THE OFFICIAL LATSE www.iatse.net NUMBER 684 SECOND QUARTER, 2024

Bulletin

MANY CRAFTS

MEMBERS BATTLE FOR A STRONG COLLECTIVE BARGAINING AGREEMENT

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.

such manner as to	afford the parties a reason	able opportunity to act on it.				
Check one:	☐ President's Clu	b (\$40.00/month) 🔲 Lea	der's Club (\$20.00/month) [Activist's Club (\$10.00/mo	nth)	
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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.
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James B. Wood Editor







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CLC DELEGATE
Siobhan Vipond

GENERAL COUNSEL
Samantha Dulaney

GENERAL OFFICE

207 West 25th Street, 4th Floor, New York, NY 10001 Tele: (212) 730-1770 FAX: (212) 730-7809

WEST COAST OFFICE

2210 W. Olive Avenue, Burbank, CA 91506 Tele: (818) 980-3499 FAX: (818) 980-3496

CANADIAN OFFICE

22 St. Joseph St., Toronto, Ontario, Canada M4Y 1J9 Tele: (416) 362-3569 FAX: (416) 362-3483

WESTERN CANADIAN OF<u>FICE</u>

1000-355 Burrard St., Vancouver, British Columbia V6C 2G8 Tele: (604) 608-6158 FAX: (778) 331-8841

CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

22 St. Joseph St., Toronto, Ontario, Canada M4Y 1J9 Tele: (416) 362-2665 FAX: (416) 362-2351 www.ceirp.ca

I.A.T.S.E. NATIONAL BENEFIT FUNDS OFFICE

417 Fifth Avenue, Third Floor, New York, NY 10016 Tele: (212) 580-9092 Toll free: (800) 456-FUND FAX: (212) 787-3607

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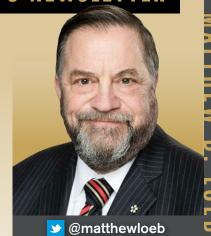


PRESIDENT'S NEWSLETTER

Common Purpose

Greetings Sisters, Brothers and Kin,

At the time of this writing I have just returned to NY from Los Angeles after six weeks of bargaining the Area Standards and Basic Agreement covering roughly 70,000 motion picture technicians and artisans in the United States. We have worked diligently with all the affected Locals to prepare for these important negotiations and those efforts are clearly paying off.



In the formulation of our proposals each Local polled their membership to establish bargaining priorities. Proposals on wages, benefits, working conditions, AI and other subjects were constructed to demand from the employers. It was the most inclusive preparation process to date. The local's collaborated. Scores of meetings were held. A special course was created and presented to all bargaining committee members whether they were experienced veterans or first time participants.

We engaged with numerous professionals to consult and advise us on various matters where they have experience and expertise. Health and retirement actuaries and consultants, investment managers, attorneys, accountants, benefit plan personnel and industry analysts all gave input allowing us to formulate our proposals around facts emerging from past experience and future projections. For our Artificial Intelligence proposals we formed a committee of leaders and consulted with member experts. Charged with composing protective terms I, along with the committee's Chairs from the Locals and leadership from the International, worked with the National AFL-CIO to engage a team of experts at Carnegie Mellon University. They consulted on matters relating to aspects of the emerging technology including legislation, public policy, law, regulation, training, application in other industries, ethics, collective bargaining, and, of course, the future affects on the jobs we do today. In addition we engaged an expert from UCLA who participated and consulted us during negotiating sessions when the companies had their experts present.

Local Unions worked in concert with the West Coast Office to disseminate information. A communications

team was formed and information shared by and between the Locals and International. Solidarity events and town halls were held and we had a rally attended by thousands of members and supporters of the IA, Teamsters and Basic Crafts for our negotiations. In attendance were also leaders from the DGA, SAG, WGA, Musicians as well as representatives of the California and Los Angeles Labor Federations. The solidarity was palpable. There is no doubt that we have each others backs.

Although an agreement has yet to be reached at this time we have made strides forward toward our objectives and I remain hopeful that a fair agreement meeting the members' needs will be agreed upon and ratified prior to expiration July 31st. The power of our solidarity is evident at the bargaining table and our goals will be reached with your continued strength and support. It is that power that provides your committee, leadership and me the tools we need to build a secure future for the members and their families.

Thank you to those who have given of themselves throughout this process. Your dedication and commitment are noticed and appreciated. From the leadership of the West Coast Office, the motion picture locals throughout the country, participants on one of the many committees, to the members who put their boots on the ground, your combined work will yield the results we will always pursue. Security, fairness, a safe and healthy workplace, and a potent effective voice at the bargaining table.

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 9:00 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

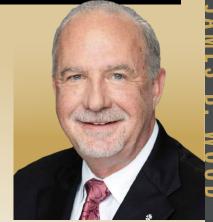
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BULLETIN AND PHOTO SUBMISSION GUIDELINES Please send your Bulletin submissions to bulletin@iatse.net. All digital photos should be taken with a camera that is at least 3 megapixels or higher, and set on the highest quality/resolution setting. JPEG or TIFF file formats only please. Please do not crop or otherwise modify photos - the original version usually has the highest quality. Using a smartphone? Please turn it sideways for group shots. Get as close as possible to the subject, but avoid using your phone's zoom function. When emailing photos from a smartphone, please be sure and send the original size or the largest available.

GENERAL SECRETARY-TREASURER'S MESSAGE

Recognition of Longevity

In July of this year, our union celebrates its 131st year anniversary. In addition to that, 172 of our 350 local unions are now at least one hundred years old. Over such long periods of time our union has built up a rich history and developed many traditions.



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

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

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

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

receive a permanent membership card known as the Gold Card.

These members are considered to be lifetime members of the International and no per capita is paid by them for the rest of their lives.

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

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

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

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POLITICAL AND LEGISLATIVE

IATSE Sights Set On 2024 Elections



phrase that is repeated enough to become a cliché often bears some truth. And while the following has become cliché, there is unfortunately no truer phrase in the U.S. political realm than: this election will be the most consequential of our lifetimes.

With each passing November, the stakes continue to rise as the distance between the major political parties widens on the vision for America's future. But IATSE does not intend to play bystander to history. Powered by the strength of our membership, we are preparing to put the full weight of our Alliance behind candidates that fight to better the lives of behind-the-scenes entertainment workers.

The IATSE Political/Legislative Department is hard at work setting the table for the 2024 elections by updating current resources, planning new trainings, and expanding on our modes of member communication.

With primary elections well underway across the country, we encourage you to visit the IATSE Voter Toolkit (iatse.co/vote) to reconfirm your voter registration and make a plan to vote in this year's elections. We also urge you to utilize the IATSE Advocacy Resources available to you and your fellow IA kin to help guide your political activism this year. Visit the Political/Legislative tab of IATSE.net to learn more. Finally, connect with your IATSE local union Political Coordinator as well

as your AFL-CIO State Federation and Central Labor Council about engaging in their respective election programs to mobilize union members.

ESTABLISHING FEDERAL LEGISLATIVE SAFEGUARDS FOR ARTIFICIAL INTELLIGENCE

Of course, in addition to the electoral work of the union, our legislative fights continue. Earlier this year, IATSE published updates to the IATSE Federal Issue Agenda for the second session of the 118th Congress.

While most of our federal legislative priorities remain unchanged from 2023, a key addition to the agenda is "Establish safeguards to ensure the fair and ethical use of Artificial Intelligence (AI) and Machine Learning (ML) tools." Generative AI and ML technologies, if left unchecked, represent the next frontier of large-scale online piracy. Absent safeguards to ensure consent, compensation, and credit for the use of copyrighted works and intellectual (IP), and transparency of training sets, AI will be used as a sophisticated, deceptive tool for content theft. We advocate for policies that:

- Maintain strong copyright and IP laws, and prioritize the people involved in the creative process.
- Require transparency of generative AI training data sets and the use of AI & ML systems.
- Ensure entertainment workers are fairly compensated when their work is used to train, develop, or generate new works by AI systems.

On April 9th, Representative Adam Schiff (D-CA) introduced the Generative AI Copyright Disclosure Act, a bill to establish transparency with respect to copyrighted works used in building generative AI systems.

IATSE has proudly endorsed this legislation – we thank Rep. Schiff for his leadership on this critical issue and for his partnership, by inviting the input of IATSE behind-the-scenes entertainment workers in the drafting of the bill.

Speaking in support of the newly introduced federal legislation, International President Matthew D. Loeb said, "IATSE commends Rep. Adam Schiff for introducing the Generative AI Copyright Disclosure Act. Entertainment workers must have consent over the implementation of emerging technologies

in their workplaces and must be fairly compensated when their work is used to train, develop or generate new works by AI systems. This legislation will ensure there is appropriate transparency of generative AI training sets, and would empower IATSE workers to enforce their rights."

The rapid development of generative AI technologies has outpaced existing law, leading to widespread use of creative content without consent or compensation. This legislation introduces critical measures to protect the IP rights

of creators in the age of AI. It mandates transparency from companies in disclosing the use of copyrighted works to train AI systems, ensuring creators are informed and have the tools to advocate for credit where due.

Maintaining strong copyright and IP laws, and prioritizing the people involved in the creative process, is the primary focus of IATSE's AI-related political and legislative advocacy. We must improve transparency of generative AI training data sets to protect the rights of working people

who power the U.S. entertainment industry. The Generative AI Copyright Disclosure Act will do just that. We look forward to continued collaboration with Rep. Schiff to advance this effort and we are urging all members of the House of Representatives to cosponsor this important legislation.

Political and legislative advocacy around artificial intelligence and machine learning are part of IATSE's broad campaign to address the impact of emerging technologies on entertainment workers.

ACTING LABOR SECRETARY JULIE SU HOSTS "MAKING EQUITY REAL" PANEL WITH LOCAL 22 MEMBER FRANK BROWN, JR. AND VISITS LOCAL 720 TRAINING CENTER

When President Biden nominated Julie Su to serve as Secretary of Labor following the departure of Secretary Marty J. Walsh last year, The International Alliance of Theatrical Stage Employees (IATSE) joined worker advocates across the country in praising the nomination of our close ally. We highlighted her extraordinary track record of protecting workers' rights, pioneering job creation, combatting wage theft, and asserted that she would be a champion for working families as the head of the U.S. Department of Labor (DOL). She has demonstrated that time and again since assuming the role.

"MAKING EQUITY REAL: CREATING CAREER PATHWAYS AND GOOD JOBS IN THE ARTS"

On February 28th, Acting Secretary Su invited Frank Brown Jr., Local 22 member and Kennedy Center Production Shop Steward, to participate in a discussion at DOL celebrating this year's Black History Month national theme, "African Americans and the Arts." Acting Secretary Su moderated a panel that highlighted the importance of good jobs, equity, and job quality in the arts, particularly for Black workers. The conversation addressed the critical role that unions play in achieving equity for workers of color and creating career pathways in the arts and entertainment industries.

"At the Department of Labor, we're making sure in every industry, including in the arts, that workers can get good jobs...When I talk about good jobs, I mean jobs that allow people to live full lives and where they don't have to scrape by to do the things that they love," said Acting Secretary Su

in her opening remarks. She continued, "unions are one of the most powerful forces that exist for combatting racial and gender wage gaps."

Also participating in the event were Dr. Maria Rosario Jackson – Chair of the National Endowment for the Arts, Congressman Maxwell Frost (D-FL), and union representatives from Actors' Equity, AFM, AGMA, SAG-AFTRA, and SDC.

Local 22 member Frank Brown Jr. shared his journey from growing up in Prince George's County just outside of Washington, DC, discovering a passion for theater in high school, working part-time for low wages in the theatre while attending community college, getting the opportunity for a union call with Local 22, becoming a union member, establishing a ca-



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POLITICAL AND LEGISLATIVE

reer in the industry he loved, and ultimately getting a job at the Kennedy Center where he has been for fifteen years.

"I accepted my fate, I was like, I'm in this theatre making eight dollars an hour but at least I'm happy right?" said Brown, Jr. After working a call with Local 22, he continued, "the wage itself just made a difference. Then I started learning about...pensions, annuities, healthcare. People really don't understand how collective bargaining and unions really help . . . I've been able to flourish [at the Kennedy Center] through a union contract."

The event underscored the arts and entertainment as a viable and secure career path for individuals, especially for marginalized communities. As Dr. Jackson remarked, "Through our work with union leaders in this room, we are able to help advance arts careers that provide family-supporting pay and the ability to have retirement security. At the NEA, we are committed to valuing arts professionals as workers and to valuing not only art products but the creative process and the people without whom we would not have art."

A full recording of the event can be viewed here: iatse.co/makingequityreal.

VISIT TO LOCAL 720 TRAINING CENTER

On January 11th, Acting Secretary Julie Su visited the IATSE Local 720 Training Center in Las Vegas. This visit was an intentional follow up by DOL to check in with the local following previous Secretary Marty Walsh's visit in the fall of 2021 when they were still experiencing significant unemployment due to COVID-19. President Loeb, General Secretary-Treasurer Wood, and several IATSE Department Directors were able to participate in this meeting as it took place during CES and the AFL-CIO Labor Innovation & Technology Summit, which the IATSE leadership was attending.

Acting Secretary Su received a tour of the training center from Leon Morris, Local 720 Training Manager and then sat down with Local 720 and International leadership



for a conversation. International Vice President and Local 720 Business Representative Apple Thorne and Local 720 President Phil Jaynes were able to report an influx of work for the local since the visit of Secretary Walsh and highlight IATSE union made events in Las Vegas. President Loeb updated Secretary Su on IATSE's national organizing momentum in VFX, gaming, production, and animation. He thanked her and the Biden-Harris Administration for their complete support of workers and their unions, making it easier to organize previously unrepresented workers. The discussion also touched on the impacts of artificial intelligence on the entertainment industry and IATSE crafts. Acting Secretary Su highlighted the new DOL independent contractor rule to crack down on misclassification and DOL's Worker Organizing Resource and Knowledge (WORK) Center.

Following the conversation, Acting Secretary Su recorded digital content with Local 720 leadership to highlight IATSE behind the scenes entertainment workers who bring union made events like the Super Bowl Halftime Show and CES 2024 to life. That video was posted on her social media and amplified by the International.



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MEMBERS BATTLE FOR A STRONG COLLECTIVE BARGAINING AGREEMENT

It's our turn. Our time. Our opportunity.

For IATSE members working in motion picture and television production, the past year has demanded enormous courage and sacrifice. We lost work for months on end to stand in solidarity with our sisters, brothers, and kin at the Writers Guild of America (WGA) and SAG-AFTRA as they went on strike and eventually won strong new contracts.

Now, we are the ones at the bargaining table across from the Alliance of Motion Picture and Television Producers (AMPTP), as we negotiate the Hollywood Basic Agreement and the Area Standards Agreement (ASA). And we're doing it this time with unprecedented solidarity from all of the unions involved in the industry.

"Our members enlighten and entertain more people on the planet than anybody else, and the IATSE emblem at the end of a television show or a movie is seen by more people than the union logo of any Union on Earth," said International President Matthew D. Loeb.

"All work is worthy of respect and dignity. And it's worthy of security," he said. "So we're going to fight like hell to keep these jobs and the people who've committed their careers to our crafts. These studios can afford to give us more than just the basics for a good life, for a solid life, and for a secure life. And there is enough to go around."

"We saw what resolve did for us in 2021 and for others throughout this bargaining cycle," said Michael F. Miller, Jr., International Vice President and Director of Motion Picture and Television Production. "And it's now our turn to get a fair deal. We want to keep working under fair conditions with reasonable wage rates, a safety net of a health plan and a pension plan that can be relied on, in an industry that cares about its workforce. We need to do something about 18-hour days and the idea that a meal break is just an option. Our members want to work. They want to continue in the industry that they love, but they also want a fair shake. And they more than deserve one."





SIMONETTE BERRY

LOCAL 478 BUSINESS AGENT AND ASA BARGAINING COMMITTEE MEMBER

The current agreements, which expire on July 31, 2024, were bargained as the industry was emerging from the disaster of the COVID-19 pandemic — and before the worst of inflation took hold. Members have identified major improvements that are needed to bring wages, benefits and work standards up to the levels needed.

And members are fired up to get the best possible contract. They turned out in large numbers to a March rally in Los Angeles bringing together IATSE and the other Hollywood Basic Crafts — Teamsters Local 399, IBEW Local 40, LIUNA Local 724, OPCMIA Local 755 and UA Local 78 — along with representatives from WGA, SAG-AFTRA, the Directors Guild of America (DGA), the American Federation of Musicians, Los Angeles Federation of Labor and California Federation of Labor. They came together to drive home one message: "Nothing moves without the crew."

"From drivers to grips, production and costume designers, to script supervisors, plumbers, electricians, to camera and editorial, and the numerous other crafts here today, all of you are the backbone that makes this industry move," DGA Executive Director Russ Hollander told rally-goers. "We are here to support you, to make sure your contributions are respected, recognized and don't go unnoticed. That you are properly paid for the hard work that you do. No one working in this industry should have to worry about making their next rent or mortgage payment. Or worry that if they or a family member become ill, they will not have health insurance."

"You may be known as the basic crafts, but let's be real here: There is nothing basic about what you do," said WGA-West Vice President Michele Mulroney. "Without all of you, our words would just languish on the page. You bring the stories to life that generate billions of dollars in revenue for these companies by virtue of the incredible skill, artistry and commitment you all bring to your work. The crews and crafts are clearly the backbone

of this industry, and it's time for the AMPTP to recognize the immense value of your contributions by giving you the fair deal you deserve."

"We stand here together to demand fairness, to demand a living wage for everybody who works in this business," President Loeb told the rally. "We will secure and maintain and fight for your benefit plans because, after a pretty difficult career in a pretty odd business that has you going to work at some pretty odd hours, you deserve to retire in dignity, period. You deserve to take your children to the doctor and to take care of your aging parents and to make sure that you can make a college payment and to make the lives of those who come next better."

