruz, CA, Article Fourteen, Section 8(d) - Legal	687.50	Jacobson & Zilber Strategies, LLC	\$ 60,000.00
Local No. 745, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	7,489.13	Kathy Garmezy	24,000.00
Local No. 750, Chicago, IL, Article Fourteen, Section 8(d) - Legal	7,296.00	Thorsen & French Advocacy, Inc.	75,000.00
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	20,081.25	State & Broadway, Inc.	30,000.00
Local No. 863, Montreal QC, Article Fourteen, Section 8(d) - Legal	6,405.04	<b>SUB TOTAL : \$ 189,000.00</b>	
Local No. 868, Washington, DC, Article Fourteen, Section 8(d) - Legal	5,258.85	EDUCATION	
Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) - Legal	30,337.25	Article Fourteen, Section 8(f) –	
Local No. 891, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	1,335.61	LEAP Reimbursements to Locals/Officers	\$ 19,618.18
Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) - Legal	10,261.00	Article Fourteen, Section 8(f) -	
		Misc. Training/Instructors	289,351.89
		<b>SUB TOTAL : \$ 308,970.07</b>	
		<b>GRAND TOTAL : \$ 1,206,410.37</b>	
		Respectfully submitted by:	
		Matthew D. Loeb    Colleen A. Glynn    John M. Lewis	
		Paul F. Dean, Jr.    Daniel Di Tolla	



## Spring 2024 Safety and Health Observances

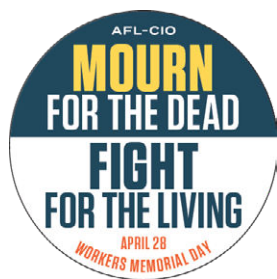
This article includes information about upcoming safety and health observances for Spring 2024. IATSE local unions can use these events as a catalyst to promote safer workplaces by providing training, sharing resources, and more.

### APRIL

#### Workers' Memorial Day (U.S.)/ National Day of Mourning (Canada)

April 28th is International Workers' Memorial Day (Workers' Memorial Day in the U.S.A./ National Day of Mourning in Canada). On this day we remember and lend support to workers who have been killed or injured on the job, and their families. Visit the AFL-CIO webpage for more info: <https://aflcio.org/about-us/conferences-and-events/workers-memorial-day>.

As is our custom, the IATSE will unite in an online moment of silence. On Friday, April 26 from 10:00am PDT/1:00pm EDT all of us will pause at work, at home, or wherever we are for a short moment of silence. Information will be sent to Locals through the IATSE Communications Department as the day approaches.



### Safety & Health Week

#### Safety and Health Week (formerly known as NAOSH Week)

Safety and Health Week will be held from May 6-11, 2024. The goal of Safety and Health Week is to focus on the importance of injury and illness prevention in the workplace and beyond. More information about this event can be found at the links below:

English Website:

<https://www.safetyandhealthweek.ca/english/>

French Website:

<https://www.safetyandhealthweek.ca/french/>

#### OSHA's National Safety Stand-Down to Prevent Falls

The U.S. Occupational Safety and Health Administration (OSHA) will host their annual National Safety Stand-Down To Prevent Falls from May 6-10, 2024. This campaign runs concurrently with Safety and Health Week each year and strives to prevent fall fatalities and injuries by raising awareness of fall hazards. More information can be found on OSHA's website: <https://www.osha.gov/stop-falls-stand-down>



### MAY

#### Mental Health Awareness Month

May is Mental Health Awareness Month. The Behind the Scenes Foundation has developed a collection of mental health resources for workers in the entertainment industry. IATSE workers can access these resources through the Behind the Scenes Foundation, Mental Health and Suicide Prevention Initiative webpage: [btshep.org/mentalhealth](https://btshep.org/mentalhealth)



### JUNE

#### NSC's National Safety Month 2023

June is National Safety Month! This annual initiative of the National Safety Council (NSC) aims to increase safety





awareness, and ultimately, save lives by shining a spotlight on leading causes of preventable injury and death. More information and a collection of free safety resources can be found on the NSC's website:

<https://www.nsc.org/workplace/national-safety-month>

### OSHA's Heat Illness Prevention Campaign

Heat Illness Prevention is a top priority for OSHA. As the summer months draw closer, we urge IATSE workers to familiarize themselves with symptoms of heat illness and to be especially cautious while working in the heat. Visit OSHA's Heat Illness Prevention Campaign webpage to learn more: [www.osha.gov/heat](http://www.osha.gov/heat)



### GET INVOLVED!

The IATSE Education and Training Department plans to host webinars and share resources in honor of these observances. Watch for more details on IATSE social media and in your email this spring. Below are some tips for local unions and members who want to get involved!

Keep it Simple. If your Local has never participated in a safety event before, simple things, like posting safety reminders on bulletin boards, working with employers to schedule safety meetings, or sharing articles and safety resources in Local newsletters is a great place to start!

Host a Training/Take a Training: The TTF Safety First! online curriculum provides twenty training modules on safety that members and Locals can use. Visit the IATSE Training Trust Fund website for more info: <https://www.iatsetrainingtrust.org/safetyfirst>

The IATSE TTF also offers OSHA Outreach Training with a focus on the entertainment industry. For more information visit: <https://www.iatsetrainingtrust.org/osha>

Watch a Webinar: The IATSE Education and Training Department has developed several safety and health-related webinars on topics ranging from "Heat Illness Prevention" to "What is Mental Health First Aid?" IATSE workers can find these webinars and much more on the IA Education for All GoToWebinar channel: <https://www.gotostage.com/channel/iaeducationforall>

Local unions and members are encouraged to visit the IATSE Education webpage for more information about safety and training resources offered through the union: <https://iatse.net/education/>.

## APPLICATION FOR OFFICER INSTITUTE 1.0 2024 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) \_\_\_\_\_

Applying To (Circle one):  Chicago, IL  Los Angeles, CA

### 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 A 2024 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN CHICAGO, IL (JUNE 17 – 21, 2024) OR LOS ANGELES, CA (NOVEMBER 11 – 15, 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).**



## ETCP COUNCIL ANNOUNCES EXTENDED PANDEMIC GRACE PERIODS FOR CERTIFICATION RENEWAL

The Entertainment Technician Certification Program (ETCP) is a program of ESTA that develops and maintains rigorous assessments for professional technicians including Arena Riggers, Theatre Riggers, Entertainment Electricians, and Portable Power Distribution Technicians. IATSE Technicians who pass the exam receive an ETCP Certification that is valid for five years. ETCP considers continuing professional development and education essential to maintaining the certification and requires certified technicians to renew every five years. Information about the renewal process can be found on the ETCP website: <https://etcp.esta.org/recertify/recertify.html>

In the last edition of the IATSE Official Bulletin, we announced that the ETCP Council – which governs the certification program—unanimously voted to extend the grace period for technicians to renew certifications that expired between 2020 and 2022. The council passed this motion in response to pandemic hardships followed by the accelerated return to work which made it difficult for technicians to keep their certifications up to date.

The ETCP Council has set the following as cutoff dates for the extended grace periods:

- Certifications that expired in 2020 have until April 30, 2024, to submit for renewal.
- Certifications that expired in 2021 have until Aug. 31, 2024, to submit for renewal.
- Certifications that expired in 2022 have until Dec. 31, 2024, to submit for renewal.

If your certification expired during 2020-2022, you have until the above dates to submit a renewal application without having to also submit an appeal for approval to renew. The renewal form can be found on the ETCP homepage (<https://etcp.esta.org/>) in the ETCP Information Portal: <https://etcp.esta.org/etcp/portal.html>

If you have questions, contact ETCP Program Manager, Christina Smith at [etcp@esta.org](mailto:etcp@esta.org) or via phone at (304) 300-9405.

The IATSE Training Trust Fund reimburses IATSE workers who successfully obtain approved industry certifications and recertifications, like ETCP, for the entire cost of the certification exam. More information about this program can be found on the IATSE TTF's Certification Reimbursement webpage: <https://www.iatsetrainingtrust.org/certification-reimbursement>

Need more continuing education credits to renew your certification? TTF Safety First!© is an ETCP Recognized Training Program! As an ETCP Recognized Electrical and Rigging Program, select Safety First! courses will provide you with continuing education credits you can use when you recertify. Visit this link for more information about eligible courses: <https://www.iatsetrainingtrust.org/news/2021/9/1/iatse-ttf-safety-first-etcp-recognized-training-program>

For more information regarding TTF Safety First!©, including instructions on how to apply for a free account, please visit the IATSE TTF website at: <https://www.iatsetrainingtrust.org/safetyfirst>





# IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

## WE'RE HERE TO HELP

The IATSE Training Trust Fund exists to support IATSE workers in the entertainment and exhibition industries through valuable training opportunities. With a focus on safety and craft skills, our programs and resources ensure that you are well-prepared for the challenges and advancements in the various crafts.

### Contact Us

Have a question? We're here to help! We encourage IATSE workers and local unions to connect with us at any time. For general inquiries, call us at (818) 738-1802 or email us at [info@iatsetrainingtrust.org](mailto:info@iatsetrainingtrust.org). You can find department emails and phone extensions on our website:

[www.iatsetrainingtrust.org/contact](http://www.iatsetrainingtrust.org/contact)

### Sign Up for Our Newsletter

Sign up for our monthly newsletter to be the first to learn about new programs, policy changes, and upcoming classes:

[www.iatsetrainingtrust.org/newsletter](http://www.iatsetrainingtrust.org/newsletter)

### Follow Us on Social Media

Connect with us on Twitter, Facebook, and Instagram for program tips, reminders about upcoming classes, and our FAQ Friday series where we answer your most frequently asked questions about IATSE TTF programs:

 IATSETTF

 IATSETTF

 IATSETTF

[www.iatsettf.org](http://www.iatsettf.org)



# I. A. T. S. E. Local Union Trustee Training

April 18 - 19, 2024 | New York, NY

You **MUST CURRENTLY HOLD OFFICE AS A TRUSTEE** in your Local Union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is **NOT** required for this class. Preference will be given to Local Unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early.

