

THE OFFICIAL
IATSE
www.iatse.net
NUMBER 689
THIRD QUARTER, 2025

Bulletin



***WE AS ENTERTAINMENT WORKERS,
AS IATSE MEMBERS AND AS TRADE
UNIONISTS WITH A COLLECTIVE
CONSCIENCE, ARE THE
COUNTERBALANCE.
WE ARE HERE AS THE
CHAMPIONS OF UNITY!!!***

**MATTHEW D. LOEB
INTERNATIONAL PRESIDENT**

**SOLIDARITY
SECURITY
PROSPERITY**



Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

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

Print Name _____ **Email** _____ **Phone Number** _____

Home Address _____ **City** _____ **State/Zip Code** _____

Billing Address _____ **City** _____ **State/Zip Code** _____ **Occupation/Employer** _____

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

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

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

Features

CONVENTION HIGHLIGHTS	10
REPORT OF THE PRESIDENT	40



Departments

PRESIDENT'S NEWSLETTER	5
GENERAL SECRETARY-TREASURER'S MESSAGE	7
IN MEMORIAM	111
DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS	113



WHAT HAS
ORGANIZING A
UNION MEANT
FOR YOU?



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



James B. Wood
Editor

Megan Greene
Assistant Editor



© 2025 IATSE 382 M

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

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

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

Canadian Publications Mail Agreement No.: 40845543.

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

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

EXECUTIVE OFFICERS

Matthew D. Loeb
International President

James B. Wood
General Secretary-Treasurer

Thomas C. Short
International President Emeritus

Edward C. Powell
International Vice President Emeritus

Michael J. Barnes
1st Vice President

Paul F. Dean, Jr.
7th Vice President

Damian Petti
2nd Vice President

Carlos Cota
8th Vice President

Michael F. Miller, Jr.
3rd Vice President

Toni Burns
9th Vice President

John M. Lewis
4th Vice President

Marielle "Apple" Thorne
10th Vice President

Craig Carlson
5th Vice President

Chris O' Donnell
11th Vice President

Colleen A. Glynn
6th Vice President

Vanessa Holtgrewe
12th Vice President

Carl Mulert
13th Vice President

TRUSTEES

Patricia A. White **Andrew C. Oyaas** **Tuia'ana Scanlan**

CLC DELEGATE

Amanda Bronsowyk

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

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

www.iatsenbf.org

IATSE TRAINING TRUST FUND

2210 W. Olive Avenue, Suite 300, Burbank, CA 91506

Tele: (818) 738-1802 FAX: (818) 738-1803



IATSE

Weekly Updates

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

SUBSCRIBE NOW AT: IATSE.CO/NEWSLETTER

SCAN THE QR CODE TO FIND US ONLINE!

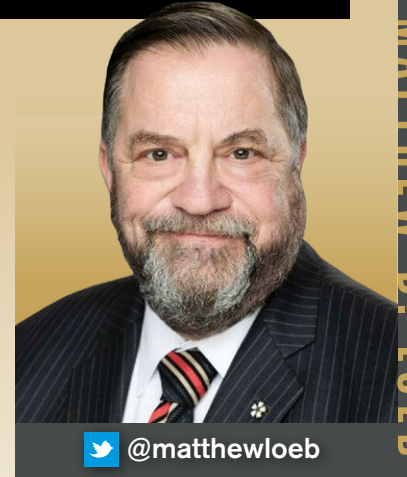


Or Visit: iatse.net/socials



Unity and Vision

A little more than a month has passed since the IATSE 70th Quadrennial Convention adjourned. In a moment of historic division in society the delegates from our two great nations came together in a show of unity that transcended the venomous attacks that continue to undermine our rights.



We stood together, fortifying our strength and acknowledging that our collective future depends on it. The economic and social conditions the union is charged to protect on behalf of the members remained at the forefront of our priorities. Solidarity carried the day as the democratic process exercised by the supreme governing body of IATSE acted on our priorities in Convention assembled.

Overwhelming support was shown for the work we've done since the last time we convened in 2021, and we acted on business that will secure our plans for the future. Resolutions were passed, finances set, Constitutional changes made and I issued my required report on our activities. Our various social committees (Young Workers, Women's, Pride, DEI, Green and Disaster Response) met, charting a path toward future goals and discussing the issues at hand. Craft caucuses were also held to address and discuss the issues we face, and the state of the industries in which we work. And we held a packed education session for local leaders.

One of the most important byproducts of gathering to conduct our business was the many attachments made and relationships built by being together in person. Leaders throughout the Alliance availed themselves of the opportunity to discuss common issues. Personal and professional relationships were built, and the bond between delegates along with the strong spirit of unity strengthened the organization without a doubt. I thank the delegates for their engagement, their commitment and solidarity. It was a busy

week and everyone came to work. Worthy work on behalf of the locals and members we must continue to ably represent. Even the Tsunami warning brought us closer together as delegates hunkered down together for whatever was next. Our Communications Department, Disaster response committee and host local personnel answered the call to keep everyone safe and General Secretary Jamie Wood led the operation with his usual professional and pragmatic handling of the situation. Thankfully, the impact amounted to mostly inconvenience and everyone remained safe.

Ultimately we completed the work we came to do. The entire slate of officers were reelected without opposition. I am humbled by the trust and confidence the nearly thousand delegates in attendance have conferred upon us. We will continue to meet our obligations by fighting for what the members deserve. Through the power of our solidarity we can achieve the security and prosperity for the members and their families in the face of the challenges ahead.

I remain honored to serve the membership of this great Alliance as your International President. My dedication to our success is unwavering, and I am always mindful of my ever present obligations as we work together to advance the well-being of the membership.

Be safe and be well.

In solidarity,

Matthew D. Loeb

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at The Westin Riverwalk, San Antonio, 420 W. Market St., San Antonio, Texas 78205 at 9:00 a.m. on Monday, January 26, 2026, and will remain in session through and including Friday, January 30, 2026.

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 Riverwalk by calling 1-888-627-8396. Guest room rate for the IATSE is \$265, plus applicable taxes, for both single and double occupancy.

Cut Off Date: Monday, January 5, 2026



PER CAPITA TAX INCREASE

Delegates to the 70th Quadrennial Convention voted to increase the quarterly per capita tax for local unions and ACT, R&T and VFX/CGI members by three dollars (\$3.00) effective 1/1/2026, three dollars (\$3.00) effective 1/1/2027, three dollars (\$3.00) effective 1/1/2028 and three dollars (\$3.00) effective 1/1/2029. Quarterly per capita tax payments for Special Department local unions will increase by one dollar (\$1.00) on January 1st of each of those same four years. Retired Members per capita will remain at four dollars and fifty cents (\$4.50) per quarter.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

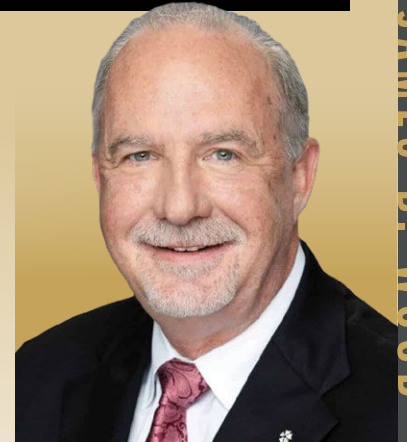
Using a smartphone? Please turn it sideways for group shots. Get as close as possible to the subject, but avoid using your phone's zoom function. When emailing photos from a smartphone, please be sure and send the original size or the largest available.



GENERAL SECRETARY-TREASURER'S MESSAGE

Many Thanks

This issue of the Official Bulletin focuses on the recently concluded 70th Quadrennial Convention. As such, it presents an opportunity for me to express my sincerest appreciation for the efforts and achievements of those who helped make our Convention such a tremendous success.



JAMES B. WOOD

Over the years our Convention program has grown dramatically and making sure it runs smoothly requires the cooperative efforts of many people. I would particularly like to express my gratitude to the staff of the IATSE General Office and West Coast Office for their hard work throughout the many long months of preparation. Staff members are asked to take on many additional tasks while still performing their regular duties. In addition, those staff members that were required to work onsite may have found themselves in paradise, but long work hours left them with little time to experience it. They deserve special recognition for the dedication and commitment they demonstrated.

The extraordinary hospitality of Host Locals 665 and District 2 was much in evidence. Delegates, staff and guests were all made most welcome and for that we say Mahalo.

It was a pleasure to see the IATSE's extended family of organizations at the Convention. In all there were a total of 16 exhibitors present outside of the Convention Hall. Based on the crowds gathered around each booth, the delegates appreciated those exhibitors taking the time to be with us.

The elected Officers, Department Directors, International Representatives and IATSE Committee members all put in

a tremendous amount of work in terms of preparing and executing their various duties and it showed.

The Co-Judges of Election, Frank Gallagher and Frank Taylor, working with their committee members as well as staff members ensured that delegate registration was a smooth and orderly process. This team did it with efficiency and grace. In the end, they registered 970 delegates, the largest number to ever participate in an IA Convention.

I also want to recognize the Local 665 stagehands, as well as members of Locals, 22, 600, 720 and ACT for the work they did setting up the Convention and providing the delegates with an experience that far surpassed anything we have previously done.

Finally, I want to thank all of the delegates for their commitment and participation in the supreme governing body of the IATSE. This was the 12th IATSE Convention that I have attended and my 6th Convention as General Secretary-Treasurer. The delegates in Honolulu were dedicated and hard-working and this was the most unified and high energy level Convention that I have ever experienced. I am proud and honored to be given the opportunity to work on your behalf for another four years.

**INTERNATIONAL ALLIANCE OF
MOVING PICTURE TECHNICIANS,
THE UNITED STATES, ITS**



**70TH QUADRENNIAL CONVENTION
HONOLULU, HI • JULY 28 - AUGUST 1, 2025**

HEATRICAL STAGE EMPLOYEES, ARTISTS AND ALLIED CRAFTS OF TERRITORIES AND CANADA



SOLIDARITY
SECURITY 
PROSPERITY



SOLIDARITY SECURITY PROSPERITY

70TH QUADRENNIAL CONVENTION HIGHLIGHTS

We're back! For the first time in person since 2017, the 70th Quadrennial Convention opened with a powerful video spotlighting the behind-the-scenes magic of IATSE members. From the crafts behind the curtain to activism in the streets, it celebrated the solidarity and resilience that drive our Alliance forward—culminating with the 2025 Convention theme: Solidarity, Security, Prosperity! To view the opening video please visit: iatse.co/70thquadrennial



Temporary Chairperson
Tuia'ana Scanlan,
President, Local
665 gives Land of
Acknowledgement
Statement.

**The Host Local for
this convention was
Local 665, Stage
and District 2.**



Local 4 won the Convention Gavel Raffle. Local 4 Vice President Mark May accepted the gavel on behalf of the Local. The gavel and boxes were made by Local 665 member, Marques Malosi Scanlan.



Sister Celeste "CC" Cabral, Prioress of the Benedictine Monastery in Waialua, O'ahu



Johnny Valentine sang the anthems of the United States and Canada, accompanied by Namele Cabrinha.



Rabbi Itchel Krasnjansky, Chabad of Hawaii



Co-Judges of Election, Frank Gallagher and Frank Taylor give the final report of the Credentials Committee.

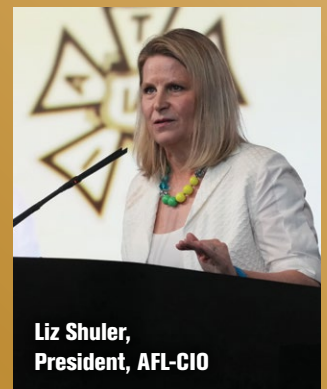
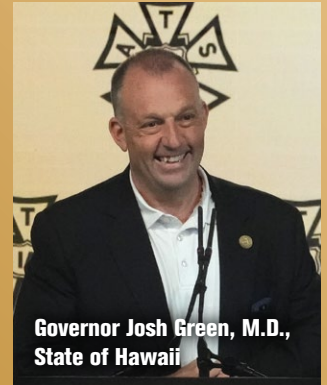


Kumu Hinaleimoana Wong-Kalu, Ambassador of Culture for the Council of Native Hawaiian Advancement



Hawaii Royal Honor Guard

**THE IATSE WAS HONORED TO HAVE THE FOLLOWING
GUEST SPEAKERS THROUGHOUT THE CONVENTION WEEK:**



SOLIDARITY
SECURITY
PROSPERITY



INTERNATIONAL PRESIDENT'S AWARD



Tobey Bays, Local 44



William Elias, Local 700



Steve Kaplan, Local 839



Betty Madden, Local 892



**Neftali Nieves-Reyes,
Local 494**



Frank Taylor, Local 2



Dale Short, Local 27

**Debbie Richardson,
Local 680 was also
recognized for an
International President's
Award but was unable to
attend the Convention.**

OUTSTANDING WOMAN LEADER



Brigitta Romanov, Local 892

OUTSTANDING YOUNG LEADER AWARD

**Cheyenne Page was also recognized for an Outstanding
Young Leader Award but was unable to attend the
Convention.**



RETIRED OFFICER AWARDS



Joanne Sanders



Thom Davis



C. Faye Harper



Robyn Cavanagh



Dave Garretson



Don Gandolini



Mark Kiracofe



Daniel Mahoney



Julia Neville



Lyle Trachtenberg



Siobhan Vipond



OBLIGATION OF OFFICERS

The leadership of the IATSE is comprised of the officers who are elected every four years by the delegates assembled at the International's Convention. The entire slate of IATSE officers was elected unopposed. All of the newly-elected officers took the oath of office, administered by Retired International First Vice President Emeritus Eddie Powell, and then gave an acceptance speech.

GENERAL EXECUTIVE BOARD

Matthew D. Loeb
International President

John M. Lewis
4th Vice President

Toni Burns
9th Vice President

James B. Wood
General Secretary–Treasurer

Craig Carlson
5th Vice President

Marielle “Apple” Thorne
10th Vice President

Michael J. Barnes
1st Vice President

Colleen A. Glynn
6th Vice President

Chris O’ Donnell
11th Vice President

Damian Petti
2nd Vice President

Paul F. Dean, Jr.
7th Vice President

Vanessa Holtgrewe
12th Vice President

Michael F. Miller, Jr.
3rd Vice President

Carlos Cota
8th Vice President

Carl Mulert
13th Vice President

INTERNATIONAL TRUSTEES

Patricia A. White **Andrew C. Oyaas** **Tuia’ana Scanlan**

CLC DELEGATE

Amanda Bronswyk

A SPECIAL WORD OF THANKS

IATSE STAFF

Megan Greene	Wesley Vega
Asha Nandlal	Davel Hamue
Jimmy Rainey	Puva Yoka
Leslie Depree	Chandanie Rambharack
Vanessa Stacey	Noah Loeb
Alex Tomais	

CREDENTIALS COMMITTEE:

Frank Gallagher	Lisa Pacitto-Russo
Frank Taylor	James MacDonald
Gary Schmidt	Robert Denne
James Holden	

SERGEANT AT ARMS:

Brandon "Tahiti" Tapati	Francis "Sonny" Julian
Chauncey "Koa" Williams	Scott Lisetor
Isadore "Izzy" Adams	Dana Sato
Lindsey Allred	Kaipu Seales
Ernesto Alvarez	Marianne Tesauro
Cameron Davis	Teya Tilley

STILL PHOTOGRAPHER

Karen Neal

CREW

Derek King	Josh Benoit
Bob Halem	Reggie Robinson
Craig Ciuba	Donard Sanoda
Joe Phillips	Aaron McMullen
Kevin Tennant	Sandy Putt
Joe Phillips	Adam House
Matt Hayes	Roscoe Kalilikane
David Price	Cassandra Edrado
Bob Zoucha	Kourtney Kanno
Mark Kalaugher	Lonatana Lese
Cruz Kalaugher	Sara Routh
Kim Shipton	Jonathon Hanks
Christopher Wood	Sonny Ortiz
Mike Brown	Christine Hofer
Travis Hoover	Sean Paul
Todd Bodden	Segundo-McKee
Shane Yee	

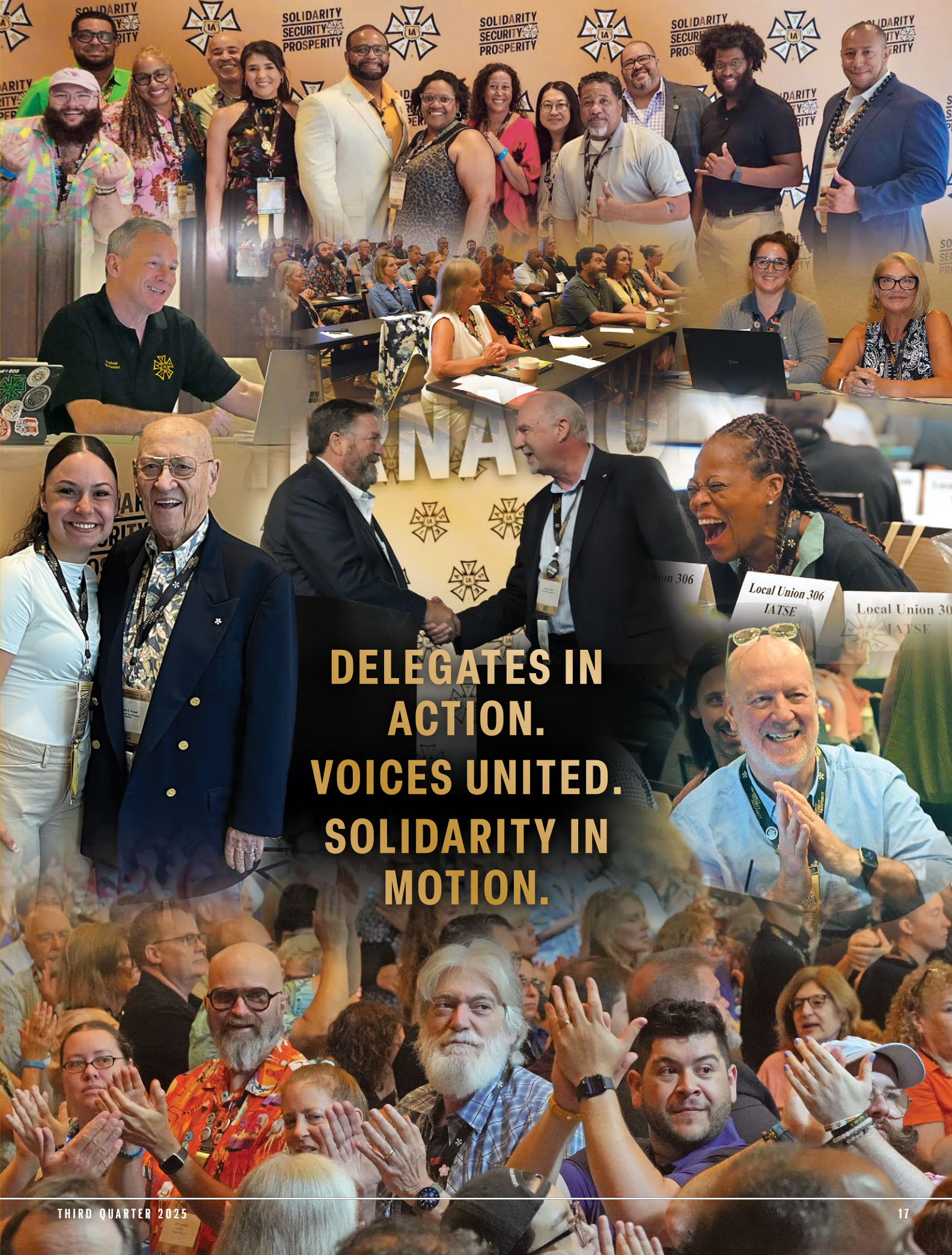
CAMERA OPERATORS

Reggie Robinson	Sandy Putt
Donard Sanoda	Adam House

LAST BUT NOT LEAST:

Elizabeth Kelly Cioffi	Jim Connor	Amy Cross
Eddie Powell	Rabbi Itchel Krasnjansky	Monica Wu
Mike Kelly	Kumu Hinaleimoana Wong-Kalu	Irish Barber
Mike Schade	Sister Celeste "CC" Cabral	Shawn Christensen
Marlon Williamson	Jim Slaughter	
Tara Gandel Hudson	Carole Albright	

A special thanks to Dan Mahoney, Tuia'ana Scanlan, Host Local 665, District 2, International Officers, Department Directors, Representatives, and The Sheraton Waikiki Hotel for providing fully equipped technology and meeting rooms, making the 70th Quadrennial Convention a huge success and making sure officers, delegates, staff and guests had everything they needed for an enjoyable and productive stay in Honolulu, Hawaii.



**DELEGATES IN
ACTION.
VOICES UNITED.
SOLIDARITY IN
MOTION.**

CONVENTION ACTIONS

AMENDMENTS TO THE INTERNATIONAL CONSTITUTION AND BYLAWS

The following represents amendments to the International Constitution and Bylaws and other actions that were adopted by the Delegates to the 70th Quadrennial Convention held in Honolulu, Hawaii, July 28- August 1, 2025. The amendments will be reflected in the 70th Edition of the International Constitution and Bylaws which will be provided to each local union. New language is bold and underlined; deleted language is struck-through.

ARTICLE ONE, SECTION 3. MEMBERSHIP

The last paragraph of this provision was revised to incorporate language that protects all members from discrimination in the broadest possible way. The proposed language accomplishes this. The amendment provides the membership with expansive, comprehensive coverage against bias. See below:

To promote unity and further the purpose of this Alliance in the manner provided in this Article, there shall be no unlawful discrimination against any person in respect to membership in this Alliance. The membership shall seek to eliminate all forms of discrimination affecting the welfare of this Alliance in respect to employment. No member of this Alliance shall discriminate, encourage discrimination, or cause or attempt to cause any employer to discriminate against any person by reason of race, color, creed, national origin, sex, age, religion, ethnicity, disability, pregnancy, sexual orientation, gender identity, gender expression, sex characteristics, military or veteran status, familial status, parental status, ~~or marital status,~~ ancestry, national origin, immigration or citizenship status, status as a victim of domestic violence, partnership status, caregiver status, sexual and reproductive health decisions, military status, height, weight, medical condition, predisposing genetic characteristic, or genetic information.

ARTICLE THREE, SECTION 1. REGULAR

ARTICLE FIVE, SECTION 2. TENURE OF OFFICE

The changes to these sections merely update the year to 2025.

ARTICLE FOUR, SECTION 9. DELEGATE'S COMPENSATION

An increase in Delegate compensation to three-hundred dollars (\$300) per day for a maximum of ten (10) days was approved. It was noted by the Audit and Finance Committee,

which took up this proposed Constitutional amendment, that the last increase to the Delegates' compensation was in 2017 during the 68th Quadrennial Convention. The 2025 changes are reflected below:

Each accredited delegate shall be entitled to collect an amount equal to coach air transportation from home airport to the Convention city and return, subject to such rates as the General Office may obtain from airline representatives of The United States and Canada, the amount due to be computed by the most direct route booked at least thirty (30) days in advance. Delegates seeking to collect reimbursement for an amount equal to coach air transportation booked less than thirty (30) days in advance must establish cause for failure to book at least thirty (30) days in advance of departure and present the coach air ticket and boarding pass with the voucher. Each duly accredited delegate shall be entitled to collect compensation at the rate of ~~two~~ three hundred dollars (\$~~2300~~) per day with a maximum of ten (10) days. The total compensation of ~~two~~ three thousand dollars (\$~~23,000~~) shall include all ground transportation and incidentals, during their service as a delegate. All delegates shall be required to file an account of the compensation to be paid them under this section no later than 6:00 p.m. of the Wednesday after the opening of the Convention. Any delegate who files a voucher with the intent to defraud the Alliance shall be fined no less than five hundred dollars (\$500) and shall lose all right to compensation for their services as delegate, in accordance with any statutory requirements of any type or nature. In order to be eligible to collect compensation and transportation a delegate must be able to prove that they have voted in the election if one has been held.