PREPARATION

The IA and the Locals covered by these agreements have been preparing for bargaining since the conclusion of the 2021 negotiations. Bargaining Committees and Subcommittees were formed in 2023. Their first task was to gather members' input through extensive surveys, local union meetings, town halls, digital communications, and one-on-one conversations. In addition, a membership survey was distributed starting in October 2023. Tens of thousands of IATSE members participated.

This was as comprehensive a process as IATSE has ever undertaken and many Locals had model engagement efforts. "Members have definitely been paying attention like they never had before," said Tobey Bays, Local 44 Business Agent and Basic Agreement Bargaining Committee member. "Our Local alone had over one hundred hours of meetings, town halls, working groups, you name it. We're ready."

"We formed a Negotiations Committee, and I've seen many other Area Standards Agreement Locals do this," said Simonette Berry, Local 478 Business Agent and ASA Bargaining Committee member. "It has been night and day, seeing the

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difference from previous rounds of negotiations. We've had months and months of in-depth conversations, and we put forward fifty-seven proposals, the most of any IA Local. And that is all because of our amazing negotiations team made up of rank-and-file members throughout the crafts. They worked really hard and their feedback was essential to making proposals we think will actually make a difference in their daily lives."

Notably, in a prelude to the Basic Agreement negotiations, each of the thirteen West Coast Studio Locals (44, 80, 600, 695,

700, 705, 706, 728, 729, 800, 871, 884 and 892) reached tentative agreements with the AMPTP by the end of April.

"The craft-specific negotiations are a bit like the first three innings of a baseball game," Miller said. "The broader negotiations that we're in now address the full range of issues that apply more broadly than any single craft — wages, health care, pensions, overtime, meals, rest, artificial intelligence (AI) and so forth. So now [mid-May at the time of this writing] we're basically in the seventh inning of a nine-inning game."

"We were pleased to see a respectful tone and a commitment to the industry that resulted in all thirteen West Coast Locals bei

resulted in all thirteen West Coast Locals being able to conclude their Basic Agreement Local negotiations in advance," said Vanessa Holtgrewe, International Vice President and Assistant Department Director, Motion Picture & Television Production. "That being said, the benefit plans and major economic gains are negotiated in the Generals, so that is where the focus is now."

"I think we got further than I've ever seen before with the

Local agreements and that's been significant," Bays said. "It did give, for the first time, an opportunity to really actually dive into the big issues that have been plaguing some of our Locals and where we ended up here is where we pick up to the next negotiation."

Bargaining for the Basic Agreement started on March 4, 2024. Bargaining for the Area Standards Agreement started on May 20, 2024.

Both contracts expire on July 31, 2024. The Negotiating

Committees have made clear they are not interested in extending either of these agreements beyond the expiration. Depending on the status of negotiations around this time, there will either be a strike authorization vote, or a ratification vote.

I THINK WE GOT
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SIGNIFICANT

TOBEY BAYS

LOCAL 44 BUSINESS AGENT / BASIC AGREEMENT BARGAINING COMMITTEE MEMBER

MEMBER PRIORITIES

The IA's surveys, engagement and meetings identified the issues that matter most to members. "Our members want to come away with a fair contract that protects people's jobs, provides stability and benefit plans they can rely on, a pension plan that allows them to retire with dignity, and

working conditions that are sustainable," Miller said.

"Maintaining the robust stability of our health and pension plans is of utmost importance to members," Holtgrewe said. "Knowing that the best health plan in the industry is strong and that there is a pension waiting so that members may retire with dignity after a long and physically taxing career is so important. This contract must address economic uncertainty and inflation

as well, while putting guardrails around Artificial Intelligence and Machine Learning, and improve working conditions in a variety of areas."

Pay is a huge issue. "Our members have a very high priority on their financial security, particularly since 2020," Miller said. "Our members recognize that the economy in the beginning of 2021 when we began negotiations on the last contract was very different from the economy at the end of 2021 when we concluded our negotiations. There was definitely a sense that the economic package in 2021 wasn't sufficient to address the economic challenges that we were going through, whether it's rising inflation or rising housing costs, particularly in the production centers where our members work. So that's something that's going to have to be addressed and I think it's something that the employers also recognize this is an important issue for all the unions."

"Local 479 members are particularly focused on wage increases, specifically achieving parity across geographical jurisdictions," said Mike Akins, Local 479 Business Agent and member of the ASA bargaining committee. "Our members want to see equal pay for equal work for all job classifications across the country under the ASA."

"For the Costume Designers Guild members, the most important priorities are getting their wages to reflect their contribution to the project and for the producers/production/ studios/ to acknowledge that costumes are an integral part of any production," said Brigitta Romanov, Executive Director of the Costume Designers Guild, Local 892. "Presently, the CDs and ACDs are one of the lowest paid in any of the creative departments. They want acknowledgment and respect for their work — costumes — that is in almost every scene that an actor is present."

"Wage increases are key," said Laura King, Local 484 Business Manager and ASA Bargaining Committee member. "It's mainly to keep up with the cost of living right now. In Texas and Oklahoma, we've had a huge influx of people which caused our economy and housing prices to explode. Members are so far behind compared to what it's costing them to live on their own and most of them are having to move out of the cities to find a place that's affordable."

Benefits are a member priority, as well. "Our health care plans, pension funding, not having any additional costs to health care premiums and co-pays are all essential to the economic benefits we want to achieve," Bays said.

"The biggest concern everywhere is health care," King commented. "And the cost of it just doesn't seem to be getting better. And for more veteran members, they are concerned about their annuity and pension."

Sustainable hours and better working conditions are also very important to members. "It's a very physical job," Miller said. "It's a very demanding job. This idea that if you have ten hours off, that is somehow going to equate to eight full hours of sleep for a crew member, is just not practical. And the idea that folks are better at their jobs when they have a clear head and are well rested is irrefutable."

"I think the overall question is, how do we slow this machine down in a way where it isn't seventy hour work weeks, and situations that just really put a tremendous amount of stress on our members," Bays added.

Berry noted that off-set crews have special concerns about hours and working conditions. "We have issues around consecutive days past the two-week mark — people having to work thirty and forty days in a row. I've worked in construction for many years as a sculptor and a scenic, and I've seen these conditions, like not having adequate bathrooms, working in the heat. Most of the time, they won't even turn on the air conditioning until the production crew comes."

King echoed Berry's comments, noting, "A lot of times, offset crews will work three, four or five weeks in a row without any breaks. And our contract right now states that on Sunday, you



would go into double time, but if you had to work on Monday, even though it would be your eighth day in a row, you would go back to straight time. We'd like to see something that says if you work eight days a row, you're going to be penalized even higher on the eighth day."

Another issue is the impact of AI. "Artificial Intelligence and its application in our industry is going to be a very important negotiating point because it goes to the heart of our members feeling that they have a stable place and a stable job in our industry," Miller said. "Our industry has adapted to new technology and new tools at every turn. And I expect our industry to adopt these tools. But they need to be recognized as just that. These are tools to be used by workers — not replacements for them."

"My members want to see AI issues addressed and protections put in place, and to revise the current subcontracting language to ensure their job security," Akins added.

SOLIDARITY

IA members entering bargaining are bolstered by exceptional industry-wide unity. "Right now, I think that the solidarity that we've seen among the entertainment industry workforce across the board is really unprecedented and our members have been an absolute key part of that," Miller said. "I don't see any crack in that wall. I think that that's going to continue for the foreseeable future."

This solidarity predates IATSE's support of the WGA and SAG-AFTRA strikes. "I believe it started during the pandemic when we all came together to negotiate COVID-19 protocols that allowed us to be the first 'non-essential' industry to go back to



work," Miller said. "This brought the unions together in a way that no one had really seen before. And we were able to carry that into 2021 and then obviously into 2023. And if we bring that sense of mutual benefit to the bargaining table this year, then just as we did with COVID-19, we'll be able to keep our industry working."

"The work that our members and Locals have done to bring the industry together through a tumultuous 2023 is the bedrock of this moment," Holtgrewe added. "Our shared solidarity will bring it over the goal line."

"The other industry unions in Louisiana have expressed support and solidarity," Berry said. "We recently held a rally here. We had DGA reps come and show support along with members of the Teamsters and SAG-AFTRA. And it was really cool to see all these different Locals and members from other unions come together to show support as we enter contract negotiations. The sentiment was basically, 'Hey, I hope the employers have learned from negotiating with us last year, and that you guys can benefit from that."

"Our film community in Atlanta has been so supportive of each other throughout the years, and we are confident that solidarity will continue throughout our negotiations process and well into the future," Akins said. "Whether it is walking a strike line, sponsoring a charitable event, or even standing up to injustice on set, all the union members in Atlanta have and will continue to look out for and support one another."

Just as important is internal solidarity between all the Locals. "Among the Hollywood Thirteen, our solidarity and kinship has never been better or stronger," Bays said. "We meet regularly. There's no competitiveness."

He attributes this in part to the 2021 bargaining process. "We did it by Zoom, and sometimes the AMPTP would slow things down, and that kept us sequestered in a room at the West Coast office for months," he recalled. "And sometimes, a whole day would go by before we heard from the employers. So in the meantime, you're sitting down, you're talking with the other Locals' leadership, and you're learning about the problems they're having, and you're learning about the common ground that we have. That really strengthened us."

"I think now more than ever, we've been able to work together with the Hollywood Basic Locals and really compare and contrast our proposals across the board," said Berry, whose Local is part of the ASA. "This makes sure we are speaking with one voice when it comes to most of these issues and saying we need change here."

THEY'RE COMING TOGETHER, THEY'RE STANDING BEHIND THEIR LEADERSHIP AND THEREFORE CONTINUING TO BUILD ON THAT SOLIDARITY.

MICHAEL F. MILLER, JR.

INTERNATIONAL VICE PRESIDENT AND DIRECTOR OF MOTION PICTURE AND TELEVISION PRODUCTION

"This cycle has been much different than previous cycles," Romanov said. "I think the unity and solidarity with the members of all Locals is stronger than it has ever been. Members want all classifications in every Local to be treated fairly and paid accordingly. Heads of the Locals, Business Agents and Executive Directors have been working together and communicating in a way that was never done before. We have been meeting weekly for almost two years to speak about our issues and work together to help resolve issues that affect the members as a whole."

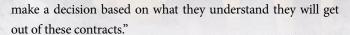
MEMBER ACTION

Bargaining involves far more than what happens at the negotiating table. There are many actions members can take to positively influence the outcome of bargaining and maximize the chances of a strong contract.

"I think that the members getting behind their Bargaining Committees and doing the work that they've done so far and continuing that solidarity is what we need at the moment," Miller said. "They're coming together, they're standing behind their leadership and therefore continuing to build on that solidarity."

"Remaining engaged with their Locals' events and correspondence will provide members with the education and understanding of the process and progress of negotiations," Holtgrewe said.

"We engage our members at meetings and we have opened doors to ask and answer questions," King explained. "They were very engaged in the work of the subcommittees and so we feel really good about how their concerns will be addressed at the bargaining table. But our biggest thing right now is keeping our members informed and educated so that when we do get ready to ratify a contract, they have all the information they need to



"Mobilize and you get the best outcomes," Bays said. "That's where we need to start as far as getting ratification this time. Being educated about our agreements gives you strength in the workplace. Members are definitely paying attention like they never have before and that's a good thing. That's what we've needed for a long time."

"We need to stay focused on solidarity," Akins said. "The IA and the Locals have been working together for months to establish ways to provide as much information as possible to members, and I hope the members use all these resources and share them with their fellow crew members on set. We support each other best when we know and understand the process and participate as part of a unified voice.

"I would like to encourage members to stay positive and productive in their voices and actions, especially when engaging on social media," he added. "It is very easy for negativity to spread quickly, especially in a digital environment, but when we keep our discussions and interactions both positive and meaningful, we not only engage more members to join in on the process, but we also inspire solidarity."

"A lot of Locals, like ours, are forming Contract Action Teams," Berry explained. "It's like the negotiations team except larger. We're involving more members and one of the things we've built is a giant phone tree throughout the Local to get member feedback. We call it the CAT team — we've got cat memes and other fun stuff on social media to get people excited about being more involved with their Local.

"So when we have calls to action, members understand it's important to show support," she said. "I think we can all help by showing support for each other right now because

it's a difficult time. Whether it's responding to questions from Contract Action Teams or showing your support for this round of contract negotiations by wearing your union shirts on Fridays, or attending rallies, just being involved matters.

"It can be easy to sit back and say, 'Oh, well, I wish this would be different,' but the next level is getting involved as a union member and staying involved," Berry added. "Even if you become frustrated by things that you don't agree with, you can change things. You can be the change you want to see."

BARGAINING APPROACH

In sitting across the table from the AMPTP, IATSE Bargaining Committee members are speaking with the strength that comes from solidarity and member activism. They are educating the studios about the realities of working in this industry and the need for a reliable supply of skilled workers able to build sustainable careers in their crafts and professions.

"I think the opportunity for the studios is to return our industry to one of stability, where they can count on having the best entertainment industry workforce available to them when they want to make their product," Miller said. "And the opportunity for us is to ensure that IA members can have confidence that their employment is going to be well compensated with better working conditions, and that their work is somewhat stable — something that's been missing since the pandemic."

"It's in our best interest to go in prepared and ready to raise the needs and the concerns of our members, and then be prepared to back up all those concerns with proof of what's happening on sets and happening in while we're in production," King said, "so that the AMPTP and the studios understand that these are serious concerns that need to addressed through the contracts. Our members are the ones now working out there, they're on the floor, they're on the ground trying to make a living, and they need to be supported."

"You really see the tremendous amount of work all the Locals have put in," Bays said. "And the engagement with our negotiating committees is three times larger than it's ever been before, with more rank-and-file members than board members or staff representatives. That's been the effort from the very beginning — get more engagement and more people involved in the process."

"There's been a lot more transparency this time around and a lot more inclusion of members," Berry said. "And I think that's something people are feeling and seeing across all the ASA jurisdictions and really appreciate it. We're all dealing with the same issues across the board."

While the bargaining process is focused on the next contract, it's also being done with the long view in mind. "Our Bargaining Committee members and our Local leadership are probably sick of hearing me say that you're never just negotiating the contract that's in front of you by itself," Miller said. "You're negotiating that contract and some of the next contract and you're preparing for the third one out. And our preparation for this negotiation really was in 2021 as we work through it and we continue to build on that."



NOTHING MOVES WITHOUT THE CREW

Miller made clear that what's needed above all is a full and accurate understanding of the realities facing IATSE members and what's required to bring a motion picture or television production to life — certainly within the AMPTP but also among the broader public.

"If people really want to understand what our industry consists of and who it consists of, they need to show up in the mill when the sets are being built," he said. "They need to show up in pre-production in the production designer's office with the draftsperson when they're trying to create the set. They need to be in the pre-production meetings with the coordinators about how everything is going to come together and get scheduled.

"They need to be at that 5:00 a.m. call for makeup and costumes for a 7:00 or 8:00 a.m. shoot and they need to be there



at 1:00 to 3:00 a.m. when the directors and actors leave the set," he continued "It's the Teamsters and the IA that are there to wrap that set out, pack it on a truck and get it to another place for a 7:00 a.m. call.

"They need to walk the perms with the grips and the electricians," Miller noted. "They need to figure out what it takes for a prop master to staff a show. For a team of assistant editors and editors to go in and turn

all of that footage into something that people want to see. The costume designers in the costumers building entire armies of wardrobes from one hundred years ago.

"This is what makes our industry tick," he emphasized. "These are the people in the below the line world that you have to do right by. And I think if folks were to take the time to do that, whether they be the senior executives at the studios, the labor executives or people who are in a decision-making capacity, that's the only way they're going to learn what issues are important to those folks that are doing it day in day out. And that's what we're impressing upon management in this round of bargaining."



IET'S STAY STRONG, STAY INFORMED, STAY ACTIVE, AND STAY TOGETHER IN SOLIDARITY

MATTHEW D. LOEB INTERNATIONAL PRESIDENT

"Over the past four years, our members have been through some of the toughest times ever in one of the toughest industries in which one can have a career," said President Loeb. "And now it's time to reap the rewards for their sacrifice, perseverance and resilience. That's what this bargaining is all about.

"There are never any guarantees in bargaining, but I do know this: You get out of bargaining what you put into it," he emphasized. "What I mean by that is that the more active you are in your union, the greater strength we have at the bargaining table. The more informed you are about what's happening, the better able you'll be to make the best possible decision when it comes time to vote. The more we all stand up with and stand up for our sisters, brothers and kin, the more management will realize it's in their own best interest to agree to the terms we are proposing.

"We've all got to lock arms together," President Loeb said.
"There cannot be a crack of light between us. Because the studios are experts at dividing people. That's what they do. And when we show them they can't get away with it, that's when we get the best possible deal.

"So let's stay strong, stay informed, stay active, and stay together in solidarity," he said. "Now is the time to make our stand and win a contract that pays us fairly, guarantees health and retirement security, ensures we work safely, improves working conditions, offers work-life balance, and provides lasting job security."

SECOND QUARTER 2024

2024 Summer Safety and **Health Observances**

elebrate safety this summer with three upcoming events: OSHA's Heat Illness Prevention Campaign, NSC's National Safety Month, and OSHA's Safe + Sound Week.

OSHA'S HEAT ILLNESS PREVENTION CAMPAIGN

Heat Illness Prevention is a top priority for OSHA. 2023 was the warmest year on record,

| Heat || Iness **Prevention**

and as we move into Summer 2024, IATSE workers should be especially cautious while working in the heat. Below are some tips to prevent heat illness at work:

- **Ease into work.** Nearly three out of four fatalities from heat happen during the first week of work.
 - New and returning workers need to build tolerance (acclimatize) to heat and take frequent breaks.