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:		
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	EMAIL	
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		NICKNAME/NAME YOU WOULD LIKE ON TABLE TENT/NAME BADGE
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:		NICKNAME/NAME YOU WOULD LIKE ON TABLE TENT/NAME BADGE
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:		NICKNAME/NAME YOU WOULD LIKE ON TABLE TENT/NAME BADGE
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
AUTHORIZATION FROM APPLICANTS: THE IATSE WILL VERIFY YOUR APPLICATION WITH YOUR LOCAL.		
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.		
APPLICANT NUMBER 1 SIGNED		DATE
APPLICANT NUMBER 2 SIGNED		DATE
APPLICANT NUMBER 3 SIGNED		DATE
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

Return Completed Application via Email or Mail to:

I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001

Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)

Facebook: @iatse | Twitter: @iatse



# I. A. T. S. E. OFFICER INSTITUTE APPLICATION 2024

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course.

**PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE THEIR DIPLOMA.**

**PLEASE PRINT LEGIBLY**

1. APPLICANT				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE (Circle One)	
			Women's S M L XL	
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE/TABLE TENT:			Men's	
			M L XL 2XL 3XL 4XL 5XL	
STREET ADDRESS			HOME PHONE	
			_____ - _____ - _____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE:	
			_____ - _____ - _____	
EMAIL ADDRESS (please print)			CELL PHONE	
			_____ - _____ - _____	
2. IATSE OFFICER INSTITUTE (CHOOSE ONE)				
<input type="checkbox"/> CHICAGO, IL   JUNE 17 - 21, 2024 FOR U.S. AND CANADIAN LOCALS		<input type="checkbox"/> LOS ANGELES, CA   NOVEMBER 11 - 15, 2024 FOR U.S. AND CANADIAN 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 I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.				
SIGNED			DATE	
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD				
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.				
SIGNED			DATE	
TITLE		EMAIL		
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE				
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS	

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**

**Facebook: @iatse Twitter: @iatse**



# EDUCATION AND TRAINING



## LEADERSHIP DEVELOPMENT – STRATEGIC PLANNING NOVEMBER 17, 2023 - TAMPA, FL

- |                          |                          |                            |                       |
|--------------------------|--------------------------|----------------------------|-----------------------|
| Nelson Alicea, 321       | Eric Emken, 504          | Jennifer Klingensmith, 321 | Amanda Sager, Int'l   |
| Nicholas Arancibia, 22   | Annette Escobar, 205     | John Lott, One             | Derek St. Pierre, 489 |
| Adriane Bennett, 540     | Tiffany Gans, 321        | Edward McCarthy, 44        | Howard Stein, 321     |
| Doug Boney, 892          | Margaret Guiberteau, 927 | Darla McGlamery, 491       | Alica Taylor, 125     |
| James Capfer, 51         | Amanda Harding, 161      | Thomas McNorton, 125       | Angi Ursetta, 705     |
| Gregory Chamberlain, 477 | Margaret Heaman, 784     | Bobbi-Jo Napoletano, 489   |                       |
| Ryan Chavka, 22          | Charles Howard, Int'l    | Nicolas Phillips, 856      |                       |
| Michael Cherry, 22       | Hailey Josselyn Roy, 480 | Bryant Preston, 7          |                       |



## EFFECTIVE ONLINE COMMUNICATIONS: UNDERSTANDING & STANDING UP TO MISINFORMATION NOVEMBER 16, 2023 - TAMPA, FL

- |                     |                          |                       |                   |
|---------------------|--------------------------|-----------------------|-------------------|
| Lara Deleo, 161     | Darla McGlamery, 491     | Nicolas Phillips, 856 | Alica Taylor, 125 |
| Edward McCarthy, 44 | Bobbi-Jo Napoletano, 489 | Bryant Preston, 7     |                   |





**ORGANIZING 2.0**  
**NOVEMBER 13-16, 2023 - TAMPA, FL**

Nicholas Arancibia, 22  
 Michael Cherry, 22  
 Christine Gaydos, 8  
 Matthew Gedwellas, 322

Margaret Guiberteau, 927  
 Amanda Harding, 161  
 Margaret Heaman, 784  
 Enver Hodzic, 4

Charles "Bo" Howard, Int'l  
 Patrick Keogh, 11  
 John Lott, One  
 Thomas McNorton, 125

Max Peterson, 7  
 Kenneth Purdy, 4  
 Joesmarie Ruiz Torres, 477  
 Brook Yeaton, 478



**RACE AND THE ECONOMY**  
**NOVEMBER 14, 2023 - TAMPA, FL**

Carol Bokun, 306  
 Monique Perro, 856  
 Nicolas Phillips, 856  
 Stephen Cabinum, 491  
 Annette Escobar, 205



**INTERNAL ORGANIZING**  
**NOVEMBER 16, 2023 - TAMPA, FL**

Adriane Bennett, 540  
 Doug Boney, 892  
 Ryan Chavka, 22

Eric Emken, 504  
 Bryan Evans, 480  
 Annette Escobar, 205

Laura Fearon, 161  
 Nancy Luna, 835  
 Amanda, Sager, Int'l

Derek, St. Pierre, 489  
 Angi, Ursetta, 705



# EDUCATION AND TRAINING

## LEADERSHIP DEVELOPMENT WEEK GRADUATION - TAMPA, FL-NOVEMBER 13-17, 2023

The following members listed below are not pictured. However, we would still like to congratulate these Leadership Development Week graduates.

### NOVEMBER 13, 2023: POLITICAL POLARIZATION

Carol Bokun, 306      Monique Perro, 856      Nicolas Phillips, 856      Stephen Cabinum, 491      Darla McGlamery, 491

### NOVEMBER 13 - 15, 2023: SECRETARY TREASURER 2.0

Dana Bair, 127	Jennifer Klingensmith, 336	Dana Bair, 127	Jennifer Klingensmith, 336
William Barnes, 631	Nancy Luna, 835	William Barnes, 631	Nancy Luna, 835
Adriane Bennett, 540	Edward McCarthy, 44	Adriane Bennett, 540	Edward McCarthy, 44
Bill Blome, 205	Kathryn McFarland, 154	Bill Blome, 205	Kathryn McFarland, 154
Doug Boney, 892	Charles Meere III, 52	Doug Boney, 892	Charles Meere III, 52
James Capfer, 51	Bobbi-Jo Napoletano, 489	James Capfer, 51	Bobbi-Jo Napoletano, 489
Christopher Crowther, 69	Lisa Pacitto-Russo, 873	Christopher Crowther, 69	Lisa Pacitto-Russo, 873
Lara Deleo, 161	Bryant Preston, 7	Lara Deleo, 161	Bryant Preston, 7
Diana Diaz, 306	Tony Puglielli, 18	Diana Diaz, 306	Tony Puglielli, 18
Eric Emken, 504	Sandra Rosenfeld, B20	Eric Emken, 504	Sandra Rosenfeld, B20
Laura Fearon, 161	Amanda Sager, Int'l	Laura Fearon, 161	Amanda Sager, Int'l
Tiffany Gans, 321	Derek St. Pierre, 489	Tiffany Gans, 321	Derek St. Pierre, 489
Ben Hague, 2	Alica Taylor, 125	Ben Hague, 2	Alica Taylor, 125
Hailey Josselyn Roy, 480	Angi Ursetta, 705	Hailey Josselyn Roy, 480	Angi Ursetta, 705
Kristopher Kettner, 762	Wesley Vega, IATSE	Kristopher Kettner, 762	Wesley Vega, IATSE
Bobby King, 187	Monique Walker, 21	Bobby King, 187	Monique Walker, 21

### NOVEMBER 15, 2023: LABOR LAW

Nelson Alicea, 321	Annette Escobar, 205	Nicolas Phillips, 856
Carol Bokun, 306	Darin Haggard, Int'l	Howard Stein, 321
Gregory Chamberlain, 477	Darla McGlamery, 491	Kenneth Stubblefield Jr., 115
Ryan Chavka, 22	Monique Perro, 856	

### NOVEMBER 16, 2023: COLLECTIVE BARGAINING

Nelson Alicea, 321	Darin Haggard, Int'l	Tony Puglielli, 18
Stephen Cabinum, 491	Ben Hague, 2	Howard Stein, 321
Gregory Chamberlain, 477	Hailey Josselyn Roy, 480	Kenneth Stubblefield Jr., 115
Tiffany Gans, 321	Jennifer Klingensmith, 336	



## MAKE SOCIAL JUSTICE A HABIT WITH THE IATSE 21-DAY HUMAN AND CIVIL RIGHTS EQUITY CHALLENGE

For the fourth year in a row, the IATSE Education and Training Department has curated a selection of articles and videos which offer a path to learn, discern, discuss, and take actions that reflect our union values of equity and belonging. During the challenge, participants read, listen, observe, or watch something every day for 21 consecutive days to further their understanding of history, context, expression, and experience. This version of the 21-Day Challenge uses an intersectional lens to present an opportunity for IATSE members to expand their understanding of equity beyond particular identities to the richness of all that we are in the human family. IATSE's previous 21-Day Challenges laid the groundwork for learning about racial justice, and we have built this collection

from that foundation. If you have not experienced the previous versions, you can mesh the lists to create a challenge that suits you and your group. Download all the challenges from the Education section of the IATSE website at [iatse.net/education/#resources](http://iatse.net/education/#resources).

We each have the power to learn something new, to become more connected to those around us, and to effect social change for the betterment of all. Equity is a union issue and the IATSE aspires to facilitate a cultural change that intentionally values a diversity of perspectives, backgrounds, and beliefs. If we all commit to the journey towards conscious inclusion in our homes, our workplaces, and our union, then together we will rise.

*“Change is hard. Creating effective social justice habits, particularly those dealing with issues of power, privilege, supremacy, and leadership is like any lifestyle change. Setting our intentions and adjusting what we spend our time doing is essential. It’s all about building new habits. Sometimes the hardest part is just getting started. The good news is, there’s an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice.”*

DR. EDDIE MOORE, JR.,  
ORIGINATOR OF THE 21-DAY CHALLENGE





# I.A.T.S.E. New York Production Locals Info Panel

**O**n Saturday, October 28, 2023, skilled craftspeople from the IATSE New York Production Locals came together to participate in an engaging and informative in-person information panel for graduates of the Made in NY Production Assistant and Post Production Training Program.