ARTICLE SEVEN, SECTION 20. CONTRACT RATIFICATION

The changes to this provision align the ratification procedure for the Basic and the Area Standards Agreements. The Basic Agreement and the Area Standards Agreement expire at the same time and are negotiated with the same employer association, comprised of the largest motion picture, television, and streaming employers. These changes will allow members who work on projects under the Area Standards Agreement, not just those members who work under the Basic Agreement, the opportunity to vote on collective bargaining agreements that cover their employment. See below:

Members of West Coast Studio local unions shall ratify the Basic Agreement by secret ballot. Members of Studio Mechanic local unions, as well as local unions covered by the Area Standards Agreement (ASA), shall ratify the ASA by secret ballot.

ARTICLE SEVEN, SECTION 21. VESTED PENSION STATUS

The amendment corrects an inadvertent omission in the Constitution and Bylaws for those local unions that do not participate in defined benefit pension funds. The intent of this provision is to allow such workers who otherwise meet the requirements of membership to be treated in the same manner as workers who have vested in a defined benefit pension plan and who are eligible for membership in the local union under which collective bargaining agreements they have worked. See below:

Any person who has achieved vested status in a Local or national defined benefit pension plan shall immediately be taken into membership without vote. In the case of an affiliated local union that does not participate in a defined benefit pension plan, any person who has worked what would be an equivalent amount to achieve vested status in the IATSE National Benefit Plan shall immediately be taken into membership without vote. The International President, in their sole discretion not subject to appeal, may waive this requirement if the International President determines that the individual has engaged in conduct that is detrimental to the Alliance. Failure to comply with this Section may result in suspension or revocation of charter after trial or Article Seven, Section 16 proceeding.

ARTICLE SEVEN, SECTION 1. [INTERNATIONAL PRESIDENT] SALARY AND ALLOWANCES

ARTICLE EIGHT, SECTION 2. [INTERNATIONAL VICE PRESIDENTS] SALARY AND ALLOWANCES

ARTICLE NINE, SECTION 10. [GENERAL SECRETARY-TREASURER] SALARY AND ALLOWANCES

ARTICLE TEN, SECTION 2. [BOARD OF TRUSTEES] SALARY AND ALLOWANCES

ARTICLE TWELVE, SECTION 1.B [ASSISTANT(S) TO THE PRESIDENT]

ARTICLE TWELVE, SECTION 2.B [INTERNATIONAL REPRESENTATIVES]

It is proposed that the salary and per diem of International Officers and staff be increased by four percent (4%) annually effective January 1, 2026, an additional four percent (4%) on January 1, 2027, and an additional three (3%) percent on each subsequent January 1st including January 1, 2028 and January 1, 2029.

ARTICLE EIGHT, SECTION 2. SALARY AND ALLOWANCE

The proposed Constitutional change in Item 8 conforms the language to longstanding practice regarding International Vice Presidents who are not on staff. Thus, when IATSE Vice-Presidents who are not employed by the IATSE travel on assignment on behalf of the International, they receive the applicable weekly salary paid to the IATSE Board of Trustees who are also elected officers. It was noted by the Audit and Finance Committee, which took up this proposed constitutional amendment, that any salary paid to such Vice President(s) is prorated as necessary for any travel that is less than a week.

Each Vice President shall receive an annual salary as follows:

Such salary shall be payable in advance semi-annually in two equal installments. When absent from their home city on official duty with the authorization of the International President, a Vice President shall receive in addition a weekly salary equal to the highest authorized salaries paid to International ~~Representatives~~ Trustees as set forth in Article ~~Twelve~~ Ten, Section 2, plus reasonable hotel expenses, an amount equal to coach air transportation or, for flights of two hours or more, an amount equal to business class air transportation or, if business class is not available, an amount equal to first class air transportation, and a daily per diem as follows:

ARTICLE THIRTEEN, SECTION 2. NUMBER AND TERRITORY

To serve the local unions and their members in Districts Nos. 5, 6, 7, and 14 better, to increase efficiency and to utilize human and financial resources prudently, Districts Nos. 5 and 6 are combined and District 14 and District 7 are combined.

District No. 1 – Montana, Idaho, Oregon, Washington and Alaska.

District No. 2 – California, Nevada, Arizona and Hawaii.

District No. 3 – Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, and Connecticut.

District No. 4 – Pennsylvania, Delaware, Maryland, Virginia, West Virginia, and District of Columbia.

District No. 5 – Wyoming, Colorado, Utah, and New Mexico, Texas, Oklahoma, and Arkansas.

~~District No. 6 – Texas, Oklahoma, and Arkansas.~~

District No. 7 – Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi, ~~and Louisiana,~~ Florida, Puerto Rico and the U.S. Virgin Islands.

District No. 8 – Michigan, Indiana, Ohio, and Kentucky.

District No. 9 – Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska and Kansas.

District No. 10 – New York and New Jersey.

District No. 11 – Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland and Labrador.

District No. 12 – Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, North West Territories and Nunavut.

~~District No. 14 – Florida, Puerto Rico and the U.S. Virgin Islands.~~

ARTICLE FOURTEEN, SECTION 1. PER CAPITA TAX

ARTICLE NINETEEN, SECTION 12. FINANCIAL OBLIGATIONS

ARTICLE NINETEEN, SECTION 25. MEMBERS AT LARGE

RULES AND REGULATIONS OF THE AFFILIATED DEPARTMENTS OF THE I.A.T.S.E.

RADIO AND TELEVISION DEPARTMENT

ASSOCIATED CRAFTS AND TECHNICIANS (A.C.T.), COMPUTER GENERATED IMAGERY (C.G.I.), AND TELECHARGE DEPARTMENTS

The per capita tax payments of Class “A” local unions to the International as well as for direct members of the International (Members At Large, Radio and Television, Associated Crafts and Technicians, and Computer Generated Imagery) shall be increased by three dollars (\$3.00) per quarter effective January 1, 2026, three dollars (\$3.00) per quarter effective January 1, 2027, three dollars (\$3.00) per quarter effective January 1, 2028 and three dollars (\$3.00) per quarter effective January 1, 2029.

The per capita tax payments of Class “B” (Special Department) local unions to the International shall be increased by one dollar (\$1.00) per quarter effective January 1, 2026, one dollar (\$1.00) per quarter effective January 1, 2027, one dollar (\$1.00) per quarter effective January 1, 2028 and one dollar (\$1.00) per quarter effective January 1, 2029.

Allocations to the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation or charitable organization established by the IATSE, whose primary activities align with the current goals of the IATSE, shall be increased as follows: effective January 1, 2026, fifty-cents (\$.50) per member per quarter, effective January 1, 2027, seventy-five cents (\$.75) per member per quarter, effective January 1, 2028, ninety cents (\$.90) per member per quarter, effective January 1, 2029, one-dollar (\$1.00) per member per quarter.

RULES AND REGULATIONS OF THE AFFILIATED DEPARTMENTS OF THE I.A.T.S.E. SPECIAL DEPARTMENT AND ALLIED CRAFTS

As revised, this provision will give Special Department local unions the flexibility and discretion to call meetings as the circumstances between the collective bargaining parties dictate. The time limits in the original provision may have had the unanticipated effect of causing Special Department local unions to violate the IATSE Constitution and Bylaws inadvertently. Moreover, contract ratification is a matter of collective bargaining and the artificial time limit of seven (7) days was unworkable and an impediment to the real-time and real-life situations of contract negotiations. See below:

10. Ratification of any agreement negotiated by a Special Department Local shall require only a favorable vote of a simple majority of the members ~~in attendance~~

and voting ~~in said contract ratification~~ at a special meeting called by such Local on ~~at least seven (7) days~~ written notice to the members in good standing of such Local. Any provision in any Constitution or Bylaws of a Special Department Local in conflict with the foregoing, shall be null and void.

ASSOCIATED CRAFTS AND TECHNICIANS (A.C.T.), COMPUTER GENERATED IMAGERY (C.G.I.), AND TELECHARGE AND VISUAL EFFECTS (VFX) DEPARTMENTS

The International has made significant progress and inroads in organizing VFX workers in Canada and the United States. The amended section lists this sector as a standalone department in the affiliated departments of the International unless incorporated into the jurisdiction of a local union. See below:

1. These Departments shall comprise those persons employed in jobs within the jurisdiction of the Alliance in units represented by the Alliance for collective bargaining purposes and who hold direct membership in the Alliance, in those cases where the jobs so held do not fall within the scope of the jurisdiction of existing local unions, or, where the local union normally having jurisdiction over such jobs, has failed, after being given due and reasonable notification, to organize such jobs.

2. Unless otherwise fixed and determined by the International President with the consent and approval of the General Executive Board, the initiation fees and dues for members of these Departments shall be the same as the initiation fees and dues for members of the Radio and Television Department.
3. Delegates to the International Convention shall be elected by the membership of these Departments by a secret ballot vote after they have been given a reasonable opportunity to nominate candidates. The number of delegates to be so elected shall be determined as follows: one (1) delegate for the Department and one (1) additional delegate for every one hundred (100) members or major fraction thereof, based upon the average membership in the Department for the period between Conventions. Delegates of these Departments shall be entitled to compensation on the same basis and in the same manner as other delegates.
4. Except as otherwise provided herein, the rules and regulations governing the Radio and Television Department shall apply to these Departments insofar as the same may be applicable.

CONVENTION ACTIONS

CONVENTION RESOLUTIONS

As a result of Resolutions properly submitted to the Convention, the following is a compilation of additional actions taken by the Delegates on such Resolutions that require action by Locals of the IATSE and/or the International.

ACTIONS OF THE CONVENTION – RESOLUTION NO. 2

WHEREAS, Commercial production work throughout the Alliance’s territory has drastically shifted away from union agreements over the last decade; and

WHEREAS, production companies that are signatory to the AICP agreement have commonly sought to shirk their contractual obligations with the Alliance by operating through shell companies; and

WHEREAS, producers have continued to produce commercials themselves in-house without ever seeking to become a signatory; and

THEREFORE, BE IT RESOLVED, that all Local chapters are aware of this rising challenge and will actively share relevant information with the I.A.T.S.E. in an effort to uncover production companies that attempt to neglect their obligations by hiding their identities or by not hiring covered craft positions in union protected states;

THEREFORE BE IT FURTHER RESOLVED, through increased communication, impacted Locals and the I.A.T.S.E. may develop researching methods that can strengthen our oversight and potential groundwork for future endeavors.

Convention Action: The Delegates overwhelmingly adopted this Resolution. As requested by the Delegates, IATSE Local Unions are encouraged to actively share relevant information with the IATSE concerning productions companies that are neglecting their obligations.

RESOLUTION NO. 3

WHEREAS, the number of cameras in simultaneous use has dramatically increased in the last twenty years; and

WHEREAS, in that time digital cameras have largely replaced film cameras and these cameras are now allowed to run continuously without interruption; and

WHEREAS, cross-boarded of multiple episodes in episodic television has become common place; and

WHEREAS, total workload has become unsustainable to the point that continued accuracy, and efficiency is impossible for a one- person department; and

THEREFORE BE IT RESOLVED, that the I.A.T.S.E. will support the pursuit of expanding the Script Supervisor department to consist of more than one Script Supervisor per production unit in all national contracts.

Convention Action: The Delegates overwhelmingly adopted this Resolution. The International will distribute the Resolution to the appropriate departments and bargaining committees for consideration in future collective bargaining negotiations.

RESOLUTION NO. 4

WHEREAS, the I.A.T.S.E. passed resolutions in 2017 and 2021 increasing the need for sexual and workplace harassment bystander training, education and response; and

WHEREAS, workplace harassment can occur between I.A.T.S.E. members and fellow industry organizations; and

WHEREAS, the “Me Too” spark that began in 2017 ignited a movement for victims of sexual and workplace harassment and emphasized the abuses of power and influence across the entertainment industry; and

WHEREAS, in 2025 the current U.S. Government threatens women’s health, LGBTQ+ rights, widens the societal inequities for people of color, and overall safety, welfare and autonomy; and

THEREFORE BE IT RESOLVED, that I.A.T.S.E. facilitate a coalition with industry organizations (PGA, WGA, SAG, DGA, Teamsters and the like) to acknowledge this progressive backslide through coordinated initiatives such as the recognition that April is “Workplace Violence Awareness Month.” This initiative should engage more conversations about how the organizations should work together proactively and not just reactively in this space.

Convention Action: The Delegates overwhelmingly adopted this Resolution. As required by the Delegates, the International will engage in efforts to facilitate a coalition of industry organizations to address this important issue.

RESOLUTION NO. 5

WHEREAS, the American film and television industry faces an urgent threat from overseas competition; and

WHEREAS, the American film and television industry faces an urgent threat from overseas competition; and

WHEREAS, Foreign governments have successfully lured film and television productions & post-production, and the multitude of jobs they create, away from the United States with aggressive tax incentives and subsidies; and

WHEREAS, films intended for initial release in the United States are increasingly being shot overseas and IATSE workers and our economy are paying the price; and

WHEREAS in just two years, IATSE members have lost tens of thousands of jobs across the United States; and

WHEREAS, our Federal policymakers must act to level the playing field and make the U.S. film and television industry more competitive on the global stage; and

WHEREAS, the IATSE continues to pursue all policy measures that can be implemented to return and maintain U.S. film and television jobs, while not disadvantaging our Canadian members;

BE IT RESOLVED, that the IATSE and IATSE Locals in the United States and its territories urge all elected officials to support, pass and implement a Federal Film & Television Production Tax Incentive that is crafted to protect and encourage Film and Television work within the IATSE's jurisdiction.

Convention Action: The Delegates overwhelmingly adopted this Resolution. As required by the Delegates, Local Unions are encouraged to urge elected officials in their jurisdiction to support, pass, and implement a federal film and television production tax incentive, and the International will do the same.

RESOLUTION NO. 6

WHEREAS, Artificial Intelligence, Machine Learning, and associated technologies are advancing at a rapid rate and are being utilized in commercial enterprises and creative endeavors, and

WHEREAS the effect on workers' jobs will continue to accelerate as these technologies develop; and

WHEREAS, the IATSE represents classifications whose work is likely to be affected by the adoption of Artificial Intelligence, Machine Learning, and associated technologies; and

WHEREAS, the IATSE recognizes the importance of human contributions in each and every craft in which our members

work, and that the members of the IATSE are leaders in the use of leading-edge technologies; and

WHEREAS, many of the companies developing Artificial Intelligence, Machine Learning, and associated technologies are in states within the jurisdiction of the IATSE;

BE IT RESOLVED, that the IATSE recognizes the potential impact of Artificial Intelligence, Machine Learning, and associated technologies on our members, and emphasize the need for ethical and accountable development, clear regulations, worker protections, privacy safeguards, equity, transparency, and inclusivity in the use of these technologies, and will commit to advocate for responsible implementation of these technologies to ensure the well-being of workers and society; and

BE IT FURTHER RESOLVED, that the IATSE urge the elected officials to expeditiously develop, pass, and implement strict AI regulations mandating the ethical development of Artificial Intelligence and associated technologies and protecting privacy, security, and jobs; and

BE IT FURTHER RESOLVED, that the IATSE urge the elected officials to incentivize employers to offer training to workers whose work is affected by the adoption or utilization of Artificial Intelligence, Machine Learning, and associated technologies.

Convention Action: The Delegates overwhelmingly adopted this Resolution. As required by the Delegates, the International will urge elected officials to take actions consistent with the Resolution.

RESOLUTION NO. 7

WHEREAS, as the worldwide pace of technological development has been increasing, emerging technologies are more commonly being used at IATSE workplaces; and

WHEREAS, as IATSE members have a long history of incorporating emerging technologies in the work that we do; and

WHEREAS, the IATSE has maintained jurisdiction over the creation of content, including post-production, and ancillary content for marketing purposes; and

THEREFORE, BE IT RESOLVED, that all IATSE Locals continue to monitor new technologies and understand new development with emerging technologies in their industries; and

BE IT RESOLVED, members of all IATSE Locals re-commit to reporting all non-union work in their workplaces, including the use of any emerging technologies.

Convention Action: The Delegates overwhelmingly adopted this Resolution. As required by the Delegates, IATSE Local Unions should monitor their industries for new technologies and report all non-union work in their workplaces.

RESOLUTION NO. 8

WHEREAS, Districts 2, 3, 4, 7, 8, 9, 10 and 14 recognizes every worker deserves a union job covered by a collective bargaining agreement; and

WHEREAS, the I.A.T.S.E. welcomes all who want to join in our endeavors to fight for higher wages, better working conditions, and a dignified life; and

WHEREAS, Local 161, Local 871, and studio mechanics locals across the nation represent Film and Television Accountants from coast to coast maintaining I.A.T.S.E. jurisdiction of the crafts, but the AMPTP refuses to recognize Accountants on contracts every bargaining cycle – when proposed by both 161 and 871 respectively; and

WHEREAS, major studios in the “\$15 million club” prioritize hiring non-affiliate Accountants as a union busting tactic to prevent accountants from mobilizing and engaging in the collective power of organizing; and

WHEREAS, Local 161 bargained a contract with Netflix for New Jersey and New York productions through organizing and a continued campaign called “Count Us In.” Local 161 supports organizing by Local 871, and studio mechanics locals who represent Accountants, as we come together to strengthen our efforts; and

WHEREAS, Local 871 is launching their “Strength in Numbers” campaign to see all accountants in their jurisdiction get equitable representation under a strong union contract; and

WHEREAS, Accountants who work shoulder to shoulder with fellow I.A.T.S.E. crew members welcome all to our coalition;

THEREFORE, BE IT RESOLVED, this delegation and the I.A.T.S.E stand strong with all workers seeking representation; and

THEREFORE, BE IT FURTHER RESOLVED, that we will strive to increase our solidarity with Accountants fighting for a fair contract; and

THEREFORE, BE IT FURTHER RESOLVED, I.A.T.S.E. locals pledge support for Accountants.

Convention Action: The Delegates overwhelmingly adopted this Resolution, and as required, IATSE Local Unions are encouraged to pledge their support for Accountants.

RESOLUTION NO. 9

WHEREAS, the IATSE strives “to improve all entertainment workers’ lives” and to provide fair working conditions for its members, which includes those with children and/or who have self-care needs due to giving birth; and

WHEREAS, many work sites and venues that employ IATSE members do not currently or consistently and sufficiently provide for and/or communicate with employees who need to pump/express breast milk; and

WHEREAS, the frequent need to express breast milk combined with the lack of a designated, accessible, and clean space in their work environment that lactating women and breastfeeding non-binary employees experience often causes stress for such employees, which can result in health problems – including reduction of breast milk production – that affect them and their children; and

WHEREAS, on December 29, 2022, President Biden signed into law the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act), which emphasizes that reasonable break time and non-bathroom space shielded from view be provided for most lactating employees; additionally, some state laws expand protections by requiring all employers to ensure that employees are able to express breast milk as long as they are nursing a child and in spaces that are close to the work area; and

WHEREAS, despite such laws, employers do not always prioritize providing designated time and facilities for breast pumping and have even declined to request the return of employees with a need to express breast milk due to perceived inconvenience; and

WHEREAS, employers can easily enforce and stigmatize the practice of expressing breast milk by proactively incorporating accommodations that can be regularly and automatically communicated in advance to all employees through existing channels such as call sheets, emails, and/or hiring halls; and

WHEREAS, providing accommodations for expressing breast milk will not only benefit employees who require it but also help normalize the practice as routine rather than an inconvenience;

THEREFORE, BE IT RESOLVED, that IATSE Locals encourage their employer signatories to make advance arrangements that provide reasonable sufficient time, easy access, and private space for employees for use while expressing breast milk; and

BE IT FURTHER RESOLVED that IATSE shall increase awareness of the need for employees to express breast milk in safe and private spaces other than bathrooms and that sufficient time and access are needed to do so; and

BE IT FURTHER RESOLVED that all IATSE Locals commit to make efforts to destigmatize the practice of breast pumping as a part of the Union's commitment to fair and equitable working conditions.

Convention Action: The Delegates overwhelmingly adopted this Resolution. As directed by the Delegates, IATSE Local Unions should commit to encouraging their employer signatories to address this important issue, and the International shall take steps to raise awareness of the need for employees to express breast milk in safe and private spaces.

RESOLUTION NO. 10

WHEREAS, when working people unite to negotiate for fair treatment and a living wage, the benefits enable a better life for entire families across generations; and

WHEREAS, the modern labor movement strives to leave no worker behind; and

WHEREAS, by standing together in unions and organizing for a brighter future for our families, working people strengthen America's democracy; and

WHEREAS, goals of labor unions include job security, equality under the law, a living wage, and safe working conditions; and

WHEREAS, there are companies whose practices are contradictory to these goals; and

WHEREAS, members of this Alliance should have a choice in how their assets are invested; and

WHEREAS, the I.A.T.S.E. Annuity Plan is a source of retirement investing for many members of this Alliance; and

WHEREAS, the I.A.T.S.E. Annuity Plan does not offer any investment option that screens for Environmental, Social, and Governance criteria; and

THEREFORE BE IT RESOLVED, that the Alliance will ask the I.A.T.S.E. National Benefits Fund to investigate and make best efforts to provide an investment option for Annuity Plan participants that screens for Environmental, Social, and Governance criteria.

Convention Action: The Delegates overwhelmingly adopted this Resolution. The International will communicate with the union trustees on the IATSE National Benefit Funds and direct

them to make best efforts to ensure that the Funds provide an investment option that is consistent with the Resolution.

RESOLUTION NO. 11

WHEREAS, the IATSE has a proud history of representing workers in the U.S. and Canada in advocating for the highest standards of workplace health and safety;

WHEREAS, it is crucial to equitably support all IATSE members regardless of nationality;

WHEREAS, reliable data has been gathered by IATSE Local 891 to support a critical need for improvements in resources and reporting tools for members experiencing and witnessing incidents that negatively impact worker health and safety; and

WHEREAS, the IATSE has collaborated in the United States with the Hollywood Commission to provide access to My Connex Resources and Reporting Tool;

THEREFORE, IT BE RESOLVED, that the International will:

Endeavor to work with the Commission and My Connex to expand the scope of a My Connex Resources and Reporting Tool for the benefit of entire IATSE members; and Equitably represent IATSE members in its commitment to holding our mutual employers accountable for whole person health and safety in the workplace.

Convention Action: The Delegates overwhelmingly adopted this Resolution. Consistent with the Resolution, the International will advocate that the Hollywood Commission expand access to MyConnex and will continue to press employers to ensure the health and safety of all IATSE members.

RESOLUTION NO. 12

WHEREAS, the IATSE is comprised of diverse membership from affiliated Local Unions internationally; and

WHEREAS, the IATSE previously resolved that equal rights are the cornerstone of the labor movement and that all workers have the right to be equally represented; and

WHEREAS, the foundation of solidarity and unity is built on the victories won by generations of workingclass freedom movements — foremost the Black-led Civil Rights struggle of the 1950s-60s whose hard-fought legislative gains (e.g., the Civil Rights Act of 1964 and the Voting Rights Act of 1965) opened legal pathways for every subsequent fight against discrimination, including those based on sex, sexual orientation, gender identity, disability, and immigration status; and

WHEREAS, racism, sexism, homophobia, transphobia, xenophobia, ableism, ageism, and antipoverty bias operate

together, producing the greatest harms for Black, Indigenous, Latinx, Asian, immigrant, disabled, queer, and transgender workers, especially those at the lowest wage levels; and

WHEREAS, the IATSE General Executive Board unanimously approved an Equality Statement in 2015, updated in 2021, which states that:

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) acknowledges that while we all face barriers to our success, there are those among us who face barriers that are more substantial and entrenched than others. We call upon all to identify, minimize, or erase obstacles that are within our control to make a more equitable pathway to unionism, leadership, and equality.