- Follow the twenty percent rule. On the first day, work no more than twenty percent of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than twenty percent a day until workers are used to working in the heat.
- **Drink cool water.** Drink cool water even if you are not thirsty at least one cup per twenty minutes. It is also smart to carry a refillable water bottle with you to help remain hydrated.
- Take rest breaks. Take enough time to recover from the heat given the temperature, humidity, and conditions.
- **Find shade or a cool area.** Take breaks in a designated shady or cool location.
- Dress for the heat. Wear a hat and light-colored, loosefitting, breathable clothing.
- Watch out for each other. Monitor yourself and your fellow workers for signs of heat illness. Taking care of each other is an act of solidarity!

Hydrate for Your Safety

Drinking enough fluids is one of the most important things you can do to prevent heat

- ✓ Hydrate before, during, and after work.
- ✓ Drink 1 cup of cool water every 20 minutes - even if you aren't thirsty! Water is generally sufficient for short jobs. For longer jobs, drink an electrolyte-containing beverage.
- ✓ Avoid energy drinks and alcohol.
- Your work performance may suffer when you are dehydrated, even if you don't notice.

osha.gov/heat

Sun Safety at Work

Sun exposure causes skin cancer, premature aging of the skin, and cataracts.

- ✓ Cover up. Wear tightly-woven clothing that blocks out light.
- ✓ Use sunscreen. Use a sunscreen that has a sun protection factor (SPF) of at least 15.
- **✓** Wear a hat. A wide brim hat protects the neck, ears, eyes, forehead, nose, and scalp.
- **Vear UV-absorbent shades. Sunglasses** should block UVA and UVB radiation.
- ✓ Limit exposure. UV rays are most intense between 10 a.m. and 4 p.m.

osha.gov/heat



- If wearing a face covering. Change your face covering if it gets wet or spoiled. Verbally check on others frequently.
- And remember, don't forget to wear sunscreen! Broad Spectrum SPF 15 or higher is a must. Reapply at least every two hours.

These tips have been adapted from the OSHA infographic: "Heat Illness: Prevent Heat Illness at Work." You can find this infographic and more on OSHA's Heat Illness Prevention Campaign webpage: www.osha.gov/heat

Employers are responsible for providing workplaces free of known hazards, like extreme heat. Employers should implement a heat illness prevention program which requires that emergencies are planned for, and that employees receive proper training on working in the heat.

The OSHA-NIOSH Heat Safety Tool App is another useful resource. The App is free and available for both iPhone & Android: https://www.osha.gov/heat/heat-app.

NSC'S NATIONAL SAFETY MONTH 2024



June is National Safety Month! National Safety Month is an annual initiative of the National Safety Council (NSC).

The goal of this annual observance is to raise safety awareness at work and beyond. **In observance of**

this event the IATSE Education & Training Department will host a webinar with the IATSE Training Trust Fund (TTF) on Thursday, June 6 to discuss IATSE TTF resources. Watch for more details on IATSE and TTF social media and in your email. IATSE workers can always access IATSE TTF resources here: https://www.iatsetrainingtrust.org/.

More information about National Safety Month along with a collection of free safety resources can be found on the NSC's website: https://www.nsc.org/workplace/national-safetymonth

OSHA'S SAFE + SOUND WEEK 2024

Mark your calendars! OSHA's annual Safe + Sound Week will take place from **August 12-18**, **2024**.

Safe + Sound is a year-round OSHA campaign with the goal of ensuring that every workplace establishes an occupational

safety and health program. Safe + Sound Week is an annual week-long safety observance to promote the goals of the Safe + Sound campaign.



The IATSE is an official campaign partner for Safe + Sound Week! The IATSE Education Department will host a series of webinars to observe this week. Event details will be announced in mid- to late-July. Watch for more details on IATSE social media and in your email.

For more information, visit OSHA's website:

Safe + Sound Week:

https://www.osha.gov/safeandsoundweek

Safe + Sound Campaign:

https://www.osha.gov/safeandsound

HOW TO PARTICIPATE

Keep is 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 20 training modules on safety that workers 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 trainings with a focus on the entertainment industry. For more information visit: https://www.iatsetrainingtrust.org/osha

Watch a Webinar: The IATSE Education & Training Department has developed several safety and health-related webinars. 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/.

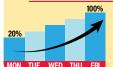


Prevent Heat Illness at Work

Outdoor and **indoor** heat exposure can be dangerous.

Ways to Protect Yourself and Others

Ease into Work. Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- New and returning workers need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ Follow the 20% Rule. On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.



Drink Cool Water

Drink cool water even if you are not thirsty — at least 1 cup every 20 minutes.





Dress for the Heat

Wear a hat and light-colored, loose-fitting, and breathable clothing if possible.





If Wearing a Face Covering

Change your face covering if it gets wet or soiled. Verbally check on others frequently.



Take breaks in a designated shady or cool location.

First Aid for Heat Illness

The following are signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness
- **CALL 911 IMMEDIATELY**
- **COOL THE WORKER RIGHT AWAY WITH WATER OR ICE**
- STAY WITH THE WORKER UNTIL HELP ARRIVES



Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

If a worker experiences:

Headache or nausea

Weakness or dizziness

Heavy sweating or hot, dry skin

Elevated body temperature

Thirst

Decreased urine output



Take these actions:

- Sive water to drink
- >> Remove unnecessary clothing
- Move to a cooler area
- >> Cool with water, ice, or a fan
- » Do not leave alone
- » Seek medical care if needed







OFFICER INSTITUTE 1.0 MARCH 1, 2024 - LINTHICUM HEIGHTS, MD

Claire Amadea, 488
Robert Baxter, Jr., 205
Crystal Braunwarth, 891
Cecile Burr, 478
Harrison Bye, 58

Timothy Callahan, 127

Blair Carlson, 2

Latisha Casey, 322

Brittny Chapman, 705

Kristina Chapman, B20

William Combs, 336

William Crowley, 78

Kaitlyn De Litta, 22

Michael Derensis, 23

Brenda Floyd, 322

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Shannon Foley, 415

Tiffany Gans, 321

Anthony Gantt, 834

Timothy Gapinski, 76

Skip Gienapp, 140

Kevin Gilligan, 52

Mark Grady, 51

Bradley Greenspan, 798

Caleb Guillotte, 478

Amanda Harding, 161

Enver Hodzic, 4

Andrea Hoffmann, 69

Rajean Hoilett, Int'l IATSE

Kristy Hollidge, 873

Cat Hutchinson, B192

Andrew Jones, 30

Jennifer Klingensmith, 336

Sharon Kozen, B192

Steven Lange, 2

Mary Leach, 4

Isabelle Lecompte, Int'l IATSE

Brian Marino, 479

John Marovich, 119

Michael Marqua, 19

Michael Martin, 76

Jamie McElrath, 729

Hanna McGugan, 479

Charles Meere III, 52

Lonnie Moench, 631

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Jasmine Mujkanovic, 873

Bobbi-Jo Napoletano, 489

Frank Nicoletti II, 481

Max Peterson, 7

Marthe Pineau, 491

Alexandra Pinto, 411

Ashley Price, 140

Fox Radosevich, 784

Heather Richardson-Albee, 798

Mary Romero, 33

Lora Ross, 125

Nadia Salameh, 784

Sharlene Saria-Mansfield, 119

Dylan Scarzafava, 632

Mug Schmitt, 488

Paul Shepard, 16

Richard Shumberger, 354

Christine Smith, 461

Alica Taylor, 125

Angi Ursetta, 705

Margarita Vailas, 856

Kim Vaughn, 631

Christopher Vilardi, 23

Gregory Waddle, 479

Tamika Whittick, 161

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EDUCATION AND TRAINING



APPLICATION FOR OFFICER INSTITUTE 1.0 2024 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECIEPTS CERTIFICATION Applicant Name (please print) Applying To (Circle one): Los Angeles, CA CERTIFICATION Icertify that Local _____ meets one of the following requirements (please checkone):

LOCAL UNION INFORMATION

Ed Matthews, 353

Colin L. Robertson, 476

Jessica Keli Govea, 478

Local Contact Signature

Local Union

Mailing Address of Local Union

Appl

Financial or Executive Contact at Local Union (please print):

F

Contact's phone and email:

Cran Ohlandt, 491

Laura A. Bauer, 632

Richard T. Anderson, 635

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

Edmund A. LeFevre, Jr.,

USA 829

My Local from Canada has less than \$250,000 in gross annual receipts

Applicant's Signature

Dennis K. Grow, 728

Charles H. McIntyre III, 728

Champagne Lawrence, 798

FOR OFFICE USE ONLY:

Notified_____

THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2024 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN 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).

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

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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							
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Return Completed Application via Email or Mail to:

I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001

Email: officerinstitute@iatse.net Facebook: @iatse Twitter: @iatse

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

WHAT'S NEW AT THE TTF?

Support/Help Desk

The TTF is dedicated to helping you figure out which of our programs or resources will help you with the training you need, making sure you are able to easily access those programs and resources, and providing help as you apply to those programs. For that reason, we created a department to provide help to IATSE workers, local unions, and contributing employers as they navigate our programs and resources. Our new Support Department exists to simplify processes for applicants, link workers and local unions to the appropriate TTF programs, and allow you to fully utilize the resources and programs available to you. If you have any questions about our programs, the various applications and documents needed to apply, or need help finding a resource on our website, just email us at info@iatsetrainingtrust.org.

Curriculum, Learner Content, and Resources

The TTF is committed to supporting the development and distribution of craft skills curriculum that will upskill and train IATSE craftspeople. We added a Curriculum and Learner Content Department to identify, develop, and make available craft skills and safety curriculum, tools, and other content/resources to local unions across the IATSE. One of the goals of this new department is to better support your training needs. Look out for more news about curriculum in future issues of the Bulletin or on our website.



EXECUTING INTERNAL ORGANIZING EFFECTIVELY

I.A.T.S.E Tradeshow and Convention workers are a fundamental part of the Live Events industry, tirelessly running around behind the scenes to ensure that everything runs smoothly and that all the attendees have a positive experience. Over the past two years, Locals have reported an increase in labor requests for specialized skilled labor. Downsizing is a contributing factor to the increased demand, many of the Production companies that laid off their employees during the pandemic did not rehire them as full-time staff when trade work resumed. This, in combination with back-to-back and overlapping concerts and trade show production schedules to accommodate the demand for in person events, has many Local leaders seeking new applicants to cover the increased call volume.

When it comes to building and maintaining a skilled workforce for our union, there are three main strategies that we can pursue: recruiting and training new members, retraining or advancing the skills of your current

members, or recruiting skilled technicians from elsewhere. All these options have one common denominator, Organizing!

When some of us think of Organizing we think of External Organizing. Where we're engaging new workers or employers, getting representation cards signed or recognized, and winning the NLRB election. The truth is, it is difficult, if not impossible to invite new members or companies into an unorganized Local. Locals must shift their focus to Internal Organizing, Internal organizing may seem overwhelming, especially for those Locals with officers who work in the field consistently. However, this is a critical component of building a strong, sustainable and effective union. By organizing and mobilizing members from within, leaders can set the tone for the path of membership and create a culture of solidarity, activism, and engagement within their community.

Internal organizing can take many forms including: regular membership and committee meetings, virtual or in

person social events, skills training and leadership development opportunities, and participate in community campaigns that address key issues and challenges facing workers in their region. When executed effectively, Internal Organizing can help build a sense of community and shared purpose among union members. This will help increase overall participation in union activities and build a more engaged membership. This united vision will help build power to use as leverage for the Local in their contract negotiations and other advocacy efforts. By demonstrating this strong and united front, unions can be more effective in advocating for workers' rights and improving working conditions for everyone.

IATSE has extensive resources and training programs to help get your Local members engaged. The Tradeshow Department is here to assist you in reaching your organizing goals, through training, strength, and leadership.

"Start where you are. Use what you have. Do what you can."





On October 13, 2023, Local 720 President Phil Jaynes swore in the Tuacahn group at the venue in Utah.

► W W W.IATSE.NET

OFF-BROADWAY WORKERS UNITE: A NEW WAVE OF UNIONIZATION WITH LATSE

In New York City's theater community, a historic movement is underway among workers at off-Broadway companies. Employees behind the scenes are organizing with the International Alliance of Theatrical Stage Employees (IATSE).

An off-Broadway theater is any professional theater venue in New York City with a capacity between 99 and 499 seats. These theaters are smaller than Broadway houses yet play an integral role in the greater theatrical industry ecosystem. Producers use off-Broadway to develop new work and extend the run of successful shows.

Many iconic productions that later became Broadway hits, such as "Hair", "Sunday in the Park with George", and "Hamilton", initially found their footing in these more intimate spaces. Of the 39 new shows that opened during the 2023/24 Broadway season, a quarter got their start off-Broadway. However, despite the commercial success or artistic importance, workers at off-Broad-

way theaters face challenges stemming from a lack of a voice on the job.

Without a union to represent their interests, employees find themselves vulnerable to arbitrary decisions regarding working conditions, compensation, and job stability. Unionization with IATSE has offered these workers a platform to negotiate fair contracts, advocate for equitable treatment, and ensure that their contributions to the theatrical arts are valued and respected.

Many individuals employed in these venues struggle with low wages, limited benefits, and inconsistent employment opportunities. The precarious nature of freelance and gig-based work in the theater industry can exacerbate financial insecurity, making it challenging for workers to sustain themselves and pursue careers in the arts.

Organizing with IATSE has meant more than just a union card to these workers; it means solidarity, protection, and a collective voice. It means standing shoulder-to-shoulder with your col-

leagues to improve working conditions, secure fair wages, and ensure a safe and supportive environment for everyone involved in bringing these incredible productions to life.

Successful Off-Broadway organizing drives have already occurred at Little Shop of Horrors, Titanique and the Alliance Theatre. Additional targets are in the process.

The IATSE extends an open invitation to all Off-Broadway workers from carpenters to ticket-sellers, from hair stylists to electricians - to consider organizing your workplace. Your skills, your passion, and your dedication deserve the recognition and protection that a union can provide.

This is a transformative moment for the Off-Broadway industry. Our theater community is a pivotal crossroad. Together, we can create a stronger, more sustainable industry that values every worker. Workers can visit the website offBroadway.iatse.net or reach out to an IATSE organizer to learn more.



LOCAL ORGANIZING ACTIVITY

ı	LOCAL	EMPLOYER	UNIT
	11	ARROW STREET ARTS	STAGEHANDS
	13	MINNEAPOLIS CHILDREN'S THEATRE	FRONT OF HOUSE; TICKETING STAFF
;	322	PEACE CENTER	PRODUCTION STAFF
	500	RIVERSIDE THEATER	PRODUCTION STAFF
	720	4 WALL ENTERTAINMENT LAS VEGAS SHOP	WAREHOUSE EMPLOYEES
	750	THE GOODMAN THEATER	FRONT OF HOUSE STAFF, BARTENDERS, GUEST SERVICES ASSOCIATES, TICKETING STAFF, BULLETIN
	887	THE 5TH AVENUE THEATRE	CHILD GUARDIANS/ YOUTH CAST SUPERVISORS
	887	ACT CONTEMPORARY THEATRE	CHILD GUARDIANS/ YOUTH CAST SUPERVISORS
	887	VILLAGE THEATRE	CHILD GUARDIANS/ YOUTH CAST SUPERVISORS
	476, 769	THE SHAKESPEARE THEATER	WARDROBE, HAIR AND MAKEUP
	B-192	DODGER STADIUM	TOUR GUIDES
	IATSE	HAIRSPRAY ON TOUR	PRODUCTION STAFF
	IATSE	LITTLE SHOP OF HORRORS OFF-BROADWAY	PRODUCTION STAFF
	IATSE	RINGLING BROS. CIRCUS	PRODUCTION STAFF
	IATSE	SHREK ON TOUR	PRODUCTION STAFF

WHAT HAS ORGANIZING A UNION MEANT FOR YOU?

SCAN TO SHARE YOUR STORY OR VISIT DOL.GOV/ORGANIZINGSTORIES



SECOND QUARTER 2024



GREEN COMMITTEE

EMOTIONAL SUSTAINABILITY IN THE FACE OF CLIMATE ANXIETY

Originally presented on April 3, 2024 in celebration of Earth Month, the Education Department and the Green Committee presented a webinar addressing the growing feeling of ecodistress that many people are feeling these days.

Moderated by International Representative, Hannah D'Amicio we were joined by climate psychologist Dr. Wendy Greenspun, Molly Braverman, Director of the Broadway Green Alliance and Allison Elvove, Western Region Chair Local 600 Sustainability Committee.

Humans today are wrapped up in multiple challenges caused by many different problems happening at epic proportions. Termed a polycrisis these are not individual but collective experiences with layers of sociopolitical harms that have built up over decades causing inequities in our social systems.

The good news is, awareness is growing but what exactly is eco or climate distress? According to the American Psychological Association climate distress can be described as the chronic fear of environmental doom. While not a disorder these are expectable reactions to evolving multi-layered issues and it shows a level of empathy by those who suffer from it. The emotions felt range from fear over current or future impacts of climate action, frustration from the lack of action or how slowly the issue is being addressed. Some people feel guilt over the planet we are leaving the younger generation or betrayal from not being properly informed. Many people feel hopeless and that they can't make an impact on a small scale.

It is important to realize that these emotions can co-exist with each other and that they vary according to context. A person's geographic or social location, generation, occupational exposures and risks and underlying psychological vulnerabilities all impact how someone approaches climate distress or anxiety.