The event was hosted by ICG Local 600 at their hall, and moderated by Patricia White, IATSE Director of Education and Training and President of Theatrical Wardrobe Union Local 764. Panelists from Locals 52 (Monica Jacobs), 161 (Daniel Gay), 600 (Jamar Olive), 700 (Jennifer Myers), 764

(Tisha Johnson), 798 (JoAnn Battat and Angela Johnson), and USA 829 (Samantha Rudolph and Alyssa Motschwiler) shared valuable insights about their respective crafts, including camera, editing, wardrobe, makeup, hair, electrics, and more. For aspiring technicians with an interest in our

union and our crafts, the panel was an incredible opportunity to ask questions of and network with experienced industry professionals, and gain a more comprehensive understanding of the IATSE and the film and television industry.





## COLLABORATIVE, A TOOL TO CREATE A SAFETY CULTURE AT WORK

The IATSE for many years has been taking steps to improve the safety in the entertainment venues where members of the union work. The steps include creating safety committees, involvement in writing workplace standards and rules, and health and safety training. While these things are in place, what are the steps needed to bring about compliance with industry safety standards?

The question of getting our employers to comply with the rules comes up often. Because of the nature of our business, members are often hesitant to report safety issues for fear of losing their jobs or being denied future calls. It puts a worker in a tough position if they are trying to weigh their safety versus continuing to have work to provide for themselves and their family. Plus, safety rules are not always clear cut, and members are not always knowledgeable about what the safety rules are.

Solutions that are offered often fall short. Some want stronger rules. But, if existing rules are not being followed, will writing a stricter rule help if it too will be ignored? It has been suggested that officers from regulatory agencies be present or a safety person be hired to watch over the workplace. These people cannot be everywhere to watch over everything.

I believe the solution is at our fingertips. Members themselves are the best way to make the workplaces safer. For years now, the OSHA 10-Hour Safety Awareness class has been taught throughout the industry. Two of the main lessons in the class are first, the General Duty Clause which states, "Each employer... shall furnish to each of his employees' employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees." Second, the employees are supposed to help.

So, how does this get our employers to follow the rules and make things safer?

The law says employers are responsible to provide a safe workplace. It is on them to do this. But, they can and should ask us to do the work to fulfill that responsibility. And, who better than us. Are we not the experts in our fields. We have the skills and do the work day-to-day. If a hazard is recognized who better than us, the workers to come up with a solution.

Here is a possible course of action. If you find a hazard in your workplace, you should tell your employer. (They should have a prescribed way to do this, but they probably do not.) Calmly, let them know that after taking the safety classes, you have found what you believe is a hazard. The hazard could hurt

someone, it may be a violation of OSHA rules and it could cause liability issues for the employer. Pause for a moment, and then offer a solution to correct the problem.

This may sound like too simple a solution and something that will never work, but it does work. Our employers do not want to hurt us. Many of them are ignorant of rules and do not know our working conditions. Many times calls come into the IATSE Safety Hotline with angry members reporting a problem. A call from the hotline to the producer telling them about the problem is often the first time they have heard about it, and they have it fixed.

Going to the employer in this way may seem strange, but it is the way OSHA expects workplaces to

operate, with communication between employers and employees, collaboration between employers and employees, and employers fulfilling their obligations by training employees to recognize hazards, having a plan for dealing with the hazard, and providing the resources for correcting the hazard.

I am an optimist and in my kumbaya world that is the way things should be. In the real world, we may need to employ some additional steps. If you talk to the employer, always follow up with an email or a text reporting the issue. "Based on my report to you, there is a fall hazard on the stage that needs to be corrected." Avoid making the report in an accusatory or confrontational way. People do not usually respond well to that kind of approach.

The first, best step to report an immediate safety issue is directly to the employer. That is who has the most direct control over what is happening, and is the fastest way to get a correction. Next, call your Local. The Local business agent knows who the people involved are. They are in the best position to stand up for the crew to have an issue corrected. If it is late or there is some other reason the employer or the Local is not available, call the IATSE Safety Hotline: 844-422-9273. The person who answers the call can start taking the steps to protect workers until corrective action can be taken.

Going home at the end of the work day with your mind and body intact is important. To do this we need to work with our employers to create a safety culture that benefits both the employers and the employees. Be the eyes and ears on the job site. Watch out for hazards that might harm you or your kin. Help the employer identify and correct the hazards that endanger employees and expose the employer to additional costs. This kind of safety culture is good for everyone.

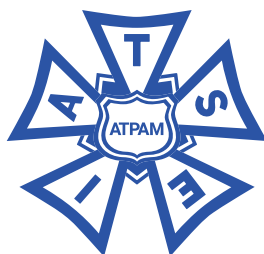


## GET TO KNOW ATPAM: THE ASSOCIATION OF THEATRICAL PRESS AGENTS & MANAGERS, IATSE LOCAL 18032

ATPAM is a powerful collection of Press Agents & Company and Theatre Managers who work in live theater. As a union, we provide training, education, and mentorship, making sure that each member feels protected and supported from the moment they land their first job. We are devoted to the health, vitality and success of staged entertainment of all types: on Broadway and Off, on the road, and across the country. By working together with our IATSE kin and all of organized labor in the industry, it is our goal to ensure the betterment of all the workers in our community.

ATPAM joined IATSE in 1994 as a National Local, #18032, retaining the number given it in 1928 from the American Federation of Labor (AFL). (Interestingly, ATPAM's founders had first entertained the idea of affiliation with IATSE back in 1937). As part of the IATSE family ATPAM has a home among strong union leaders and members. It has helped us in our negotiations, and we have enjoyed the benefits – health, annuity, education and, most importantly, solidarity – that being an IATSE member provides us.

As press agents and managers, we are in the unique position to push forward new ideas and processes that can create pathways to a more diversified membership for all unions and change the status quo. We use the resources and abilities of our members to create a consensus of change among all of the various stakeholders. We are committed to the advancement of



**ATPAM**  
ASSOCIATION OF THEATRICAL  
PRESS AGENTS & MANAGERS

BIPOC members, as well as exploring policies and programs to address unconscious bias, equity, diversity and inclusion.

No one reading this needs to be told that the world has changed in the last three years. We can all speak to the massive changes that have affected our industry. Nearly every aspect of our work has changed spectacularly. Our members are the “front line workers of the theater.” We are the first ones called when there is a problem. And every day our members answer that call without hesitation. We play an essential role in addressing the challenges as they arise.

After an unprecedented 18-month shutdown, our members returned to the post-pandemic landscape with no cohesive direction from our employers. ATPAM recognized the need for a coordinated effort to provide a successful return to work. “ReSTART with ATPAM” was our response. Our members stepped up to create a week-long program over Zoom. We invited all ATPAM members as well as others in the theater industry to join us for reviews of the new protocols, updates to the collective bargaining agreements, and the overall “state of

the state,” including the new COVID-19 procedures for Broadway and the road, working with minors (who were not eligible for vaccinations), as well as updates regarding immigration, travel, payroll and the tax code. Over 250 people attended these sessions and the recordings continue to serve as a resource. ATPAM is proud to have taken the lead to create a broad, comprehensive return-to-work program. ReSTART also created a template for the future which we will continue to employ to keep our members up to speed.

Our members have always been at the forefront of serving our community in whatever ways necessary, from mentorships to Mental Health First Aid training to fundraising for Broadway Cares/Equity Fights AIDS. The ATPAM table at the annual Broadway Flea Market & Grand Auction has consistently been at the top of the Top 10 money earners.

Ensuring the betterment of the working lives of our members and our community is still at the core of ATPAM. You can learn more at [www.atpam.com](http://www.atpam.com) and follow us on Facebook and Instagram.



## LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
LOCAL 154	OREGON SHAKESPEARE FESTIVAL FACILITIES AND FINANCE DEPT	STAGEHANDS
	OFF-BROADWAY ATLANTIC THEATER	STAGEHANDS
	OFF-BROADWAY TITANIQUE	STAGEHANDS
LOCAL 13	MINNEAPOLIS CHILDREN'S THEATER FRONT OF HOUSE	STAGEHANDS
LOCAL 195	SOUTHERN NEW HAMPSHIRE UNIVERSITY ARENA EMPLOYEES	STAGEHANDS
LOCAL 927	ALLIANCE THEATER	STAGEHANDS
LOCALS 84, 798 AND USA 829	GOODSPEED MUSICAL THEATER	STAGEHANDS, HAIR & MAKE-UP, DESIGNERS
LOCAL 798	ATLANTA OPERA	HAIR & MAKE-UP DEPARTMENT
LOCAL 799	PHILADELPHIA BALLET	WARDROBE DEPARTMENT
LOCAL 720	BROOKLYN BOWL	STAGEHANDS
	ALLEGIANT STADIUM	STAGEHANDS
LOCAL 784	SAN FRANCISCO OPERA	WARDROBE DEPARTMENT

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## INDUSTRY NEWS

2023 ended on a high note for the Trade Show Department. Throughout the year, we secured many collective bargaining agreement renewals with historic economic increases that will bolster the solid foundation we established over the past two decades. To attract, sustain, and hopefully, retain interested personnel, we were successful in eliminating or reducing entry level wage classifications and the hourly requirements to advance. These gains should aid our recruitment efforts.

Our industry partners continue to grapple with recruitment issues to find suitable personnel to fill pandemic related vacancies. Once hired, these new recruits adjust to the vagaries of the industry resulting in aggravating changes in call times and crew sizes

that impact our Local's hiring halls and employee morale. This situation will continue into 2024 but has shown signs of improvement.

It was announced recently that ESCA (the Exhibition Services & Contractors Association) participated in the creation of the Exhibitions Industry Collective to drive awareness on essential issues within the exhibitions ecosystem. The Exhibitions Industry Collective is comprised of six key industry organizations, including Exhibitions & Conference Alliance (ECA), Exhibition Services and Contractors Association (ESCA), Experiential Designers & Producers Association (EDPA), International Association of Exhibitions and Events (IAEE), International Association of Venue Managers (IAVM), and the

Society of Independent Show Organizers (SISO).