WHEREAS, the IATSE recognizes that, as a diverse organization, we cannot transcend unless current systems of support and access are enhanced. We must continue to build structures to create equitable access for all, if we truly value diversity and inclusivity; and

WHEREAS, President Loeb, in June 2015, established the IATSE Women's Committee, in March 2019, formed the IATSE Pride Committee and, in March 2020, constituted the IATSE DEI Committee; and

WHEREAS, the IATSE previously resolved to foster inclusiveness for all members, and to value and respect the rights and identities of all members; and

WHEREAS, under the current political climate, the protections and rights of LGBTQ+ and other underrepresented and marginalized communities are under attack; and

WHEREAS, amid an intensifying political shift — marked by recent and anticipated executive orders, judicial decisions, and legislation — interconnected attacks on voting rights, reproductive freedom, transgender healthcare, and collective bargaining disproportionately endanger historically marginalized and underrepresented workers. This compels our union to mount a unified response, rooted in racial and economic justice, and to reaffirm that inclusive health coverage, safe workplaces, and leadership opportunities are core union demands and must be protected through enforceable contract language; and

WHEREAS, in this moment of unprecedented assault on civil rights and human dignity, we stand at a crossroads. The labor movement is strongest when we recognize that our fates

are intertwined — that an attack on any worker is an attack on all workers; and

WHEREAS, our movements for justice have always drawn strength from one another. Today's struggles stand on the shoulders of Abolitionists of all races, such as Frederick Douglass and champions like Eleanor Roosevelt who pushed for universal human rights. A. Philip Randolph — who in 1925 organized the Brotherhood of Sleeping Car Porters, the first successful African-American-led labor union — proved that labor rights and civil rights are one struggle. When he organized the 1963 March on Washington alongside Bayard Rustin, the gay Black architect of the March, they exemplified how those at the intersections of multiple identities have always led our freedom movements. The courage of Black activists facing dogs and firehoses in Birmingham — supported by white allies who risked privilege for justice — inspired LGBTQ+ resistance at Stonewall. Sylvia Rivera and Marsha P. Johnson, trans women of color who founded STAR, fought for the most marginalized. From César Chávez and Dolores Huerta demonstrating the power of coalition-building, to Ed Dwight connecting labor and civil rights through the Coalition of Black Trade Unionists, to Huerta's evolution into a fierce advocate for LGBTQ+ rights — our history teaches that consciousness and solidarity must continually expand; and

WHEREAS, today, members face a coordinated campaign to reverse these hard-won victories. When voting rights are gutted, when immigrants are terrorized, when People of Color and LGBTQ+ rights are erased, when disabled workers lose protections — these ignite a singular war (not separate battles) against the dignity of all working people; and

WHEREAS, the IATSE recognizes that antibias work is fundamental to achieving true solidarity, security, and prosperity for all members, understanding that bias and discrimination weaken our collective bargaining power and divide us from achieving our common goals; and

WHEREAS, Diversity, Equity, Inclusion and Belonging are fundamental union issues, not separate initiatives, and directly impact our collective bargaining power, workplace dignity, and ability to represent all workers effectively; and

WHEREAS, understanding and learning our shared history with empathy, critical thinking, and humility — while remaining focused on the future — is essential to fortifying, strengthening, and building continued solidarity and unity in our union, recognizing that we cannot move forward together without honestly confronting where we've been; and

WHEREAS, in light of this political shift and any executive orders, judicial decisions and legislation that is likely to come in the near future, we must continue our commitment to all of our historically marginalized and underrepresented kin including Black, Indigenous, People of Color, Latinx, women, people with different physical abilities, and LGBTQ+ individuals, understanding that aspects of a person's identity do not exist in isolation and can compound to create unique challenges for kin with multiple marginalized identities;

THEREFORE BE IT RESOLVED, that the IATSE affirms that Diversity, Equity, Inclusion and Belonging are not just moral imperatives, but rather the foundation of union power, underpinned by the belief that: we cannot secure good contracts when some workers can be deported for organizing; we cannot ensure workplace safety when some are too frightened to report hazards; and we cannot build solidarity when we allow racism and unconscious bias discrimination to proliferate and divide us; and

BE IT FURTHER RESOLVED, that the IATSE commits to intersectional justice — understanding that many of our kin carry multiple identities and face compounded discrimination — and encourages its members to learn our intertwined histories with humility, to act with empathy and critical thinking, and to build a future where every worker enjoys true security, prosperity, and belonging; and

BE IT FURTHER RESOLVED, that the IATSE will endeavor to use this resolution as its blueprint for resistance and its promise to its members that: we will not go back; we will not abandon each other; and we will build the inclusive, fighting union that this moment demands; and

BE IT FURTHER RESOLVED, that the IATSE encourages its Local Unions and its members to build coalitions that honor our interconnected liberation — approaching this work with humility and a vision toward our collective future — and pledges to resist every rollback, every Executive Order, and every judicial decision that seeks to divide us; and

BE IT FINALLY RESOLVED, that the IATSE proclaims that Diversity, Equity, Inclusion and Belonging form the pillar of its unity as it strives for solidarity, security, and prosperity.

Convention Action: This Resolution was overwhelmingly adopted by the Delegates. IATSE Locals Unions are encouraged to take action to build coalitions to protect members from attacks on diversity, equity, and inclusion.

RESOLUTION NO. 13

WHEREAS, IATSE President Matthew D. Loeb established the IATSE Green Committee in 2019, with the expressed objective that “the IATSE do its part in the fight against climate change,” and

WHEREAS, in ensuing years, other unions, guilds, and organizations have established sustainability committees, appointed sustainability directors, and implemented proven sustainable workplace practices to ensure the future viability of entertainment professions, and

WHEREAS, one of the core objectives of our International Alliance and individual Locals is to protect our present members, and better the industry for future members, by promoting and bargaining for increasingly safer workplaces, free from environmental hazards such as air pollution, excessive temperatures, hazardous chemicals, and UVA/UVB radiation exposure, in addition to meeting existing safety standards that are required by OSHA and other government agencies, and

WHEREAS, our Employers are actively hiring additional staff “above and below the line” in the area of sustainability, and tasked to monitor their own carbon emissions, and

WHEREAS, the largest contributing factor to carbon emissions in feature films and television is fuel consumption, resulting in about 3,337 metric tons per tentpole production, which is the equivalent of 8.6 million miles driven by an average gas powered vehicle, and

WHEREAS, the greatest environmental impact of our business can be attributed to production waste; it has been demonstrated that zero waste can be achieved with better waste management on sets and stages in areas of commercial recycling, food composting and circular and regenerative methods of material and asset (re)use, during and after production.

THEREFORE BE IT RESOLVED that the IATSE encourage every Local Union to do their part, with industry partners on behalf of the health and safety of our crews, by endorsing and encouraging carbon-neutral productions and working to establish best practices that reduce waste on every set, stage, and shop.

Convention Action: The Delegates adopted this Resolution and the International encourages all IATSE Local Unions to work with industry partners to reduce the impact of film and television productions on the environment.

RESOLUTION NO. 14

WHEREAS, the IATSE is comprised of a diverse membership from affiliated Local Unions internationally, and

WHEREAS, the IATSE previously resolved that equal rights are the cornerstone of the labor movement and that all workers have the right to be equally represented, and

WHEREAS the IATSE General Executive Board unanimously approved an Equality Statement in 2015 which was then updated in 2021 and which states that

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) acknowledges that while we all face barriers to our success, there are those among us who face barriers that are more substantial and entrenched than others. We call upon all to identify, minimize, or erase obstacles that are within our control to make a more equitable pathway to unionism, leadership, and equality.

The IATSE recognizes that a diverse organization cannot be established unless current systems of access are enhanced. We must build structures to create equitable access for all, and to truly celebrate diversity. This growth will ensure a stronger union, and together, we will rise!, and

WHEREAS, in March 2019, President Loeb established the official IATSE Pride Committee, and

WHEREAS, in July 2021 at the 69th Quadrennial Convention, Resolution Number 15 affirmed our commitment to review member health plans to ensure that coverage for gender-affirming medications, surgeries, and procedures for Queer and Trans members are provided and accessible, and

WHEREAS at that same 69th Quadrennial Convention, Resolution Number 17 affirmed our commitment to further review member health plans to ensure that PEP and PrEP are offered and covered to both primary and secondary insurance holders, equally and as the standard, and

WHEREAS, the IATSE previously resolved that it is committed to inclusivity for all members and values and respect the rights and identities of all members, and

WHEREAS, under the current political climate, these protections and the rights of LGBTQ+ and other underrepresented groups are under attack, and

WHEREAS in light of this political shift and any Executive Orders, Judicial Decisions and Legislation that is likely to come in the near future, we must continue our commitment to all of our historically marginalized and underrepresented kin.

THEREFORE, BE IT RESOLVED that the IATSE, its local unions and its members will continue to actively oppose all forms of discrimination and oppression, and we renew our shared commitment to promote an equal and welcoming environment for all people, through our actions, culture, and contractual language; and

BE IT FURTHER RESOLVED that the IATSE and its local unions will continue to review our member health plans to ensure that coverage for genderaffirming medications, surgeries, and procedures as well as HIV medications including PEP, Doxy PEP and PrEP for Queer and Trans members are accessible; and

BE IT FURTHER RESOLVED that the IATSE will endeavor to offer trans inclusivity training so that we are all more informed, sensitive and aware of our Union kin who are exploring their gender identity, or who identify as transgender, non-binary , or gender non-conforming and that we encourage our members and other workers to attend these trainings and work in partnership with employers to support and provide these trainings; and

BE IT FURTHER RESOLVED that the IATSE shall make reasonable efforts to provide a genderneutral bathroom and environment during all General Executive Board Meetings, District Conventions, and Quadrennial Conventions and will work with all host locals and request of all host hotels to, by temporary means, cover over gendered bathroom signage with informational signage that displays the equipment in the bathroom; and

BE IT FURTHER RESOLVED that the IATSE shall make reasonable efforts to provide menstrual products, including tampons and menstrual pads, in each bathroom; and

BE IT FINALLY RESOLVED, Each Delegate present at this Convention endeavor to address head on and actively oppose all forms of discrimination and oppression and renew our shared commitment to inclusivity as an advocate for all of our kin against all forms of bigotry, bias and discrimination.

Convention Action: The Delegates adopted this Resolution and IATSE Local Unions are urged to review their health plans and pursue access and coverage for Queer and Trans members and any of their health needs. The International will take actions consistent with the direction of the Resolution, including by making efforts to provide a gender-neutral bathroom and environment during all General Executive Board Meetings, District Conventions, and Quadrennial Conventions.

RESOLUTION NO. 15

WHEREAS, our union includes diverse membership that will and does experience or witness racism and implicit bias in the industry; and

WHEREAS, IATSE members may not have the sensitivity, awareness, or education to recognize and counteract racism and implicit bias in the workplace; and

WHEREAS, there is a precedent set by the IATSE, AMPTP and employers to have safety training, harassment prevention training and sexual harassment training; and

WHEREAS, the IATSE is committed to protecting the rights, respect, and dignity of all workers, regardless of their identity or race;

THEREFORE, BE IT RESOLVED that the delegates strongly encourage the Locals of IATSE District 2 to commit to pursue the inclusion of Anti Racism and Implicit Bias Training; and

BE IT FURTHER RESOLVED that should the delegation of District 2 vote to approve this resolution, it be submitted to the IATSE for inclusion in the International Convention.

Convention Action: The Delegates adopted this Resolution. IATSE Local Unions are encouraged to pursue the inclusion of Anti Racism and Implicit Bias Training.

RESOLUTION NO. 16

WHEREAS, the rights of LGBTQIA+ people are under attack from a violent right-wing extremism intent on persecuting those who dress or act differently than conventional and outdated binary gender constructs, and those who are under, seeking, or considering gender-affirming medical care for themselves or their loved ones, and those who simply acknowledge the right to exist outside of assigned gender conventions and,

WHEREAS, the Trans and other LGBTQIA+ members of the IATSE are a vital and celebrated part of our Union, and

WHEREAS, the IATSE supports the fundamental human rights and dignities owed to all, regardless of gender identification, expression, presentation or appearance, to have absolute and unconditional control over our own bodies.

THEREFORE, BE IT RESOLVED, that the Locals of District Two and the IATSE shall oppose all federal, state and local political action designed to limit or deny the rights of Trans and other LGBTQIA+ people to exist, openly present their true selves, or seek gender-affirming care for themselves or their children and other loved ones.

Convention Action: The Delegates adopted this Resolution and encourage IATSE Local Unions to oppose all political

actions that seek to limit the rights of Trans and other LGBTQIA+ people.

RESOLUTION NO. 18

WHEREAS, working women make up 47% of the workforce, but are paid less and lack access to child care and paid leave, even though women carry the majority of caregiving responsibilities and continue to face discrimination with deep consequences for their health, safety and economic security. Care work that sustains families is denigrated, devalued and uncompensated, and the burden of this work disproportionately falls on women.

WHEREAS, women, those who fall under the LGBTQIA+ umbrella, and other marginalized workers are routinely and increasingly subjected to harassment and violence in the workplace, and experience significant wage gaps in the workforce. These wage gaps are further exacerbated by race and ethnicity, with Black and Hispanic women facing significantly greater disparities.

WHEREAS, there has been a radical uptick in the enactment of legislation that limits voting rights, the right to organize and bargain collectively, reproductive health care services, LGBTQIA+ protections and access to healthcare, further marginalizing the women and gender-oppressed individuals most vulnerable to economic insecurity and violence. State and local legislatures have introduced hundreds and hundreds of limits on voting rights, gender affirming health care services, and reproductive health care services this year, threatening to silence worker voices and undermine collectively bargained benefits.

WHEREAS, by fighting for gender justice and equity, our labor movement builds an economy and a society that respects and protects working people, supports democracy in the workplace and the community, and reinforces that the labor movement is a movement for all working people;

THEREFORE BE IT RESOLVED, that District 7 asks the IATSE and its affiliated unions to advocate for economic equity for women and individuals who continue to be oppressed due to their gender, sexuality, or ethnicity. To continue to advance legislative, legal and collective bargaining strategies to end gender, race, and ethnic pay disparities.

BE IT FURTHER RESOLVED, The IATSE supports paid family and medical leave, universal high-quality childcare for every family, expanded healthcare for LGBTQIA+ individuals, and expanded unemployment insurance and sick leave.

BE IT FURTHER RESOLVED, we believe all individuals should have quality health care and the right to control their own bodies, including equal access to contraception and reproductive health care regardless of where they work or live.

BE IT FURTHER RESOLVED, gender justice requires bold action to promote equity, safety, security, and dignity for all people, regardless of gender identity, sexual orientation or gender expression. Respecting the self-determination of workers means respecting workers' identities, and respecting gender pronouns. We recognize that gender discrimination is exacerbated by systemic racism for Black, Hispanic, Asian and Indigenous workers. We commit to building unity and deepening our commitments to gender and social justice throughout the IATSE to make the trade union movement stronger, and to take action to address gender discrimination.

BE IT FURTHER RESOLVED, District 7 will give voice to working women and marginalized workers in our democracy—through our unions and at the voting booth. We reaffirm the right of all women and marginalized people to vote. We will continue to fight assaults on voting access, which disproportionately affect marginalized and female voters, including voter identification requirements, limitations on mail-in and early voting and the closing of voting locations. We will support pro-worker women and diverse candidates in elections at every level of government.

BE IT FURTHER RESOLVED, to combat gender-based harassment and violence in the workplace. IATSE will fully support the AFL-CIO laying the groundwork for eventual U.S. ratification of International Labor Organization Convention 190, the first global binding treaty on ending violence and harassment in the world of work. In the meantime, we will advocate to implement the framework of Convention 190 to tackle the root causes of workplace violence and harassment, and to revise the U.S. National Action Plan to End Gender-Based Violence accordingly.

BE IT FURTHER RESOLVED that should the delegation of District 7 vote to approve this resolution, it be submitted to the IATSE for inclusion in the International Convention.

Convention Action: The Delegates overwhelmingly adopted this Resolution. The International will continue to advocate for economic equity for women and individuals who continue to be oppressed due to their gender, sexuality, or ethnicity, and to advance legislative, legal and collective bargaining strategies to end gender, race, and ethnic pay disparities.

RESOLUTION NO. 19

WHEREAS, at the 67th Quadrennial Convention at Boston, MA in 2013, Resolution No. 8 to support the Voting Rights Act of 1965 and all voter access in the United States, was unanimously passed by the Convention in session, and

WHEREAS, since that time the attacks on voting rights have multiplied, the attacks on free, fair, and honest elections, accusing them of being fraudulent have multiplied, and

WHEREAS, the Supreme Court of the United States has been captured by an extremely conservative, anti-worker majority through the political manipulation of the appointment process by the Senate Majority leader in a way never before seen, and

WHEREAS, the National Labor Relations Board has been neutered by the firing of the then sitting Chairperson, a firing that the Supreme Court has allowed to stand despite its direct contravention of the law. The firing reduced the membership of the Board to two members, the quorum being three, effectively disbanding the Board, and

WHEREAS, the most recent actions of the President and the Congress have created the largest transfer of wealth from the lower 90% of the United States to the highest 10%, including the removal of healthcare from millions of citizens including many children, and

WHEREAS, the current administration is attempting to deny the rights of all citizens to naturalized United States citizens, including deportation to countries they do not have any connection to, and

WHEREAS, the power of the people of the United States can most effectively be shown to elected officials through voting in elections, and be lost.

THEREFORE BE IT RESOLVED that the 70th Convention of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC assembled reaffirms its unyielding support for Resolution No. 8 of the 67th Convention, Its THEREFORE clauses quoted below:

“THEREFORE, The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC declares its unwavering support of the right of Citizens of the United States to vote in National, State and Local elections without impediments that unfairly impact any targeted group or class; and

“THEREFORE, The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC declares its intention to support any legislation to reduce the negative impact of the recent Supreme Court decision; and

“THEREFORE, The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC declares its firm resolve to reject and resist any attempts to thwart the will of the People and the intent of the Constitution of the United States through discriminatory and/or inhibitory Laws, Rules, Statutes, Procedures, Practices or Policies,” and

BE IT FURTHER RESOLVED that the 70th Convention of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC assembled instructs the IATSE Executive Board through the Districts to the Locals to increase and support all educational activities and opportunities that inform every IATSE member of what is at stake in every election and how it will affect all of our lives, and

BE IT FINALLY RESOLVED that every IATSE member and Local Delegate is urged to volunteer time to help elect the candidates in their districts who support organized Labor, voting rights of the people, and the rights of All Workers in the United States and Canada.

Convention Action: This Resolution was overwhelmingly adopted by the Delegates. IATSE Local Unions are encouraged to engage in robust voter education activities consistent with the spirit of the Resolution.

RESOLUTION NO. 20

WHEREAS, the IATSE is comprised of a diverse membership from affiliated Local Unions internationally, and

WHEREAS, the IATSE previously resolved that equal rights are the cornerstone of the labor movement and that all workers have the right to be equally represented, and

WHEREAS, in June 2015 the official IATSE Women’s Committee was established to recognize and create visibility of IATSE women in the union.

WHEREAS, in June 2022 the U.S. Supreme Court issued a decision in *Dobbs v. Jackson Women’s Health Organization* overturning *Roe v. Wade*; the overturning of *Roe v. Wade* means a woman’s ability to choose to have an abortion or continue a pregnancy is no longer protected by the constitution of the United States but is now subject to various laws of individual states.

WHEREAS, in July 2025, the U.S. Congress passed a budget bill that will result in drastic cuts to Medicaid impacting the ability of millions of Americans to access healthcare, including reproductive care.

WHEREAS “reproductive justice”, defined as the human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities, is synonymous with the labor movement’s fight for the right to control our own lives.

WHEREAS, abortion care access encompasses not just reproductive justice, but also impacts safety, workers’ rights, racial justice, and economic justice for women, girls, and people who may become pregnant along with their families.

WHEREAS, reproductive justice also includes providing accessible health care to women, girls, and people who may become pregnant in all stages of their reproductive lives including but not limited to pregnancy, infertility, perimenopause and post menopause.

WHEREAS previous IATSE Quadrennial Conventions have affirmed our commitment to reviewing member health plans to ensure coverage vital to the full participation of marginalized groups in the workforce is provided and accessible; and

WHEREAS, the IATSE previously resolved that it is committed to inclusivity for all members, and values and respect the rights and identities of all members; and

WHEREAS, under the current political climate in the U.S., women, girls, and people who may become pregnant are under attack, facing an erosion of their rights, autonomy, and ability to direct their own healthcare choices; and

WHEREAS in light of this political shift and any Executive Orders, Judicial Decisions and Legislation that is likely to come in the near future, we must continue our commitment to protect and preserve the dignity, autonomy, and respect of all our historically marginalized and underrepresented kin, including women, girls, and people who may become pregnant.

THEREFORE BE IT RESOLVED that the IATSE, its Local Unions and its members will continue to actively oppose all forms of discrimination and oppression, and we renew our shared commitment to promote an equal and welcoming

environment for all people, through our actions, culture, and contractual language; and

BE IT FURTHER RESOLVED that the IATSE and its local unions will continue to review our member health plans to ensure that coverage for reproductive health care, including medications, surgeries, and procedures to treat infertility, medical and surgical abortion care, medical and surgical contraception, perinatal care, breastfeeding support, menstrual, peri- and post menopausal support, post-natal care, and mental healthcare remains accessible; and

BE IT FURTHER RESOLVED that the IATSE will endeavor to offer training so that we are all more informed, sensitive and aware of the challenges faced by women, girls, and people who may become pregnant, and our obligation to fight for the dignity, rights and autonomy of all Union kin; and that we encourage our members and other workers to attend these trainings and work in partnership with employers to support and provide these trainings; and

BE IT FURTHER RESOLVED that the IATSE and its Local Unions will prioritize contractual protections for pregnancy accommodations, parental leave, breastfeeding protections, childcare, and menstruation support.

BE IT FURTHER RESOLVED that the IATSE shall make reasonable efforts to provide menstrual products, including tampons and menstrual pads, in each bathroom at General Executive Board Meetings, District Conventions, Quadrennial Conventions, and in the General, West Coast, and Canadian Offices; and

BE IT FINALLY RESOLVED, each Delegate present at this Convention endeavor to address head on and actively oppose all forms of discrimination and oppression and renew our shared commitment to inclusivity as an advocate for all of our Union kin against all forms of bigotry, bias and discrimination.

Convention Action: This Resolution was unanimously adopted by the Delegates. The International will take actions consistent with the message of the Resolution, including by continuing to advocate for, and offer training concerning, the equality of all members, and by making reasonable efforts to ensure that menstrual products are available in the bathrooms in its offices and at General Executive Board Meetings, District Conventions, and Quadrennial Conventions.

RESOLUTION NO. 25

WHEREAS, the President of the United States of America

has threatened to annex the sovereign nation of Canada; and

WHEREAS Solidarity is our duty to each other regardless of nationality, and a key tenet to increasing our collective strength; and

WHEREAS the IATSE's jurisdiction includes the sovereign nation of Canada; and

WHEREAS, a Local's elected Officers, Executive Board and District delegates are bound by, and hold in esteem, the tenets and laws within the International Constitution and By-Laws; and

WHEREAS Communication is one of the International's Pillars of Success; and

WHEREAS we must use all means of communication to spread the message of solidarity with all members of the Alliance as an act of unity and mutual support; and

WHEREAS President Loeb requested that Locals make every effort to engage their members to better serve their needs; and

THEREFORE, BE IT RESOLVED, that the IATSE Locals convened at the 2025 District 2 Convention hereby reaffirm their solidarity with their Brothers, Sisters, and Kin in Canada and endeavor to show support for their sovereignty by all honorable means.

BE IT FURTHER RESOLVED, that the IATSE Locals convened at the 2025 District 4 Convention hereby reaffirm their solidarity with their Brothers, Sisters, and Kin in Canada and endeavor to show support for their sovereignty by all honorable means.

BE IT FURTHER RESOLVED, that the IATSE Locals convened at the 2025 District 6 Convention hereby reaffirm their solidarity with their Brothers, Sisters, and Kin in Canada and endeavor to show support for their sovereignty by all honorable means.

Convention Action: The Delegates unanimously adopted this Resolutions which affirmed their unyielding support for IATSE brothers, sisters, and kin in Canada.