This webinar addressed understanding these feelings and their related social injustices and how do we build emotional resilience in the face of these emotions. Since emotions are an intertwined system of body, mind and spirit we need to focus on renewing our emotional resources when they become depleted. Keeping this balance in check is a reminder of what matter in our lives and challenges us to grow.

The webinar can be accessed on the Education Department's webinar channel or contact the Green Committee for viewing.

WHAT CAN YOU DO?

Ways to calm the nervous system when stressed:

- Meditation/mindfulness practices (you can look for apps with free trial versions like Calm and Headspace, and for BIPOC women there is the free app EXHALE; a range of websites is also available.)
- Breath practices (One example: coherent breathing practice: breathe in slowly to the count of 4, breathe out slowly to the count of 4. Do this for 2 minutes or more.)
- Spending time in the natural world if possible, including city versions like a park with trees. Looking at pictures of nature.
- Spending time with those you love/care about (hugs are especially useful neurobiologically for co-regulation of the nervous system.)
- Listening to music and looking at pictures on your phone that make you smile.

These are all ways to help you recenter yourself emotionally in your body, which calms your nervous system.

Talk about it. While many of us may initially feel quite alone and isolated with our difficult climate emotions, it can be extremely helpful to seek out conversation and connection. Most likely your friends and loved ones share some of your feelings about the climate crisis and will appreciate the opportunity to talk about them with you. In addition, talking about it helps to build the cultural shift that we need to mitigate emissions and advance just solutions—so it helps us all when any one of us has a climate conversation.

Read and learn more about climate and psychology. There are a growing number of websites geared specifically toward climate and psychology, including climatepsychologyalliance.org, climatepsychology.us, climateandmind.org, climatepsychiatry.org, http://www.theresourceinnovationgroup.org/intl-tr-coalition/.

Find a group or workshop for climate grief support or processing climate-related emotion. For Example: goodgriefnetwork.org. More and more climate cafes are being organized; climatepsychology.us and https://www.climatepsychologyalliance.org/ lists them when possible.

Find ways to take action on climate. One of the most effective ways to address difficult climate emotions is to join with others in taking meaningful climate action.

Build climate awareness, dialogue, and action in your workplace, union, school group, or faith institution. Another way to take meaningful action is to connect with others who are already in your community.

Ideas generated by Wendy Greenspun, Ph.D., in collaboration with The Climate Museum of NYC

IATSE WOMEN'S CONNECTION

New Structure for the Women's Committee!

nder the leadership of International Vice President and new Chair Colleen Glynn, the Women's Committee recently launched a plan to build on former Chairs Cathy Repola and Joanne Sanders' initiatives and accomplishments in various ways in the interest of emphasizing growth, strength, and inclusivity. During the upcoming District Conventions, a committee representative will conduct a presentation on the committee's modified structure and overall goals.

The committee's new structure will continue with a steering committee but now also includes subcommittees that will focus on communication, event planning, and activism, and our District Coordinators – which is an expanded group – will now work with Regional Team Leaders, building power with growing leadership. The regional teams will consist of North and Midwest with Districts 1, 8, and 9, led by Rosetta Venetucci; Southwest with Districts 2, 5, and 7, led by Nicole Miller; Northeast with Districts 3, 4, and 10, led by Kiera Barnes; Southeast with Districts 7 and 14, led by Dawn Arevalo; and Canada with Districts 10 and 11 led by Celeste Pinder.

Specific initiatives include featuring a "Sister Spotlight" highlighting IA women in the Bulletin, connecting women regularly with informal gatherings, increasing activism and political participation, and extending our Quadrennial Convention and General Executive Board (GEB) Meeting events to include all IA delegates. Additionally, we will provide a "safe space" code of conduct announcement that will be incorporated into safety instructions communicated at the beginning of every IATSE Convention and GEB Meeting. The Committee will also continue its long-standing tradition of fundraising for a local charity at GEB's.



GET OUT THE VOTE 2024

After a successful effort during the 2020 election the Women's Commitee will again be conducting a postcard campaign this fall to encourage members to vote. We are reviewing potential designs in anticipation of a massive outreach to encourage increased voter registration and voter turnout for an election that directly affects women's ongoing battle to protect reproductive rights and freedoms. Moreover, our campaign to encourage voter turnout will focus on women's influence on voting throughout history that remains significant now and into the future. Distribution of postcards and the campaign will be coordinated by the Regional Team Leads. To learn more or to order postcards please reach out to your District Coordinator.

SISTER SPOTLIGHT!

Jennifer Bacon is the current Vice President for Audio Visual and Assistant Business Representative for Local 15 in Seattle, Washington. A member for over ten years, Sister Bacon credits being in the union with belonging to part of a bigger community that fights for working people. Bacon credits her sister as one of her biggest inspirations, "she has grit and determination" and as an attorney she argued a case where she won non-biological parental rights in a same-sex couple case that became case law." Sister Bacon first ran for office (she served multiple terms as President) because she wanted to make a difference in how people first connected to the Local. One of her proudest moments with the local so far has been the local's response to the Pandemic. Working with others to put together the Red Alert RESTART event in Seattle was especially rewarding. Sister Bacon says, "Bringing the community together built relationships which would later create the foundations on which we were able to build organizing efforts." Her advice to other women would be to, "look for allies throughout your local and work for change together. WE can be the difference we want to see in our Locals."



Each quarter the WC would like to highlight a woman that has done extraordinary things in their local or community. To be considered for this special spotlight in the Bulletin or to nominate someone please send the following information to iatsewomen@iatse.net

Name

Local number

What makes this individual extraordinary?

Nominators name and contact info

The Women's Committee provides networking and mentorship opportunities for all women of the IATSE, recognizing that IATSE sisters come in all shapes, colors, and identities, with their own unique stories. We promote education & training, activism & community engagement. We endeavor to create an inclusive environment where everyone feels welcome to celebrate the unlimited potential of IATSE women, to support strength and success in our union, in our workplaces, our families and in our communities at large. Welcome!

PHOTOS NEEDED!

woman who broke barriers in the Local? The Women's

Committee is looking for photos of our sisters and kin
to use in a slide show at the Quadrennial Convention
in 2025. Please submit your photos along with names,
Local number and a contact person to iatsewomen@
iatse.net.

PRIDE COMMITTEE

Reading is... What?? Fundamental!

y now you've probably all heard of the "Tennessee drag ban" (officially, the Tennessee Adult Entertainment Act), which was the first anti-drag act to pass a state legislature in the United States and the first to be signed into law, in March of 2023. The law banned public "adult cabaret performance" in public or in front of children in the state of Tennessee, which may sound reasonable, until you actually read the content of the bill.

Section 1 bans "topless dancers, go-go dancers, exotic dancers, strippers, male or female impersonators..." in the presence of minors. To quote *Sesame Street*, "One of these things is not like the other." Opponents of the bill are not arguing for exotic dancers to be able to perform in front of children. We are all clear that is an adult form of entertainment. But to ban male and female impersonators? Does that mean that kids can't go to a

screening of Robin Williams in *Mrs. Doubtfire*? Can't listen to Edna Turnblad sing on stage in *Hairspray*? Can't enjoy the numerous pantomimes that are put on across our two countries?

Actors performing as a gender other than their own is an artform going at least as far back as Shakespeare's time, so why is it suddenly an issue? It all comes down to the fact that drag is predominantly known as a queer artform, and the Written & illustrated by 8 CO TT Styl KT

current political climate has LGBTQ+ people in their sights.

When the Pride Committee heard that the 2024 Mid-Winter General Executive Board meeting was going to be held in Nashville, we knew that we wanted to make the drag ban a major focus of our report. We felt that the best way to get our point across - that drag story time isn't an adult form of entertainment - was to let everyone in attendance witness it



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live and in person. We reached out to Locals in the area to help us get some info and make connections with local performers. Shout out to Local 492's Shannon Wood and Peter Kurland, and Local 798's Amanda Harding for their assistance!

We were put in touch with a local drag queen named Veronika Electronika; a performer who moved to Nashville in 2000 and has been performing there ever since. She has been very active in Tennessee politics and local political organizations like Tennessee Equality Project, the ACLU, and Drag Out the Vote, as well as one of her favorite partnerships, Drag Story Hour. She had the talent and the cred, but when we heard that her favourite saying is "We are stronger together!" which closely mirrors the IATSE's slogan of "Together We Rise," we knew we had found the perfect person to join us!

When the time came for the Pride Report, we brought Veronika to the table with us. We began our report as usual, detailing the various initiatives we had all been participating in, and then turned our attention to the drag ban. We started by explaining the difference

between BEING trans and DOING drag. We wanted to make sure, before we got too far into it, that everyone understood exactly what we were discussing. At that point, Veronika stood up and addressed the General Executive Board and all those in attendance. She spoke about the political issues facing drag performers and LGBTQ+ people, and about the activism she has participated in.

For the final portion of the report, we had Veronika show everyone exactly what Drag Story Time is all about. She read everyone a book titled My Shadow is Purple, by Scott Stuart. It's a heartwarming story about a child who doesn't feel as though they quite fit in, until they realize that everyone else also has their own unique personality, and that it's okay to be yourself. Veronika gave us all a master class in storytelling, cracking jokes and entertaining the room, letting everyone see how fun, wholesome, and non-adult drag story time really is. When she was finished, she received a standing ovation from the room. It's one thing to hear baseless, second-hand accusations about what something is, but when everyone in the room actually experienced it, it allowed them to see

that it's nothing to be feared. It's simply a family-friendly form of entertainment, just like any other children's performance that our members might work on or take their families to.

It was also an incredibly important political statement that this was done at a Board meeting. When we were originally trying to figure out how and where to fit this in at the GEB, it was President Loeb who suggested we include it in our report and said he would give us the extra time we needed. We truly want to thank President Loeb for his neverending support in helping us make this incredible statement! The number of attendees who approached us after the fact, stating how much it meant to them and how much they enjoyed it, really warmed our hearts as a committee.

With everything that's been happening in the world over the past few years, things have been difficult for everyone. We should all embrace art that brings a smile to our faces and helps encourage our children's love for reading.

Because reading is... what?? Fundamental!



DIVERSITY, EQUITY AND INCLUSION

WHAT IS AT STAKE IN THE 2024 ELECTION FOR BIPOC VOTERS?

Until next November much will be discussed about what is at stake in the election. We know that elections matter and voting has consequences, and looking through an intersectional lens, we further explore why voting matters in 2024 for BIPOC (Black, Indigenous, and People of Color) communities.

Historically, BIPOC communities have faced systemic barriers to voting. For example, voter suppression laws disproportionately affect BIPOC communities by restricting voter access through limiting voting hours, implementing voter ID requirements and placing restrictions on early or absentee voting. Weakening access to voting sites by setting up polling stations in inconvenient or distant locations makes it challenging for rural and underrepresented communities to access them and can lead to longer wait times. Limiting the availability of voting materials in other languages besides English can disenfranchise ESL or non-English speaking BIPOC voters, especially immigrants and refugees.



DEI Committee Co-Chair and Int'l Rep, Liz Pecos with U.S. Vice President Kamala Harris.

Gerrymandering can be used to dilute BIPOC voting power where there are significant minority populations that could influence electoral outcomes. The socioeconomic inequalities of BIPOC communities that have led to overall distrust in the political system and political candidates breeds apathy and disengagement. The systemic barriers mentioned, which is not an exhaustive list, ultimately discourages participation in the voting process and contribute to unequal access to the electoral process.

So, what is at stake if there is low turnout amongst BIPOC and underrepresented communities in the election? Policy pri-

orities that address key issues around social justice, racial inequality and economic equity could



falter, exacerbating existing disparities. BIPOC communities may continue to be underrepresented in government and policymaking bodies, leading to decisions that don't reflect their interests and concerns and leading to continued marginalization and disenfranchisement within society. Low BIPOC voter turnout could result in diminish political power and create further obstacles in the ability to advocate for change.

Addressing these issues and other systemic barriers is essential for ensuring that BIPOC voices are heard and represented in the democratic process. Efforts to promote voter education and engagement, combat voter suppression, increase access and advocate for policies that empower BIPOC communities can help increase voter registration and turnout among BIPOC individuals in 2024 and beyond. Empowering BIPOC voters to participate will ensure diverse voices are represented in the decision-making processes, leading to more equitable policies and outcomes. Strengthening BIPOC participation in the voting process will strengthen democracy and promote social justice and overall, lead to better outcomes for BIPOC communities.

It will be a fast few months until the election is here. By remaining vigilant in our pursuit to educate ourselves and others on what is at stake, we can empower our families, friends, kin and ourselves to be actively engaged in the 2024 election.



Local 728 Vice President, Malakhi Simmons and Congresswoman Maxine Waters

CREW SHOTS



Thanks to the proud kin of Local 4, the 2024 Women's NBA Draft at the Brooklyn Academy of Music was union-made.



A round of applause for the all-star IA kin behind the 96th Academy Awards held at The Dolby Theatre in Hollywood, CA. In his opening monologue, Oscar host Jimmy Kimmel invited the Oscar union crew to come up on stage and gave a "Thank You" to everyone who works behind the scenes, making the 2024 Oscars a special year for the crew.

LOCAL UNION NEWS

Local 122 Host annual Retiree's Luncheon

n May 10, 2024, Local 122 held their annual Retiree's Luncheon and presented two fifty-year scrolls and three seventy-five-year gold cards. One scroll and Gold Card was presented to Brother John David Peters who held the Head Carpenter and Technical Director position for the San Diego Opera for over thirty years.

Brother Gary Link was presented his Gold Card who served as Union Trustee and Health and Welfare Trustee for Local 122 for over fifteen years. Prop master, Brother Scott Beverly also received a Gold Card, he held the position of Head



Props at the Civic Theater and Starlight Amphitheater for over a decade. The other fifty-year scroll was presented to J. Eric Keel who served as President of Local 495 and as the Master Electrician at the Starlight Amphitheater for Local 122. International Vice President Carlos Cota was delighted to attend the luncheon and personally present the Local 122 retirees with their scrolls and gold cards.

LOCAL 158 GOLD CARD MEMBER CELEBRATES 85TH BIRTHDAY

Pictured here is Local 158 Gold Card member, Bill Woody, celebrating his 85th Birthday with his sons, Michael (left) and Steven (right), and his grandchildren.



LOCAL 768 BUSINESS AGENT ANN KELLEHER RETIRES









ICG, LOCAL 600 HONORS SIR PATRICK STEWART

International President Matthew D. Loeb and ICG Local 600 Kin pose with Actor and ICG Publicists 2024 Television Showperson of the Year Award Recipient, Sir Patrick Stewart at the 61st Annual ICG Publicist Awards. Very Well Deserved! Congratulations Sir Patrick Stewart on receiving this award!





Left- Local 336 members Sheldon Zwerling and Toby Payne (right) receive their Gold Cards at the February 5th Local 336 meeting. Left- Local 336 President William Combs presented Charles Fischl (right) with his 50-Year Scroll at the May 6th general meeting.



LOCAL UNION NEWS

GENERAL OFFICE SUPPORTS OFF-BROADWAY WORKERS

President Loeb and General Secretary-Treasurer Wood along with staff and Representatives in the General Office donned their new unionize off-Broadway workers t-shirts in support of the Public Theater workers as they began casting their votes for representation. The support had the desired effect as the workers voted 178-11 in favor of IATSE.



USA 829 YOUNG WORKERS WIN 2024 SHUFFLEBOARD TOURNAMENT

On April 7th, Locals 52 and USA 829 young workers held their annual Solidarity social mixer at the Royal Palms Shuffleboard Club in Brooklyn. Congratulations to the USA 829 Young Workers on winning the tournament and becoming the 2024 Shuffleboard Champions.



W W . I A T S E . N E T

IATSE Launches Off-Broadway Organizing Campaign, New Microsite

n Thursday, February 29th, Leaders of the International Alliance of Theatrical Stage Employees (IATSE) came together with the off-Broadway crews of "Titanique", The Atlantic Theatre Company, Little Shop of Horrors, The Public, and the Vineyard to host a press conference on recent developments in the union's ongoing off-Broadway organizing campaign.

Organizers, leaders, and crews provided breaking developments on the landscape of off-Broadway union organizing and announced the launch of a new website (offbroadway.iatse. net) dedicated specifically to assist off-Broadway.crews.

Additionally, IATSE announced that the union is officially extending an open invitation to all Off-Broadway workers to join the movement – from carpenters to ticket-sellers, hair stylists to stagehands – all crafts are encouraged to examine the benefits of joining in union. Together, off-Broadway can create a stronger, more sustainable industry that values every worker.



UPDATE: ILO C190 - GLOBAL WORKPLACE ANTI-HARASSMENT LEGISLATION

In 2019 the International Labour Organization (ILO) passed Convention 190 (C190) "Recognizing the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment," acknowledging that violence and harassment in the workplace disproportionately affect women and girls, can constitute a human rights violation, and is a threat to equal opportunities. The world of work is defined broadly by the Convention, and includes spaces where the worker is paid, takes a break, uses sanitary facilities, is on work-related travel, commuting, or using work-related communications.

The ILO called on all Governments around the world to ratify C190. Governments that ratify are required to enact legislation and policy measures to create a safe and harassment free environment for all workers that will help shape a future of work that is based on dignity and respect for all.

The IATSE has been a strong advocate of this resolution that thirty-seven countries have now ratified, including Canada. This has led to legislation that guarantees paid interpersonal violence leave and heightened awareness around work environments being safe from all type of threats, including those that may follow

us to work. This will support our ongoing efforts to bargain contract language around ensuring all workers are safe, all the time.



LOCAL UNION NEWS

THE HISTORIC ORGANIZING OF DOUBLE NEGATIVE VFX STUDIO

In the late summer of 2023, IATSE International Representative Jeremy Salter set up a meeting with a worker from a vendor-side VFX studio called Double Negative (DNEG). The worker had reached out as part of the follow-up to a VFX worker survey launched by the Canadian Department.