According to the press release, "Each organization has previously worked together on industry advocacy with ECA or ESCA and is now expanding this effort to address workforce development, sustainability, and health and safety as a unified effort. By leveraging the strengths in their respective fields, the Collective will better serve the larger exhibitions and events community by bringing more awareness to key stakeholders and a defined path of success for each member base."

From February 20-23, IAEE will host a virtual Exhibitions Industry Awareness Week featuring the six organizations in the Collective aiming to promote





the exhibitions industry as a career path opportunity for students, faculty, those looking for a career change and all members in each industry sector. Attendees will learn about sector-specific information including salary information, skill requirements and training needed. The Exhibitions Industry Collective will unveil its website soon.

### **ENTRY-LEVEL AV TECHNICIANS: A NEW WAVE OF AUDIO-VISUAL TRAINING FOR MEETING ROOM BASICS**

In a new collaboration between the Trade Show Department, the Training Trust Fund, and Freeman Audio Visual, a beta-testing initiative has been launched to address audio-visual training for entry-level technicians. While specifically tailored for newcomers to the field, the program also proves value for seasoned professionals venturing into AV with limited prior experience. The trial phase, conducted in San Diego and Dallas-

Fort Worth in late 2023, paved the way for an ongoing series of training courses throughout the Alliance. Next up in the series was Local 51 Houston in early January 2024. Excitingly, plans are in motion to expand this training program to approximately a dozen cities throughout the year.

Diverging from the previous model of the more time-consuming and comprehensive AV Essentials Program, the new training regimen condenses the learning process into a manageable two-day period, accommodating a maximum of twenty students per session. With the flexibility to host two such sessions in a typical week, the program aims to streamline the educational experience. Participants will engage in the lecture component of the program before breaking into subgroups for hands-on equipment training.

The primary focus of this training is to address the immediate need for installing and operationalizing meeting room equipment. By providing a

condensed crash course in meeting room basics, the program ensures that participants can quickly contribute to their respective teams. Any additional fine-tuning or equipment programming can be handled by more experienced “floaters” who are available to provide guidance. This dedicated approach to hands-on training has been well-received by students, as they appreciate the focused time allocated to practical application.

Upon completion of the program's testing phase and subsequent approval, there are plans to extend the offering to Local's trainers for wider implementation. The anticipation is high as the industry looks forward to riding the wave of this momentum throughout 2024 and beyond. This innovative training initiative not only addresses the immediate needs of meeting room setups but also sets the stage for empowering a new generation of skilled AV professionals.





## USA 829: Designing for Sustainability

United Scenic Artists Local 829 formed a Sustainability Committee in August of 2021. The Committee comprises a cross section of members from multiple crafts across multiple regions within the USA 829 jurisdiction. Committed to collaborating with employers and educating fellow members the Committee aims to move the industry to a more sustainable one.

If you would like to be a part of this growing coalition, please email [sustainability@usa829.org](mailto:sustainability@usa829.org)

More and more workers are realizing they are at a rare inflection point for an opportunity to make sustainability a reality in the entertainment industry. Working within the studio system, there are corporate goals aligning with decarbonization. Also in independent films, most production companies will have an interest in sustainable practices. Consuming less and reusing more, aligns with budget goals as well.

Right now the corporate incentives are to reduce fuel consumption but the Committee is finding there is a gap in knowledge about what can be designed, ultimately created and the fuel consumption used in the process. It is a goal to partner with the employers in a strategic way so they can better understand the correlation between the work members do and the direct impact on the environment, specifically making the connection between the design process and outcomes related to emissions and the environmental impact.

### USA 829 SUSTAINABILITY COMMITTEE MISSION STATEMENT:

- To secure the Union's commitment to sustainability and ensure effective practices.
- Develop a unified set of sustainability goals and guidelines.
- Coordinate efforts to reduce waste and usage of environmentally impactful materials.
- Share best practices in sustainable production.



- Encourage members and suppliers to adopt green measures.
- Train members and collaborate with industry-wide green initiatives.

In its short existence the Committee has accomplished quite a bit. Focusing on establishing education, resources and best practices the Committee has created Best Practices for Sustainability, a Sustainable Resource Guide, a seminar on Sustainable Production and a Toolkit. All are available on the Local's website. Additionally, the Committee conducted a study with an environmental consultant form.

In connection with the GREEN SPARK GROUP the Committee conducted a presentation and roundtable discussion on sustainability in the film industry at the International Production Designers Collective Week 2023.

The Committee values collaboration and has also joined with like-minded organizations and Locals/guilds of the PGA, DGA, ADG 800, ICG 600 and Local 52. Long term the Committee aims to influence contract negotiations with sustainable solutions in mind.



The Sustainability Committee offers the following suggestions for all members to create a sustainable future.

### CREATE THE CULTURE OF SUSTAINABILITY

- Establish the culture in your Art Department and lead by example.
- Hire a crew that shares your values toward sustainability.
- In the spirit of culture, start anywhere you can and celebrate victories, no matter how small.
- Be part of the sustainability community in our industry and others.
- Collaborate and learn what others have done in their departments and share what has worked in yours.
- Ask your employer what their company culture is around sustainability. Do they have an ESG policy? Environmental Social Governance.

### SET YOUR INTENTIONS FOR SUSTAINABILITY

- Make your intentions known to your crew and collaborators with every project.
- Sustainable choices often are the most efficient choices, creating a win for both production and the project.
- Conduct a meeting with your department heads to discuss sustainability and what ideas they may have to contribute and how it may impact their work. The goal is not to create a more stressful work environment but to work sustainably and what resources are needed to do so.
- Ask your line producer or studio executive if a Sustainability consulting firm is on your project or if there is a sustainability manager for the production. If so, make yourself known to that person and ask for their assistance in your efforts.

### PUT YOUR INTENTIONS TO PRACTICE

- Designers and art directors are adept at creating systems, use that skill to create sustainability minded systems in departments you manage.
- Empower your crew to implement any practice that favors sustainability.
- Be flexible with your designs to allow for a different outcome in exchange for a more sustainable choice.
- Set designers should design sets to be modular for reuse.
- Flats, windows, doors, millwork are all great candidates for reuse. Keep a thorough catalog of inventory.
- Ask your vendors to stock the best sustainable materials they can find.

- Decorators, shop local, rent local. This requires more labor and time but typically offsets with lower costs.
- Budget for sustainable choices by adding additional crew days to manage organization and cataloging.
- Ask your employer what systems or infrastructure is in place to operate sustainability.

### ORGANIZE EARLY

- Organize your assets so it is easier for you or someone else to reuse.
- Keep well documented plans and update “as built” construction plans for accurate information.
- Ask your crew to organize storage areas in a manner to allow for good visibility of sets and their components.
- Take good photos of your sets, furnishings and materials so anyone wanting to use it, will be more likely to do so.
- While designing stage sets or locations, look for efficiencies in the design that allow for better sustainable outcomes.

*Consuming less and reusing more, aligns with budget goals as well.*

### MOVE AWAY FROM SINGLE USE PRODUCTS

- What is Circularity?: A product, service, or resource renewed or regenerated, rather than wasted.
- The best outcomes for circularity start during the design process and continue throughout.
- Find the next cycle for a set or its components before you strike.
- Assess the circular and resource value of your sets and its components.
- Ask your carting vendor to separate dumpsters between asset rich or commodities waste and landfill waste.
- The landfill should be the last option.
- Ask your employer if there are policies or systems in place that assist in properly managing the materials in your sets such as storage facilities, preferred donation organizations, etc.



# DIVERSITY, EQUITY AND INCLUSION

## DEI COMMITTEE CELEBRATES NEW LEADERS TO THE GENERAL EXECUTIVE BOARD

As the DEI committee frequently states: Visibility Matters. It is a keystone of the committee's work and an ongoing campaign in which we strive to give voice and representation to the diversity of our members. As our Equity Statement reminds us, "We must 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!"

One of the ways we can work to build structures that create equitable access is to ensure that representation is equitable and reflects the diversity of our union. An initiative of the DEI committee work plan is a focus on Leadership Training, including creating strategies to encourage broader participation in leadership roles from non-traditional candidates. We promote existing officer training for underrepresented members. We also focus on outreach and generating support for members to access increased opportunities for leadership roles at all levels.

While the committee continues its efforts, the International also continues to make huge strides in upholding their commitment to statements made in the message "The Ground We Stand On" that as a union we will do better when it comes to equity, inclusion, fairness and opportunity. At the GEB, IATSE announced the retirement of six International Vice Presidents and the subsequent election of six new Vice Presidents to the International General Executive Board, marking a significant transition to the leadership of our union. The DEI committee is proud to celebrate several historic firsts that come with this transition to the Board.

DEI committee member and Local B27 Business Agent Toni Burns becomes the first African American man to be elected to the IATSE General Executive Board.

DEI Executive Board committee member and President of Local 665 Tuia'ana Scanlan becomes the first Samoan Hawaiian to be elected as an International Trustee.

Former International Trustee and International Representative in the Tradeshow Department, Carlos Cota becomes the first Chicano/Latino to be elected to the IATSE General Executive Board. Vice President Cota is also appointed as the Director of the Tradeshow Department.

USA 829 Business Agent and member of the Pride committee Carl Mulert becomes the first openly queer person to be elected to the IATSE General Executive Board.

DEI committee member, former International Trustee and now former International Vice President, C. Faye Harper retired from the Board. Sister Harper has been an IA member since 1992 and served as the first African American woman to be elected to the General Executive Board. Sister Harper was instrumental in helping steer the direction of the DEI committee to its current state and continues to be a strong advocate and advisor to the committee.

The General Executive Board also welcomed the addition of two women, Assistant Department Director of Motion Picture and Television, Vanessa Holtgrewe and Local 720 Business Representative Apple Thorne to the Board, rounding out the diverse new group of Vice Presidents to the General Executive Board.

The DEI committee celebrates the variety of perspectives, experiences and ideas that will be brought to the table with this new class of General Executive Board members. And thank you to our retiring class of officers, who have paved the way for us and continue to provide support and guidance.