RESOLUTION NO. 27

WHEREAS, Post-Traumatic Stress Disorder (PTSD) is a serious and debilitating mental health condition that affects individuals across all ages, genders, and backgrounds, with significant impacts on quality of life, relationships, and work; and

WHEREAS, safeguarding the health and well-being of IATSE members requires recognizing and addressing the

challenges of identifying, treating, and supporting those affected by PTSD; and

WHEREAS, since the last IATSE Quadrennial Convention, members have experienced numerous traumatic events—including the COVID-19 pandemic, the Lahaina fire on Maui, multiple labor actions in the motion picture and television industry, the Palisades and Eaton fires in Los Angeles, occupation-related fatalities, and the tragic suicides of several members; and

WHEREAS, most IATSE members and their leaders are not equipped to manage trauma of this scale, heightening the risk of undiagnosed and untreated PTSD within our community; and

WHEREAS, there is an urgent need for a coordinated approach to improve awareness, access to care, peer support, and ongoing evaluation to meet the needs of those affected;

THEREFORE, BE IT RESOLVED, that all IATSE District 2 Locals work together to ensure members affected by PTSD receive timely recognition, support, and care; and

BE IT FURTHER RESOLVED, that awareness campaigns and educational programs be launched to promote understanding of PTSD and the importance of early intervention; and

BE IT FURTHER RESOLVED, that specialized training be developed for union leaders to improve the identification, treatment, and support of PTSD-affected members; and

BE IT FURTHER RESOLVED, that IATSE advocate for expanded access to mental health services where applicable—including increased funding, enhanced tele-health options, and an expanded network of qualified practitioners; and

BE IT FURTHER RESOLVED, that peer support groups, workplace accommodations, and assistance programs be established to support affected members and their families; and

BE IT FINALLY RESOLVED, that systems be implemented to regularly evaluate and improve PTSD related programs, ensuring continuous, effective support for members across the Alliance.

Convention Action: This Resolution was adopted by the Delegates. The International will advocate for expanded access to mental health services where applicable.

RESOLUTION NO. 28

WHEREAS, the IATSE name and logo are symbols of solidarity, professionalism, and the collective strength of our diverse membership; and

WHEREAS, it is essential that any use of the IATSE name, logo, or “bug” reflects the shared values and principles of the

International Alliance of Theatrical Stage Employees (IATSE), and not be used in ways that misrepresent or misappropriate the collective voice of the union without proper authorization or consensus; and

WHEREAS, IATSE maintains a strong commitment to fostering an inclusive and respectful environment, both in the workplace and in the public sphere, and expects members to reflect these values when engaging in public communications, including social media, community events, and public advocacy; and

NOW, THEREFORE, BE IT RESOLVED, that the IATSE shall establish a clear policy stating that the IATSE name, logo, or “bug” may not be used to promote messages, causes, or campaigns that have not been expressly authorized by the International or voted on by the membership; and

BE IT FURTHER RESOLVED, that any misuse of the IATSE identity in a way that may mislead the public or misrepresent the union’s official positions may be subject to appropriate review and disciplinary action in accordance with the IATSE Constitution and Bylaws; and

BE IT FURTHER RESOLVED, that in cases of significant misuse, the International shall reserve the right to pursue all appropriate remedies, including legal action, to protect the integrity and reputation of the union and its members; and

BE IT FINALLY RESOLVED, that all members are encouraged to represent IATSE with pride, unity, and respect, and to use the union’s name, logo, and identity only in ways that uphold the dignity and values of our shared mission.

Convention Action: This Resolution was adopted by the Delegates. The International will establish a policy concerning the use of the IATSE name, logo, and “bug” consistent with the wording of the Resolution.

RESOLUTION NO. 31

WHEREAS, IATSE members represent some of the most dedicated and hardworking professionals in the nation, yet the risk of losing the ability to support themselves or their families due to illness, injury, or disability continues to pose a significant threat to their financial stability; and

WHEREAS, the freelance nature of employment for many IATSE members leads to a lack of job security; and

WHEREAS, there is no assurance that an individual’s job will still be available upon their return after recovering from an illness or injury, and

WHEREAS, workers in other industries may have access to accommodations for their disabilities or abilities, this is often

not the case for freelance professionals in film, theater, or those who tour with performers; and

WHEREAS, most U.S. states lack disability coverage for their residents; and

WHEREAS, IATSE members have endured significant financial challenges stemming from the COVID-19 pandemic, industry strikes, and reduced production activity; and

THEREFORE, BE IT RESOLVED, that we, the delegates of IATSE District 2, commit to supporting our fellow members during their most vulnerable times; and

THEREFORE, BE IT FURTHER RESOLVED, that recognizing the critical need for dignity and security, we affirm our commitment to establishing a robust safety net, reinforced by supplemental income insurance ensuring our members can care for themselves and their families with confidence and peace of mind.

Convention Action: The Delegates overwhelmingly adopted this Resolution, which offered a message of solidarity and support for all union brothers, sisters, and kin dealing with adversity as a result of the COVID-19 pandemic, industry strikes, and reduced production activity.

RESOLUTION NO. 32

WHEREAS, our union protects the livelihood of our members by providing health insurance coverage as a benefit in our collective agreements; and

WHEREAS, Trans members of our union are vocal about the hardships they face accessing necessary gender-affirming operations and procedures that protect their livelihoods; and

WHEREAS, Trans members of our union spend countless hours debating with insurance companies who demand exorbitant out of pocket expenses for gender-affirming medications, surgeries, and procedures; and

WHEREAS, gender-affirming medical treatments, procedures, and surgeries must be deemed essential to IASTE for Progressive and Corrective Equity and Inclusion; and

WHEREAS, many scientific and academic studies show that depression and anxiety decreased for trans people who sought out gender-affirming care, and that gender-affirming therapies improves the mental health of transgender people significantly; and

WHEREAS, our leadership has started this task to expand medical coverage for trans people under our health insurance, and that we encourage the leadership to continue fighting for coverage from the long list of uncovered procedures; and

WHEREAS, low cost governmental insurance already covers procedures the private plan does not; and

WHEREAS, the current US President and cabinet are actively trying to disparage, dehumanize, and eradicate our trans community; and

THEREFORE, BE IT RESOLVED, that the Locals of District 2 commit to review health plans for their members and work to include robust coverage for gender-affirming medications, surgeries, and procedures for Queer and Trans members to ensure the most up-to-date WPATH standards of care and terminology are reflected and upheld, and means of access and information are made readily available and easily accessible.

BE IT FURTHER RESOLVED that should the delegation of District 2 vote to approve this resolution, it be submitted to the IATSE for inclusion in the International Convention, with appropriate language changes to apply to Locals across the country.

Convention Action: The Delegates overwhelmingly adopted this Resolution and IATSE Local Unions are urged to review their health plans and pursue access and coverage for Queer and Trans members and any of their health needs. The International will take actions consistent with the direction of the Resolution, including by making efforts to provide a gender-neutral bathroom and environment during all General Executive Board Meetings, District Conventions, and Quadrennial Conventions.

RESOLUTION NO. 34

WHEREAS, People of Color (POC) have been historically discriminated against and marginalized in the entertainment industry; and

WHEREAS, POC who do gain entry into the entertainment industry still face greater difficulty attaining upwards mobility due to systemic setbacks; and

WHEREAS, POC Women and LGBTQIA+ confront the aforementioned issues to a greater degree; and

WHEREAS, diversity, equity, and inclusion centered policies protects and uplifts marginalized communities from discrimination; and

WHEREAS, the IATSE 69th Quadrennial Delegates adopted the most inclusive agenda in the union's history, which includes a new equity statement, harassment training, creating a membership census, and supporting mentorship programs for underprivileged communities; and

WHEREAS, it is important to measure membership demographics over a regular period of time for statistical reasons in order to better serve the union; and

WHEREAS, the fight for civil rights and labor rights are unequivocally intertwined; and

THEREFORE, BE IT RESOLVED, that IATSE reaffirms its commitment to supporting diversity, equity and inclusion within the union.

BE IT FURTHER RESOLVED, that all Locals explore the gathering of voluntary demographic information pertaining but not limited to age, race, ethnicity and gender and gender identity in their membership and submit it to the IATSE DEI Committee; and

BE IT FURTHER RESOLVED, that all Locals explore the development or continuation of mentorship programs that uplift and support marginalized members with the aim of increasing diversity in leadership roles; and

BE IT FURTHER RESOLVED, that all Locals explore building relationships with civil rights organizations within the AFL-CIO; and

BE IT FINALLY RESOLVED that should the delegation of District 2 vote to approve this resolution, it be submitted to the IATSE for inclusion in the International Convention, with appropriate language changes to apply to Locals across the country.

Convention Action: The Delegates overwhelmingly adopted this Resolution, and the International reaffirms its commitment to supporting diversity, equity, and inclusion in the union. IATSE Local Unions are encouraged to take actions described in the Resolution to support marginalized members and increase diversity in leadership roles.

RESOLUTION NO. 35

WHEREAS, the Local(s) of this Alliance come from a broad range of spiritual and religious backgrounds; and

WHEREAS, some District Conventions in the past have opened with a Christian prayer; and

THEREFORE, BE IT RESOLVED, that IATSE Locals Convened at the 2025 District 2 Convention commit to representing all faiths, customs, and beliefs pluralistically whenever possible; and

BE IT FURTHER RESOLVED that should the delegation of District 2 vote to approve this resolution, it will be submitted to the IATSE for inclusion in the International Convention.\

Convention Action: The Delegates adopted this Resolution, which affirms the union's support for all faiths, customs, and beliefs.

RESOLUTION NO. 36

WHEREAS, recent Immigration and Customs Enforcement (ICE) raids in Los Angeles and other U.S. cities have threatened the safety, security, and constitutional rights of IATSE members and their families, regardless of their citizenship status; and

WHEREAS, IATSE members frequently work in the United States, Canada, and abroad, where the legal rights of workers-including fundamental rights and freedoms-can vary depending on nationality, citizenship status, and the local legal frameworks; and

WHEREAS, the leader of one of the largest unions in the greater Los Angeles area was arrested recently while exercising their rights to peacefully protest, demonstrating the ongoing risks that union leaders and members face when exercising their fundamental rights to free speech and peaceful assembly; and

WHEREAS, IATSE union members who are US citizens have been detained; and

WHEREAS, the U.S. Constitution as well as the Canadian Charter of Rights and Freedoms both recognize fundamental rights and liberties essential to the dignity, safety, and well-being of all individuals, including but not limited to due process, equal protection, freedom of speech, freedom of association, and the full spectrum of constitutional rights recognized by the U.S. Constitution and other relevant laws; and

WHEREAS, IATSE has a long-standing tradition of defending the rights, welfare, and dignity of all its members, consistent with its mission to advance the interests of entertainment workers regardless of nationality or place of work; and

THEREFORE, BE IT RESOLVED THAT:

IATSE Shall Defend All Constitutional and Human Rights: IATSE shall actively defend and advocate for the constitutional, civil and human rights of all members of the union, regardless of citizenship status or the country in which they are working, including but not limited to due process, equal protection, freedom of speech, freedom of association, and the full spectrum of constitutional rights recognized by the U.S. Constitution as well as the Canadian Charter of Rights and Freedoms.

BE IT FURTHER RESOLVED, That IATSE shall continue to stand in solidarity with all our kin across the labor movement, and to call upon that same solidarity from our allies if needed as we provide advocacy and support to any IATSE member whose constitutional, civil, or human rights are threatened or infringed upon – in any local or international jurisdiction where IATSE members are working.”

BE FURTHER RESOLVED, That this resolution reaffirms IATSE’s commitment to solidarity with all members, regardless of nationality, citizenship status, or place of work, and rejects any attempt to divide or discriminate against members based on these factors.

Convention Action: The Delegates unanimously adopted this Resolution which reaffirms the IATSE’s commitment to support all members suffering from threats to their constitutional, civil, or human rights.

RESOLUTION NO. 40

WHEREAS, IATSE has had a system of physical membership cards and quarterly per capita stamps to verify membership and “good standing” for over a century; and

WHEREAS, modern systems now exist to improve processes and efficiencies, and most local unions and members have digital tools such as computers, smartphones and databases; and

WHEREAS, many local unions could benefit from a modernized membership card system, in terms of workload, costs and administration; and

WHEREAS, there would be a substantial cost savings for the International by not incurring printing costs for membership cards and per capita stamps as well as mailing/courier costs and the amount of work created for the staff in the Finance Department to service over 340 local unions with this system.

THEREFORE, BE IT RESOLVED that the International:

- (i) Develop an electronic membership card and per capita stamp system which can be displayed on a smartphone.

This system should be implemented within a timeframe that recognizes the potentially substantial initial costs of developing such as system and the technological challenges that may exist.

Convention Action: This Resolution was adopted by the Delegates. The International will engage in efforts to develop an electronic membership card and per capita stamp system consistent with the wording of the Resolution.

RESOLUTION NO. 42

WHEREAS, the IATSE stands in solidarity with all workers,

recognizing that our union is strengthened by the contributions, experiences, and commitment of every member; and

WHEREAS, all individuals, no matter their immigration status, should be treated with fairness, dignity, and respect; and

WHEREAS changes in immigration policies and public discourse have created uncertainty and concern for immigrant, asylum-seeking, and Indigenous communities. The Canadian Tribute to Human Rights states “All human beings are born free and equal in dignity and rights.” The Statue of Liberty’s inscription calls upon us to offer refuge and opportunity: “Give me your tired, your poor, your huddled masses yearning to breathe free...”; and

WHEREAS unions and labor organizations, including the IATSE, have the legal ability to provide consultation letters (U.S.) and Labor Market Impact Assessments (Canada) to support workers in visa processes. The artists and entertainment workers in our industries often qualify for O-1 B visa or EB-1 A permanent resident status under immigration definitions of “extraordinary ability” due to the demonstration of and acclaim received for their unique talent, innovation, and cultural impact; and

THEREFORE, BE IT RESOLVED that the IATSE continue its legacy as an activist labor organization originally built to protect the rights of working people in the Entertainment industry regardless of race, creed, or immigration status.

THEREFORE, BE IT RESOLVED that the IATSE affirms the inherent dignity and humanity of all individuals.

THEREFORE, BE IT FURTHER RESOLVED that the IATSE is committed to supporting all entertainment workers, our union kin, without discrimination.

Convention Action: The Delegates unanimously adopted this Resolution which, among other things, affirms the IATSE’s commitment to protect the rights of all working people in the entertainment industry regardless of race, creed, or immigration status.

RESOLUTION NO. 44

WHEREAS, Research commissioned by Local(s) of this Alliance has shown that Artificial Intelligence (AI) and similar emerging technologies pose a distinct threat to labor forces in the entertainment industry; and

WHEREAS, the degree of impact of this technology on job duties, crew sizes, and overall employment levels may vary among different crafts and locals; and

WHEREAS, new contract language regarding AI has been achieved by many locals but not all; and

WHEREAS, IATSE uses its Political and Legislative Department to advocate for protective laws and policies supporting a broad coalition of labor;

THEREFORE, BE IT RESOLVED, that IATSE Locals Convened at the 2025 District 2 Convention continue to monitor and understand new developments with AI in the industry; and be it further

RESOLVED, that IATSE Locals Convened at the 2025 District 2 Convention commit to prioritizing human employment whenever possible regardless of technological developments; and be it further

RESOLVED, that IATSE Locals Convened at the 2025 District 2 Convention commit to supporting legislative and political efforts that may mitigate any potential harmful impact on entertainment employment opportunities that arise as a result of AI; and be it further

RESOLVED, that IATSE Locals convened at the 2025 District 2 Convention commit to advocate to prevent AI and other emerging technologies from being trained on the creativity and intellectual property of our members without consent, compensation, and agreed upon limitations and protections when applicable; and be it further

RESOLVED, that IATSE Locals Convened at the 2025 District 2 Convention commit to collaborating in future contract negotiations in order to achieve the most protective language regarding AI; and be it further

RESOLVED that should the delegation of District 2 vote to approve this resolution, it be submitted to the IATSE for inclusion in the International Convention, with appropriate language changes to apply to Locals across the country.

Convention Action: The Delegates unanimously adopted this Resolution, which addresses the important issue of monitoring new technologies and prioritizing human employment.

RESOLUTION NO. 49

WHEREAS, the hosts have made extraordinary preparations to host District 7's 97th annual convention and the International's 70th quadrennial convention, and

WHEREAS, Local 665 and District 2 have expressed "e komo mai i ka hale" (a warm and inviting greeting into their house), and

WHEREAS, our hosts have openly shared the richness of their historic culture of the peoples of the Hawaiian Islands,

THEREFORE, BE IT RESOLVED, that the delegates to the 97th District 7 convention of the IATSE express their gratitude and appreciation to their hosts with a heartfelt "mahalo nui loa" (thank you)

Convention Action: The Delegates wholeheartedly adopted this Resolution expressing their deep appreciation for the hospitality they received during the 70th Quadrennial Convention

RESOLUTION NO. 51

WHEREAS, IATSE is formed and strengthened by its diverse membership spread throughout this country - including those of the LGBTQ+ community;

WHEREAS, unions are stronger when we refuse to be divided by sex, sexuality, and

gender, in the same way we refuse to be divided by race, religion, birthplace, age, culture, or

physical and mental ability;

WHEREAS, certain legislators fight to remove power from our unions, and it is the strength of our membership and communities that rise to fight against this hate and cement these protections for ALL workers;

WHEREAS, over 200 anti LGBTQIA+ bills have passed throughout the country that affect our membership in their everyday life as well as their work environments;

WHEREAS, many members do not have the means to uproot their whole lives to escape areas with increasing anti-LGBTQIA+ restrictions and legislation;

WHEREAS, Equality cannot be left to chance, and leadership must take decisive and deliberate action;

WHEREAS, our union stood with these members in solidarity and has provided outreach to these communities and has in turn been enriched by their many contributions in every corner of IATSE;

WHEREAS, IATSE uses its Political and Legislative Department to advocate for our members in order to make safer and fulfilling places of work, and the work that the IATSE Pride Committee is doing throughout all of our locals;

WHEREAS, by committing to defend our LGBTQIA+ members promotes the mission of the union now and in the future as stated in the IA Equality Statement:

We believe that equality for all is a basic human right and we actively oppose all forms of unlawful and unfair discrimination. IATSE leaders and members must be vigilant in working, both with

each other and with our employers, to promote an equal and welcoming environment for all people, through our actions, attitudes, and language. The IATSE celebrates the diversity of society and is striving to promote and reflect that diversity within this organization;

THEREFORE, BE IT RESOLVED, that the Locals of IATSE District 7 commit to review their PAC and political contributions to ensure that no current and future donations go towards politicians or groups that negatively target our LGBTQIA+ membership.

BE IT FURTHER RESOLVED, that IATSE District 7 Locals recommit to the use

of gender neutral language in all union meetings, communications, and documents.

BE IT FURTHER RESOLVED, IATSE District 7 delegates urge all locals of the International to review their PAC and political contributions and recommit to the use of gender neutral language in all union meetings, communications, and documents.

THEREFORE, BE IT FINALLY RESOLVED that should the delegation of District 7 vote to adopt this resolution, it be submitted to the IATSE for inclusion in the 70th IATSE Quadrennial Convention.

Convention Action: The Delegates unanimously adopted this Resolution which concerns the important issue of standing with LGBTQIA+ kin especially regarding inclusive language and public facilities and against negative attacks from politicians.

RESOLUTION NO. 55

WHEREAS, the IATSE has a proud history of representing workers behind the scenes in the live performance, tradeshow and motion picture industries in the U.S. and Canada since 1898; and

WHEREAS the relationship between the U.S. and Canada, as sovereign nations, reflects a deep interdependence and cooperation that is fostered by shared geography, similar values and strong economic ties; and

WHEREAS mutual respect, collaboration and solidarity amongst all IATSE members regardless of nationality has

been and will continue to be vital to the IATSE's success as a democratic labour organization focused on improving the lives of members and their families on both sides of the Canada-U.S. border; and

THEREFORE, BE IT RESOLVED that the IATSE:

- (i) only support social and economic governmental policies that acknowledge and respect the fact that Canada and the United States are and will continue to be sovereign nations; and
- (ii) only support social and economic governmental policies that improve the working lives of members and their families regardless of nationality;

Convention Action: The Delegates unanimously adopted this Resolution affirming the IATSE's unyielding support for Canadian sovereignty.

RESOLUTION NO. 56

WHEREAS, the I.A.T.S.E. Census will provide data critical to determining the future direction of the organization as a whole and our individual Locals;

WHEREAS, collecting information regarding harassment and other workplace safety issues is not currently being done in a wholesale way;

WHEREAS, it is crucial to collect data on a regular basis to establish benchmarks and evaluate progress; and

WHEREAS, accurate census information and data regarding workplace harassment and safety is essential for the purpose of building meaningful policy;

THEREFORE, BE IT RESOLVED that IATSE International:

- (i) add a section to the census going forward designed to collect data on workplace harassment and safety; and
- (ii) make the collection and dissemination of census data and workplace harassment and safety data a regularly occurring event, to take place every three (3) to five (5) years.

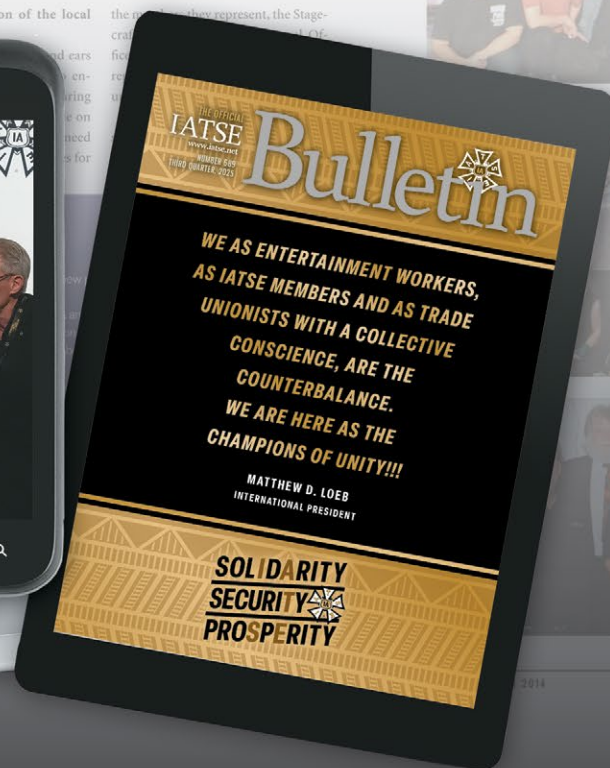
Convention Action: The Delegates adopted this Resolution. The International will explore the collection of census data on a regular basis consistent with the Resolution.

GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

This not only allows for us to save paper and reduce emissions, but enhances the experience with linkable content, optimization for mobile devices and more! Go online now and sign up!

admin.iatse-intl.org/Bulletin.aspx



REPORT OF THE PRESIDENT

In accordance with the International Constitution, a Report of the President was presented to the delegates in attendance at the International's 70th Quadrennial Convention held in Honolulu, Hawaii the week of July 28-August 1, 2025. To watch a recording of the Report of the President, please visit: iatse.co/reportofthepresident

INTRODUCTION

Greetings Sisters, Brothers, and Kin.

Welcome to the 70th Quadrennial Convention. It has been eight years since we convened in person, as our last Convention was held virtually during the COVID-19 pandemic. It's great to see you all and to feel the energy, dedication, and solidarity you bring here. Our work here together will set the course for the future. We know that all of our efforts have better prospects of success when we pursue them together. The onslaught of challenges we have faced since our 2021 Convention have proven that our collective strength is what carries the day.

Together we kept members safe at work due to the pandemic. The World Health Organization declared the

pandemic was over in May 2023. The effects on our daily lives, our families, and our jobs remained significant throughout, and the industries in which we work suffered serious threats. Live events were impossible to hold. Concerts, theatrical presentations, sporting events and tradeshow were prohibited due to the danger posed by crowds. These productions were among the first businesses shut down and last to reopen. In addition, in the wake of the crises many employers faltered, and some never recovered going out of business altogether. Motion Picture Production fared better due to the strict protocols put in place through the efforts of the entertainment unions, who for the first time in history negotiated jointly with the employers. An exercise in solidarity

that has continued to benefit us all. A united front of industry workers.