The worker asked if it would be okay if they brought some of their coworkers along, to which Salter responded, "Of course!". Five minutes into the meeting, there were over 120 workers in attendance. That meeting was the launching point of a historic campaign to organize DNEG workers across Canada.

Following first that meeting, International Representatives were assigned to support DNEG workers in forming their union, under the leadership of International President Matthew Loeb and International Vice President and Director of Canadian Affairs John Lewis. Representative Ming Li was assigned in Vancouver, Representative Isabelle Lecompte in Montreal, and Representative Rajean Hoilett in Toronto. DNEG operates in those three cities and at the time, the bargaining unit had just under 1,500 workers. At an incredible pace, the IATSE chartered two locals, Locals 401 and 402, and did everything required to set up the electronic membership evidence to begin the organizing drive. The workers made a website and set up a Discord that had over 900 employees in it. Organizing committees for each location were created, online information townhalls were held, and social events in each city were hosted. In a matter of weeks, the campaign was in full swing.

After a truly inspiring short two months, the 500+ workers at DNEG Vancouver had secured the required number of cards to file their application for certification with the BC Labour Relations Board. A month later, the 800+ workers at DNEG Montreal soon followed, and then the 200+ workers in Toronto were the final group to hold a successful vote to join the IATSE, in January 2024. All told, the organizing campaign took less than five months for all three DNEG locations to join the IATSE - becoming the first vendor-side VFX studio workers in Canada to form a union.

As with most organizing drives, DNEG wanted to exclude a significant number of workers from the bargaining unit. In total, the company sought to exclude over forty percent of the bargaining unit, both by removing pipeline workers and through a significant managerial exclusion. Through each of the provincial labour boards, the litigation process began. Fearful that litigation would last several months, if not a year, and delay the ability of the workers to begin bargaining their first collective agreement, Vice President Lewis was able to secure a settlement that saw all pipeline employees included as well as a significant number of the managerial exclusions. A national bargaining protocol was also established. Workers at DNEG across Canada are now in the process of bargaining their first collective agreement.

Since this historic organizing drive, workers at a number of other VFX studios have begun the process of improving their working conditions by actively trying to form unions at their workplaces.

THIRD-GENERATION MEMBER JOINS LOCAL 121

In February, at the Niagara Falls Local 121 union meeting Nicholas Scardino, the grandson of Local 121 Business Agent John Scardino Jr. was sworn in. Nicholas is the third-generation Scardino who has become a member.

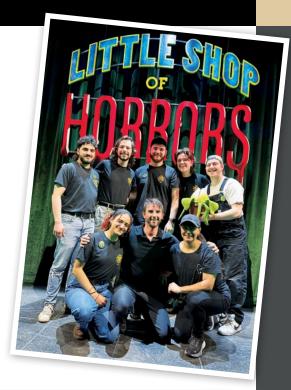


'LITTLE SHOP OF HORRORS' CREW JOINS IATSE, BECOMES FOURTH OFF-BROADWAY GROUP TO UNIONIZE

Production employees of the off-Broadway show "Little Shop of Horrors" have voted to join The International Alliance of Theatrical Stage Employees (IATSE), becoming the fourth off-Broadway group to unionize since IATSE launched its organizing efforts earlier this year. The successful recognition vote follows similar outcomes at the off-Broadway musical "Titanique" and Atlantic Theatre, where workers also voted overwhelmingly in favor of IATSE representation.

The crew, comprising 26 members responsible for various production aspects including audio, video, carpentry, properties, electrics, wardrobe, hair, and makeup, nearly unanimously supported unionization. The official National Labor Relations Board (NLRB) election results showed 16 "yes" votes and only 1 "no" vote.

"Off-Broadway workers are uniting with the IATSE for their mutual aid and protection," said IATSE's Lead Off-Broadway Organizer, Dan Little. "This campaign has momentum and it's not stopping anytime soon."



NETFLIX AND IATSE LOCAL 212 SIGN FIRST-EVER TERM AGREEMENT

After months of negotiation between Local 212 and Netflix, a three-year term agreement has been reached, bringing stability to productions and motion picture crews in the Calgary region. The IATSE bargaining team was comprised of Local 212 President and International Vice President Damian Petti, Motion Picture Vice President Alex Free, and Motion Picture Business Agent Tom Benz.

When asked about the value of the agreement, Damian Petti commented, "The new agreement reflects a pragmatic and fair labour relations model in Local 212's jurisdiction. The needs

of the members have been prioritized, while recognising what is important to Netflix in a very competitive and rapidly evolving marketplace. Local 212 is excited by the prospect of future growth that this partnership can bring. Protecting our members' health and safety is as important as ensuring they are fairly compensated. Travel to and from distant locations, proper meal breaks, accommodations, and long hours of work have all been protected in our terms. We will continue to stand firm on things like weekend turnaround and overtime pay."



(left to right) Local 212 Motion Picture Vice President Alex Free; Netflix Director, Labor Relations Wayne Runyon; Local 212 President and International Vice President Damian Petti, and; Netflix Vice President and Head of Labor Relations Stephen Carroll.

LOCAL UNION NEWS

MEMBER ASSISTANCE PROGRAM AVAILABLE FOR MEMBERS OF SMALL U.S. LOCALS

IATSE International has contracted with the Entertainment Community Fund to provide a free, confidential Member Assistance Program (MAP) for members of small U.S. local unions who otherwise are without access to a MAP through their health plan or local union. The MAP addresses the specific needs of performing arts and entertainment professionals—with a unique understanding of the challenges involved with a life in the arts and the knowledge of what it takes to thrive in an often-unpredictable industry.

These free, confidential services are designed to provide support, find relevant solutions and meet the unique needs of members. The MAP services include:

- Short-term counseling, support and referrals with social workers to help address a wide range of personal, family and work issues including depression, stress, relationship difficulties, harassment and discrimination, and bereavement
- Personalized support for substance abuse treatment options and insurance coverage
- Resources for elder care and support, guidance on applying for public and community benefits and referrals for legal services
- Workshops on a variety of topics to help balance work and personal life

- Individual consultation and workshops on health insurance and access to healthcare issues
- Supports for local leaders, including critical incidence debriefing, help with managing member conflict and navigating job jeopardy concerns

For those seeking a safe space to connect with and receive support from peers within the community, support groups are available to help manage stress and anxiety, find ways to

incorporate self-care into your daily life, cope with loss, foster hope and find resilience. Led by social workers, all groups meet online and provide caring assistance and valuable resources.

A life in the arts comes with a unique set of challenges. When facing stress, anxiety, depression, or life transitions, performing arts and entertainment professionals can turn to the Entertainment Community Fund for confidential and compassionate support.

The mental health services of the Fund are free, confidential, and available to all participants of IATSE International for Small Local Member Assistance Program. To learn more, please visit https://entertainmentcommunity.org/services-and-programs/iatse-international-member-assistance-program-small-locals. To check eligibility, contact the Entertainment Community Fund at 917.281.5919 or eastern@entertainmentcommunity.org.



MEMBER ASSISTANCE FOR CANADIAN MEMBERS

In Canada, the IATSE has contracted with Telus Health (formerly Lifeworks) to provide a free confidential and bilingual Members Assistance Plan for members of Locals and their families who don't already have access to an MAP through their Local Union's health benefit plan. This comprehensive plan aids with:

- Mental Health Support
- Financial Guidance
- Legal Advice
- Child and Eldercare Resources

For more information visit https://canada.iatse.net/map/ for a list of eligible Locals and for details about what this services offers and how you and your family can gain access.





Dealing with workplace challenges

Addiction Support
Health and Wellness

CARD CHECK CERTIFICATION IN BC

The following article, published in *The Maple*, showcases the importance of card check certification in the Province of British Columbia. It is an insightful article by Adam D.K. King, who is a professor at the University of Manitoba. Labour is supported by the NDP government in BC and largely due to the existence of card check certification – which removes the requirement of a vote if enough workers have signed union representation cards – the IATSE was able to have eight union applications successfully certified in 2023 alone. With continued political activism in the Lower Mainland, and

more recently in the BC Interior and on Vancouver Island, we look forward to a promising certification rate in 2024. Card check certification has been so positive for workers that the NDP government in Manitoba is also now looking to pass card check legislation in that province as well. Should the legislation pass, we anticipate more victories for workers moving forward!

Originally published March 18 by *The Maple*. Printed with permission. Link here: https://www.readthemaple.com/card-check-union-certification-in-b-c-has-been-a-major-success/

IATSE PARTICIPATES IN THE NATIONAL ASSOCIATION OF LETTER CARRIERS STAMP OUT FOOD DRIVE

The IATSE West Coast office's participation in this year's Letter Carriers' Food Drive was a great success! Big thanks to all the kin that showed up and made a difference!







IN MEMORIAM

REMEMBERING JOHN "JACK" THOMAS BECKMAN JR.

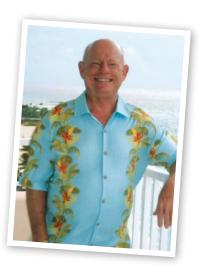
John "Jack" Thomas Beckman Jr., a beloved resident of St. Louis, Missouri, passed away peacefully on May 12, 2024, at the age of 78, with his family by his side. Born on October 24, 1945, in St. Louis, he was the cherished son of the late John T. Beckman Sr. and Barbara Ann (Bornor) Beckman.

Jack is survived by his devoted wife of 44 years, Patricia "Pat" (Leach) Beckman; his two sons, John T. Beckman III and Michael D. Beckman; and his adored granddaughter, Kennedy A. Beckman, who lovingly called him PawPaw.

A graduate of Christian Brothers College High School (CBC) in 1963, Jack served his country honorably in the U.S. Army during the Vietnam War. His professional life was dedicated to the labor movement, particularly his leadership within the St. Louis-based IATSE Local 6 Stagehands, where he served as Business Agent from 1978 to 2014. His commitment and contributions to the union were further recognized when he was elected to the IATSE General Executive Board in 2004, serving as an International Vice President until his retirement in 2016.

In retirement, Jack enjoyed playing golf weekly with his friends, spending time with his wife and two sons, and being the proudest grandpa.

Jack's legacy is one of service, dedication, and love for his family. His presence will be deeply missed by all who knew him.





REMEMBERING ANDREW (ANDY) AMANN

The sisters and brothers of Local 6 are saddened at the passing of Brother Andrew (Andy) Amann on April 30, 2024. Andy was a stagehand for over thirty-five years. He was a fixture behind the scenes at the Fabulous Fox Theatre, Enterprise Center, Opera Theatre of St. Louis and many other venues in St. Louis. Andy was a hard worker and a friend to all he met. He was known for his generous heart, his devotion to his Cardinals Baseball Team and Dallas Cowboys and his love of The Lone Ranger. Andy was notorious for his annual Christmas Card adorned with him with a famous person he had met that year. Andy's infectious smile, and his, "Hello Dear", will be missed by all who knew him.

REMEMBERING BRIAN P.G. DEMELL

Brian P.G. DeMell, 86, got his angel wings on Palm Sunday, March 24, 2024. Brian served for a short time in the Navy and was a licensed electrician who at one time worked at Hill Electric, and then went out on his own. He joined Local 524 on June 7, 1971, where he held the office of Secretary-Treasurer for many years. It was at this time that he became a member of the Glens Falls Operetta Club, now known as Glens Falls Community Theater, where he worked backstage doing carpentry, electrical work, lighting, and sound. He also worked as a union electrician and spotlight operator at the Glens Falls Civic Center, and he was still a union member at the time of his death. He was also a member of the Labor Council. He leaves behind his nephew, Keith David DeMell of Tennessee, and 2 great nieces.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Lawrence Bernstock March 2, 2024	1	Keith E. Gibson February 21, 2024	22	Bruce Duncan January 18, 2024	58	Scott E. Millican February 29, 2024	479
Robert C. Braine March 14, 2024	1	Gregory B. Goldsmith January 1, 2024	22	Michael A Maskell February 16, 2024	58	John Troy Preston Iv March 27, 2024	479
Raymond Cryan March 29, 2024	1	Edward M. Haskin January 1, 2024	22	Doug Furler March 31, 2024	67	Kelly N. Winecoff January 3, 2024	479
Paul Desavino Jr. February 6, 2024	1	Jerome H King February 17, 2024	22	Dean T. Jackson March 19, 2024	80	Lelan E. Keffer January 7, 2024	480
Barnett Epstein January 29, 2024	1	Ricardo M Whitson January 1, 2024	22	David Anderson January 15, 2024	85	Thomas W. Sturgis January 1, 2024	484
Daniel R. Hix January 5, 2024	1	Pat G. Galbraith February 2, 2024	33	Raymond A Garcea January 1, 2024	93	Kenneth L. Floyd March 19, 2024	487
Corey Jonas March 18, 2024	1	J Bruce Nielsen February 5, 2024	33	Jakub Wisniewski March 23, 2024	100	Paul Bucciarelli January 4, 2024	489
Robert J. Keller January 13, 2024	1	Steven L. Wright February 29, 2024	33	Jeff L. Barrett March 15, 2024	158	Karen S. Johnson January 19, 2024	500
Frank A. Lamantia March 20, 2024	1	Robert A. Lane January 22, 2024	42	Timothy Fuller January 13, 2024	201	James Serpico January 18, 2024	500
Benjamin B. Mayo February 20, 2024	1	Franklin L. Combs January 1, 2024	44	Rex Allen Cooley January 10, 2024	212	Barbara Poppa January 3, 2024	504
Donald J. Minor February 9, 2024	1	Michael A. Crowley January 1, 2024	44	Bill Gardner January 6, 2024	212	Kirk Rob Bachman February 6, 2024	600
Michael Sullivan March 2, 2024	1	Jordan Doughty March 18, 2024	44	Dwight R Upshaw March 18, 2024	212	Edwin P. Baker January 18, 2024	600
Thomas J. Farley, Sr. March 18, 2024	2	Chet Garlow January 7, 2024	44	Fern Gnesin January 28, 2024	284	Martin Beazell January 19, 2024	600
Craig E. Knapp February 8, 2024	2	Ronald C. Hall January 16, 2024	44	Lyla Grad January 28, 2024	295	Jean Caliguire January 23, 2024	600
Clifford C. Kephart, Jr. February 19, 2024	3	David R Hopkins January 1, 2024	44	Timothy Barrett February 21, 2024	306	Donald Cohen March 13, 2024	600
Martin E. Niehaus January 10, 2024	6	Audrey Johnson March 13, 2024	44	Richard T. Brophy January 1, 2024	306	David E. Diano January 24, 2024	600
Steve R. Pulliam Jr January 2, 2024	7	Don E Kaeding January 1, 2024	44	Karen Plunkett March 23, 2024	306	Quentin Donoghue January 16, 2024	600
Randall Chiarelli January 4, 2024	15	Linda Luizzi February 1, 2024	44	Valerie R. Forbes January 28, 2024	322	Michael L. Doyle March 5, 2024	600
Michael J. Lowther February 13, 2024	15	Rodney J Meeter January 29, 2024	44	Sherry Nasmith-Jones February 27, 2024	461	Eugene Friedman January 25, 2024	600
Michael D. Gilmore February 25, 2024	16	Robert Minnich February 28, 2024	44	Vickie Groleau March 2, 2024	470	William Goshgarian January 17, 2024	600
Marc D. Kockinos February 2, 2024	16	David G. Morse February 7, 2024	44	Paul A. Paquette March 18, 2024	471	Lucifer Guarnier January 17, 2024	600
Philip Craig January 5, 2024	17	Matthew Sweeney February 19, 2024	44	Louis R. Gomez February 23, 2024	476	James Hair January 30, 2024	600
Larry Wills March 6, 2024	17	William R. Platter January 2, 2024	51	Vivienne Marie January 6, 2024	476	John J. Huneck January 9, 2024	600
Richard R. Haske January 13, 2024	18	Gavin Curran February 15, 2024	52	Thomas J Rigden February 14, 2024	476	Jerome Kaufmann January 23, 2024	600
Ralph Fandetta January 15, 2024	21	Fern Gnesin January 28, 2024	52	Philip J. Strohm February 15, 2024	476	Kenneth Kelsch (Asc) January 9, 2024	600
Russell Long February 18, 2024	21	James Reid February 21, 2024	52	Jacob Hardy March 17, 2024	478	Murray Lerner January 24, 2024	600
Arestides Dounis January 1, 2024	22	Barbara L. Tonnessen March 11, 2024	52	Terry Dockins March 12, 2024	479	Encil A. Mccullough January 24, 2024	600
Rodney T. Fitzgerald January 1, 2024	22	Bernie Zuch March 15, 2024	52	Michael Langholz March 31, 2024	479	Brainard H. Miller January 24, 2024	600