# Anti-LGBTQ+ Bills Reach an All-Time High

2024 brings the largest global election year in history, with more than sixty countries, representing half the world’s population, going to the polls. That includes the U.S., which will be holding a pivotal election on November 5. As LGBTQ+ people, we need to already be having the conversations about what’s at stake.

According to the American Civil Liberties Union (ACLU), a record number of anti-LGBTQ+ bills were put forward across the United States in 2023. At least 510 bills were introduced; that’s nearly three times the 180 that were introduced in 2022. Of those 510 bills, eighty-four were signed into law in twenty three states, with both Tennessee and North Dakota tied at ten for the highest number passed. The content that appeared the most across these bills was related to healthcare and/or education.

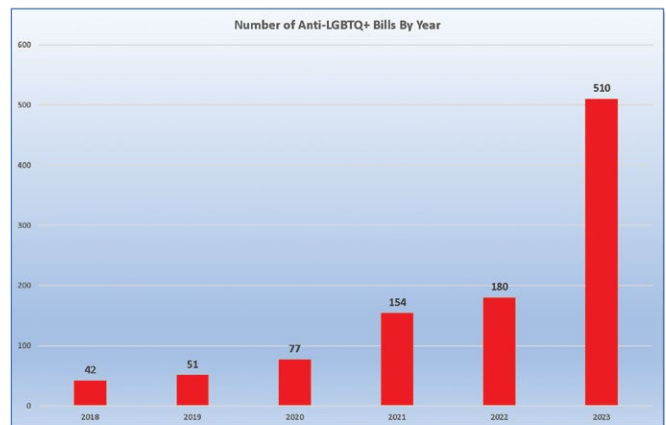
We know that politicians are using these issues to rile up their base, and so we, as LGBTQ+ people and their allies, need to ensure that we are voting for candidates who will vote against these bills, and will introduce others that offer us protection.

You can keep up to date on what bills have been introduced in your state, and what their current status is, by going to the

ACLU’s tracking page here: <https://www.aclu.org/legislative-attacks-on-lgbtq-rights>.

You can also “Take The Pledge” by signing up for updates from the ACLU on state legislative attacks on trans rights, reproductive freedoms, and more: <https://action.aclu.org/petition/2023-state-legislative-action-pledge-sign-now>

*\*Data as of December 21, 2023 – American Civil Liberties Union*



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# IATSE WOMEN'S CONNECTION

Apple Thorne



Vanessa Holtgrewe

## INTRODUCING THE NEWEST VICE PRESIDENTS OF THE IATSE GENERAL EXECUTIVE BOARD, APPLE THORNE OF LOCAL 720 AND VANESSA HOLTGREWE OF LOCAL 600

Marielle “Apple” Thorne was born and raised in Las Vegas. After graduating from the University of Nevada, Las Vegas (UNLV) with a degree in Theater Design/Technology, she joined IATSE in 2006 after voting to unionize her job at Blue Man Group. She spent the next several years touring with Broadway shows (primarily in the props department), and working as a carpenter, electrician, rigger, and puppet maker in the conventions and showrooms in Las Vegas.

With Local 720, Apple was honored to become the first female Business Agent in 2013, the first female Stagecraft Representative on the Executive Board in 2015, and the first female Business Representative in 2019. Apple and her husband Christopher are the proud parents of two children, Warner is eleven & Gwendolyn is nine.

Originally from upstate New York Vanessa Holtgrewe studied at The *University of California, Los Angeles* (UCLA) School of Theater, Film and Television in Film Production, graduating with a Master of Fine Arts in Cinematography. While at UCLA she lensed the thesis film, Eli Akira Kaufman’s “California King” which was nominated for a 2007 Student Emmy in the drama category. An International Representative with the IA, since 2012, Vanessa became the Assistant Director of the Motion Picture and Television Department in 2014.

Prior to her career with the union, she spent over a decade as a director of photography and camera operator on documentary features, reality series and competition shows. It was as the Director of Photography for NBC’s “The Biggest Loser” that she found her passion for workers and began organizing unrepresented productions.

In her downtime, Vanessa enjoys pottery and creates spectacular Halloween displays at her home every year. She enjoys traveling and cherishes spending time with her nieces and nephew.

The Women’s Committee asked these extraordinary women a few questions to share with the Alliance.

### AS A LABOR LEADER, WHAT ARE SOME OF YOUR PROUDEST ACCOMPLISHMENTS?

**AT:** A few of my proudest accomplishments would be finally securing wage parity for wardrobe workers across all

showrooms in Local 720 and organizing the Local 720 Food Bank during the COVID-19 shutdown which distributed almost seventy thousand meals and \$160,000 in grocery gift cards.

**VH:** One of my proudest moments was the organizing of Biggest Loser in 2010 and the subsequent wave of unscripted projects that were organized over the next decade. When we fight, we win!

### WHERE DO YOU FIND YOUR GREATEST INSPIRATION?

**AT:** I literally take inspiration from everyone. Even people I think are awful can usually teach me some good lessons about what not to do. I take inspiration from my mother who pulled my family out of poverty when she found grant money to complete a teaching degree. I take inspiration from the badass women who came before me and showed me that glass ceilings were made to be broken and also from all the smart men in my life who never looked at me as “just a girl” and allowed me the opportunities to succeed. I take inspiration from all the people who challenged me and made me work harder and from all the young people who are fighting their own battles at the beginnings of their careers. I take inspiration from my children who are so smart and so tolerant and sensitive to other people’s differences, and it shows me how far we have come as a society and how we can never rely on something being okay just because we thought it was okay twenty or thirty years ago. We can and should always do better.

**VH:** I take my inspiration from the amazing people I work with and for, watching the children of the men and women I used to work with on reality shows grow up with union-provided healthcare, getting to witness International President Loeb tell the Association of Independent Commercial (AICP) commercial producers that they would ignore the Production Workers Guild, Local 111 crafts at their peril, because they may make commercials, but we organize and it’s who we are.

### WHAT ADVICE WOULD YOU HAVE FOR YOUR YOUNGER SELF OR YOUNG WORKERS?

**AT:** I’m not sure what I would tell my younger self. I never took no for an answer and I’m afraid if I told my younger self



that it would all work out, I may not have worked as hard, or I may not have exercised prudent caution when I did. Maybe I would just tell her “Don’t waste time worrying about negative people. When it feels like the whole world is against you, take stock of how many people you have on your side. The negativity is usually coming from just a few people who happen to be very loud, but they don’t define you or the work you are doing.” That might have saved me some hours of lost sleep over the years, haha!

**VH:** I’m not sure what I would tell my younger self as a woman in the industry, but I would generally say, that cultivating and cherishing good mentors made all the difference in my career. I always encourage the young women coming up to be curious, speak up and ask questions. Becoming a mentor to those coming up was one of my greatest joys when I worked on set.



## HONORING RETIRING WOMEN’S COMMITTEE MEMBER AND EVENT PLANNER EXTRAORDINAIRE, ELLEN POPIEL

The Women’s Committee would like to thank Local 487 Secretary-Treasurer and Women’s Committee member Ellen Popiel for lending her event planning skills for the Wednesday night networking events of the Women’s Committee.

After careers in fashion and advertising, Ellen turned her creativity to commercial, film and television production. Joining Local 487 in 1996, she worked on various projects as both a set decorating and costume buyer. Nominated by surprise for Secretary-Treasurer of Local 487, she was elected and continued to serve for twelve years, the longest of any Secretary-Treasurer in Local 487 history. She learned that a key to success was reaching out to her counterparts in other Locals to establish lasting connections and broaden the collective knowledge.

In another stroke of serendipity, Ellen volunteered to plan the Wednesday evening gatherings of the women who attended the IATSE General Executive Board meetings. She watched the event grow from fifty attendees in 2016 to one hundred in 2024, with the women making connections and supporting one another.

Ellen is proud of all she was able to accomplish in service to the members of Local 487 and will now turn her attention to new challenges. Her tenure as Secretary-Treasurer will end in May 2024.

When asked what she would share with the women of the IA, she replied, “Stand up for yourself, believe in your abilities, speak the truth and never stop learning.”

On behalf of all the women of the Women’s Committee, thank you Ellen for planning the Women’s Committee events and enjoy your well-deserved retirement!

## HAPPY RETIREMENT TO INTERNATIONAL VICE PRESIDENT, DIRECTOR OF TRADESHOW AND WOMEN’S COMMITTEE CHAIR JOANNE SANDERS!

The Women’s Committee thanks Vice President Sanders for her leadership and guidance as the Committee Chair for the last five years. Under her leadership, the committee has led programming to encourage women to run for office, get out the vote campaigns and fight for equal rights in women’s healthcare. A strong supporter of the IATSE and female workers everywhere Joanne will be missed greatly, and we wish her well on her next amazing chapter.

The Women’s Committee will now be chaired by International Vice President and Local 11 Business Manager, Colleen Glynn.





# Drone, safely!

A motorcycle chase, a wide shot of the city, a stadium, a flight over a golf course, or a crowd at a festival: drone shots are now legion and omnipresent in many productions in our industry. They offer an often breathtaking overview and allow for great creativity.

But let's be clear: it still has to be done safely.

Several aviation regulations must be duly observed to use UAVs. And for good reason. The consequences of a drone accident can be very serious, both in terms of physical and material damage. What if you had to shoot a super beautiful sequence, above a very dense forest, near the main filming location, but solo, when the main crew is filming elsewhere? This situation also poses a huge risk to worker safety. You can exercise a completely legitimate right

of refusal on this occasion. Working in pairs remains a minimum safety element to observe in this situation.

It is important to take all necessary means to avoid injuring fellow technicians, actors, or spectators. Even the smallest unregulated drone models can cause damage. It is imperative to exercise caution. Do not hesitate to notify Production Managers or the IATSE Safety Hotline (844-IA-AWARE / 844-422-9273) if you witness a dangerous situation involving a drone.

Let's be creative and bold, but safe!



## LOCAL 74 MEMBER WINS UNION CONTRACT

Pictured here are Local 74 Business Agent Jim Shea (left) and President Gardner Friscia (right) with Sister Lisa Ficco. Her long-time non-union position of Head of Wardrobe at Westport Country Playhouse in Westport, Ct, is now included as part of the Bargaining Unit at that venue. The contract was ratified on May 21st, 2023.