Solidarity working at its best. Our singular vision to help our members in need resulted in efforts from bringing food to the homes of members with high risk, assistance from industry charities and successful efforts to bridge healthcare benefits expiring due to the paucity of available work, and the inability of members to continue to qualify.

Because the IATSE National Health and Welfare Funds and the Motion Picture Industry Pension and Health Plans have been administered responsibly, there were funds available to bridge these crucial benefits, keeping families secure in this regard.

While the pandemic is seemingly behind us now, we learned valuable lessons about mobilization, to rise in facing unforeseen struggles, and the need for ongoing planning to address an uncertain future. And new challenges and crises would be upon us in short order.

On the heels of the pandemic and our employment recovery in motion picture production were two major industry strikes. They were called by the Writers Guild of America (East and West) and, later, SAG-AFTRA. Leading up to the strikes, work had recovered to a robust pace, setting records for employment. That ground to a halt when the disputes began. Suddenly unemployment was



once again prevalent, and another dire emergency came upon us. Aid and assistance to the membership once again became a major priority. And, once again, together we rose to the task of alleviating hardship for our members. Again, negotiations to bridge benefits took place, and millions of dollars went to the charities that so ably supported us in the past.

We provided relief, to the extent possible, under extremely difficult circumstances. Then it was our turn to bargain. The strikes were over, but the effects on our members remained economically profound. Artificial intelligence became a central issue in bargaining. We knew that the matter was central to the cause of the Guild strikes. Our AI Committee did admirable and difficult work.

The pre-strike volume of available work in motion picture and TV production has not recovered. Some blame the strikes. Some attribute the slowdown to the bursting of the bubble in the so-called streaming wars. And there is no doubt that globalization and competition from overseas tax incentives have eroded the universe of work available to our members.

The Diversity, Equity, and Inclusion Committee continues its work toward the vision of a union, membership and industry that are free from discrimination. The vision for the workforce to reflect the communities in which we work remains a priority.

We completed the first member census ever, and it received significant support and participation from the Local leadership and members. To chart our

course into the future, we must know who we are. Only with knowledge can we advocate for fairness. We now have a baseline upon which we can measure our demographic makeup, and will use this information to champion causes that support all of our members, by charting a course for a future that fosters opportunity, inclusion, fairness, security, and prosperity for everyone. The current Executive Branch of the United States of America has shut down the government's DEI programs, revoked resources en masse, and leveraged individuals and institutions to do the same. Attempts to erase progress, rewrite history, and abandon those who continue to suffer hardship, oppression, deprivation, and inequality caused by discrimination, must NEVER be allowed to succeed. Never. So, stand up to racism. Stand up to oppression. Stand up to discrimination. Stand up, and push back hard!

The women of the IATSE are an incredible, potent, and progressive force. The work of the International Women's Committee engages in numerous efforts aimed at advancing the causes of women in society, the women members of the labor movement and IATSE, and the greater good of the Alliance at large. Educational programs are designed and implemented to enhance the knowledge of women members and leaders. The IWC motivates activism in support of the goals of the union and has become an able force for furthering progress for the causes unique to women in the IATSE. Advocacy ranges from support for political campaigns to working against biases, to charity events, to DEI issues and bystander intervention.

Comprised of International and Local officers and district designees, the Committee has established a network throughout the United States and Canada supporting their efforts through solidarity.

In the age in which we live, it remains critical that the labor movement support women on so many issues. Conservative pressures attempt to tamp down women's voices. The assault on women's rights continues. One of the most abominable acts in our lifetime was the repeal of *Roe v. Wade* in the case of *Dobbs v. Jackson Women's Health Organization*, decided by the U.S. Supreme Court in June 2022. The shocking decision revoked a woman's right to choose, decimating that protection and access to legal abortion after 50 years of precedent. Numerous states have enacted draconian laws and measures that threaten life and liberty for women. Once again, conservative politics have undone hard-fought rights. Decisions by the Supreme Court have proven our fears, as ideology and partisan politics overshadow civil and human rights.

A woman's body belongs to her. Period. No one else. I can think of no human right more fundamental, inalienable, and universal. Nonetheless, it is a reality in the U.S. today, and so we must continue to advocate for what is right. And so, we shall.

Our Pride Committee continues to progress with activism and coordination throughout the U.S. and Canada. The Committee was recently expanded to include seven new regional coordinators. The expansion is intended to motivate local action and build out the network

in order to strengthen advocacy on behalf of the LGBTQ+ members and the community at large. There is more work to do than ever before.

Along with the ongoing attacks on civil liberty comes a renewed assault on the LGBTQ+ community. Well-resourced and coordinated efforts to roll back hard-fought gains, repeal protective laws, deny healthcare and censor education are in full swing. Please listen carefully. We should all be very worried, when an establishment can target the inalienable rights of a group of people because of how they self-identify. There can be zero tolerance to hate, discrimination and persecution. There can be no choosing which groups of people are designated as less than whole citizens. And we must never stand for injustice against a human being for who they are.

Remember that with respect to persecution of DEI initiatives, women's rights and protection of our LGBTQ+ kin, there are no innocent bystanders. We remain vocal and active opponents to injustice. And if not now, when? If not us, then who?

Our Young Workers Committee remains active as we are mindful about charting our course for the future. The Committee continues to hold conferences every two years in addition to meetings with those present at each Executive Board meeting. The essential work focuses on fortifying the next generation of IATSE members and leaders to grow solidarity and strength into the future. The members and leaders of the future must be provided with a foundation that will fortify and strengthen their commitment, and enhance their understanding of

all aspects of an effective, successful, inclusive, and progressive IATSE. Knowledge of our history, past struggles, successes, and vision for days ahead are crucial for retaining and building power on behalf of the membership at large.

A key part of the mission of young IATSE workers is to motivate activism. To support their unique skills, efforts and interests for the benefit of present and future members, and their families.

Our young workers bring energy, dedication, and intelligence to our efforts and goals. They walk picket lines, organize new work, support political campaigns, and participate in their local unions. We stand proud of their accomplishments and look to the future with great hope and confidence.

The Stagecraft Department is making significant strides. At any given time there are scores of assignments to assist locals with organizing and bargaining efforts. The Department has arranged frequent meetings for the locals to interact and build stronger relationships around common challenges and goals. This communication and solidarity network has allowed more strategic planning. As a result, we have become more effective and are accomplishing long sought after results by unifying, leveraging and pressuring employers throughout the U.S. and Canada.

Among the most notable accomplishments is the organizing of Off-Broadway theaters. After an extended strike there is now an IATSE agreement covering workers at the Atlantic Theater! The Public Theater voluntarily recognized the union. The Vineyard has entered into negotiations as has Julliard productions.

We are securing new agreements for theater workers who are deserving of a union contract.

We are also making considerable progress securing agreements with labor brokers in rock and roll work. There have been a number of mergers and acquisitions in the industry, and we have been able to effectively use our leverage and relationships to secure an ever increasing share of the market.

It should also be noted that significant progress was made in the last round of bargaining for the Pink Contract, rectifying a number of longstanding issues and problems. Continuing to improve the agreement in future negotiations remains a priority for protecting our members on the road.

The Department continues to pursue opportunities and develop strategic plans with local union cooperation to advance the causes of workers in stagecraft classifications throughout the Alliance.

Our work in motion picture and television production has been challenging, to say the least, due to COVID, industry strikes and the recent southern California wildfires. The volume of work has not recovered to pre-strike levels. As I mentioned earlier, the off-shoring of production caused largely by generous incentives to shoot overseas is a primary cause of the slowdown, and it is a crucial legislative priority to pass a tax bill. Unfortunately, the studios and networks locate productions based on numerous factors, the most important of which is cost. It is simply naive to think that patriotism or charity are considerations. It's about profits, investors, shareholders and competition.

And while the abandonment of an iconic American industry is reprehensible, shame is simply not a factor. We will continue to vigorously pursue jobs for our members! We must prevent our business from becoming an historic remnant of a once thriving industry. We cannot, and will never, give up the fight for gainful employment for our members. Security and prosperity depend upon it.

In the last negotiations with the studios and networks for the Basic and Area Standards Agreements, we achieved perhaps the best contract in memory. Healthy wage increases, long sought-after protective conditions, unprecedented benefit increases (including new residuals in additional markets) were among the major gains we achieved. This happened because we stood together. Hundreds of meetings were held. A bargaining training was developed to prepare the committees. Local unions solicited and proffered proposals. The locals gave frequent updates to their members and supported each other without exception. The process was inclusive, transparent, and effective. And, evidenced by overwhelming ratification results for both the Basic and Area standards contracts, a success.

The Department continues to organize traditional non-union shows. In addition, we have had many successful drives in other areas of the business. Notable among them are campaigns in visual effects, animation, and postproduction. And one of our largest organizing drives in recent history, affecting thousands of workers in the Production Workers Guild-IATSE Local 111, is in negotiations

for a first contract with the Association of Independent Commercial Producers. Thank you to those that **STOOD WITH PRODUCTION!** And welcome to the IATSE, family sisters, brothers and kin of Local 111. Congratulations! You show courage in the ongoing battle for fairness. We are proud to have you!

The IATSE Broadcast Department oversees an ever-expanding universe of matters relative to agreements for technicians. In spite of the ongoing transference of rights holders for various sports and markets, the industry is robust. People love their sports, and demand high production value that our broadcast members so ably provide. Regardless of the corporate shell game and the complexity of the business' structure, we have consistently found that organizing is the antidote. By organizing the skilled workers required to deliver the best products to sports fans, we leverage the power of the workforce without regard to the employment relationship. From direct employment from a franchise to contracts with prolific labor contractors, they need our highly skilled members.

There are other unions with agreements to service sporting events. While it's true that we've endured a number of disputes with other unions, employees are consistently choosing IATSE as the best choice for their union. We continue to organize in new markets, charter new locals, and bargain successful first contracts. The Broadcast Department has made the IATSE a prominent player on the field. In cooperation with the locals, we continue to consolidate power that supports good wages, fair terms, meaningful health and retirement

benefits, and a voice at the bargaining table. Like all workers, our brothers, sisters, and kin working in broadcast television are worthy of the security provided by these protections.

The work done by our Communications Department is integral in virtually every initiative in which we engage. Staying current with evolving communications tools in traditional and social media, the Department supports efforts in educating, organizing, bargaining, labor actions and events, social causes, charity work and political campaigns. Throughout the pandemic or when disasters have occurred the Communications Department played a central role in connecting affected members to the resources they need to recover. Through this work we keep the membership informed. Today's communication methods provide a wide variety of ways to engage the members and inform the public about our interests. From writing letters to legislators, to encouraging members to show up at community events, to enlightening and attaching workers to the labor movement and its priorities, the Department is continuously hard at work. We have communication strategies around all the programs and goals of the Alliance. A robust communications operation not only informs people and amplifies our positions on the things that matter to our members. It also proves to maximize transparency, unite local unions, and inspire direct member involvement. These activities build on trust and buy-in to a shared vision for the future.

In these trying times, with global competition and precarious economic pressures affecting our industry, it

is important for us to remain on the international landscape and lead the world on matters of importance to workers in our industries. To that end the IATSE is an affiliate of UNI-MEI, the media and entertainment sector of UNI global union. I have served as the sectors president since 2018 when BECTU President Gerry Morrissey vacated the seat. In addition, I sit as a Vice President on the UNI World Executive Board representing our industry on general global labor matters, with the heads of the other global sectors from all industries.

Cooperation and coordination on global labor standards and industry issues such as copyright protection, digital theft, artificial intelligence, regulation and legislation, and a host of other matters is critical. To the extent we can advise and inform our foreign union counterparts with a goal of raising all ships, we all benefit. As of May 2025, UNI-MEI is comprised of 131 unions, across 75 countries, representing around a half million entertainment workers globally.

The political situation in the United States is challenging to say the least. In the last election we ran the most comprehensive campaign for U.S. President in IATSE history. We showed up with member turnout and big support for our endorsed candidate, Kamala Harris. As we are now acutely aware, we did not achieve the desired outcome. But our Political Department built a national network of local union political organizers, motivated and activated members throughout the country and worked tirelessly. We cooperated in efforts at the AFL-CIO and its state and local federations and labor councils to combine

and maximize resources. This time we lost. Perhaps some people will need to feel the pain firsthand before changing their votes. And it's coming. It is coming in a constant wave of union busting orders and policies, and widespread anti-worker initiatives as industry and government collude to capitalize on the current political environment.

Project 2025 is in full swing and its purveyors' goal to diminish the power of labor is taking root. Attacks on worker's rights, immigrants, health and safety, government workers, education and civil rights are under assault. Nearly a million federal workers were summarily stripped of their legally protected bargaining rights. Illegal firings at agencies historically overseen by Congress continues. The failure to appoint NLRB members and the firing of Board member Gwynne Wilcox left the National Labor Relations Board unable to function without a quorum. Firings and defunding of important agencies like the Occupational Health and Safety Administration will make work more dangerous, and negligent employers less accountable. And decisions by the conservative Supreme Court majority are undoing decades of precedent, especially with respect to matters of Presidential authority, and issuing decisions that reek of partisan politics. Checks and balances between the three branches of government are teetering on the precarious edge of a crisis.

The Department will continue its work to advocate for the members' interests. There is important work to do on supporting tax incentives and passing a bill into law. I have already met with numerous members of Congress

on both sides of the aisle to explain our issues. We continue to work with our sister unions in supporting PATPA, the Performing Artists Tax Parity Act so our members can once again deduct tools and other costs required to work. We remain actively involved with organizations in the industry that are like-minded and support the same causes we do. We work closely with the AFL-CIO on an abundance of issues related to workers' rights, labor laws and regulations, civil rights and other affairs. I also remain actively engaged as a vice president on the AFL-CIO Executive Council, in concert with the leadership from the other unions, piloting the ship through some of the roughest waters the labor movement has ever faced.

Some see these threats to labor as existential. If that's the case we'll need every tool at our disposal. Political activism is a tool in our belt. It's a way to influence the financial and social condition for our members, away from the bargaining table. If we don't engage politically on their behalf, we are simply negligent. The damage to the movement, unions and OUR MEMBERS and their families, the members of every local in this room, should be sufficient motivation to get engaged. Support people and laws that support us. Oppose people and laws that don't. It's that simple.

The IATSE Education and Training Department is second to none in the labor movement. Our comprehensive menu of leadership training options has the breadth to offer education on scores of subjects, from basic understanding of the core responsibilities of effective representation, to the honing of individual skills like public speaking, supporting

community activism and internal organizing. Many of the programs the Department developed are in response to needs and interests expressed by the local unions and membership. These educational opportunities equip leadership with the skills they need to act effectively on behalf of the members. They support our mission to further the social and economic well-being of the membership, and their families.

We remain committed to safety and health on the job, and to remaining the most skilled people in the business. To this end we have developed programs and worked closely with the IATSE Training Trust fund in this worthy pursuit. And while many locals have resources and run excellent programs of their own (with which we coordinate), there are many locals that need this support.

The IATSE Training Trust Fund is an independent trust, with a board consisting of union and management representatives from various parts of the business. They exercise authority and guidance with respect to the mission, operations, finances, and other matters involved in administering the Trust which currently employs seventeen people.

To date the Trust has received over \$52 million in bargained employer contributions. It's reimbursed over 547,000 craft skills and safety courses and spent over \$36.5 million on programs. Over \$10 million has been reimbursed to members acquiring craft and safety certifications. Money well spent to ensure our members have the required and recognized certifications to keep them qualified and current, and credentialed experts in their field. In

2024 alone more than 38,000 workers were reached through the TTF. And the EMPLOYERS pay for it all.

Our Canadian Affairs Department remains active and effective. In addition to ongoing organizing in traditional crafts including stagecraft, motion picture production, equipment suppliers, Front of House and movie theater employees, we are experiencing steady success organizing large targets in animation, visual effects, gaming and cultural workers in museums and art galleries. Our Canadian Department, together with the affected locals, are leading the way in organizing these facilities, some of which provide services globally. Artists and technicians continue to seek us out as the go to union for effective representation. We remain extremely active with locals requesting assistance across Canada in a myriad of ways including organizing and bargaining.

Furthermore, we have established a strong political voice in Canada. We are now included in conversations with government in almost every discussion that affects our industry and our members. From local unions in various cities to Provincial matters to group lobbying in Ottawa, we have embedded ourselves on the landscape to ensure we are a conspicuous and potent voice for Canadian members.

We have over 32,000 Canadian members who are our family. Their leadership's commitment to the members, and the tremendous work they do is simply exemplary, and it strengthens us all. Our identity and history as a great union, will forever include the unbreakable bond we share. I

am proud and thankful for what we have done together in our shared vision, and for your loyalty and friendship over the years. Please know that we will NEVER forsake you. And we need you now, so do not forsake us either. WE, the unions, the progressives, the tolerant, the inclusive and the champions of real democracy are under assault in the U.S., and we need the power your determination and resolve provide. We do not adopt, endorse, support, espouse or purvey the insulting remarks and haphazard economic attacks against your great nation! You cherish your sovereignty. As you well should! And with good reason. You remain proud. As well you should! And I remain proud, that we, assembled together today, here in this room, are unified behind justice and fairness. American and Canadian Sisters, Brothers and Kin. Family!

Neither the border between our two nations, nor the rhetoric from the forces that seek to divide us will succeed. We are the closest natural allies on the planet. We are loyal to each other. We protect each other. We trust each other. And we will ALWAYS have each other's backs!

Among the most important things we do for the membership is bargaining for meaningful health and retirement benefits, and administering the benefit plans responsibly with prudent oversight. The IATSE National Benefit Funds, Motion Picture Industry Pension and Health Plans, the Canadian Entertainment Industry Retirement Plan and the IATSE Canada Health Plans provide the aforementioned benefits. The plans are generally designed to accommodate contributions on behalf of an individual from numerous employers. While the

contributions to qualify for benefits in a given plan may vary somewhat, each has thresholds that must be met. The plans are affected by changes in amounts contributed, number of participants, cost of benefits, market factors for investments and administrative costs. The Trustees on these plans have faithfully executed their responsibilities to manage these plans. Throughout the industry crises, the reduced volume of work resulted in difficulty qualifying under a given plan. Due to the health of the plans, we were repeatedly able to bridge the gap to keep our members covered, providing security and peace of mind during already trying times.

The International also procured a Member Assistance Program for smaller locals. Most large locals receive similar benefits through the aforementioned plans, or plans of their own. But for those that do not, we filled an increasing need to provide support in the form of counseling, guidance, advice, and other services to alleviate hardship as much as possible.

The picture would not be complete without acknowledging the tremendous work of the charities that unfailingly support us through times of difficulty. The Entertainment Community Fund! The Motion Picture and Television Fund! And the Actors Fund of Canada! They are there for us, at the ready to help our members. We owe them a debt of gratitude. In addition, our own charity, the Walsh Di Tolla Spivak Foundation has been at the forefront of helping members, especially with hardship relief necessary due to the ever-increasing frequency of natural disasters. During the Southern

California wildfires, we were able to quickly distribute financial and other assistance. The Los Angeles area locals made valiant efforts as well, acting in the true spirit of solidarity.

There is no doubt that there is a correlation between global warming and the increasing frequency of catastrophic natural disasters. It is, after all, science! Which brings us to the need for preparation and preparedness. The Disaster Response Committee is positioned to coordinate logistics and resources to help our members in these unforeseen situations. Working together with affected area locals, the Walsh DiTolla Spivak Foundation and local authorities the Committee works to quickly provide help to members in need.

We must also do our best to be part of the solution and our Green Committee has implemented initiatives to that end. Advice on sustainability efforts, at home and on the job, are being shared. Various local unions have established their own committees and are becoming engaged in a cause that bears heavily upon all of us. We must have both personal and collective consciousness and make meaningful efforts to address the environmental crisis. The Committee will continue its efforts in this regard.

THE OFFICIAL FAMILY

Over the four years since the 69th Quadrennial Convention in 2021, several notable changes have occurred within the Official Family, including appointments of new representatives, elections of new officers, and several retirements. The following summarizes these notable changes.

We recognize and regret the passing of retired International Vice President, Jack Beckman, in May 2024.

In remembrance, I regret to note the passing of retired International Vice President Nick Long in November 2022. Brother Long's story is a remarkable one, which included decorated military service to the U.S. He was a member of Local 33 beginning in 1955 and was an International Vice President from 1990 until 2006. Constantinos (Gus) Bottas, a former assistant to the President, passed away in December 2022. Brother Bottas was a 62-year member of the IATSE. In addition to serving as assistant to the President and an International Representative, he was the Canadian Labour Caucus (CLC) Delegate for the Alliance from 1992 to 2005. He shall be remembered for his sense for humor, historical knowledge, tenacity and endurance in bargaining and his involvement in numerous organizing successes in Canada.

Over the past four years there have been significant changes to the General Executive Board (GEB), which began in 2022. At the 2022 Mid-Summer meeting in Seattle, Vice President James Claffey, Jr. resigned from the General Executive Board. Vice President Claffey has been a member of Local One since 1982 and was the president of the local for nearly 20 years. Paul F. Dean, Jr. theatrical business manager of Local One, became a new vice president and member of the General Executive Board. Vice President Dean has been a member of Local One since 1987 and is a fifth generation Local One stagehand.

Next, at the 2024 Mid-Winter Meeting of the General Executive Board,

International Vice Presidents Thom Davis, Daniel Di Tolla, John Ford, Phil LoCicero, C. Faye Harper, and Joanne Sanders announced their respective retirements.

Vice President Davis has served on the Board since 2001 and has been a member of Local 80 since 1977. He was Local 80's business manager from 1998 until 2021. Vice President Davis continues to work as an International Representative in California. Vice President Di Tolla served on the Board from 2005 to 2023. He was the Stagecraft Department Director for 16 years and has been a member of the Alliance since 1978.

Vice President LoCicero served on the Board from 2012 until 2023, was a member of Local 478 beginning in 1989, and was president of Local 478 from 1994 until 2023. Vice President Ford served on the Board from 2005 to 2023, was the president of Local 52 for 18 years, and has been a member since 1978.

Vice President Harper served on the Board from 2016 to 2023 and has been a member of Local 834 since 1992. Finally, Vice President Sanders served on the Board from 2018 until 2023 and became a member of Local 893 in 1990 and a member of Local 30 in 1998. I remain grateful for each of these Vice Presidents' dedication to the Alliance during their time as International officers.

To fill the vacancies created by the retirements of Vice Presidents Davis, Di Tolla, Ford, LoCicero, Harper, and Sanders, the General Executive Board unanimously elected IATSE International Trustee Carlos Cota, Local B27 Business Agent Toni Burns, Local 720 Business Representative Marielle "Apple" Thorne,

Local 481 Business Manager Chris O'Donnell, Assistant Department Director of Motion Picture and Television Production Vanessa Holtgrewe, and Local USA 829 National Business Agent Carl Mulert as International Vice Presidents.

Due to the vacancy created on the Board of Trustees by Vice President Cota's election to the General Executive Board, Tuia'ana Scanlan—who served as President of Local 665 for more than five years—was elected unanimously as an International Trustee.

Next, I want to talk about the notable additions and changes to our staff over the past four years. In the General Office, Chaim Kantor joined the International Union as an Assistant Department Director for the Motion Picture and Television Production Department. Assistant Department Director Kantor is a longtime member of Local 600 and was the Eastern Region and Associate National Executive Director for the Local and Co-chair of the New York Production Locals' East Coast Council for 21 years.

Also, new to the General Office Liz Pecos and Jeffrey Kennedy have expanded our work in the Education Department. Alyssa Motschwiller now works within the Motion Picture and Television Department, and in the Stagecraft Department Brian Munroe is an International Representative. Also with the Stagecraft Department, in addition Vice President Michael Barnes remained a Director and Stasia Savage became the Assistant Department Director for Stagecraft.