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
J Bruce Nielsen February 6, 2024	600	Peter Berkos January 1, 2024	700	Kevin E. Edmundson January 1, 2024	793	Eliah Matthew January 9, 2024	891
Louis A. Niemeyer January 17, 2024	600	Sue Blainey-Rodriquez February 20, 2024	700	Pamela D. Murphy February 9, 2024	822	Gordon Tait	891
Selvyn E. Price January 5, 2024	600	Michael J. Lucas January 1, 2024	700	Fasie Prue January 26, 2024	834	January 10, 2024 Beverley Wowchuk	891
Alan Reed March 26, 2024	600	Katherine G. Miller February 8, 2024	700	Arnold E. Smith January 17, 2024	835	March 8, 2024	992
Donald Sweeney January 23, 2024	600	Toby Yates January 1, 2024	700	Michael Burakoff January 1, 2024	839	April Ferry January 11, 2024	892
George Tahara January 18, 2024	600	Jennifer L. Cabezas January 1, 2024	706	James Hannah January 9, 2024	856	Robert Zukiwsky January 13, 2024	938
Antoinette Tenebruso January 18, 2024	600	Essie K. Cha March 24, 2024	706	Joyce Heftel January 1, 2024	871	Howard Atlee	18032
William Tobin March 5, 2024	600	Robert Collins January 29, 2024	720	Erica Peterson January 19, 2024	871	March 15, 2024 John T. Borchelt	B2
Vincent L. Ursino January 23, 2024	600	Gary Nellis February 9, 2024	720	Courtney Deirish February 22, 2024	873	February 26, 2024 Don G. Defoe	B2
Jeffrey A. Wheat January 9, 2024	600	Carmelo Rapaglia February 14, 2024	720	Marylou Green January 21, 2024	873	March 1, 2024	D 2
Wilfred J. Whyle January 25, 2024	600	Tim Redsull March 14, 2024	720	Harrison Snider March 28, 2024	873	Howard Henry February 26, 2024	B2
Grant F. Wolfkill January 23, 2024	600	David C. Scott January 16, 2024	720	Dominick Vecchiarelli January 28, 2024	873	Stephen Reindl	B2
Richard C. Kisosondi January 1, 2024	631	Richard T Hart February 23, 2024	728	Stephen C. Wallace March 16, 2024	873	January 15, 2024 John Bjerklie	USA829
Arthur Isabelle Cook January 2, 2024	647	John Haskell February 7, 2024	728	Alan Watson January 6, 2024	873	March 22, 2024 Richard Ferrer	USA829
Michael Louis Mcdermo January 1, 2024	tt 647	Herbert Hughes January 26, 2024	728	Helen Bricker January 1, 2024	884	March 14, 2024	USA629
Gregory M. Timko January 13, 2024	647	Jeffrey Mcgrath March 19, 2024	728	Richard Allen January 3, 2024	891	Alfonso Gallo February 13, 2024	USA829
Michael Bailey March 10, 2024	667	Daniel J. Ochoa January 2, 2024	728	Akkram Chourfi February 25, 2024	891	Gregory Hill January 19, 2024	USA829
Douglas Barry January 6, 2024	695	Juan C. Osorio February 6, 2024	728	Richard S. Cook March 26, 2024	891	Richard Miller	USA829
Timothy A. Burke February 24, 2024	695	Beau Spencer March 13, 2024	728	Gene F. Kendall March 23, 2024	891	February 15, 2024 Fred Sammut	USA829
Thomas S. Dickson January 1, 2024	695	Robert Wolff March 5, 2024	751	Robert G. Laughland January 16, 2024	891	March 7, 2024	2311027
Scott D. Nall January 30, 2024	695	Harrell W Smith January 27, 2024	780	Mike Lilley January 29, 2024	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
Andrew Oyaas
Samantha Dulaney

*In Memory Of*Jack Beckman
James Fry's Father

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)

CANADA

ALBERTA

S 210 EDMONTON, AB – William Merik, secretary@ iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863)(Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

S 212 CALGARY, AB — Peter Hawrylyshen; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps..: (Mot. Pic.) Alex Free, motionpicturevp@ iatse212.com, (403 710-7271); (Stage) Rebecca Solly, stageba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC – Conor Moore, recsec@iatse118. com, 2940 Main St #206, Vancouver, BC V5T 3G3, Bus. Agt.: Joe Sauran

S 168 VANCOUVER ISLAND, BC – Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Monica Arthurs, businessa-oent@iatse168.com.

S 250 VANCOVER, BC – Matt Koenig, unordine@shaw.ca, 129 Nanaimo Ave West. Penticton, BC V2A 1N2, (604-644-2645); Bus. Act.: Kyle Lonobotham.

ICG 669 WESTERN CANADA – Mike Sankey, secretary@ icg669.com; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Wendy Newton.

MPSPT 891 BRITISH COLUMBIA/YUKON TERR. – Gwendolyn Margetson, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Crystal Braunwarth, CrystalB@iatse.com.

AG&AOE&GA 938 - Luis Eduardo Pedreira, scarflad@gmail.com, 1000-355 Burrard Street. Vancouver, BC V6C 2G8, (604.608.6158); contact@cag938.ca. Rowan Guay, businessagent@cag938.ca.

T B778 VANCOUVER, BC - Nadia Santoro, 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

MANITOBA

M 063 WINNIPEG, MB - Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

MPSPT 856 PROVINCE OF MANITOBA - Casey Downes, 500-332 Bannatyne Avenue, Winnipeg, MB, R3A 0W5. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Monique Perro, businessagent@iatse856.com.

NEW BRUNSWICK

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB — Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680. ca.

NEWFOUNDLAND AND LABRADOR

ICG 671 PROVINCE OF NEWFOUNDLAND/LABRADOR – Roman Neubacher, c/o 229 Wallace Avenue, Toronto, ON M6H 1V5 (416-368-0072). Bus. Rep.: Roman Neubacher.

M 709 PROVINCE OF NEWFOUNDLAND/LABRADOR – Zoe Dempster, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774). Bus. Agt.: Natasha Jeffery

NOVA SCOTIA

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB — Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

MPSPT 849 MARITIME PROVINCES – Olivia King, 617 Windmill Road, 2nd floor, Dartmouth, NS, B3B 1B6. (902-425-2739) Bus. Agt.: Shelley Bibby. busagent@iatse849.com.

ONTARIO

S 058 TORONTO, ON – Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Kim Rybnikar.

M 105 LONDON/ST. THOMAS/SARNIA, ON – Sherry Williams, treasurer@iatse105.ca; P.O. Box 182 Station Ctr. CSC, London, ON N6A 4V6 (519-661-8639) Bus. Agt. Sean Barker, businessagent@iatse105.ca

S 129 HAMILTON/BRANTFORD, ON – Natalie Stonehouse, iatselocal129@bellnet.ca, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/ GUELPH/WATERLOO, ON – Kathleen Orlando, secretary@ iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474). Bus. Agt.: Jennifer Pich, ba357@iatse357.ca.

PC, CP&HO 411 PROVINCE OF ONTARIO — Matthew Wakenfield, 2087 Dundas Street East, Unit 104, Mississauga, ON, L4X 2V7 (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Anne Paynter.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON – Christina Galanis, P.O. Box 1594, Niagara On The Lake, ON, LOS 1JO. (905-931-1990) Bus. Agt.: George Galanis.

S 467 THUNDER BAY, ON — Keith Marsh, keith@tbaytel. net; , 380 Van Norman Street, Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON – James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-404-4717) Bus. Agt.: Ryan Bol.

M 580 WINDSOR/CHATHAM, ON – Alan Smith, adrjsmith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

M 634 SUDBURY/NORTH BAY, ON – Keith Clausen, local_634@hotmail.com; 24 St. Louis Street, P.O. Box 68, Naughton, ON, POM 2MO. (705-665-1163) Bus. Agt.: Wayne St. George, wayne.stgeorge@hotmail.com.

ADC 659 TORONTO, ON – Simon Rossiter,treasurer@ designers.ca; 401 Richmond St. West Suite 350 Toronto, ON, M5V 3A8. (416-907-5829) Bus. Agt.: Simon Rossiter.

ICG 667 EASTERN CANADA — Sarah Warland, 229 Wallace Avenue, Toronto. ON M6H 1V5 (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: Dana Rutledge.

TW,MA&HS 822 TORONTO, ON – Jordan Silva, secretary@iatse822.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416) 276-8616) Bus. Agt.: Michelle DiCesare, businessagent@iatse822.com.

SA&P 828 PROVINCE OF ONTARIO – Natalie Kearns, recordingsecretary.iatse828@gmail.com, P.O. Box 80059, 510 Concession Street, Hamilton, ON, L9A1CO. (416-438-3388) (Fax: 416-438-3388) Bus. Aqt: Hale Reap, ba.iatse828@qmail.com.

MPSPT 873 TORONTO, ON - Glen Gauthier, 82 Carnforth Road, Toronto, ON, M4A 2K7. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Glen Gauthier, businessagent@iatse873.com.

T B173 TORONTO/HAMILTON, ON – Paul Williams, 19 Handel Street, Toronto, ON, M6N 4G2. (416-526-5850) Bus. Agt.: Brandy Mcallister.

PRINCE EDWARD ISLAND

M 906 CHARLOTTETOWN, PE — Robert Leclair, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: John-Michael Flynn, John-Michaelflynn@hotmail.com.

T B906 CHARLOTTETOWN, PE – Emma Cousins, P.O. Box 1032, Charlottetown, PE, CIA 7M4. (902-628-1864) (Fax: 902-566-4648).

OUEBEC

S 056 MONTREAL, QC – Isabelle Garceau, archiviste@iatse56.com, 1 rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Michael Arnold, agent@iatse56.com.

O 262 MONTREAL, QC – Audrey Prevost-Labre; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-937-8252) Bus. Agt.: Stephane Ross, s.ross@ iatselocal262.com.

MPSPT 514 PROVINCE OF QUEBEC – Nicolas Marion, cinemarion@me.com, 1001, BD de Maisonneuve E. Bureau 900, Montréal Québec H2L 4P9 Canada (514-844-2113) (Fax: 514-608-1667). Bus. Agt.: General Director Mrs. Sandrine Archambault, sarchambault@aqtis514iatse.com.

M 523 QUEBEC, QC – Alain Roy, secretaire@iatse523.com, 8500 Henri-Bourassa 212. Quebec, QC G1G5X1. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/ Riggers) Eric Desmarais; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

TW,MA&HS 863 MONTREAL, QC – Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC. H2J 3T5 (514-641-2903). Bus. Agt.: Silvana Fernandez, iatselocal863habilleur@hotmail.com.

SASKATCHEWAN

M 295 REGINA/MOOSE JAW, SK – Patrick Fitzsimmons, secretary.iatse295@sasktel.net, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

M 300 SASKATOON, SK – Keightley Maddison, ia300@ sasktel.net. P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Glen Green.

UNITED STATES

ALABAMA

S 078 BIRMINGHAM – Dennis Parker; iatse78secretary@gmail.com; P. O. Box 10251, Birmingham, 35203. (205-251-1312) Bus. Rep: William "Bill" Crowley, iatse78ba@gmail.com.

S 142 MOBILE – Helen P Megginson, P.O. Box 968, Mobile, 36601. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: Madeleine L. Mayrose, Local142@yahoo.com.

SM 478 MOBILE, AL/STATE OF LOUISIANA/
SOUTHERN MISSISSIPPI – Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax:
504-483-9961) Bus. Agt.: Simonette Berry, sberry@iatse478.
org, (504-453-0180).

M 900 HUNTSVILLE – Lori Sanders, P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly Mcmanus, atse.hsv@gmail.com.

ALASKA

S 918 ANCHORAGE – Danielle Evans, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Yeil Yadi Olson, ia918ba@gmail.com.

ARIZONA

M 336 PHOENIX/PRESCOTT – Pamela Boyd, secretary@iatse-336.org; 2601 N. 3rd St. Ste 218 Phoenix, Arizona 85004. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: David Empey, dempey@iatse-336.org.

M 415 TUCSON – Deon A. Hill, secretary@iatse415.org, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: George Fritz.

TBSE 748 STATE OF ARIZONA – David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-610-3342). Bus. Rep.: Don'Shea D. Brown, iatse748busrep@gmail.com.

ARKANSAS

M 204 LITTLE ROCK – Linda Dahl, Idahl@iatse204.com; P.O. Box 69, El Paso, 72045 (501-231-5634) Bus. Agt.: Harmon Katharine, businessagent@iatse204.org.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY – James Beaumonte, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: James Beaumonte.

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA – Abraham Montes, 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-5671-138) Bus. Agts.: (TV) Ronald Valentine, rvalentine@iatse33.com; (Legit) Robert Pagnotta, rpagnotta@iatse33.com. **APC 044 HOLLYWOOD** – Edward J. McCarthy III, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYS-VILLE – Betsy Martin, secretary@iatse50.org: 1914 Terracina Drive, Suite 120, Sacramento, 95834. (916-444-7654) Bus. Agt.: Elizabeth Madonia, businessagent@iatse50.org.

MPSG 080 HOLLYWOOD – Craig Conover, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Aqt.: Dejon Ellis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/
CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND — Emily A Paulson, 303 Hegerberger Road, Suite 204,
Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.:
Omar Sabeh.

PWG 111 United States - Colleen Donahue, cdonahue@iatse.net, International Representative In Charge; 2210 W. Olive Avenue, Burbank, CA 91506 (818-980-3499).

TBSE 119 SAN FRANCISCO BAY AREA – James Mileta, P.O. Box 4878, Walnut Creek, 94596. (510-307-7272) or (510-214-0485). Bus. Agt: Katie Murphy, businessagent@bafaia119.

S 122 SAN DIEGO/PALM SPRINGS/PALM DESERT/ HEMET/BANNING/ELSINORE/29 PALMS – John Barnett, secretarytreasurer@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619 640-0042) (Fax: 619 640-3840) Bus. Rep.: Robert Morales, ba@iatse122.org.

M 134 SAN JOSE/SANTA CLARA – Timothy Sutton, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Leo Wandling, businessagent@iatse134.org.

S 158 FRESNO/MODESTO/STOCKTON – Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Pebbles Rapp.

M 215 BAKERSFIELD/VISALIA – Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-900-2280) Bus. Aqt.: Matt Bernon.

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M 504 ORANGE COUNTY/PARTS OF CORONA – Janis Gohman, 671 S. Manchester Avenue, Anaheim, 928021434. (714-774-5004) (Fax: 714-774-7683) Bus. Aqt.: Brad Marlowe.

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).

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/HOLLISTER/MONTEREY/PACIFIC GROVE/ SEASIDE – Steve Retsky, 611 secretary@iatse611.org; P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Agt.: Andrew Hurchalla, businessrep@iatse611.org.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/POMONA/ REDLANDS/ ONTARIO/ BISHOP — Gabriel Valdez, 614secretary@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 951-769-9160) Bus. Agt.: Jake Page, Local614ba@gmail.com.

PST,TE,VAT&SP 695 HOLLYWOOD – Heidi Nakamura, heidin@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York) – Sharon Smith-Holley; Nat. Exec. Dir.: Catherine Repola; Western Exec. Dir.: Scott George, 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

MPC 705 HOLLYWOOD – Angi Ursetta, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Aqt.: Adam West.

MAHSG 706 HOLLYWOOD – David Abbott, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Karen Westerfield.

MPSELT 728 HOLLYWOOD - Greg Reeves, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Greg Reeves, BA@iatse728.org.

MPSP&SW 729 HOLLYWOOD – Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

TWU 768 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA/CERRITOS – Norma Mora; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Dana Glover.

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TBSE 795 SAN DIEGO — Melinda Gray, treas@iatse795. com; 3755 Avocado Blvd., PMB 437, La Mesa, 91941. 619-507-2666 (Fax: 858-715-0640). Bus. Agt.: Mario Lopez, ba@iatse795. com.

ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina) – Judy Cosgrove, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Charles Parker.

USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) – 1200 Wilshire Blvd., Suite 620, Los Angeles, 90017. (323-965-0957) Bus. Agt.: Monique L'Heureux.

AG&AOE&GA 839 HOLLYWOOD – Paula Spence, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Kaplan.

T&T 857 LOS ANGELES/ORANGE COUNTIES – Alexis Savko, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) Bus. Agt.: Sergio A. Medina.

SS/C,C,A&APSG 871 HOLLYWOOD – Katie Sponseller, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Patric Abaravich, patric@ialocal871.org.

TWU 874 SACRAMENTO AND VICINITY – Lisa Jo Clement, P.O. Box 188787, Sacramento, 95818 (916-832-3396) Bus. Agt.: Sheryl Emmons, iatse874@yahoo.com.

MPST 884 HOLLYWOOD – Kristin Minkler, recordingsecretary884@gmail.com; P.O. Box 461467, Los Angeles, 90046. (310-905-2400) Bus. Agt.: Josh Fuks, businessrep884@gmail.com

CDG 892 HOLLYWOOD - Kristin Ingram, 3919 West Magnolia Blvd., Burbank, 91505. (818-848-2800) (Fax: 818848-2802) Executive Director: Brigitta Romanov.

TWU 905 SAN DIEGO – Margaret S. Hagar, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Mary Harris, L905BA@gmail.com.

S&FMT 923 ANAHEIM – Garrett Gordon, Secretarylocal923@gmail.com (760-689-2285). P.O. Box 9031, Anaheim, 92812-9031. Bus. Agt.: Brian Young, Balocal923@gmail.com (909-247-4174).

T B18 SAN FRANCISCO – Leontyne Mbele-Mbong, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Aqt.: Johnny Moreno. **T B32 SAN JOSE-SANTA CLARA COUNTY** – Jennie Santana, jennsantana@yahoo.com; P.O. Box 2832, Santa Clara, 95055.(408-710-9011) Bus. Agt.: Donna Finelli, donnafinelli@yahoo.com.

T B66 SACRAMENTO – Juanita Ruiz, iatse.b66@gmail.com; P.O. Box 2210, Sacramento, 95812. (916-245-1191). Bus. Agt.: Danny Royster, dannyroyster46@gmail.com.

AAE B192 HOLLYWOOD – Catherine Hutchinson, 4111 W. Alameda Ave., Suite #510 Burbank, CA 91505. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Kevin King.

CALIFORNIA SPECIAL BRANCH – Michael F. Miller, Jr., 2210 W. Olive Avenue, Burbank, 91506. (818-980-3499) (Fax: 818-980-3496).

COLORADO

S 007 DENVER – Gary Schmidt, treasurer@iatse7denver. org; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Bryant Preston, businessrep@iatse7denver.org.

M 062 COLORADO SPRINGS/PUEBLO – Scott Waldham, secretarytreasurer@iatse62.com; 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Salamon, businessagent@iatse62.com.