## IATSE PARTICIPATES IN LABOR INNOVATION AND TECHNOLOGY SUMMIT ON THE A.I. GOES TO HOLLYWOOD PANEL

On January 9th, International President Matthew Loeb attended the 5th annual Labor Innovation & Technology Summit (LIT).

Cosponsored by the IATSE, this two-day event brought together AFL-CIO member unions from across the country to discuss how these technologies will impact workers, and ways that unions can ensure that these advances do not negatively affect working people. As part of the Summit, President Loeb received a curated AFL-CIO led tour of new technologies at the Consumer Electronics Show (CES), a trade show of more than 4,000 vendors, attended by more than 130,000 industry professionals, showcasing the latest in technologies and consumer electronics.

President Loeb was a featured speaker on two panels at the Summit and highlighted that IATSE members have always been at the forefront of innovation in the workplace. AI and ML should be tools that enrich the work lives of our members and not used as a weapon of efficiency.

Through collective bargaining, legislative and political advocacy, organizing, education and training, the IATSE will help

shape the future of the workplace. Partnering with and learning from other unions and guilds is a powerful component of this evolution.

In addition to attending the LIT Summit and walking the CES Tradeshow floor, members of the IATSE delegation also attended CES education sessions and panels. Over 250 of these were offered, highlighting the technology showcased on the tradeshow floor. Many topics relevant to IATSE workers were covered, such as Generative AI, Gaming, and entertainment technology. Notable sessions included “Harnessing AI Innovation While Governing Risk,” and “The Future of the Entertainment Industry.”

“Harnessing AI Innovation While Governing Risk” sought to discuss pressing legal and ethical challenges that exist because of new AI technologies. “The Future of the Entertainment Industry,” featured a panel of entertainment executives who primarily work on unscripted projects.

All in all, the message from these and other panels was clear: New technologies – like Generative AI – are here and they’re not going away. We cannot ignore them, and instead we must learn to intelligently regulate and harness these tools for the future of work.

## MARTIN KIRCHER OF LOCAL 181 RECEIVES GOLD CARD

On Monday, January 22nd, Local 181 presented Brother Martin A. Kircher with his Gold Card at the Double-T Dinner in Baltimore, Maryland. Marty has worked at the Imax Theater located in the Baltimore Convention Center, Bengie’s Drive Inn (currently on the historical register and considered one of the last Drive Inn Theater locations still in operation within the United States), and on various film productions in the Local’s jurisdiction over the years running daily’s and such. Congratulations Marty on receiving your Gold Card!



Right to left in the back: Local 181 Brothers Christopher J. Ellis, Frank D. Barron, L. Dave Foreman, and Marty (front center).



## Local 728 Honors 50-year members

In November of 2023, Local 728 presented the Gold Card to three members who exemplify excellence in the Local's craft and dedication to the Local. Iain O'Higgins has served the Local as an IATSE Convention and District 2 Delegate, Local 728 Representative to the Los Angeles County House of Labor and as an Executive Board Officer.

Dennis Grow has been an active member of the Local for over forty years, involved for many years as a delegate to the House of Labor as well as the IA's District 2 and the IATSE Quadrennial Conventions. Over the course of his career, Brother Grow has been a member of and or the chair of several committees in the Local and also

served as President of Local 728 from 2007-2009.

Brother Cordell Boyd was sworn into Local 728 on December 11, 1971. As a member of the Local, Brother Boyd served on the Executive Board, was a District 2 delegate, a Lot Steward, and was a founding member of Local 728's Diversity, Equity, and Inclusion Committee. Upon

his retirement from the industry, Brother Boyd has continued to add his voice and wisdom to the betterment of the entire Local through his continuous service and participation in the LA Federation of Labor's Martin Luther King, Jr. celebration. These three members exemplify the meaning of excellence within our Local and the Alliance.

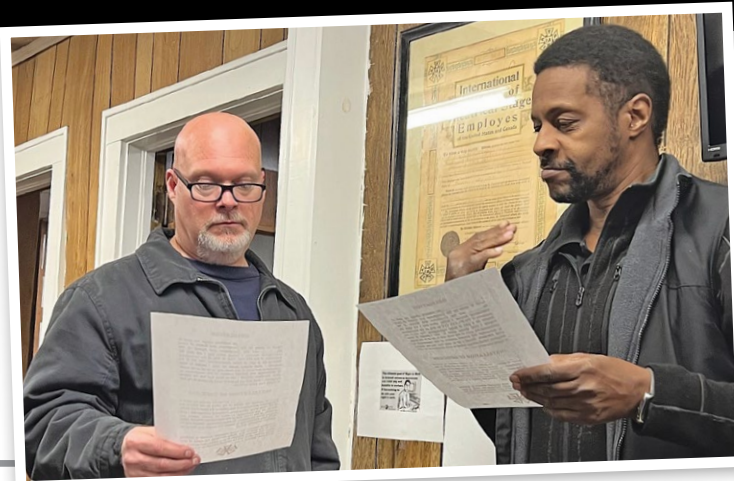


## LOCAL 4 HOST HOLIDAY TOY DRIVE

For the 2023 holiday season, Local 4 teamed up with Forrest Hills Tennis Center to donate toys to the Queens Childcare Network!







## LOCAL 333 SWEARS IN A NEW PRESIDENT!

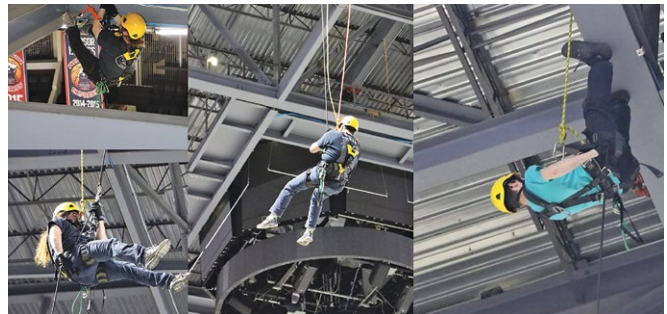
Brother Greg Eddins takes the oath of office for Local 333.

On January 8th, former Local 333 President Matthew Jones (left) swore in Brother Greg Eddins (right) as the new President for Local 333 located in Charleston, South Carolina.

## TRAINING, TRAINING, TRAINING!!!

As those in attendance at the 2023 Summer GEB in Chicago will recall, through generous funding from the federal government's Canada Performing Arts Workers Resilience Fund (CPAWRF), IATSE Canada was successful in rolling out \$1,000,000 of craft training over a period of six months. While this program is now closed, much of the curriculum and materials created through the program remain available to Locals looking to bolster their base of skilled workers. International Representatives can assist local unions in accessing additional training funds through the IATSE Entertainment & Exhibition Industries Training Trust Fund. In the aftermath of a global pandemic, it is our dedication to this continual training and mentorship that sets us apart. More than ever, this commitment to being at the forefront of the

technologies and expertise of our crafts demonstrates the strength and resilience inherent within the IATSE family. Here are some members of Local 580 upping their High Angle game with funding from the IATSE Training Trust!



**Pictured Left to Right: Local 834 Financial Secretary Michael Paveglio, Dunbar Elementary School Counselor Anita Bouie and Local 834 Business Agent Anthony Gantt.**

## LOCAL 834 HOST ANNUAL TOY DRIVE

Local 834's annual toy drive was a huge success! This past holiday season, Local 834 sponsored thirty students with Christmas gifts at Dunbar Elementary School in Atlanta Georgia.

Thanks to everyone who contributed and helped make the holidays brighter for those in need.





## LOCAL UNION NEWS

# Local 764 Host 21st Annual Quilt raffle

Local 764's 21st annual quilt raffle came to a close on Sunday, October 29th. Local 764 President Patricia White drew the winning ticket at the end of the Local's meeting. This year's winner was Joe Gibaldi, a member of Local One.

The quilt was designed and made by 764 member Michael Michalski, who has shared his artistry in support of the raffle for many years. The winning ticket was sold by 764 member Karen Winer, who has been an integral part of the raffle for over 10 years. Sonya Wisocki-

Radenovik designed our raffle poster and joined in selling tickets at several Local meetings.

Quilt Raffle chair Shannon Koger delivered the quilt to the winner at his work call at the Hilton Hotel.

Special thanks to all members across

the IATSE who purchased tickets. With everyone's help, Local 764 raised \$9,050 for the IATSE PAC this year. To date, Local 764 has raised \$189,342 in support of the IATSE PAC.



Pictured Left to Right: Quilt Raffle Chair Shannon Koger with Quilt Raffle winner, Joe Gibaldi.



Left to right are Henry Helfman, Greg Pise, Joe Gibaldi and Dan Pise.

## IA MEMBERS DISCUSS WORKING UNDER AN IATSE CONTRACT IN THE GAMING INDUSTRY

From left to right: IATSE members and gaming industry workers Xavier Coelho-Kostolny, Yaron Farkash and Marissa Bernstel were interviewed by IATSE representative and organizer Chrissy Fellmeth during a panel live-streamed on Twitch from the Animation Guild Headquarters in Burbank on Nov. 30, 2023. The members talked about the benefits and protections of working under an IATSE contract in the gaming industry.





## LOCAL 50 HONORS 50-YEAR MEMBER STEPHEN R. ODEHNAL WITH GOLD CARD

On December 29, 2023, Local 50 presented Stephen R. Odehnal with his gold card. Stephen has been a member of Local 50 for fifty years. Congratulations Stephen on receiving your Gold Card.



## LOCAL 720 MEMBERS RECEIVE THEIR SERVICE PINS

In November 2023, Ted Powell (left) of Local 720 received his 50-year service pin and Peter Feeley received his 30-year pin.

## LOCAL 311 OPERATION WARM

On December 2, 2023, Local 311 returned for its annual Operation Warm at the Middletown Thrall Library in Middletown, New York. In addition to coats, hats, and gloves, there were vouchers for the library's used bookstore, and New York State Senator James Skoufis donated stuffed animals to hand out to all the children.