In the West Coast Office, the International added Christine Fellmeth, Em Patch, and Maggie Kraissamutr as International Representatives, each of

whom provide guidance in organizing visual effects and video gaming employers. Further, the International added Anthony Pawluc, a Local 44 member, Marisa Shipley, a Local 871 member, aforementioned Thom Davis, a Local 80 member and its former business manager, and Steve Lutge, a Local 16 member, who resides and works in San Francisco as International Representatives. Sean Miller has joined the West Coast Office as part of the Communications Department and Karen Kanas as a new executive assistant.

Throughout the rest of the U.S., Rachel Eaves of California; Darin Haggard of California; Charles 'Bo' Howard of North Carolina; Bryant Preston of Colorado; Amanda Sager of Portland, Oregon; Amy Stevenson of Pennsylvania; and Jason Taylor of Kansas have all joined the staff of Alliance.

In Canada, the following International Representatives have been appointed. Nancy Hum-Balbosa assumed the position of International Representative in February 2024. She is a member of Local 891 and an assistant decorator/buyer within the IA's industries. Rajean Hoilett joined as an International Representative in October 2023. He is tasked with helping unrepresented workers to form a union in their workplaces and join the IATSE. Jiaming ("Ming") Li assumed the position of International Representative in November 2022. She was an employee of Titmouse, an animation company, where she worked as background artist and supervisor. Isabelle LeCompte joined as an International Representative in September 2023 and has been a member of Local 667 since 2002. Finally, I appointed William Gladman as an International

Representative in November 2022, and he works out of the Vancouver office.

I now want to take a moment to recognize several staff members the International lost to retirement. In 2022, Lyle Trachtenberg retired after 32 years of service as an International Representative. Brother Trachtenberg has been a member of Local 44 since 1978 and Local 442 since 1993. In 2023, Daniel Mahoney retired after 26 years with the International. Brother Mahoney's career includes his membership in Local 52 since 1990, and holding various positions with the International, including Assistant Department Director of the Motion Picture and Television Department. Also, in 2023, Mark Kiracofe retired after 22 years of service as an International Representative. Brother Kiracofe has been a member of Local 46 since 1985 and worked as an International Representative since 2002. We also recognize the reported retirement of Krista Hurdon—former operations manager of the Alliance's primary Canadian office in Toronto and an International Representative, who has supported the IATSE's Canadian members for 22 years through advisory, activism, and pro-worker legislation affecting workers throughout the nation.

In 2024, Father David Garretson retired after 28 years working for the International. Prior to joining the IA, Father Dave worked as a technician in countless theatrical venues and was a local union officer. Also, Julia Neville retired after 17 years working as an International Representative. Sister Neville's 36-year career with the Alliance and within the crafts we represent began by revising script on a typewriter for Sylvester Stallone on

Rocky IV and ended as an International Representative assisting IATSE Locals across Canada. In 2024 Assistant Department Director for Education and Training, Robyn Cavanagh retired after 15 years. In 2025, Donald Gandolini, Jr. retired after 23 years of service as an International Representative. Brother Gandolini worked his first IA job in 1969 at the age of 16, and he became a member of Local 39 in 1981. I sincerely thank all those recently retired as International employees for their dedication and hard work to improving the lives of the members.

INVOCATIONS

The Alliance has customarily allowed Convention Delegates to deliver an invocation at the opening of each Convention session. While this was impractical due to the virtual held 69th Convention in 2021, as I did at the opening of prior Conventions, I am now requesting volunteers to offer invocations at the opening of each session.

In accordance with our past practice, I strongly encourage invocations be given by those who are new Delegates. I appreciate seeing many first-time Delegates at this Convention and look forward to your participation. Please help us by volunteering to open each Convention session with pleasant and, perhaps, spiritual remarks.

Delegates who are interested in delivering an invocation, please submit your name, Local number and contact information with our staff at the General Office, the location of which you can find in your Delegate materials and on the Convention website. Your request will be considered, and someone may contact

you to notify you of when you should be prepared to present the invocation to the Convention.

CONSTITUTIONAL AMENDMENTS

As part of their materials, Delegates should have received a series of proposed Constitutional amendments, which will be before the Constitution Committee. The Committee will examine the proposed amendments, suggest a referral to another committee, or recommend that action be taken by the Convention.

The work done by the Committee is important, and I am pleased to review the developments, progress, and growth of the Alliance during the past four years. The Alliance will always face important challenges that we need to overcome. However, it appears that certain changes to the International Constitution will be valuable to the operations of the Alliance and ensure compliance relevant to our ongoing needs and statutory obligations. As I have said to past Conventions, I urge you to review these proposed amendments.

IATSE OFFICE OPERATIONS

Since I reported to you during our last Convention in 2021, the Alliance has continued to make full use of the General Office in New York with a plan to expand the use of the facility. The Alliance originally purchased the space in 2012 and finally moved into the space in the spring of 2013. Planning and architectural design for the General Office expansion began in 2023 with the intention to expand and integrate the fifth-floor workspace as well as create a large open space to be used for training, functions, events, and large

negotiations. With the design complete, and the General Executive Board approving the construction expense, construction has begun. Because of long supply chain delays for various key construction materials and issues with the contractor directing the project, work did not commence until Spring 2025 with the goal of completion later in 2025.

In addition to a facility upgrade, the General Office underwent a software upgrade as well. Since 2007 the International operated, with modifications, a custom computer application system that allows Locals' access to information related to members, orders for stamps and supplies, Local information, quarterly reports, Pink Contract records, and training records. There is another part of the system that does not allow Local access but includes operational issues within the International such as contract administration, the U.S. visa immigration system, finance and accounting, reporting, International Convention programs, and Training Trust Fund modules. With membership growth and the complexity of the enhancements that are being requested, the International needed new systems, which have been implemented.

In Burbank, California, the West Coast Office (WCO) underwent some changes, especially in the area of Information Technology. In 2022 "Zoom rooms" were installed in the boardroom of that office to accommodate virtual meetings for larger meeting groups in a collaborative setting. By 2023, with the regular use of Zoom rooms in the boardroom and the established utilization of virtual meetings throughout all sectors of Union

administration, the office expanded the capabilities of Zoom rooms to all three of its remaining meeting rooms, which provided Zoom access in all meeting spaces.

The General Office's core finance system has been revamped in 2023 and the portal has been overhauled to adapt for modern digital architecture and design and includes two-factor authentication. Additionally, two major features were added, allowing online payments and the processing of membership applications electronically.

In addition to Zoom rooms that have been integrated into both the General Office and the West Coast Office, the West Coast Office has added the 1Beyond video conferencing system, which was installed in the large meeting room. This virtual meeting system expanded virtual meeting capabilities through customizable features, and its platform allows future inclusion of new technologies. Utilizing five cameras and three in-ceiling microphones, the 1Beyond system can capture the entire room and provides an auto switching option for a hands-free meeting system that detects active speakers and switches to the camera with the closest view. Since its installation, the customizable capability of the 1Beyond system has expanded the variety of large group meetings, negotiations, trainings, and presentations that can be hosted virtually at the WCO.

In Toronto, Canada, unfortunately I must report that the goal of selling the current office and moving into a new one is on hold. To serve the Canadian membership, the International purchased an office property in downtown Toronto

in 2005. It is a three-story brownstone walk-up which has served the International well over the years. It is also home to the Canadian Entertainment Industry Retirement Plan. In early 2022, the International was approached about the potential sale of its brownstone property by a condominium development company that had recently purchased adjacent properties as part of a plan to construct a 27-floor condominium. The International was able to secure the sale of the brownstone property, but the deal fell through due to zoning issues. In the interim, however, the IA began to look for a new office to meet its growing needs. The International entered into an agreement to purchase new office space located in the highly sought after Corktown District of downtown Toronto. The Corktown location is a two-level condominium that includes a small private ground floor foyer entrance and several amenities including bookable meeting rooms, a rooftop event space, dedicated bicycle parking and access to a fully furnished hotel room on-site. The new office will feature a more modern, open office setting and will be close to double the space of the current premises. The International also purchased a second unit which will house the Canadian Entertainment Industry Retirement Plan. Elevators to make the office more accessible; open office concepts; larger and more open areas overall will serve the members and personnel in Toronto.

In Vancouver, British Columbia, the IATSE moved into its office on October 1, 2024. The office is a co-working space where the rentals are short term. It is a four-story building where we are located

on the fourth floor. Everything is well maintained, no renovations are required, and we have a 12-month lease at the moment. We can also rent boardroom space for times when we need bargaining meetings of six to eight people. The co-working space is important for community events and hosting workshops.

CONVENTION TRANSPORTATION AND PER DIEM FUND

When I addressed you at the 69th Quadrennial Convention, a change to the Alliance's International Constitution was implemented, which increased the monies available to offset the lodging, meals, ground transportation, and incidental expenses of each Delegate during their service at future Conventions.

The Alliance recognizes the time that each Delegate must dedicate in order to attend the Convention's sessions and for this reason, I am recommending that the amount of monies for transportation and per diem be increased to \$300 per day, including the total compensation for a total maximum of ten days which is beyond the current amount set forth in the Constitution and Bylaws. I thank the Delegates for their participation in this crucial Convention of the Alliance.

AFL-CIO

As I reported at the 69th Convention, it is an honor to inform you that I, as representative of the IATSE, continue to serve on the AFL-CIO Executive Council. This position has opened up opportunities for the Alliance to connect regularly with various unions throughout many different sectors of the economy. I am grateful that the Alliance remains represented on the Council, and that we

have a voice for our members within the broader American labor movement when necessary.

I want to take a moment and address in memorial AFL-CIO President Richard Trumka, who sadly passed away in August of 2021, shortly after the conclusion of our last Convention. President Trumka was a union stalwart which began when he was a staff attorney for the United Mine Workers of America (UMWA) and eventually become the president of the UMWA in 1982. As the UMWA's president, he took on the coal companies and led a successful strike in 1989 which resulted in members receiving health and retirement benefits. President Trumka remained president of the UMWA until 1995 when he became the AFL-CIO Secretary Treasurer, and eventually President of the AFL-CIO.

The AFL-CIO described President Trumka perfectly by stating that "Trumka envisioned an economy of shared prosperity for all working families—an economy of rising wages, equal pay, respect at work, safe jobs, secure retirement, and the freedom for all workers to form or join unions and bargain collectively." Following President Trumka's passing, the AFL-CIO elected Liz Shuler as its next president.

In June of 2022, the 29th AFL-CIO Constitutional Convention was held in Philadelphia where history was made while unions celebrated union solidarity. The event included the election of President Liz Shuler, the first woman president of the American labor movement, and Secretary-Treasurer Fredrick Redmond, the first African American in that role. The labor movement needs leaders like

President Shuler and Secretary-Treasurer Redmond during these trying times.

CANADIAN LABOUR CONGRESS

The Canadian Labour Congress (CLC) is Canada's major umbrella organization of national unions, provincial federations of labour, and local labour councils. The main purpose of the Congress is to advocate for working people, promote labour's ideas and policies to the federal government, and support local unions through education and training.

In May of 2023, the 30th Convention of the CLC was held in Montreal, Quebec, and the incumbents ran as Team Unite and were all acclaimed to their roles, including CLC official and our member Siobhan Vipond being reelected to a second term as Executive Vice President. With delegate Vipond's election, it was the first time an IATSE member has served as a full-time executive officer of a national labour council in Canada. Members from across the country attended as part of the largest IATSE delegation to attend the CLC convention.

INTERNATIONAL RELATIONS

As mentioned in previous reports, the IATSE has enjoyed a joint relationship with the Broadcasting, Entertainment, Communications and Theatre Union (BECTU) in the United Kingdom. We have continued our historic relationship between the IATSE and BECTU; maintained communications; and offered mutual assistance when possible. Following the adjournment of the most recent 68th and 69th IA Conventions, I have been acquainted with and building a relationship with Philippa Childs, the new

Deputy General Secretary at BECTU's Sector of Prospect.

The UNI Global Union's Media Entertainment Industry (UNI-MEI), comprised of trade unionists from around the world, is an important ally of the IATSE. Since 2018, I have been the president of UNI-MEI. In August of 2023 at the UNI Global Union's 6th World Congress, which was held in Philadelphia, Pennsylvania, I was re-elected to the UNI Global Union World Executive Board. These positions allow the Alliance the ability to create lasting relationships with unions around the globe which has strengthened the connections between organizations worldwide and expanded the reaches of the IATSE's relationships. As this coalition endures, the IA will maintain, build, and cultivate associations with our global colleagues. We continue to work with the affiliates of UNI-MEI in working groups on improving global working standards on long hours, coordinating VFX and animation organizing efforts and advocating for a human-centered approach to limit the impact on jobs by AI. With our connections to these worldwide organizations, the Alliance builds capacity to act on behalf of workers throughout the United States and Canada. Again, I am grateful to maintain our coalitions with global and overseas organizations.

In addition to my activities with UNI-MEI, Doug Boney, the Assistant Executive Director of Local 892, attended various international conferences and summits over the past 4 years. In July of 2023, Doug attended the sixth edition of the LGBTI Political Leadership Summit

of the Americas and the Caribbean held in Mexico City. This conference brings together LGBTQ+ leaders to build support and exchange ideas through the lens of democracy and equality.

The summit included 500 attendees from more than 40 countries gathered for plenary sessions, panels, and workshops covering topics such as how LGBTQ+ participation can transform politics, exploring ways our intersectional identities can unite us, and the success of LGBTQ+ political leaders, including many transgendered folks, throughout the region. The leaders included Erika Hilton, the first black, transgender person elected to the Chamber of Deputies in Brazil and Tamara Adrián from Venezuela who was the first transgender woman elected to parliament in Venezuela and the first transgender candidate for the presidency of any country.

By attending this summit, Doug was able to introduce the labor movement's voice in its fight for LGBTQ+ rights. And on behalf of the Alliance, build connections and cultivate relationships with queer leaders in international spaces which is important in building the global solidarity the IATSE strives for every year. Doug continued his travels with a trip to Cape Town, South Africa in November of 2024. In Cape Town, Doug attended the International Lesbian, Gay, Bisexual, Trans, and Intersex Association (ILGA) World Conference. Doug pointed out some key highlights from the ILGA conference, which included hearing from a doctor in Taiwan making sure queer voices are considered in her union and for them being a voice in care, a Starbucks worker organizing their store in Serbia,

and a teacher from South Africa who went from being ostracized in his union for being queer to becoming part of its leadership.

CHARITABLE ORGANIZATIONS

As has been reported in prior proceedings before the General Executive Board, the IATSE's relationships with non-profit charitable organizations have become even more important in recent years. Over the past four years the International donated almost six million dollars in gifts and grants to charitable organizations. I want to highlight donations the International made to three organizations in particular: The Entertainment Community Fund (formerly the Actor's Fund), the Actor's Fund of Canada, and the Motion Picture Television Fund (MPTF). Amongst these three organizations, the International donated just under \$5 million.

The Entertainment Community Fund, founded in 1882, was vital to our members and the entertainment community in general over the past four years, especially in 2023 with strikes underway by other labor organizations. The Fund provided services and programs for professionals throughout the performing arts and entertainment industry during the 2023 work stoppage.

Since 2023, the International has contracted with the Entertainment Community Fund (in the U.S.) and our Canadian counterparts to provide a free, confidential Member Assistance Program (MAP) for members of smaller local unions who otherwise are without access to similar resources through a local health plan or local union. The MAP addresses the specific needs of

performing arts and entertainment professionals in our smaller Locals—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 and many more services.

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 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. The MAP services are free, confidential, and available to all workers in smaller IATSE Locals.

Like the Entertainment Community Fund, the Actors Fund of Canada (AFC) has been critical to our Canadian members over the past four years, and especially during the 2023 work stoppages. The AFC aided our members in Canada along with others who work in the arts and entertainment industry, and the members of the Alliance should

be proud to contribute to this important organization.

The MPTF provides services to IA workers regularly. Thousands of individuals, including IA members, take advantage of MPTF offerings, and I am pleased that the Alliance has continued to support it since the 69th Convention. Also, I am honored to continue to serve the MPTF as a member of its Board of Directors. The MPTF has served countless members of the Alliance over the years, including many since our last Convention. The successful relationship between the MPTF and the IATSE has continued through critical times, including a pandemic and one of the worst natural disasters of our time, the southern California wildfires we witnessed recently. During these past four years, MPTF services offered spirited, robust, and active assistance. The MPTF's mission of supporting the entertainment community in helping each other in times of need has never been more important.

Finally, the Alliance's own Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation has remained vital to members over the past four years. This Foundation receives its funding from contributions by IATSE members and their affiliates. Recently, the Foundation supported members by funding basic needs and necessities when our members have been affected by natural disasters. This was especially true when wildfires broke out in Los Angeles, including the Palisades and Eaton wildfires.

Upon learning about the wildfires, I immediately took action and sent a letter to all members informing them

about the southern California fires resources, including information about both donating and accessing the Walsh/Di Tolla/Spivak Foundation. As of March 26, 2025, the Walsh/Di Tolla/Spivak Foundation has distributed 358 checks to members in need totaling \$959,760.44.

Moreover, in addition to providing support for members affected by natural disasters, the Foundation provides financial aid to young Alliance-associated students seeking to attend college. This financial aid is in the form of a scholarship, which helps to reduce financial burden on these students. The scholarships are now granted to ten students each year, and each student is awarded a total of \$10,000 issued over a four-year period.

I wish to emphasize that the Walsh/Di Tolla/Spivak Foundation has long been our own IA charitable organization serving members of this Alliance since its 1966 designation as a non-profit tax-exempt organization. I am proud to say that the revenue and assets of this organization are dedicated to granting relief funds (in addition to the aforementioned scholarships) to the members and beneficiaries of this Alliance in need of assistance. The trustees of the Foundation have a mission to continue these important initiatives long into the future. Importantly, the people for whom this Foundation is named, and who had the foresight to establish this Foundation—Richard F. Walsh, Alfred W. Di Tolla, Harold P. Spivak—should always be honored, revered, and held in the highest regard by the members of this Alliance. While these predecessors will be held in high esteem, in order to identify the Foundation simply and

recognizably to the IA and its members, the trustees of this Foundation anticipate a contemplated name-change of the Foundation, which in the future will designate the organization in a way that is more readily recognizable to members, beneficiaries, and their families. Its mission will not change, and the resources will be dedicated to the same causes that have been widely described here and to the General Executive Board during the past four years. I welcome you to be apprised of these developments as they proceed, but rest assured that this is our distinct charitable fund for the members of this Alliance.

IATSE WOMEN'S COMMITTEE

The Alliance's International Women's Committee (IWC) continues to provide networking and mentorship opportunities for all women of the IATSE, recognizing that IATSE sisters come from a wide range of backgrounds, each with their own identities and their own unique stories. The Committee continues to promote education, training, activism, and community engagement. The Committee's longstanding goal has been aimed at creating 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.

Under the stewardship of the Committee's executive committee, thirteen district coordinators, and regional networking Teams, the Committee's growth and momentum has continued to flourish since the 69th Quadrennial Convention. The engagement and

activism of all Committee participants and local union committees has had a powerful effect on our Locals, our communities, and the Alliance.

The work of the Committee is expansive. The Committee executive council and district coordinators continue to maintain ties to Locals across the districts to keep women members informed and engaged. Networking, social events and fundraising for local charities continue at each General Executive Board meeting. A notable event was held at the 2022 Mid-Winter Board meeting on March 8, where the Committee was fortunate to celebrate International Woman's Day together in person. The International Woman's Day celebration was filled with inspiration and a celebration of women past and present. The participants embraced the universal theme that year and motivated all in attendance to end biases.

District Committee events continue in conjunction with all district meetings. The number of local union women's committees continues to grow. The campaigns and programs our Local Women's Committees engage in range from political to personal. In the past four years, the Committee and its affiliates have hosted in-person events and activities, online workshops, webinars, and training. In-person events have included women's marches; supporting the greater labor movement (e.g., marching with striking workers); sponsoring clothing drives for shelters; collecting backpacks and purses filled with toiletries, socks and water for the homeless; creating book clubs where they feature authors, exploring feminism, history, equity, diversity, inclusion, and

women's experiences overall. Committee participants have hosted film screenings, by-stander intervention training, and mentoring initiatives.

Political engagement continues to be a priority for the Committee. To assist local committees with voter education and mobilization was paramount given the political climate in the U.S. today coupled with the impact of the U.S. Supreme Court's repeal of *Roe v. Wade*. As has been the practice for several years, the Committee spearheaded a robust get-out-the-vote program that could be easily followed by Districts and Locals. The Committee expanded their "postcard project" encouraging member-to-member communication by sending handwritten messages to IATSE members. These efforts bring members together to impact the elections and lead to building a strong sense of community within and among Locals. Committee members also engaged in voter registration drives, door-to-door canvassing, phone and text banking, rides to poll locations, and filling election boards.

In January of 2024, the Committee restructured to expand outreach to become more inclusive and embrace all supporters of IATSE women. The Committee's restructuring included the return of the original subcommittees while updating them for the needs of today. The Committee has built regional teams of leaders and participants by combining districts and empowering additional coordinators. These efforts have helped to extend the Committee's outreach and publicize the Committee's welcoming mission for all IATSE sisters. I am confident that the Committee will

continue building its community by connecting all IATSE women and their allies. The Committee has successfully offered a published campaign, profiling IATSE women in the IATSE Official Bulletin and will continue to support and celebrate IATSE women this way.

Internationally, the Committee has a place in the UNI-MEI women's working group, which brings together women who work in the entertainment sectors across the world. This group has recently focused on gender responsive collective bargaining and on how to ensure that women's issues are included in bargaining and in agreements. International Vice President Glynn has also been a speaker on behalf of the Alliance and worked with the U.S. Department of Labor's Woman's Bureau. The impact of the Committee and the solidarity it brings to IATSE women cannot be understated and I am confident the Committee will continue to foster the unlimited potential of the women who are part of this Alliance.

IATSE YOUNG WORKERS COMMITTEE

Our union has embraced innovative methods to engage and mentor the next generation of IATSE kin, ensuring our union not only endured the challenges of the past four years but emerged stronger and more unified. We expanded education and leadership opportunities for young workers; expanded community solidarity through service and mutual aid; amplified our political voice; and fostered collaboration across the United States and Canada. Through our Young Workers Committee, we emphasize collective action and take shared responsibility for the future.

To date, over 800 young IATSE members have now attended Young Workers Committee Conferences (YWCC) since the program began in 2012, a testament to the lasting impact of this initiative. We are proud that many alumni have gone on to take active roles in their Locals and communities, applying what they learned to strengthen the IA's presence at every level. For the first time former attendees of the YWCC now serve on the IATSE General Executive Board as International Vice Presidents.

This biennial conference has become one of the most effective leadership development tools within the IATSE. The 2022 YWCC, hosted in Minneapolis, Minnesota, marked the 10th anniversary of this important initiative. Held in person for the first time since the COVID-19 pandemic, it brought together 88 young workers from 55 Locals across the Alliance. Programming included foundational sessions on the history and structure of the IATSE, labor law, political organizing, and communication for union action. A new alumni panel featuring past attendees who have gone on to lead significant efforts in their Locals and in the broader labor movement. The feedback was overwhelmingly positive: 82 percent of attendees rated the conference a perfect five out of five, while an additional 16 percent ranked it four out of five. Follow-up benchmarking surveys revealed that nearly half of the 2022 attendees had already taken on active roles within their Local unions.

Two years later, in 2024, we broke new ground again. For the first time, the YWCC was held in Canada and conducted immediately ahead of the

General Executive Board meeting in Calgary, Alberta. This intentional pairing allowed young leaders to observe and understand the governance structure of our International, while creating operational efficiencies and reducing costs for Locals sending delegates. It was a resounding success. Over one hundred young workers representing sixty-three different Locals participated in Calgary.

The Committee's efforts extend beyond these important conferences. Our most important work often begins when attendees return to their Locals and apply what they have learned. In the months following the 2024 conference, we hosted a follow-up survey of attendees. The stories they shared reinforced the enduring value of this program. They returned to their Locals for organizing discussions; participating in regional labor federations; creating new community engagement programs at colleges and universities. These young workers are using their voices and skills to educate and empower others.