S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY. – Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

TWU 719 DENVER – Judith M. Holabird, erspadi@msn. com; 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Julie Bassignani, business-sagent@iatse719.org.

T B7 DENVER – Elias Lopez, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Aqt.: Samantha Stump.

CONNECTICUT

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S 074 SOUTHERN CONNECTICUT – Catherine Moore; P.O. Box 9075, New Haven, 06532. (203-497-3067). Fax: 203-497-3067). Bus. Agt.: James Shea, jshea@iatse74.org.

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SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT — Alysse Rossner, recordingsecretary@local161. org; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212977-9609) Bus. Agt.: Cynthia O'Rourke, cynthia@local161.org

DELAWARE

SM 052 STATES OF NEW YORK/ NEW JERSEY/
CONNECTICUT/NORTHERN DE. /GREATER PA. –
Charles E. Meere lii, 19-02 Steinway Street, Astoria, NY 11105.
(718-906-9440) (Fax: 718-777-1820) Bus. Agt.: James Edminston, jedmiston@ialocal52.org.

S 284 WILMINGTON — Gary Irving, P.O. Box 7248, Wilmington, 19803. (302-750-3752) (Fax: 302-475-4903) Bus. Agt: Brendan Mcghee.

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

TWU 772 WASHINGTON – Jazmyne E. Brooking, secretary@iatse772.org; 1810 Hamlin Street NE Washington DC 20018 (703- 402-8623) Bus. Agt.: Amy Carr, businessagent@iatse772.org.

T&T 868 WASHINGTON – Emily Kester, secretary@iatse868.com; P.O. Box 58129, Washington, 20037. (202-422-1782) Bus. Agt.: Francisco Borja, businessagent@iatse868.com.

TSA B868 WASHINGTON – Elizabeth Elliott, eeofdcfba@aol.com; 1615 Sherwood Rd, Silver Spring, MD 20902. (202-783-5480) Bus. Aqt.: Jazmyn Small, beautifulwhoiam@icloud.com.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN – Hope Nelson, P.O. Box 1084 Pensacola Fl, 32591 (850-390-6819) (Fax: 850-484-3729). Bus. Agt.: Andrea Deckbar, local60iatse@gmail.

M 115 JACKSONVILLE/TALLAHASSEE/GAINES-VILLE – Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

TBSE 305 – Brent Cohen, iatse305treasurer@gmail.com, P.O. Box 278617, Miramar FL 33027. Bus Agt: Adam Leifer, a leifer@msn.com.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG – Tiffany Gans, secretary@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813931-7503) Bus. Agt.: Nelson Alicea, nellynel76@gmail.com.

M 412 BRADENTON/SARASOTA – Alessandro Wallenda-Zoppe, secretary@ialocal412.com, P.O. Box 1307, Tallevast, 34270. (941-914-1553) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

SM 477 STATE OF FLORIDA – Nancy Flesher, sec-treas@ ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305-594-8585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

M 500 SOUTH FLORIDA — Michael Mccarthy, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Aqt.: 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 Rennett

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, rmclendon@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.

\$ 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.

EE 834 ATLANTA – Anthony Gantt, agantt@iatse834.com; 4220 International Pkwy, Suite 200 Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Anthony Gantt.

TWU 859 ATLANTA – Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

S 927 ATLANTA – Mary Grove, P.O. Box 162822., Atlanta, GA. 30321. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Brian Nunnally.

HAWAII

M 665 STATE OF HAWAII – Shawn Christensen, 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 8085918213). Bus. Agt.: Irish Barber.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID – Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereaux@aol.com, (509-999-5073).

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO – Trustees: C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

ILLINOIS

S 002 CHICAGO – Thomas L. Herrmann, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL– Lynnette Frutiger, lynnettefrutiger@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joeqoodall@iatse85.org.

MPP,AVE&CT 110 CHICAGO – Joseph Amabile, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Joseph Amabile.

\$ 124 JOLIET – Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, I lorin@hotmail.com.

S 138 SPRINGFIELD/JACKSONVILLE – James Rapps, P.O. Box 6367, Springfield, 62708. (217-415-4810) Bus. Agt.: Kevin Harms, harmskevin@hotmail.com, (217-612-7339).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA – Sarah Mcalexander, iatselocal193@ymail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (Bloomington).

M 217 ROCKFORD – Kim Whitmore, P.O. Box 472, Rockford, 61105. (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.

SM 476 CHICAGO – Anthony Barracca, 6309 N. Northwest Highway, Chicago, 606310490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Anthony Barracca.

M 482 CHAMPAIGN/URBANA/DANVILLE/RAN-TOUL/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).

T&T 750 CHICAGO – Joseph Wanderling, iatselocal750@gmail.com; 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com

TBSE 762 CHICAGO – Kris Kettner, IA762treas@hotmail. com, P.O. Box 4350, Oak Park, 60304 (773-793-3124) Bus. Agt.: Joel P. Colwell, jpcolwel@gmail.com.

TWU 769 CHICAGO – Wendy McCay, 409 N. Raynor Avenue, Joliet, IL. 60435. (847-732-6326) Bus. Agt.: Thomas Pusateri

MPVT/LT/AC&GE 780 CHICAGO (see also Florida) – Jaroslaw Lipski, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngr.: Jerry Lipski, jerry@iatse780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina) – Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York) – 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

T B46 CHICAGO, IL/MILWAUKEE, WI – Joseph Amabile, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Aut.: Anthony M. Spano.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/ EARLHAM COLLEGE /LOGANSPORT/ PERU/CON-NORSVILLE/ANDERSON/MUNCIE/PORTLAND

 Donald McFarland, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Donald McFarland. **S 049 TERRE HAUTE** – Stephanie Driggers, wsdriggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) Bus. Agt.: Dave Targett, davetargett@icloud.com.

S 102 EVANSVILLE – Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-589-1584) (Fax: 812-467-0287). Bus. Agt.: Scott VanMeter, Joe Newman; ba@iatse102.com.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDS-VILLE – Alica Taylor, Artatman@Yahoo.Com; P.O. Box 265 Roselawn, IN 46372. (219-252-4794) Bus. Agt.: Thomas Mcnor-

ton Jr., tmac3955@hotmail.com.

S 146 FORT WAYNE – Christopher M. Holt, iatselocal146@ gmail.com; P.O. Box 13354, Fort Wayne, 46868. (260-409-5155) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI – Bobby King, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Aqt.: 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.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY

- Elizabeth Crawford, recsecretary@iatselocal67.org; 2000
Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus.
Ant.: Aaron Browen.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL

— Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE – Scott Alan Wiley, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Travis Jacobs, tjacobs1206@gmail.com.

M 690 IOWA CITY – Charles Scott, sectreasl690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

TBSE 444 United States – Robert Schneider, sectreas@ iatse444.com: P.O. Box 32, Dewitt, IA. 52742 (563-343-3624), Lori Leigh Altenderfer, ba@iatse444.com.

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.: Jacob Hobbs; ialocal31@ialocal31.org.

M 190 WICHITA/HUTCHINSON/EL DORADO – Elizabeth Anderson, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Timothy McCulloch, ba190@iatse.kscoxmail.com.

M 464 SALINA – Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, wtuzicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE – Casey A. Black-Pherson, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Robert J. Ferree.

M 346 LEXINGTON – David Richardson, david@twinhives. com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

M 369 ASHLAND, KY/HUNTINGTON, WV/IRONTON, OH — Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Aqt.: Greq 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.

LOUISIANA

S 039 NEW ORLEANS — Ashley Boudreaux; iatse39secretary@gmail.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox. net.

M 260 Lake Charles-Alexandria-Pineville-Fort Pol, LA – Officer In Charge, Bo Howard, 207 W. 25th St. New York, NY. 4th Fl. 10001. (212-730-1770)

S 298 SHREVEPORT – Jason Tynes, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Catherine Breitling, 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.: Simonette Berry, sberry@iatse478.org, (504-453-0180).

M 540 BATON ROUGE – Adriane Bennett, abennett73@ gmail.com, 2324 Westwood Ct. Baton Rouge, LA 70816. (225-572-0367) Bus. Agt.: Deanna Gaharon.

M 668 MONROE – Dan Saterfield, d.saterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-329-4519). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS - Stephanie Kuhn, stephanie.w.kuhn@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (225-294-3024)

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR - Nathaniel Domhek secretary@ia114.com P.O. Rox 993 Port-

Nathaniel Dombek, secretary@ia114.com, P.O. Box 993, Portland, 04104 (207-841-5616) Bus. Agt.: Devon Medeiros, businessagent@ia114.com.

TBSE 926 AUBURN – Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-835-3800).

MARYLAND

S 019 BALTIMORE – Nick Mostris, recseclocal19@gmail.com; PO Box 50098 Baltimore MD 21211. (443-823-4950) Bus. Agt.: Michael Mixter, businessagent19@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,0&VT 181 BALTIMORE – Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (571-334-8138) Bus. Agt.: Kent D. Villavicendo, kentdaniel@greentpyroproductions.com.

SM&BT 487 MIDATLANTIC AREA – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

M 591 HAGERSTOWN, MD/FREDERICK, MD/ WAYNESBORO, PA/WINCHESTER, VA/MARTINS-BURG, WV – Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

TBSE 819 WASHINGTON – Mark Gardner, secretary@ia-tse819.org; P.O. Box 5709, Bethesda, MD. 20824, (2029664110) Bus. Agt.: Robert A. Richardson

TBSE 833 BALTIMORE – James Coxson, jcoxson@wjz. com; P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, wpoplovski@wjz.com, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE — Nancy Brown, nchillywilly1@verizon.net; 4874 Melody Lane, Manchester, 21102 (410-239-6835). Bus. Agt.: Mary Beth Chase, mbc625@aol.com

MASSACHUSETTS

S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCK-TON/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.

M 096 WORCESTER – Marc Aijala, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agt.: Timothy Murphy,tmurphy@iatse96.org.

M 195 LOWELL, MA./NEW HAMPSHIRE – David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099) Bus. Aqt.: Steven Kocsis, business@iatse195.org.

M 232 NORTHAMPTON/AMHERST – Samual Whitney, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Cathleen O'keefe.

SM 481 NEW ENGLAND AREA – James MacDonald, Jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON – Diane M. Blaskovich, ingenue107@ aol.com; 8 Admirals Lane, Salem, 01970. (978-744-7976) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD – Kim Delano, kimwardrobe775@comcast.net; 51 Myrtlebank Avenue, Dorchester, 02124 (617-212-4364) Bus. Agt.: Kim Delano.

T B4 B0STON – Karen D. Murphy, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5297) (Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

MICHIGAN

M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH – Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Joshua Roskamp.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON – Keith R. Braun, kbraun3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Aqt.: E. Joseph Miller, imiller@iatse38.org

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.

MPP, VT&CT 199 DETROIT – Matthew R. Haskin, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: David Pickering.

\$ 201 FLINT/OWOSSO – Sarah Isara,Local201sec.treas@gmail.com; PO BOX 3231, Flint, MI 48502. (810-280-8842) Bus. Agt.: Perry Williams.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/
TRAVERSE CITY/ALPENA – Jennifer Petty, sectreas@iatse274.org, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570), recsec@iatse274.org Bus. Agt.: Christopher Guardiola, businessrep@iatse274.org.

M 395 ANN ARBOR/MONROE – Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550). Bus. Aqt.: Dean Neeb, ba@iatse395.org.

MPP,0& VT 472 FLINT/OWOSSO – Guy Courts, II, P.O. Box 90605, Burton, 48509-9998. (810 836-4556) Bus. Agt.: Guy Courts

T&T 757 DETROIT – Mirena Cantu, rena1256@msn.com; 13440 Manchester, Southgate, 48195. (734-775-3361) Bus. Agt.: Stasia Savage, ssavage@iatse26.org.

TWU 786 DETROIT – Jacqueline Wendling, twulocal786@ gmail.com; 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530 Bus. Agt.: Beverly Llombart, bevmarie2556@gmail.com.

T B179 DETROIT – Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479). Bus. Agt.: John Nesbitt.

MIDATLANTIC AREA

SM&BT 487 MIDATLANTIC AREA – Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL — Ben Pinc, Recording Secretary@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Mat Terwilliger, business agent@iatse13.org.

S 032 DULUTH – Randy Johnson, randy,j.johnson777@gmail.com; 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Jay Milbridge, stagelocal32@gmail.com

MPP,0&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNI-VERSITY – Davin C. Anderson, davin8@aol.com; P.O. Box 364, 0sseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

SM 490 STATE OF MINNESOTA – Owen Brafford, owen. brafford@gmail.com, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-393-0550) Bus. Aqt.: Kellie Larson.

M 510 MOORHEAD, MN/FARGO, ND – James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

TBSE 745 MINNEAPOLIS – Teresa Day, iatse745@gmail. com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

T B26 MINNEAPOLIS-ST. PAUL – Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUI-SIANA/MOBILE, AL — Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Simonette Berry, sberry@iatse478.org, (504-452-0180)

SM 492 STATE OF TENNESSEE/NORTHERN MIS-SISSIPPI – Theresa Morrow, tmsquared@charter.net; 310 Homestead Road e, Nashville, TN 37207. (615-386-3492). Bus. Aqt.: Peter Kurland.

M 589 JACKSON/VICKSBURG/NATCHEZ – Jill Lucas, 1665 Hwy 51, Madison, 391-109-097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

M 674 BILOXI/GULFPORT – William F. Collins, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MISSOURI

S 006 ST. LOUIS – Christina Beck, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Christophe Scalise.: BA@iatse6.org

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS — Robin Suellentrop, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jacob Hobbs; ialocal31@ialocal31.org

MPP,AVE&CT 143 ST. LOUIS – Miron Vulakh, 1611 S. Broadway St. Louis, 63104. (314-621-1430) (Fax: 314-621-4930) Bus. Agt.: Gordon J. Hayman.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO – Steven Ray Dyer, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.

SM 493 STATE OF MISSOURI – Greg Goad, 5214 Chippewa Street, St. Louis, 63109. (314-621-4930) (Fax: 314-621-4930) Bus. Mgr.: Gordon J. Hayman, iatse493@gmail.com.

T&T 774 ST. LOUIS – Mary Althage, P.O. Box 5164, St. Louis, 63139 (314-647-9424). Bus. Agt.: Angie Walsh.

TWU 805 ST. LOUIS – Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: GiGi Deluca.

TWU 810 KANSAS CITY – Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-213-3644) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

T B2 ST. LOUIS – Tammy Underwood; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@golterman.com.

MONTANA

M 240 BILLINGS – Jack Webb, webb.jack18@yahoo.com; P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Jack Webb; webb.jack18@yahoo.com.

M 339 MISSOULA/KALISPELL/BUTTE/ANACON-DA/GREAT FALLS/HELENA — Earl Moffitt, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Amanda Solomon

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA – Lucas Scroggin, secretary@iatse42.org; 5418 S. 27th Street, #1 Omaha, NE 68107. (402-934-1542) (Fax: 402-212-1578). Bus. Agt.: William G. Lee, Ric Mohr; ba@iatse42. org.

M 151 LINCOLN – Alisha Fleer, iatse151sec@gmail.com, P.O. Box 30201, Lincoln, NE. 68503-0201. (402-525-8572) Bus. Agt.: Daniel Stoner, (402)-890-7456, iatse151ba@gmail.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA – Alice George Holmes,; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Aqt.: Mary Sorensen, mary.sorensen@cox.net .

NEVADA

M 363 RENO/LAKE TAHOE – Kathleen Brunel, P.O. Box 9840, Reno, 89507. (775-786-2286) Bus. Agt.: Stephen Ernaut.

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.

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA – James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

NEW HAMPSHIRE

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.

SM 481 NEW ENGLAND AREA – James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell. iatse481ba@aol.com.

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT – Craig Mowery, P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADEL-PHIA, PA – Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH - Rory Stimpson, redkingtech@gmail.com, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/
CONNECTICUT/NORTHERN DE. /GREATER PA. –
Charles Meere lii, 19-02 Steinway Street, Astoria, NY 11105. (718906-9440) (Fax: 718-777-1820 Bus. Mgr.: Kevin Gilligan.

S 059 JERSEY CITY – Justin Hancox, justin.hancox@yahoo.com, P.O. Box 3122, Secaucus, 07096 (201-788-3930) (Fax: 201-863-8551) Bus Agt: Justin Hancox.

M 077 ATLANTIC CITY/VINELAND – John Jones, jones. iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609335-2348) Bus. Agt.: Thomas Bambrick, Jr.secbamiatse77@gmail.com

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CON-NECTICUT — Alysse Rossner, recordingsecretary@local161. org; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Cynthia O'Rourke, cynthia@local161.org

M 536 RED BANK/FREEHOLD – Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-213-3209) Bus. Agt: Charles Cox, scox70@hotmail.com (732-492-7630).

M 632 NORTHEAST NEW JERSEY – Erica Payne, corrseciatse632@yahoo.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201 262-4182) (Fax: 201 262-4138) Bus. Agt.: Gerald Bakal, gbakal@msn.com.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA – Susan Morris Barrett, susanjennifermorris@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

CHE 917 ATLANTIC CITY – Dawn Ricci-Mclaughlin, 507 Hilltop Drive, Galloway, 08205. (609-442-5300) (Fax: 609-380-2615) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

NEW MEXICO

M 423 ALBUQUERQUE/ROSWELL/SANTA FE — Arthur Arndt, 423local@gmail.com; PO Box 30423, Albuquerque, NM 87190-0423. (505-250-0994) Bus. Agt.: Sharon Meyer, elisgma1964@msn.com.

SM 480 STATE OF NEW MEXICO – Lon Morgan, 1322 Paseo Del Peralta Santa Fe, NM 87501. (505-986-9512) Bus. Rep..: Bryan Evans, bevans@iatselocal480.com.