On Sunday, March 3rd, IATSE, the Teamsters, and the Hollywood Basic Crafts hosted a pre-negotiations kickoff rally at Woodley Park in Los Angeles, California. Thousands of Hollywood entertainment workers rallied in solidarity with IATSE ahead of contract negotiations with The Alliance of Motion Picture and Television Producers (AMPTP). We Are Many Crafts, One Fight!



# New Production Workers Guild, Local 111 Meet to Secure First Collective Bargaining Agreement

The newly chartered Local 111 Negotiating Committee met at the IATSE West Coast Office to continue bargaining a first agreement with AICP.

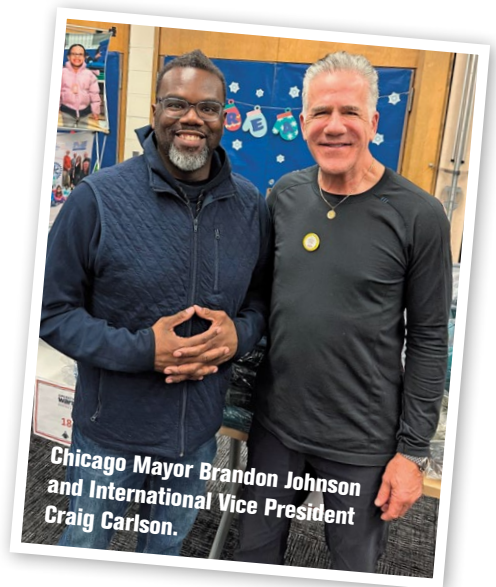
This is the first time Commercial Productions Workers have a seat at the table following a massive 5,000 worker organizing win in early 2023.



Pictured: Top row - Terry Maxfield, Colleen Donahue, Erin Wile, Alex Wayne, Vice President and Motion Picture and Television Production Director, Michael F. Miller, Jr. Cheri Wilder, Tony Paoli, International President Matthew Loeb, Jackie Wilson, Retired Assistant Department Director Motion Picture and Television Production Dan Mahoney. Middle row - Sophia Solomon, Fenyyx Wright, Marisa Shipley. Bottom row - Will Morillo, Cheyenne Cage, Jyn Pinson, Lynda de Zorzi.

## CHICAGO LOCALS PARTICIPATE IN OPERATION WARM

In December of 2023, members of Locals 2, 476 and 769 joined Operation Warm Partnership Director Rich Lalley (in orange) and Chicago Mayor Brandon Johnson for a day to give coats and winter essentials to children in need. The distribution was at The Chicago Lawn Public Library.



Chicago Mayor Brandon Johnson and International Vice President Craig Carlson.



## MPTF DAY AT THE RANCH

The Motion Picture and Television Fund (MPTF) – IATSE fundraiser, held its annual Day at the Ranch picnic at Calamigos Ranch, on Sunday, November 12, 2023. Together entertainment workers celebrated solidarity with fellow industry kin with food, an auction and raffle, fun outdoor activities, and more!

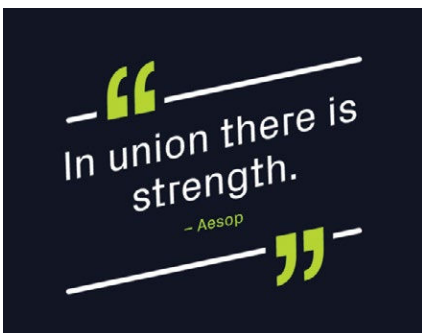
Thanks to the MPTF sponsors, donors, and attendees who came out and supported MPTF, over \$272k was raised which will help MPTF continue to provide vital programs and services for those in need within our community.

The MPTF aids workers facing challenges from work stoppages due to strikes and in times of need including financial assistance, subsidized childcare, and caring for aging parents. MPTF has fielded over 13,000 calls and distributed over \$6M in 2023. While the strikes are over, the need is not. If you are able, please support your Hollywood Crews with a donation by visiting: [iatse.co/mpftdayattheranch](http://iatse.co/mpftdayattheranch).

Here's a look at some of the photos from the 2023 Day at the Ranch!



## MORE ORGANIZING WINS!



Since the last IATSE Bulletin was published, the Canadian Department has had the following organizing success:

- HCP MBS Studios Canada, LTD (DBA Pacific Back Lot) – Rental House
- Empress Walk Cineplex – FOH
- Cheminus Theatre Festival – Stage
- WildBrain Animation Studio – Animation
- Kimberley Arts Council, Centre 64 – FOH
- Double Negative (DNEG) – VFX
- Scotiabank Dance Centre – Stage
- Magnus Theatre – Stage
- Kickstart – Animation

If you are interested in organizing at your workplace or want to talk about a specific organizing drive, please contact IATSE International Representative Jeremy Salter, at [jsalter@iatse.net](mailto:jsalter@iatse.net).



## LOCAL UNION NEWS

### IATSE'S VANESSA HOLTGREWE PARTICIPATES IN US SENATE AI INSIGHT FORUM

Vanessa Holtgrewe, Assistant Department Director of Motion Picture & Television Production and International Vice President, posed with Senate Majority Leader Chuck Schumer on November 29, 2023, in Washington, D.C. after her testimony at the bipartisan U.S. Senate AI Insight Forum on intellectual property and copyright.



### LOCAL 769 HOST PRESENTATION WITH VICE PRESIDENT MILLER

On November 11, 2023, Local 769 was pleased and grateful to host a presentation and Q&A with International Vice President and Motion Picture & Television Production Department Director, Michael F. Miller, Jr.

Vice President Miller shared a comprehensive and detailed presentation on the current state of our industry, discussed the recently concluded SAG-AFTRA negotiations and salient points (i.e. Artificial Intelligence), as well as shared preliminary goals and strategies for our upcoming negotiations with the Alliance of Motion Picture and Television Producers (AMPTP). He was generous with his time and returned after the conclusion of the meeting for additional feedback and interaction with Local 769 members. Vice President Miller expressed his thanks to members who joined in this dialogue with him directly. This feedback will be helpful for our bargaining team as they continue to plan for the upcoming sessions in the spring.





## REMEMBERING J.C. "SPIKE" OSORIO



On behalf of the family of our late member, J.C. "Spike" Osorio, we are sharing this remembrance:

"He was the best person who cared for all living things, a person that we all should strive to be. J.C.

Spike Osorio was taken away from us too soon on February 6, 2024. He was the most wonderful, thoughtful, and loving husband, a caring son, a wise brother, a strong friend, a brave veteran, a euphorbia enthusiast, a meticulous lighting technician, and a stickler for safety at work.

He would talk your ear off given the chance and the opportunity, but he would always take the time to listen and care about what others needed to say. He would want everyone he knows to carry on the torch of maintaining safety and protections for the working people not only of IATSE but beyond as well.

He is survived by his wife, Joanne Osorio-Wu, his mother, Zoila Osorio, and his two schnauzers, Murphy Pastrami and Sirius Pickle. To paraphrase a line from one of his favorite podcasts, "He was Spike, he lives forever in every moment he existed, and swore to every star in the cosmos, that he never forgot it was a gift, not for one second."

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Thomas Colvell	1	Michael S. Hennessy	8	David Sims Iii	39	Peter H. Miller	76
November 12, 2023		December 21, 2023		December 29, 2023		December 23, 2023	
Lee Hinklin	1	Sean Sweeney	8	Philip Shea	44	Frank A. Jacoby Sr.	77
November 24, 2023		December 23, 2023		December 7, 2023		December 5, 2023	
Kevin J. Jones	1	Darrell L. Thomas	8	Richard B. Steinheimer	44	Terry L. Wilkins	78
December 19, 2023		November 18, 2023		November 11, 2023		December 31, 2023	
Matthew H Kronyak Jr.	1	Kevin J. Jones	21	David L. Stephens	50	Michael Hall	80
December 13, 2023		December 15, 2023		December 2, 2023		December 18, 2023	
Richard F Millahn	1	Martin A. Melgarejo	21	Elisha Birnbaum	52	Michael D. Stewart	80
November 13, 2023		December 4, 2023		December 12, 2023		November 28, 2023	
August J. Propersi Jr.	1	William T. Kosman	31	Michael S. Hennessy	52	Raymond A. Garcea	93
December 11, 2023		December 25, 2023		December 22, 2023		January 1, 2024	
Carmine Ranellone	1	Wolfgang F. Erlach	33	Frank M. Iannacone	52	John A. Skworch	98
December 28, 2023		November 25, 2023		November 23, 2023		November 14, 2023	
Robert J. Schelling	1	Deborah L. Fonoimoana	33	Frank J. Itri	52	Martin E. Lipow	107
December 17, 2023		December 13, 2023		December 27, 2023		December 12, 2023	
Robert S. Barros, Iii	2	Lewis B. Holbrook	33	Frank A. Jacoby Sr.	52	Kenneth J. Jaros	110
November 16, 2023		December 14, 2023		December 5, 2023		November 12, 2023	
Jacob Curtin	2	John R. Rivera	33	Jeffrey Lalino	52	David W. Wright	127
November 24, 2023		November 13, 2023		December 20, 2023		November 17, 2023	
Robert R. Woodbury Jr.	5	Lawrence F. Stoliker	33	Raymond Murphy Sr	52	John Hroch	158
December 7, 2023		December 21, 2023		December 17, 2023		November 10, 2023	
Dewane Morgan	7	Steven C. Kemp	38	Bryan Oxford	52	Charles K. Grunau	190
December 30, 2023		November 23, 2023		November 19, 2023		December 12, 2023	
Robert R. Seymour	7	Clarence Miller	39	James P. Sherman	52	Jeffrey A Coker	197
November 23, 2023		November 20, 2023		December 26, 2023		December 26, 2023	