On a regional level, the Hollywood Young Workers Coordinating Committee has remained a model of consistent, active engagement. In recent years, the Hollywood young workers led efforts to support other striking unions; hosted charitable donation drives; and other events, which combined sustainability, community service, and fundraising. The events the committee has coordinated, often benefiting the Motion Picture Television Fund, exemplify creative solidarity.

In the eastern U.S., young workers in New York City have hosted their social events including members of various

Local unions. These events help foster unity and provide informal spaces for building long-term connections. As one prominent example, Local USA829's young workers continued to elevate LGBTQIA+ inclusion, celebrating Pride with a social themed 'Pride in Our Community and Strength in Our Solidarity.'

The IA Young Workers Committee has also become increasingly active in the broader labor movement, both nationally and internationally. In 2023, IA staff joined the AFL-CIO's young workers steering committee, contributing directly to national policy discussions on youth organizing. In 2024, we continued international work through active participation in UNI-MEI's youth working group, which seeks to build solidarity across borders. Following the priorities set by UNI-MEI in 2022, the Alliance was invited to participate in this group. IA representatives participated in meetings with global unions, where we shared experiences from our own program and learned from peers about strategies being implemented in other parts of the world. Our young workers have helped shape conversations around every facet of the union, reinforcing the IATSE's role as a forward-thinking, globally engaged union.

Young IA workers in Canada have continued to make a powerful mark. One significant development was the formalization of the IATSE Canada Young Workers Committee (Canada YWC). After attending a previous YWCC, several Canadian delegates were inspired to organize a national coalition for young members in Canada. With support from

the International and the Canadian Office, this coalition gained momentum during the past four years and became an official presence in our union structure. The Canada YWC hosted a series of digital events tailored to Canadian members' interests and issues. Through such events, the Canada YWC educated members on labor history and current struggles, while also providing a forum to socialize and network across the Canadian provinces. Notably, the committee's use of bilingual formats (English and French) in their communications has ensured inclusivity for all Canadian sisters, brothers, and kin. At the 2023 Canadian Labour Congress (CLC) Convention, IATSE members actively participated in equity caucuses; helped coordinate actions to protect workers facing harassment; and organized local solidarity events, including food drives, picnics, and support actions for workers in our industries.

Crucially, these community and solidarity initiatives were member-driven. Our young workers contributed countless volunteer hours often on weekends and outside of work. By acknowledging and encouraging these efforts, we have seen an uptick in participation and inter-generational trust within our ranks, but more work needs to be done. Seasoned members have expressed pride in the younger generation's activism, and retirees have voiced appreciation for being remembered and included.

In summary, over the past four years, we have witnessed a continuing evolution in the role and impact of the Young Workers Committee within the IA. What began as an effort to merely engage the next generation of Union

members has blossomed into a driving force that is shaping our union's present and future. We have seen our young members organize, lead community service initiatives, stand up in political fights, and collaborate across borders, all while facing historic headwinds. Our Young Workers program affirms that our union's legacy of solidarity is alive and well, carried proudly in the hearts of those who will steward IATSE through its next era.

IATSE GREEN COMMITTEE

The Green Committee has continued its work during the last four years to ensure that the IATSE is a part of the conversation on environmental sustainability and its impact on the entertainment industry. We have witnessed massive devastation to our planet as a result of natural disasters such as flooding, wildfires, excessive heat, and drought. Each of these environmental events has had a negative impact on workers within the Alliance and their quality of life. As an organization we cannot dismiss climate change. Its impact on the environment will have a lasting impact on our industries.

The Green Committee and local unions have worked together to educate and offer solutions for issues that have a helpful impact in this area, such as food waste, water conservation, clean vehicle fuel and reforestation.

The IATSE has partnered with industry organizations such as the Broadway Green Alliance, the Producers Guild of America Green Committee, the SAG-AFTRA Green Council, the Entertainment and Culture for Climate Action, Green Spark Group, Reel Green and the Sustainable Production Forum

to promote their organizations' activities and inspire and educate members and employers to do their part in regard to sustainability. These organizations all seek to offer solutions, education, and resources for eco-friendly practices in motion picture and television and live production, while also promoting quality standards of living. I encourage everyone to combat climate change daily by living and working sustainability, preserving our natural resources, and incorporating health and safety protocols.

The Green Committee webpage on the IATSE website was created to provide an evolving resource for members to utilize in both the U.S. and Canada. It contains information on local unions that have created their own committees. It also identifies green vendors that provide education and resources for sustainable practices across the Alliance's crafts.

In coordination with the Education Department, each year the Green Committee has hosted a virtual event celebrating Earth Day. These events focused on providing real examples of how Locals and members can implement sustainable practices. The Education Department has made these virtual events available year-round, and they remain informative presentations on the importance of the sustainability movement in the entertainment industry.

Recently, Committee members attended the Climate Reality Project's Climate Reality Leadership Corps training in New York City. This training focused on gaining a deeper understanding of the climate crisis, how we can solve it, and the relationships between people and the planet.

The Green Committee has spoken on behalf of the IA at the UNI General Assembly in support of Resolution 6 which was to, "take action for a sustainable and just transformation of our industry." On behalf of multiple stakeholders across the world—who are concerned about climate change and its impact on health, safety, and social, and economic issues—the IA was honored to speak and see the resolution pass with full support. The resolution encourages a participatory approach that emphasizes collaboration. Together, throughout our industries we can promote research, creativity, innovation and take scientifically proven action. We can do so while taking an equitable and holistic view of our actions and their impact on people and the planet.

The Green Committee was also involved with the grant-awarding committee of the Broadway Green Alliance to fund green initiatives in the New York City area. Over twenty projects were funded, including education programs on sustainability, the purchase of reusable resources for set building and model making, funding designers for digital media and other creative professionals as well and sustainable needs in the entertainment industry.

Local unions have conducted significant work on sustainability efforts for the entertainment industry. Multiple Locals are now planting trees to honor members who have experienced life changing events. E-waste and textile recycling drives have become immensely popular across the Alliance. In the Los Angeles area, local unions have made sustainability part of the many successful events they hold each year. Mobile tools,

like heat stress applications have become an innovative way to battle the issue of working in extreme temperatures. Locals across the continent have held beach clean ups, river walks and other similar events to promote sustainability. Each year multiple Locals take part in panel discussions and education seminars on sustainable practices and clean energy.

All of these actions demonstrate a commitment by the Alliance and the members to underscore the importance of a cleaner, more sustainable future. Our strength, within the members working in our industries, lies in the ability to lead by example and set standards to preserve the course of entertainment for future generations. We must continue to make climate citizenship a priority and commit to long-lasting change.

IATSE PRIDE COMMITTEE

Unions have long played a role in the advancement of human rights in the workplace, and as we all know, human rights are universal. People cannot be excluded from protection simply because of their sexual orientation, or their gender identity or expression. LGBTQ+ rights ARE human rights, and it is with this in mind that the IATSE Pride Committee continues to represent our membership regarding LGBTQ+ issues. And because these rights are universal, their focus has been both on those who identify as part of the community, as well as their current and future allies.

Members of the Committee continue to participate in both internal activities, as well as those that promote our activism broadly. Since their first official march as a Committee in 2019 in New York City, they have joined with Locals across

both countries to march with their kin in cities such as Toronto, Los Angeles, Vancouver, Atlanta, D.C., Winnipeg, and more. The large turnout at each event has strengthened the support and solidarity of the membership. Many Locals have continued their involvement each consecutive year. Members of the Alliance have been pictured on broadcast television showing us proudly marching behind the IATSE logo, which spreads the word that this Alliance is an inclusive union.

The Committee has worked with the Education and Training Department to further our membership's knowledge of various issues that are sometimes faced. They have joined panels and presented webinars and encouraged inclusionary discussions for over one hundred members. Notably, the Committee also created and presented two extremely well-received webinars, "Straight Talk About Gay Pride" and "How to Run a Tight Allyship." These recordings are often rebroadcast and are available on the Education Department's site.

The Committee's popular video about pronouns has been viewed over 2,500 times on social media and has been used by a Canadian school district to educate their teachers, assistants, and staff. Committee members have been active politically as well, condemning politicians who have confronted the LGBTQ+ community with opposition. The Committee facilitated the IATSE's involvement in a campaign, which encouraged the United Nations to renew an existing mandate which is crucial for protection against violence and discrimination based on sexual orientation and gender identity.

They also facilitated us signing on to the "No Conversion Canada" campaign, which sought to ban harmful conversion therapy practices in Canada. The result was the passing of a nationwide law that formally banned conversion therapy across the entire country.

Led by Committee members, the Alliance has donated time and efforts toward various get-out-the-vote campaigns along with other non-partisan, not-for-profit, organizations. In conjunction with the Political Department, these efforts not only encouraged the membership to vote in the U.S. Federal election but also gave them ways that they could help promote voting to others. These efforts have started significant conversations about members voting with their fellow workers.

All members of the Committees have also represented the IATSE on various labor-related human rights committees. Including the AFL-CIO's national Pride at Work coalition; Pride at Work chapters of the Federation in Atlanta and Florida; and the Canadian Labour Congress's Solidarity and Pride Group and Anti-Hate Task Force, plus the AFL-CIO's Civil, Human, and Women's Rights Department.

Committee members have also represented the IA at various human rights and labor events, where the Alliance is becoming recognized as a union actively working to fight for their LGBTQ+ members. Committee representatives have participated in Human Rights Conferences at Canada Pride and World Pride, AFL-CIO conventions, Pride at Work conventions and events, various leadership summits, UNI-LGBTI events, and more.

In addition to these events, Committee representatives have also been included in events offered by federal governments in both countries, including the Canadian government's Pride Caucus events and the U.S. White House's Pride Month celebration hosted by former First Lady Dr. Jill Biden. And, in 2023, Committee member Kimberly Holdridge was honored in the U.S. Congressional Record of the 118th Congress as a distinguished labor leader.

Following the success of IATSE pride flag pins and attire, the Committee also introduced the IATSE pronoun pins (which included he/him, she/her, and they/them variant). The Committee has received widespread positive feedback, including from other unions. A representative from the Canadian Union of Public Employees has told the Committee they are going to take the idea and use it for their union as well.

In many meetings of the Alliance, the Committee has taken an active role. At the 2022 Canadian Convention in St. John's Newfoundland, Committee members offered a presentation on gender neutral bathrooms. It explained what they are and the various reasonings for making them available. They then revealed that the Canadian Convention had implemented gender neutral bathrooms at the hotel that was hosting the event. Also notable, with the state of Tennessee attacking an event known as 'drag story hour,' and our General Executive Board meeting scheduled to occur in Nashville in the winter of 2024, the Committee decided to educate and support awareness about this issue. The Committee engaged a personality who fiercely advocates

with organizations like the Tennessee Equality Project, the ACLU, Drag Out the Vote, and more. She gave the room the background on the attacks that were happening. The Committee viewed this as a historic event, and a personal highlight for both themselves, and the IA as whole. I am pleased to have provided the space for such a progressive initiative.

The IATSE Pride Committee continues to work toward empowering the diverse spectrum of individuals who make up our membership, our workplaces, and our communities. And I look forward to what the Committee will accomplish over the next four years.

IATSE DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

During the 69th Quadrennial Convention in 2021, the Diversity and Inclusion (DEI) Committee laid out an extensive plan for the goals of their work to come. The Committee took part in launching the first ever IATSE member census to chronicle statistical information regarding our IATSE membership. The member census took over one and a half years to launch including the assistance of outside experts. The committee completed extensive testing and a well-planned information campaign to encourage participation. Ultimately, the response rate was an overwhelming sixty-two percent of IATSE members who participated. A survey of this size allows for estimations that will accurately represent our international membership. I congratulate the Committee on its diligent work on this significant process.

The Committee's working groups have been instrumental in keeping the Committee on task and on time with

the extensive work that the Committee laid out in 2021. The Committee's Communications Group has been the driving force behind a 'visibility matters' campaign which, during ethnic and racial heritage months throughout the year, shows our diverse membership in both countries. This group has also included the DEI Committee in multiple social media platforms and created a Committee page on the IATSE website to raise its profile and share the Committee's vision. An education and leadership working group has coordinated extensively with the Education and Training Department to create varied and inclusive webinars, and valuable training resources while revising and expanding current offerings. The Committee has been providing the original framework for the IATSE twenty-one-day racial equity habit building challenge, which has become a yearly event. The newly formed writing working group has undertaken the creation of all of the Committee's statements for important holidays and the IATSE's Official Bulletin.

This Committee has also consistently chronicled the work of other Locals in the IATSE that are attempting to grow their membership by reaching out to workers currently in the field, engaging with future workers who have not been exposed to the Union and offering training programs that may jumpstart the necessary training needed to become successful in their chosen crafts.

Aside from this ambitious work, many of the Committee members continued to work with the Alliance's industries; hold positions in their home Locals; and engage in community-based outreach.

Many of the Committee members have also been noted for their commitment to unionism and leadership. The Committee now includes an International Vice President; an International Trustee and two new International Representatives added to its ranks.

Even though it appears that the current U.S. Federal government's administration may not value diversity of thought or experience, or believe that creating equity to allow true access to a quality way of life, or that every person should have a seat at the table, this Committee has stewarded the Alliance's commitment to minimizing and removing barriers that may keep people from being fairly represented in their respective workplaces. The Alliance will continue to support Locals as they create pathways to membership for underrepresented worker demographics. Through outreach and education, we will continue the work of creating anti-racist and decolonized workspaces. We are one Union, and the Committee's work has been commendable.

IATSE DISASTER RESPONSE COMMITTEE

In the four years between Conventions, this Committee has maintained its commitment to the 2021 Convention theme of "Together We Rise". In 2021, the Committee, in conjunction with District Seven sent needed supplies to New Orleans in the wake of Hurricane Ida. The Committee's response proved effective. As advance preparations were made, aid could arrive in affected areas in a timely manner. The response to Hurricane Ian in 2022 put the response efforts to the test further. District Seven sent needed funds to the Studio Mechanics Local in

Florida for the purchase of supplies just a few days after the hurricane hit the west coast of Florida. Members of Local 477 not only purchased the supplies, but drove them across the state to our sisters, brothers and kin in the devastated area and distributed them.

In 2023, after the devastating wildfire on Maui, District 2 purchased several satellite phones for use in the devastated area. These phones continue to be available for future responses should the need arise.

All previous response experience was put to the test in September and October of 2024 when the Committee organized the International's response to the devastation Hurricane Helene inflicted upon the Gulf Coast of Florida and along the Savannah River watershed through South Carolina, Eastern Tennessee and especially Western North Carolina. Using Studio Mechanics Local 479's offices in Atlanta as a staging and reception center, the Committee arranged twenty-nine pallets of water and ice along with other supplies to our members in Augusta, Georgia, Asheville, North Carolina, and Florida. This response was the first use of on-line physical donations. Members were encouraged to shop for needed recovery items and have them delivered to a central location for distribution to the affected areas. This effort resulted in two additional truckloads of needed items being delivered. The Committee also coordinated the delivery of donations from all along the eastern seaboard in coordination with many Locals. Neither of these supply chains could have been maintained without the assistance of our sisters, brothers, and kin of the Teamsters.

In the wake of the 2024 hurricane season, it was the Committee's privilege to consolidate a warehouse full of home furnishings, previously used on motion picture and television productions, which were slated for disposal, into a trailer-load delivery to Florida in support of hurricane disaster relief. The Committee extended its gratitude to volunteers from District 10 that helped make that happen.

More recently, Locals in the Los Angeles-area pulled together to assist our sisters, brothers and kin affected by the LA fires in January 2025. Within hours, relief efforts began. The unique combination of membership density and solidarity allowed efforts to move quickly and effectively. The officers and staff of the IATSE West Coast Office assisted with Local leadership on the ground in assisting our kin through this exceedingly difficult time.

2023 was a record-setting year for Canadian wild-land fires with over 19 million hectares of land destroyed. In May and June, dozens of IATSE members were evacuated in Nova Scotia and British Columbia and the Walsh Di Tolla Spivak foundation was able to provide short term financial relief.

In addition to direct response efforts, as part of its mission, the Committee has put together several resources for members and Locals to assist with their preparations in case of an event, including checklists and guidance on post-disaster needs. The Committee has also assisted the Walsh/Di Tolla/Spivak Foundation in simplifying its application process so that it can dispatch aid to members more swiftly.

While we hope that the Committee will not have to respond to devastating events, however the preparation of the Committee has been a valuable and worthy benefit to our members. The Committee has urged every Local in the Alliance to have some form of response plan for natural disasters and other emergencies. Making sure our members are prepared for inevitable disasters and are safe after such events represents solidarity leading to success

AFFILIATED EMPLOYEE BENEFIT FUNDS

IATSE National Benefit Funds

The IATSE National Benefit Funds (NBF) offer health and retirement benefits to IATSE workers across the United States. These are important sources of coverage and retirement security that cover our IA workers, their families, and beneficiaries. The flexible benefits structure of these Funds allows many industry workers and their families to obtain quality healthcare benefits and maintain them in circumstances where they may not be continuously working. The various offerings under both the health and retirement plans offered at the NBF allow workers across all segments of the IA to secure valuable current and future benefits. With the growth of these Funds, The National Health and Welfare Fund was able to provide uninterrupted coverage to all enrollees during the pandemic and extend important relief to those affected by the motion picture industry strikes in 2023. The Annuity Fund was able to allow access to accounts during the COVID-19 Pandemic; entertainment industry strikes; and during numerous natural disasters. The

Pension Fund has remained strong and fully funded, insuring lifetime benefits to many of our members.

The NBF has grown in assets and in participants. Total annual contributions through the end of 2024 were \$551,202,282.73 for all Funds, which represents a 16 percent increase since the end of 2019 (2020 is intentionally excluded due to the pandemic shutdown of the industry). Total net assets for the Funds as of December 31, 2024, were \$3,092,997,813 which represents a 38.54 percent increase since the end of 2019. The Plans available under the National Benefit Funds are described below.

The IATSE Annuity Fund – this defined contribution retirement plan has no required employer contribution rate. A pre-tax salary deferred 401(k) feature is available in addition to negotiated employer contributions. Eligible participants can add to their retirement security on a voluntary basis. There are two different ways a participant can defer salary to this Fund. The first is through an IRS safe harbored feature that requires a minimum percentage of contributions (three percent or greater of wages) from a participating employer to the Annuity Fund. This allows members to defer pre-tax contributions to the 401(k) component. The other alternative (a legacy of the former 401(k) Fund) requires no minimum employer contribution rate for participation in this second deferral feature. The requirement is that employment be in the motion picture industry.

The IATSE National Pension Fund – this defined benefit retirement plan features two unique programs. Eligibility

is based on both age and credits achieved annually, then cumulatively at retirement age, by days worked in covered employment. Plan B, which was established in 1957, has a final retirement benefit based on the last three years of a participant's employment immediately preceding retirement and the associated daily employer contribution level. The associated benefit level is multiplied by the cumulative pension credits earned over one's career, up to 25 years. Participation in Plan B requires a daily employer contribution rate as prescribed by the plan. Plan C was established in 2002 for the motion picture industry and any other industry where flexibility in the employer contribution rate is needed. The retirement benefit is calculated as a percentage (three percent as of 2014) of all employer contributions received throughout a participant's career up to a 25-year maximum.

The IATSE National Vacation Fund – predominant participation is by Pink Contract employees for this post-tax member salary contribution. Benefits are paid annually in May for the prior year.

The IATSE National Health and Welfare Fund – There are two unique offerings in this Fund: Plan A – this is a traditional health plan which requires a minimum daily employer contribution. Coverage is earned by working 60 days in a 6-month period. Coverage is granted in 6-month intervals. Coverage is either earned or not; there is no self-payment or banking of days feature option in this Plan. Plan C – this Plan has seven coverage options designed to meet the needs of members in every phase of the industry and requires no fixed employer

contribution. The coverage options are Plan C1 – the highest cost plan option features low co-payments in its medical, surgical, hospital, prescription, and dental benefits program. There is an in-network and out-of-network feature. Plan C2—an industry competitive plan option offering benefits like C1 but with higher copayments: it offers both in-network and out-of-network coverage. Plan C3—introduced in October 2007, this in-network only option which provides higher cost-sharing in its medical, surgical and hospitalization benefits structure at more affordable quarterly rates. Plan C4 – introduced as a high-deductible option on January 1, 2015, this in-network only option is the lowest cost option, meeting ACA guidelines, which is available. Triple S – this is an HMO option available for participants residing in Puerto Rico. A stand-alone MRP (medical reimbursement plan) exists for those enrolled in another employer or union-sponsored group health plan that meets the Affordable Care Act minimum value standards. The reimbursements allowable are defined by the Internal Revenue Service. A retiree only MRP was also established on January 1, 2014, as a medical reimbursement program for retired participants on Medicare. The same allowable reimbursements are available as they are in the non-retiree reimbursement plan.

The National Benefit Funds are governed by 14 Trustees—seven labor representatives and seven representatives from management. The day-to-day operations of the Funds are managed by the Executive Director and five Directors of Departments who have the experience

and vision to guide the operations in an effective and responsive manner. The Funds Office Staff has grown to 123 employees (including the management team) from the 97 reported at the end of 2021.

Notably, since the 69th Convention in 2021, the following changes have occurred. Wells Fargo sold its retirement services division to a successor company Principal Financial Group. Our National Benefit Funds migrated to Principal in the spring of 2021. The Funds website, www.iatsenbf.org, has been redesigned. The new site was successfully launched in February of this year. There has been very positive feedback and some of the new features such as increased security, pension credit information and an easier to navigate site were very welcome. The Funds are in the process of moving their data processing system, which was initially designed in 2005, to a new database platform. The Funds are in the early stages of this redevelopment and expect to fully navigate to this new site over the next few years.

Below is a brief review of the NBF's features, accomplishments, and focus for the future. As chair of the Board of Trustees, along with my fellow Trustees, I understand the commitment necessary to maintain these benefits for IA members and their families. I continue to make it a priority to bring the best possible benefit packages and services to Alliance workers.

The National Pension Fund (Plan B and Plan C, described above) has 28,404 participants, compared to 22,152 at the end of 2019, which represents a 28.22 percent growth in participation.

Also at the end of 2024, net assets were \$653,209,849, there were 70 participating Locals in Plan B; 176 participating Locals in Plan C; 2,865 retirees; and 644 spouses/beneficiaries receiving a monthly benefit. An average of \$2,091,074 was paid each month in pension benefits, for an annual total of \$25,092,891 through December 31, 2024 (excluding retroactive and lump sum distributions).

The IATSE National Annuity Fund, now in its 52nd year, had over 100,400 participants in the third quarter of 2024 with accounts that are self-directed. This compares with 73,720 participants for the plan year that ended 2019, which represents a 36 percent growth in participation. Net assets at the end of 2024 were over \$1,423,170,573; and there were 226 participating Locals in the Plan.

The IATSE National Vacation Fund was established in 1973 to provide an annual lump sum payment (post-tax) to those participants employed where paid vacations are not available. Distributions are adjusted pursuant to plan provisions to reflect operating income gains or losses and applicable administrative expenses. During 2024, contributions totaling \$5.3 million were received and will be distributed to participants in May 2025 for the 2024 work period.

At the end of 2020, the National Health and Welfare Fund covered 30,153 participants. As a result of continued efforts, including but not limited to, organizing new members, planning improvements, plan mergers, and managing benefit costs, the National Health and Welfare Fund now covers 38,328 participants. There are now 56,839 individuals receiving essential health

coverage (this includes covered family members), representing a 27 percent growth in participants and a 12 percent increase in all covered lives. The Fund has been able to maintain, and in many instances, improve, coverage offerings.

Comprehensive packages include hospital, medical, prescription, dental, vision, hearing, short-term disability, and death benefits. Net assets at the end of 2024 were \$1,011,275,482 and there were 233 Locals participating in the Plan.