TWU 869 ALBUQUERQUE – Jessie Brown, local869sec@gmail.com; P.O. Box 4953, SW Albuquerque, 87196. (505-353-0664) Bus. Agt.: Alyssa Salazar.

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-NASSAU-SUFFOLK COUNTIES OF LONG ISLAND – Michael A. Caffrey, mcaffrey@iatse-local1.org; 320 W. 46th Street, New York, 10036. (212 333 2500) (Fax: 212 586 2437) Bus. Agts.: (Theatre) Paul F. Dean, Jr. and Joseph M. Valentino; (TV) Edward J. McMahon, III and Francis R. Lazarto.

S 004 BROOKLYN and QUEENS – Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Mgr.: Kenneth Purdy.

S 009 SYRACUSE/ROME/ONEIDA/UTICA — Cathy Hynson, Secretary/ATSE9@gmail.com; P.O. Box 617, Syracuse, 132010617. Bus. Aqt.: Keith Russell.:karuss01@aol.com

S 010 BUFFALO – Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-852-2196) . Bus. Agt.: Joshua Moberly, ba@iatse10.com,716-822-2770; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY – Derek Kirkaldy PO Box 11-074, Albany, NY 12211 iatse14ba@gmail.com, 518-331-9280;Bus Agt: Vice President/Interim Bus Rep: Bruce Coonley 518-331-9280 latselocal14vicep@gmail.com.

S 025 ROCHESTER – Michael Dziakonas, miked@iatse25. com.; P.O. Box 24374. (585-427-8974) Bus. Agt.: James Edminston, jedmiston@ialocal52.org.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA. – Charles Meere, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Agt.: James Edminston, jedmiston@ialocal52.org.

\$ 054 BINGHAMTON – Daniel Sonnen, 175 Foster Road, Vestal, 13850. (607-777-2909) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336)

TBSE 100 NEW YORK – Rich Rahner, iatselocal100@verizon.net; 111 Smithtown Bypass, Suite 206, Hauppauge, 11788 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Lorraine Seidel.

PWG 111 United States - Colleen Donahue, cdonahue@iatse.net, International Representative In Charge; 2210 W. Olive Avenue, Burbank, CA 91506 (818-980-3499).

M 121 NIAGARA FALLS/BUFFALO – John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-866-1136) Bus. Agt.: John Scardino, Jr., iatse121js@gmail.com.

SS,PC,GC&PA 161 NEW YORK/ NEW JERSEY/
CONNECTICUT – Alysse Rossner, recordingsecretary@local161.org; 630 9th Avenue, #1103, New York, NY 10036. (212 977-9655) (Fax: 212-977-9609) Bus. Agt.: Cynthia O'Rourke, cynthia@local161.org

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA – Daryl Damcott, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724. (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com. (716-761-6944).

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M 353 PORT JERVIS/SULLIVAN COUNTY – Kurtis Moller; P.O. Box 332 Port Jervis, NY 12771. (973-214-6507) Bus. Aqt.: Frank Love, (914) 391-8516. fel1958@yahoo.com.

M 524 GLENS FALLS/SARATOGA – Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

M 592 SARATOGA SPRINGS – James Farnan, jfarnan592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Robert Mink Jr., 0592ba@gmail.com.

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M 645 ROCKLAND COUNTY – Kyle Muller, iatse.local645. secretary@gmail.com; 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Richard Foresta, ricky177@aol.com.

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T&T 751 NEW YORK – Nancy Palmadessa, 1430 Broadway, 8th Floor, New York, NY 10018, palmadessa@local751.com, Bus Rep.: Nancy Palmadessa

TWU 764 NEW YORK AND VICINITY – Martha Smith, msmith@ia764.org; 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agt.: Frank Gallagher (516-445-6382), fgallagher@ia764.org; Bus. Rep.: Leah Okin (917-499-0852).

TWU 783 BUFFALO – Carla Van Wart, carlavanwart@ verizon.net; 322 N. Rockingham Way, Amherst, 14228 (716-465-9485) Bus. Agt.: Eric Leonberger, buffaloba783@gmail.com.

T&T 788 ROCHESTER – Emily Gisleson; mailforebg@gmail.com, 634 Britton Road, Rochester, 14616 (585-865-2038). Bus. Aqt.: Edward W Solorzano, Edwardwsolorzano@gmail.com

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TWU 858 ROCHESTER - Clarice Lazary, claricelazary@ gmail.com; 53 Meadow Glen, Fairport, 14450. (585-490-3009). Bus. Agt.: Karin Eckert, mskarineeckert@gmail.com,

ATPAM 18032 NEW YORK – Rina Saltzman, rl-saltzman1@gmail.com; 14 Penn Plaza, Suite 1703, New York, 10122. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell

USA 829 NEW YORK REGIONAL OFFICE – Hope Adrizzone, luebsecretary@usa829.org, 37 West 26th Street, 9th Floor, New York, NY,10010, (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Carl Mulert, cmulert@usa829.org.

T B90 ROCHESTER – Rick Welch, rwelch0313@gmail.com; 5692 McPherson Point, Livonia, 14487. (585-415-8585) Bus. Aqt: Laura Honan, Ihona1@yahoo.com.

MT B751 NEW YORK – Lawrence Kleiber, 520 8th Ave 11th flr, New York, 10018. (917-715-7707) (Fax: 212-239-5801) Bus. Aqt.: Katherine Lowell.

BPTS F72 NEW YORK – Susan Cottingham, stbred1@aol. com; 7 Monroe Drive, Poughkeepsie, 12601 (914-475-7717) Bus. Agt.: Michael Schiavone,localf72@gmail.com.

AE AE936 ALBANY – John Robinson, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

NORTH CAROLINA

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M 322 CHARLOTTE/GREENVILLE – Latisha Casey, recsec@ia322.com; 5624 Executive Center Drive, Suite 120, Charlotte, NC 28212 (704-537-8329) Bus. Agt.: Matthew Gedwellas, ba@ia322.com.

M 417 DURHAM/CHAPEL HILL/RALEIGH – Lisa Tireman, secretarytreasurer@iatse417.org P.O. Box 91329, Raleigh, 27675. (919-422-0866) Bus. Agt.: Greg Love, iatseba417@gmail.

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OHIO

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- S 012 COLUMBUS/NEWARK/MARYSVILLE/DELA-WARE David Snider, sec-_treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Aqt.: Brian Thomas, businessagent@iatse12.org.
- S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/ TIFFIN/FINDLAY — Noel C Keesee, P.O. Box 1180 Sylvania, OH. 43560. (419-215-4166) (Fax: 419-244-6325). Bus. Agt.: Mike Haddad
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- S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Irene Mack-Shafer, businessagent@ialocal48.com.

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S 101 NILES/WARREN/YOUNGSTOWN – Terri R Norling, secretary@iatse101.net; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: Jethro Klink, ba@iatse101.net.

SM 209 STATE OF OHIO – Leyna Haller, secretarytreasurer@iatse209.com; 19609 Puritas Avenue, Suite 109 Cleveland, OH 44135. (216-331-0299) Bus. Agt.: James Butler, businessagent@iatse209.com.

TBSE 216 – International Representative In Charge, Rachel McLendon, rmclendon@iatse.net, P.O. Box 31876 Independence, OH M131

M 369 IRONTON, OH/HUNTINGTON, WV/ASH-LAND, KY — Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

TWU 747 COLUMBUS – Scott W Kuentz, scottk@sirius1. com; 529 City Park Ave, Columbus, 43215; (614-562-3147). Bus. Agt.: Kerry Taylor, 747ktaylor@gmail.com; 2027 McCoy Rd, Columbus, 43220; (614-284-0319).

T&T 756 CLEVELAND – Glenn Barry, glennbarry01@ yahoo.com; 17157 Rabbit Run Drive, Strongsville, 44136 (216-407-1969) (Fax: 440-238-6963) Bus. Agt.: Michael Patton, mpat798184@aol.com

TWU 864 CINCINNATI – Trustees; Stasia Savage, ssavage@iatse.net and Mark Kiracofe, mkiracofe@iatse.net; 207 W 25th St, New York, NY 10001. (212-730-1770).

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TWU 886 DAYTON – Carly Kimmins, carlymom43@gmail. com; P.O. Box 124, Dayton, 45401-0124 (937-271-5389). Bus. Agt.: Andi Trzeciak, andi222@icloud.com.

T B27 CLEVELAND — Patrick Duffy, duffylocalb27@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

T B38 CINCINNATI – Thom Meyer, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Aqt.: Thom Brannock.

T B148 AKRON – Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI – Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

OKLAHOMA

- **S 112 OKLAHOMA CITY** Elizabeth Rescinito, iatse112. finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.
- **S 354 TULSA/PONCA CITY** Emerson Parker, iatse354secty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Justice Bigler, bsnsrep@iatse354.org.
- SM 484 STATES OF OKLAHOMA/TEXAS Susan McGill, iatse484northern@gmail.com, 4818 East Ben White Blvd., Suite 204, Austin, TX 78741 (512-385-3466) Bus. Agt.: Laura King.

TW,MA&HS 904 TULSA — Shiloh Thaxton, P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Maegan Swick, (918-406-1593); maegan swick@live.com.

OREGON

- M 028 PORTLAND/SALEM Emily Horton, secretary@iatse28.org, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Rep..: Rose Etta Venetucci.
- **\$ 154 ASHLAND** Donna Memmer, secretary@iatse154. com; P.O. Box 141, Ashland, 97520 (503-881-9077) Bus. Agt.: Breena Cope, ba@iatse154.com.
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- **TBR&SE 793 PACIFIC NORTHWEST** Taylor Quigley, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Derek Jones (Washington).
- **T B20 PORTLAND** Sandra Rosenfeld, 3645 SE 32nd Avenue, Portland, 97202. (503-502-9602) Bus. Rep.: Kristina Chapman.

PACIFIC NORTHWEST

- SM 488 PACIFIC NORTHWEST Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Sierra Bay Robinson, southernBA@iatse488.org; ; (Washington) Melissa Purcell, northernBA@iatse488.org.
- **TBR&SE 793 PACIFIC NORTHWEST** Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (206-992-2910). Bus. Aqt.: Joel Berhow (Oregon).

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Charles E. Meere Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Agt.: James Edminston, jedmiston@ialocal52.org.

- **S 082 WILKES BARRE** Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570824-4260).
- **S 097 READING** Joshua Huntley, secretary@iatse97. com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Act.: Jason Wingenroth. ba@iatse97.com.
- **S 098 HARRISBURG/HERSHEY/CARLISLE** Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Justin B. Fife, ialocal98@yahoo.com.
- **S 113 ERIE** Jillian Orr, P.O. Box 557, Erie, 16512. (814-440-8612) Bus. Agt.: Barry Lacastro, business@erieiatse.com
- M 152 HAZELTON Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Dr-ive, Beaver Meadows, 18216. (570-582-8898) Bus. Aqt.: Nicholas J. St. Mary.
- **S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM** Susanjoy M. Checksfield, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Matthew Calleri, iatse200ba@gmail.com.
- M 218 POTTSVILLE/MAHANOY CITY/SHENAN-DOAH/LANSFORD/SHAMOKIN John Breznik, johnbrez@epix.net; ; 62 N. Bridge Street, Ringtown, 17967. (570-590-1766) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).
- M 266 JAMESTOWN/CHAUTAUQUA, NY/WAR-REN COUNTY, PA Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724 (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).
- M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY Judi S. Miller, iatsepejudi@yahoo.com; P.O. Box 21585, York, 17402. (717-424-4439). Bus. Agt.: Robert Hooker, zouba@yahoo.com..
- M 329 SCRANTON/PITTSTON Kevin Colombo, local-329sec@yahoo.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Michael G Swan.
- SM 489 GREATER PITTSBURGH AREA Bobbi-Jo Napoletano, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-926-6490) Bus. Agt.: Michael Matesic.
- **\$ 501 LITITZ** M. Gregory Bierly, Secretary@iatse501. com; P.O. Box 56, Lititz, PA 17543 (717-208-1054). (215-952-2106). Bus. Aqt.: Joshua M Keller
- M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINS-BURG, WV Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Aqt.: Michael E. Clem
- M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander) Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.
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- **T&T 752 PHILADELPHIA** Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus Agt.: Stephen Nawalany.
- **TWU 787 PITTSBURGH** Jody Clair-West, pghlocal787@gmail.com; P.O. Box 101847, Pittsburgh, 15237. (412-973-1952) Bus. Agt.: Jody Clair-West.

- TWU 799 PHILADELPHIA/CAMDEN, NJ Katherine Halloway, Kfoster54@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).
- **TBSE 804 PHILADELPHIA** Steve Ledonne, 511 Michell Street, Ridley Park, 19078 (610-532-1038). Bus. Agt.: Edwin Diaz, 1diaz1@comcast.net.
- **TBSE 820 PITTSBURGH** David Ferry, dkferry@aol. com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Joseph Belak, jtbelak@yahoo.com.
- **T&T 862 PITTSBURGH** Maria Mcintyre, 914 53rd Street, Pittsburgh, 15201. (412-606-3298) Bus. Agt.: Timothy Smith.
- **T B29 PHILADELPHIA** Regina Kline, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Lawrence Williams, lawrence williams@msn.com.

PUERTO RICO/VIRGIN ISLANDS

SM 494 PUERTO RICO/U.S. VIRGIN ISLANDS – Ricky Valentin, ricky@iatselocal494.org; Romerillo #8, Urb. San Ramon, Guaynabo 00969(787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Neftali Nieves-Reyes, neftaly@iatselocal494. nrn.

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- TW, MA&HS 830 STATE OF RHODE ISLAND James Ferreria, P.O. Box 16171, Rumford, 02916. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

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- M 333 CHARLESTON/MYRTLE BEACH Cran Ohlandt, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843744-4434) (Fax: 833-873-9573) Bus. Agt.: James L. Heyward lii.
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- **S 140 CHATTANOOGA** Skip Gienapp, treasurerlo-cal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-490-5439) Bus. Agt.: Nicole Price, businessagent@local140. rocks.
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- **TWU 894 KNOXVILLE** Susan Elford, susyelford@ yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com
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TEXAS

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- **S 076 SAN ANTONIO** Jonathan Zitelman, secretary@ iatse76.org; P.O. Box 690430, #306, San Antonio, 78269 (210 857 4868) Bus. Agt.: lan Campos.
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- SM 484 STATES OF TEXAS/OKLAHOMA Susan McGill, iatse484northern@gmail.com, 4818 East Ben White Blvd., Suite 204, Austin, 78741 (512-385-3466) Bus. Agt.: Laura King.

TBSE 796 STATE OF TEXAS – Susan Goree, secretarytreasurer@iatse796.org; P.O. Box 202764, Houston Texas 75320-2764. Bus. Agt.: Larry Allen, businessagent@iatse796. org.

- **TWU 803 DALLAS/FORT WORTH** Ava Gibbs, avakamariamua@gmail.com, VRCPerrin@gmail.com P.O. Box 542932, Grand Prairie, 75054. Bus. Agt.: (Fort Worth)) John Hanby, john.hanby45@gmail.com; (Dallas) Mary Allen-Henry, maryallenhenry@gmail.com.
- M 865 ODESSA/MIDLAND/LUBBOCK Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618). Business Agent: C Stefan L Williams, local865ba@gmail.com
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VERMONT

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- M 093 SPOKANE, WA/WALLACE KELLOGG, ID Jennifer Laws, secretary@iatse93.org; P.O. Box 1266, Spokane, WA 99210.(509-230-5455) Bus. Agt.: Maria Sorce. (509-230-5455).
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- TWU 887 SEATTLE Mary Seasly, secretary@iatse887. org, PO Box 3083, Federal Way, Seattle, WA, 98003. (206-443-9354) Bus. Agt.: Carrie Steficek, bus.rep@iatse887.org.

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- M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINS-BURG, WV Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Act.: Michael E. Clem

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- M 251 MADISON/COLUMBIA/SAUK COUNTY Rachelle Fenster, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-558-7315) (Fax: 608-251-6023) Bus. Aqt.: Justina Vickerman, ba@iatse251.com.
- **TBSE 414 MILWAUKEE** Michael Lange, mike@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus Agt.: Will Tinsley.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/ WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU -

Joshua Cobbs, ia470secretary@gmail.com; P.O. Box 2421, Appleton, 54912. (920-479-5959) Bus. Agt.: Ryan Graham, BA@iatse470.com.

TWU 777 MILWAUKEE – Renee Jaeger, rjaegerwi@ gmail.com; N11163 County Road U, Tomahawk, 54487 (414-312-0646). Bus. Agt.: Renee Jaeger. **T B46 CHICAGO, IL/MILWAUKEE, WI** – Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

WYOMING

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE,

WY - Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort

Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER – Robert H. Wilson, Robhw@bresnan. net; P.O. Box 353, Casper, 82601 (307-235-5159) Bus. Agt.: Gary R. Vassos

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District No. 2 (California, Nevada, Arizona & Hawaii) – Anthony Pawluc, 4400 Riverside Drive Suite 110-825 Burbank, CA 91505, (818-860-1715) Website: www.iadistrict2.org; Email: anthonypawluc@iadistrict2.org.

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District No. 5 (Wyoming, Colorado, Utah & New Mexico) – Bryant Preston, P.O. Box 1524, Denver, CO 80201. (720-364-3585) (Fax: 303-534-0216) Email: districtsecretary@iatsedistrict5.org.

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District No. 7 (Tennessee, Alabama, Georgia, North Carolina. South Carolina, Mississippi & Louisiana) – Andrew Oyaas, 1924 South 16th Street, Wilmington, NC 28401 (828-421-8123) (Fax: 910-343-9448) Email: secretary@iatsedistrict7.org.

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