<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>	<b>NAME</b>	<b>LOCAL</b>
Howard Mehr December 12, 2023	199	Sheldon J. Lubow December 7, 2023	600	Horatio Jennings, Iii December 6, 2023	794	Don Greff November 12, 2023	891
Edward Renteria November 15, 2023	205	Joel Schwartz December 1, 2023	600	William F. Matthews December 30, 2023	800	Robert H. Hicks November 28, 2023	891
Jason Bartling December 6, 2023	212	Richard M. Fagan December 12, 2023	631	Peter Anderson December 1, 2023	819	Evan Johnson-Kuchera December 14, 2023	891
Silvio Talarico December 10, 2023	212	Daniel Houde December 30, 2023	647	Franz Pandy November 16, 2023	834	Patrick A. Moon November 18, 2023	891
Allan Deluca December 23, 2023	295	Douglas E. Ibold November 8, 2023	700	James Austin December 30, 2023	835	Moira Perlmutter November 10, 2023	891
Scott M. Haskell December 28, 2023	320	Lawrence H. Mann November 15, 2023	700	Kathryn L. Moon December 23, 2023	835	Ira Bernstein December 21, 2023	18032
Roger Armstrong December 30, 2023	336	Maurice Schell November 21, 2023	700	Robert L. Eshelby December 10, 2023	849	Virginia Holden Glover November 28, 2023	18032
James Kirouac December 21, 2023	461	Richard A. Yapelli, Jr. December 3, 2023	700	Ricardo N. Alms December 15, 2023	856	Robert Nolan December 27, 2023	18032
Samuel B. Barrow November 11, 2023	479	Michael D Pollender Jr. December 23, 2023	720	Susan M. Becton December 14, 2023	871	Kim Sellon November 24, 2023	18032
Michael J. Hudson December 29, 2023	479	Ronald Ash November 24, 2023	728	Amy Chance November 12, 2023	871	Thomas Bliese December 18, 2023	USA829
Georgia Sedmak December 15, 2023	479	Frank Jimenez December 18, 2023	728	Paul Cockburn December 7, 2023	873	Ian Falconer December 18, 2023	USA829
Anthony W. Hamilton November 16, 2023	487	Thomas Murphey December 4, 2023	728	Robert L. Eshelby December 10, 2023	873	Harry Kardeman November 15, 2023	USA829
Robert P. Kirkpatrick December 15, 2023	592	Yvonne Gordon December 17, 2023	729	Ovadya Hazanov December 16, 2023	873	Richard Pilbrow December 18, 2023	USA829
John I. Bailey November 10, 2023	600	Robert Kelly November 19, 2023	751	Maurice Tremblay November 29, 2023	873	Eric Sinkkonen November 15, 2023	USA829
Thomas Conkright December 7, 2023	600	Robert G. Waldrow December 27, 2023	751	Delphine White November 27, 2023	873		
Victor Kemper November 27, 2023	600	Joseph Dehn December 29, 2023	764	Jurgen Gottschlag December 10, 2023	891		

## THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

### *Contributor*

James G. Varga and Andrea A. Friedland-Varga

Andrew Oyaas

Brian J. Lawlor

Closed Bond Vanities

Closed Bond Chita Rivera

Closed Bond Hamlet Broadway

### *In Memory Of*

Fund Contribution

Retired Vice President Michael Sullivan and  
Retired International Representative Scott Haskell

Retired Vice President Michael Sullivan

Fund Contribution

Fund Contribution

Fund Contribution



# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees  
**ADC** Associated Designers of Canada  
**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)  
**AE** Arena Employees  
**AFE** Arena Facility Employees  
**AG&AOE&GA** Animation Guild and Affiliated Optical Electronic and Graphic Arts  
**AMTS** Admissions, Mutual Ticket Sellers  
**APC** Affiliated Property Craftspersons  
**ATPAM** Association of Theatrical Press Agents and Managers  
**BPTS** Ball Park Ticket Sellers  
**CDG** Costume Designers Guild  
**CHE** Casino Hotel Employees  
**EE** Exhibition Employees  
**EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors  
**ICG** International Cinematographers Guild (inclusive of Publicists)  
**M** Mixed  
**MAHS** Make-Up Artists & Hair Stylists  
**MAHSG** Make-Up Artists & Hair Stylists Guild  
**MPC** Motion Picture Costumers  
**MPEG** Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)  
**MPP,AVE&CT** Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians  
**MPP,O&VT** Motion Picture Projectionists, Operators and Video Technicians  
**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts  
**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians  
**MPSELT** Motion Picture Studio Electrical Lighting Technicians  
**MPSG** Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)  
**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  
**TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists  
**TWU** Theatrical Wardrobe Union  
**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

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## DISTRICT OF COLUMBIA

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**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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## FLORIDA

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**M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE** – Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

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**M 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, 605 East Robinson Street, Suite 240, Orlando, 32801. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Kimberly A. Holdridge, Kimberly.abowles@gmail.com.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND** – Baylee Bourgoin, 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 McGlamery.

**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).

**MAHS 798 ATLANTA REGIONAL OFFICE (See also New York)** – Samantha Reese, sreese@local798.net; 4220 International Parkway, Atlanta, 30354 (770-855-0601).

**M 824 ATHENS** – Peter Elliott Fancher, 824dues@gmail.com; P.O. Box 422, Athens, 30603. (706-296-2136) Bus. Agt.: Kyle Anne Judson, iatselocal824ba@gmail.com.

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**TWU 859 ATLANTA** – Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

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**HAWAII**

**M 665 STATE OF HAWAII** – Shawn Christensen, 501 Summer Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 8085918213). Bus. Agt.: Irish Barber.

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**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**

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**M 217 ROCKFORD** – Kim Whitmore, P.O. Box 472, Rockford, 61105. (779-772-7619) (Fax: 815-484-1085). Bus. Agt.: Alix Villiere.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO** – Michael Hottinger, P.O. Box 296, Metropolis, IL 62966. (618-967-2394) Bus. Agt.: Kendel Heifner, iatse421@att.net.

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**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.

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**T B46 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 /LOGANSPOUT/ PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND** – Donald McFarland, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Donald McFarland.

**S 049 TERRE HAUTE** – Stephanie Driggers, wsdiggers@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.

**TWU 893 INDIANAPOLIS/BLOOMINGTON** – Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

**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.

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**S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE** – Scott Alan Wiley, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Travis Jacobs, tjacobs1206@gmail.com.

**M 690 IOWA CITY** – Charles Scott, sectreas690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

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**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA** – Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

**KANSAS**

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS** – Robin Suellentrop, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Eli Yaffe.

**M 190 WICHITA/HUTCHINSON/EL DORADO** – Elizabeth Anderson, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Timothy McCulloch, ba190@iatse.kscocxmail.com.



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**M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH** – Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

**TWU 897 LOUISVILLE** – Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Libby Murner, libby.murner@gmail.com.

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**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** – Adriane Bennett, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Deanna Caharon.

**M 668 MONROE** – Dan Saterfield, d.saterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-329-4519). Bus. Agt.: Ross Stacks, rossstacks@aol.com.

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**S 019 BALTIMORE** – Nick Mostris, recseclocal19@gmail.com; PO Box 50098 Baltimore MD 21211. (443-823-4950) Bus. Agt.: Michael Mixer, businssagent19@gmail.com.

**S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA** – Christopher Ruble, 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.

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**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV** – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

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## MASSACHUSETTS

**S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD** – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617269-5595) (Fax: 6172696252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD** – Valentino Larese, vlarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

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**M 195 LOWELL, MA./NEW HAMPSHIRE** – David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099) Bus. Agt.: Steven Kocsis, business@iatse195.org.

**M 232 NORTHAMPTON/AMHERST** – Samuel Whitney, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Cathleen O'keefe.

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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 Aurlauskas.

## MICHIGAN

**M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH** – Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Joshua Roskamp.

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON** – Keith R. Braun, kbraun3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: E. Joseph Miller, jmiller@iatse38.org

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**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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## MINNESOTA

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**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 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY** – Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

**M 426 CASPER** – Robert H. Wilson, Robhw@bresnan.net; P.O. Box 353, Casper, 82601 (307-235-5159) Bus. Agt.: Gary R. Vassos



## DISTRICT SECRETARIES

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**District No. 6 (Texas, Oklahoma & Arkansas)** – Jon Lowe, 2200 Mid Ln. Houston, TX 77027, (713-714-6713) Email: [d6secretarytreasurer@gmail.com](mailto:d6secretarytreasurer@gmail.com).

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# NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

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

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

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

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

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

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

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

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

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

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

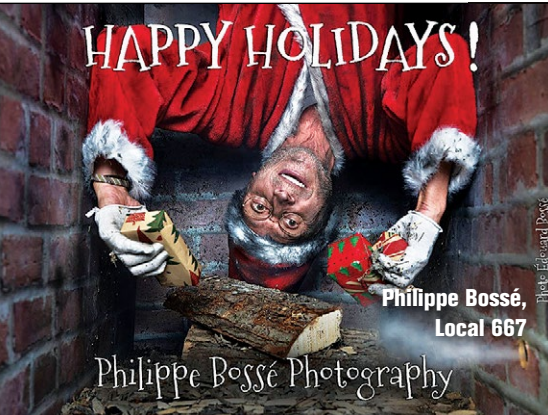
9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the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

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

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

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



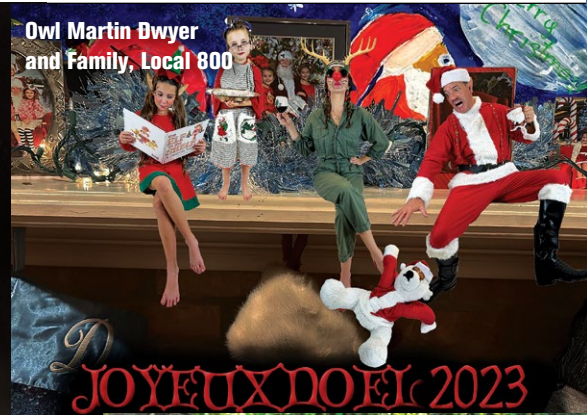


Philippe Bossé,  
Local 667

Philippe Bossé Photography



Josh Henry, Local 479



Owl Martin Dwyer  
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John Darakjian,  
Local 600

CONGRATULATIONS  
TO ALL THE WINNERS OF  
THE 4TH ANNUAL HOLIDAY  
PHOTO CONTEST



David L. Arsenault,  
Local USA829



Abby  
Hornbachewski,  
Local 44 and Jeff  
Hornbachewski,  
Local 728



Local 44 set crew of  
the Jennifer Hudson  
holiday show



Jo Archer,  
Local 891



Debra Rogers,  
Local 891