Finally, assets of the Staff Retirement Fund are currently accumulated through contributions from the International on behalf of its employees. These contributions are invested in stocks, fixed income securities and certain alternative investments. At the end of 2024, net assets were \$72,242,315 and the Fund remains in a suitable position, providing benefits to participants and beneficiaries. The Trustees of this Fund have agreed upon a proposed amendment to this fund to eliminate any reduction of early retirement benefits for those who enter early retirement on or after the age of 60. Early retirement benefits are currently available to those aged 63. The Trustees have proposed an amendment to be implemented, which would allow no reduction in early retirement for those participants who have attained the age of 60. In the current Trust Fund and Plan Rules the age at which participants who have retired upon attaining credited service after reaching the age of 63 receive no early retirement reduction after having earned such appropriate credited service. In the contemplated amendment, early retirement reduction factors remain unchanged for participants who have

achieved credited service and receive an early retirement benefit subject to an early reduction. Again, that reduction factor for participants between the ages of 55 through 60 remains. Consideration of this amendment is being now presented to the Delegates of this Convention for approval inasmuch as the Fund's governing documents so require.

Motion Picture Industry Pension and Health Plans

The Motion Picture Industry Pension and Health Plans (MPI or MPIPHP) is administered by 32 trustees, 16 of which are labor appointed and 11 of the labor trustees are IATSE leaders appointed by me. Vice President Emeritus Thom Davis continues to serve as the labor chair, a post he has held since 2013.

As reported to the 69th Convention, various reports to the General Executive Board, have been issued reflecting upon the COVID-19 (COVID) relief that was granted during and after the pandemic. In 2023, strikes by other industry unions once again put the plans in a position of needing to extend eligibility to participants at risk of losing their insurance due to a domestic motion picture industry shut down. Fortunately, through effective leadership and prioritizing the MPI in bargaining with employers, the MPI was once again able to help our members weather those tough times by extending eligibility, providing free continuing (COBRA) benefits, and making retirement benefits accessible early. The active health plan had 57,000 participants as of December 31, 2021, and the MPI was spending less than \$800 million per year. In 2024 that expenditure was more than \$1.1 billion, covering

48,000 active participants. COBRA at no cost led to 4,400 plan participants maintaining their plan eligibility. That number has dropped to 935 COBRA participants as of May 2025.

Over the last several Basic Agreement negotiations, the bargaining committee has negotiated several benefit provisions with triggers that are tied to reserve levels at certain points in the contract cycle. The 13th and 14th checks for retirees are paid in November of each year, provided the projections immediately prior to those periods show 8 months of reserves in both the active and retiree plans. The Plans have reached this minimum funding every year since this provision was negotiated.

In addition to the extra checks, if both the active and retiree plans have 8 months of reserves each there is a negotiated 10 percent pension increase that occurs every three years for the previous three years' work. If the plans do not meet that threshold, then that pension increase negotiated for the prior three years will not happen. This contingent benefit has also been triggered each time since its inception.

The plans currently have approximately \$13 billion in assets invested. Due to lower work levels, resulting in fewer hourly contributions being made to the plans, there has been a need to draw down on investments to meet our obligations, so we are likely to see a decline in this number. So far this year the plans have liquidated \$185 million, which was used to fund active health and IAP benefit payments.

The report on the number of current active health participants is a

statistical demonstration of what the participating locals have seen anecdotally. MPI currently has 14,000 fewer active participants from the peak seen in 2022, which is a 20 percent reduction.

Contributed hours fell from a peak of 121 million in 2022 to 90 million in 2024 and hours contributed to the plan in 2025 are down 21 percent compared to the same period last year. If that continues, the plans will fall short of the 85 million hour bargaining party assumptions in 2025. Missing that target has ramifications both short and long term. While fewer hours result in lower liabilities and costs, overall, it is not good for the plan participants who must endure lost benefits and reduced pension accruals.

The impact of the COVID Pandemic has lasting consequences and additional relief that was provided drove these reserve levels down, and the labor disputes in 2023 and the related eligibility relief drove it even further. With less work, members are not only exhausting through their banks of hours and reaching the end of eligibility but also increasing usage. With the time off work and seeing eligibility loss looming, participants get work done that they may have put off previously (e.g., knee replacements, physical therapy, etc.) which compounds the financial challenges for the health plan.

The Trustees are optimistic that we will meet our bargaining party assumptions but are cautiously watching these levels as the cost projections are trending greater. Locals must be diligent about getting hours into the plan by policing their jurisdictions, organizing, and aggressively pursuing misclassification and other contract enforcement issues

that can result in additional contributions on behalf of workers, which will go into these vital plans. The plans are no longer in a place to take the contingent reserves for granted.

The protection of pensions and healthcare for IA members and their families is the highest priority and our forward-looking bargaining strategy will continue to reflect that. The commitment of the trustees and the strength shown at the bargaining table will provide these benefits for our members now and well into the future.

Further in this report, the Canadian Entertainment Industry Retirement Plan and the IATSE Canada Health Plan are described under the heading of the Canadian Affairs Department. These plans continue to offer important benefits to our Canadian members in solidarity with each and all of our members in a cost-effective manner.

TRADESHOW AND DISPLAY WORK DEPARTMENT

The tradeshow and convention industry continues to improve as it is nearing its pre-COVID-19 pandemic levels. Show Cancellations is a metric the Center for Exhibition Industry Research (CEIR) used to determine the strength of the industry. In the second quarter of 2020, show cancellations were at 100 percent. By the second quarter of 2021, cancellations dropped to 66 percent. By the end of the first quarter in 2022, they were down to nine percent, and 2023 had a cancellation rate of only slightly greater than one percent. Revenue in 2024 rivaled CEIR 2019 reported figures.

This industry is highly dependent on travel – both domestic and foreign. Travel

to the U.S. from European nations has been hampered over the last four years, eliminating foreign exhibits and their corresponding attendees at tradeshow events. Lifting restrictions for international and domestic travelers helped boost attendance at global tradeshow events.

During the COVID-19 Pandemic period, we found that many of our members retired, relocated, passed away, or became disillusioned with the economic uncertainty and sporadic nature of this industry and found other work with no intention of returning to tradeshow events. These are permanent losses to our workforce. As work began to ramp up, each Local was confronted with the challenge of determining exactly how many of those on its pre-pandemic referral rosters were available when the return-to-work call came. With many of our employers requiring proof of vaccination as a condition of employment, this only added more pressure on our Local Business Representatives and limited our already shrinking crews. These challenges are not transitory. For decades, our tradeshow employers and partner unions have questioned and struggled with how to attract, train, retain and more importantly sustain a qualified workforce for part-time work. Apart from the largest markets, most tradeshow work is somewhat seasonal.

One of our larger employers conducted a survey showing that 82 percent of decision makers plan to maintain or increase event spending. The survey also identified trends as they relate to the Millennial generation. Specifically, to see what attracts them to events and locations. This survey

showed that 68 percent of respondents said the event location influences their participation in in-person events to allow more interaction with clients than just the show floor. They are more focused on experiences that the destination can offer. Networking has become the most crucial element at in-person events, rather than impressive exhibits which were at the top of the list prior to the Pandemic. Making eco-conscious choices at events is good for the environment and business. Again, it ranks high in attendees' expectations.

According to CEIR, overall revenue increased by 15 percent in 2023, adding over ninety billion dollars to the U.S. GDP and added over half a million part-time and full-time jobs in the U.S.

In the economic downturn of the Pandemic, facility operators, service contractors and production companies have used this opportunity to acquire and merge with former competitors. We have seen private equity firms acquire leading trade show service providers and merge with providers of comprehensive trade show management, labor, and event production to some of the biggest brands in the U.S., Canada, and internationally. These combinations give emerging firms a substantial footprint in the in-person event and experiential marketing industries. Other private equity companies are also focusing on acquiring established tradeshow and labor providers. Audio visual (AV) companies have also been actively pursuing transactions to purchase smaller companies, gaining market share, and focusing on in-house hotel and convention center contracts. Because of these shifts in the industry, our representatives have been focused

on maintaining and gaining agreements directly with facilities to ensure the stability of our jurisdiction and working conditions.

The demand for audiovisual training is at an all-time high. This is fueled by the high demand for audio-visual technicians across North America and the current labor shortages in every market. To meet the needs of our Locals, the Department has been working in collaboration with the Education Department and the Training Trust Fund (TTF) to restructure the 'AV Essentials' program. Much of the revamping effort will adjust the training to the changes that have been observed in the AV industry post-pandemic. The former AV Essentials program has been under revision since early 2023 to accommodate the increased number of new technicians in the industry. Companies have expressed interest in collaborating with the IA to deliver the training. The revised program, Audio-visual Readiness Training (AVRT) was initially rolled out with participants from various locals across the Alliance. After that training, the IA worked with TTF and a major employer to address the feedback from the group. The Tradeshow Department, the TTF and the same employer continue this collaboration to review the updated modules that are accessible to all Locals. The training includes lectures on customer service and safety, followed by firsthand equipment training. Participants learn basic setup of projectors, audio consoles, speakers, wired and wireless microphones, and lighting installation. Since this partnership began, we have assisted with training in Locals 13, 15, 17, 28, 30, 31, 51, 99, 126 and 127.

For training in tradeshow and display skills, we have also enlisted the knowledge of retired Local 835 Training Director Fred Bevis and Local 835 Business Agent Mark Hardter from Orlando, Florida. The training is designed for those Locals engaged in the installation and dismantling of displays, booths, and other materials routinely used at tradeshow, conventions, and conferences. The curriculum has been developed by the Local over the years and can be customized to each individual Local that requests it. Training will include sign hanging and floor marking, table dressing and metals, booth installation, carpet, etc. The class is designed to mimic actual show conditions.

On the first day of the training, the class will be assessed for proper dress as if they were working on a tradeshow call. There will be a designated area to sign in, with instructions on where to proceed next, mimicking arrival on a tradeshow floor. When available, the training will be scheduled at the venues where class participants are likely to work. Other modules of the training will include customer service training. Guest speakers like union officers, employers, and equipment manufacturers will give participants a broad picture of the ebb and flow of tradeshow work.

The Tradeshow Department representatives work closely with other IA departments to participate in industry associations, exhibit at tradeshow, and attend conferences. This is a way to stay connected to our industry, aware of current trends and programs, as well as build and maintain relationships with employers. These relationships pay high

dividends during organizing, negotiating, and resolving conflicts. Many Locals participate directly in their relevant associations or events and encourage all Locals to do so. The following is an overview of some of the industry associations the Tradeshow Department is involved with.

The Audiovisual and Integrated Experience Association (AVIXA) is a leading trade association for the professional audiovisual industry worldwide offering information, market intelligence, and training. This annual multi-day conference is a unique opportunity for workers across the globe to attend classes, improve their skills, and see the latest technologies in the audiovisual and display industries. The IA unites our Tradeshow Department representatives together with the Education and Stagecraft Departments to exhibit at the event. Representatives from the Tradeshow and Education Departments participate in panels informing attendees of Entertainment Technician Certification Program (ETCP) certifications—which is well known to the members of this Alliance and discussed elsewhere within this report.

The Tradeshow Department also exhibits at the annual EXHIBITORLIVE conference. This organization has undergone some changes after the leader in trade show and corporate event marketing education acquired its predecessor in the past years. They regularly publish EXHIBITOR magazine, and its education events include: EXHIBITORLIVE, a conference and exhibition for trade show and corporate

event marketing; EXHIBITOR FasTrak for accelerated learning conferences; and EXHIBITOR eTrak, a professional online learning program. The Exhibitor Group is also the founder of CTSM (Certified Trade Show Marketer) the industry's only university-affiliated professional certification program and the EXHIBITORNOW podcast. Under recent new leadership, the Exhibitor Group confronts a post-pandemic world. Yet four pillars shore up the industry's foundation: attendees, suppliers, exhibition and event organizers, and exhibitors. The top issues the Exhibitor Group is focusing on moving forward are workforce development, AI (artificial intelligence), advocacy, sustainability, and other global trends.

The Exhibition Services and Contractors Association (ESCA) remains a premier association for firms in the meetings, exhibitions, and hospitality industries. Many tradeshow industry organizations including the IA remain members. We intend to build on and maintain relationships with key tradeshow industry figures through this association. Most notable presentations have recently included discussions on labor recruiting and retention, CEIR research, and fraud. Representatives from the IA hold positions on ESCA's Labor-Management Council and its health and safety committee. ESCA is undergoing a transitional period due to the retirement of its long-serving executive director but will be guided by a knowledgeable successor.

Separately, the Entertainment Services and Technology Association (ESTA) is a trade association that

represents the entertainment technology industry and is dedicated to promoting professionalism and growth. ESTA's membership includes the IA, many IATSE Locals, manufacturers, and prominent companies in this field. ESTA's initiatives include ETCP certifications, a technical standards program; the production equipment rental group, an ESTA job board, and Protocol magazine. IA Representative Ben Hague serves as a Vice President of ESTA. Andrew Oyaas is the Secretary-Treasurer, and Hannah D'Amico is the Organizational Director all serving on the ESTA board of directors. We also encourage all IA Locals to become members of ESTA.

In bargaining, since the last Convention, we have reached agreement on a current three-year renewal agreement with one of the most prominent employers in this sector. The agreement fortifies the commitment to training for AV technicians and riggers. The Alliance also continues its long-standing relationship with other prominent employers, one of which currently employs members of 10 Locals in those markets where it oversees tradeshow. We expect that additional Locals will be added to the agreement going forward as the company enters new markets. In another instance, the IA negotiated a new national agreement with a prominent AV company that covers 16 Locals performing work related to AV and LED displays. Here, too, we anticipate adding more Locals to this agreement as AV needs expand.

Department representatives successfully completed two rounds of negotiations with a major employer concerning national agreement terms. This

agreement now covers 35 local unions and made significant gains in the most recent round of bargaining. We secured wage increases in percentages of six, four, three and one-half, again three and one-half and once again three and one-half gains. Importantly, this contract clarified language pertaining to shop steward activation. We also elevated some job classifications to more accurately reflect appropriate compensation for skill and responsibilities, including the addition of an advanced AV technician classification to cover operators who are responsible for multi-discipline jobs. The company agreed upon eight-hour minimums for certain technical classifications. June-teenth is recognized as a holiday as well as an additional year added to the term. We will hold regular labor-management committee meetings to allow Locals the open communications that they can participate in either before or after circumstances arise, which will allow union representatives an opportunity to resolve potential issues either before or after they arise. Representatives met with all signatory Locals to review the changes in this agreement with Freeman AV and will hold regular meetings to address any concerns.

International representatives within this Department continue to offer Local support. As an example, in all Colorado locations we have significantly expanded our footprint within this industry over the last four years, including coverage under new agreements with at least four employers operating in Local jurisdictions. Local 7 also successfully negotiated wage increases for class two and three workers on an interim contract

with two major exhibition companies. These increases raised the wage floor for bargaining at the end of the year. The Alliance also assisted Local 7 with the General Service Contractors' (GSC) negotiations followed with the addition of Local 62 in Colorado Springs to that agreement. Caesar Chavez Day was added as a holiday and an economic increase of 15 percent applies to the three-year term. We also assisted with Local 7's broad multiemployer bargaining efforts where six of 21 signatory employers were at the table. A three-year term was achieved with significant wage increases, and the holiday package that was already defined in the GSC negotiation. Local 7 has also focused on locating facilities for training to help train workers. This Local has bolstered its recruitment efforts by hiring two new organizers—one part-time to engage in grassroots efforts and another on a project basis. This has increased the Local's ability to oversee a growing number of organizing campaign activities. These efforts show a commitment to strengthening the organizing culture and ensuring they are effective in advocating for workers' rights.

Elsewhere, in Nashville, Tennessee Local 46 reached a tentative agreement governing work for more than eight different contractors after two years of bargaining. Representatives from the Tradeshow Department and Local 46 successfully negotiated to eliminate the "creative services" classification and increased the new hire wage with significant cost-of-living adjustments across the entire six-year term. The agreement includes substantial wage adjustments in the first year, and annual

sizeable increases for the remaining term. In addition, Juneteenth was added as a recognized holiday. The travel policy for workers has been clarified, including per-diem and travel arrangements for out-of-town work. The Local also negotiated increases to their daily pension contribution and the company added language to ensure that these contributions are payable and trackable via wage earning reports. Note that in the first year, Local 46 successfully negotiated the total economic increase of forty-six percent. Local 46 Business Agent, Patrick Hutchinson, and the Local's executive board who served as the negotiation committee deserve recognition along with the IA's representatives in achieving this historic agreement.

In Florida, Local 835 has reached a tentative agreement for renewal of its Exhibitor Appointed Contractor (EAC) Agreement. Representative John Gorey assisted Local 835 along with representatives from Locals 115, 321, and 835 to negotiate this statewide agreement. In a five-year agreement, they achieved annual cost of living increases of 10 percent in the first year and substantial annual increases for the remainder of the term. Stewards will receive an additional \$2.50 per hour. They also agreed to recognize Presidents Day as a holiday and added an additional two percent towards their pension benefit.

In San Diego, AV workers at all the Encore in-house hotel properties voted in favor of IATSE representation by an overwhelming majority in March 2020, two weeks before this industry shut down due the COVID-19 Pandemic. The group initially contacted the Local about

representation roughly two years prior. Local 122's organizer worked closely with the group's leadership to effectively inoculate the group against the onslaught of captive audience meetings; job threats; and anti-union managers. Even after the group voted in favor of a collective bargaining agreement overwhelmingly, the company did not make it easy. After a 20-month battle, Local 122 reached an agreement that addressed workers' concerns such as a two-week notice of scheduled shifts, weekly paychecks, five-hour minimum calls with meal penalties and establishment of a labor-management committee to directly address workers' concerns as they arise. Local 122 continues to work with the group to onboard new workers and address grievances. The Local, assisted by the Alliance, recently completed its second cycle of negotiations and gained an average wage increase of 28 percent in the first year; premiums for hazardous working conditions; additional compensation for ETCP certifications; a reduced evaluation period to allow more opportunities for merit increases; a contract ratification bonus; and a strengthened arbitration process.

In Philadelphia, representatives of this Department assisted Local 8 in the ratification of their in-house agreement with Encore Global. After Encore stalled negotiations, Local 8 launched a coordinated effort, including rallies and bannerings consisting of several inflatable rats. They rotated their demonstrations to various Encore properties around the city to bring awareness to the workers' issues which helped bring Encore back to the table to sign a three year term agreement with wage increases, an additional holiday

and established a Labor management committee to address worker's concerns.

In Los Angeles County, Representatives assisted with a memorandum of understanding (Memorandum of Understanding or 'MOU') established between Local 33 and the managing operator of the Long Beach Convention and Entertainment Center. This effort began when the City of Long Beach was scheduled to host the California Democratic Convention for the first time. With help from the Alliance, the Local secured an agreement covering the event production work for the week of the convention and a commitment from Mayor Robert Garcia to continue conversations related to an agreement covering the facility. Through continued activism and outreach, IA representatives assisted Local 33 business agents Robert Pagnotta and Ron Valentine to build a solid working relationship with support from the mayor's office and the City of Long Beach. The entertainment complex houses a convention center, an arena and two performing arts venues including a 3,000-seat theatre and 800-seat theatre. Discussions with the mayor and his staff laid the groundwork for developing a community benefits agreement designed to create career pathways for the IA and represented personnel through local community colleges and grants; and preserved Local 33's exclusivity over IATSE traditional crafts covered by the Local's jurisdiction within the city owned venues. Some highlights included in the MOU are established exclusivities for all areas of the Long Beach Convention and entertainment centers. This includes the in-house AV and rigging contractors. Career pathways through partnership are,

again, a major point, recognizing underserved communities and creating access to training and education through the IATSE Training Trust Fund and Local 33. A neutrality agreement for all contractors performing work within the Center, a code of conduct and labor peace agreement were also established.

Beyond these examples, the International Alliance continues to support Locals with collective bargaining negotiations, filing unfair labor practice charges, and grievance handling over the course of the last four years. In addition to the Locals highlighted, the following Locals received assistance and support with these efforts since the 69th Convention: Locals 5, 7, 8, 10, 12, 13, 15, 16, 17, 18, 28, 30, 31, 33, 39, 46, 50, 51, 53, 62, 76, 77, 99, 107, 122, 126, 127, 134, 143, 197, 205, 251, 336, 363, 415, 417, 423, 470, 494, 500, 504, 611, 665, 720, 834, 835 and 927.

STAGECRAFT DEPARTMENT

The Alliance includes over 250 autonomous stage and mixed Locals throughout the U.S. and Canada along with touring personnel within the live theatrical industry; and maintains national collective bargaining agreements with noteworthy employers. As the Delegates are aware, the Alliance's Locals within traditional stagecraft sectors vary in size and classification and operate distinctly within their needs, scope, and territorial areas.

Over the past four years, the Alliance has supported Locals through bargaining, organizing, and administrative services. Its approach has involved responding directly to Locals' requests for assistance and developing standardized, national

strategies to harness the collective strength of the International.

As mentioned elsewhere, the COVID-19 Pandemic impacted every aspect of the IA's work, significantly influencing bargaining, organizing, and administration. The live event industry, in particular, was devastated by COVID-19 restrictions, even following the 69th convention. The live event industry recovery continues to shape the IA's activities. In the post-COVID landscape, consolidation among multinational employers has affected wages, employee benefits, and working conditions for live event workers. To address this, the IA implemented standardized policies around bargaining, organizing, education, and communication, aimed at expanding market share and improving contract terms.

Post-pandemic bargaining activity has significantly increased compared to pre-COVID levels. The IA was directly involved in negotiating or supporting over 400 collective bargaining agreements affecting the members of more than 150 Locals. These efforts spanned throughout every stagecraft market and IA District. Initially, many employers demanded concessions to recover from pandemic-related losses. Workers, however, often responded with stringent demands to recover lost wages and counter rising economic inflation. Staffing shortages, growing public support for unions, and broader political momentum further emboldened these efforts. The strength and solidarity of the workers we represent resulted in many historic gains at many bargaining tables.

Experience has shown us that employers have since moderated their demands and appear more willing to negotiate improved contracts to recruit and retain skilled labor. Today's collective bargaining agreements for these skilled professionals frequently include wage increases, enhanced benefits, and improved safety or training provisions. While strike authorizations have escalated, most contracts in this sector have been settled before strikes occurred. The Alliance's bargaining success has also positively influenced non-union employees, particularly with unrepresented employees in low-budget theatrical touring productions and live music events. Markets with strong pre-COVID union density continue to see improvements, while markets with previously low density are now achieving significant wage gains and eliminating lower tier pay structures. Workers previously earning the least are benefiting the most from these trends, effectively reversing the pre-pandemic race to the bottom driven by some non-union labor brokers.

Among the IA's major accomplishments was the ratification of the Pink Contract with The Broadway League and Disney Theatrical Group. The agreement preserved healthcare coverage without added worker costs and increased wages to reflect prevailing wage rates. Workers covered under this agreement voted overwhelmingly in favor of ratification, signaling a shift toward greater union solidarity.

The IA Non-League Touring Agreement, covering several theatrical producers, was also successfully renewed.

Key provisions included guaranteed single-room occupancy sleeping arrangements for touring personnel; and meaningful rest period provisions for touring crews. Additionally, substantial wage increases across multiple contract classifications were all incorporated. The contract was ratified with 86 percent of covered workers voting in favor or approval. The agreement added holidays, enhanced pay for multi-stop weeks, and required sleeper bus accommodation for overnight travel.

To improve communication with workers covered by national U.S. touring agreements, a structured visitation program was established. IA representatives now visit not only traditional road shows but also family shows and Locals that have connections to national IA agreements.

The IA also renegotiated a national agreement with Live Nation, covering 24 venues and influencing another 40 under directly autonomous Local agreements. Negotiations spanned seven months and resulted in a 12.5 percent wage increase over four years, cost-of-living adjustments, removal of overnight load-out exemptions, and additional provisions for training and travel.

A new national agreement was reached with Barney Monk, replacing former non-union labor brokers in numerous jurisdictions. Working closely with Local 15 in Seattle, the International successfully organized stagehands formerly affiliated with Rhino Staging. This resulted in contract coverage and wage increases ranging from 30 to 80 percent. Membership in Local 15 has grown by 45 percent since the last

Convention. A new three-year agreement, effective through December 31, 2027, was finalized.

An updated agreement was also negotiated with Rock Labor, following its acquisition of Tri State Staging. The agreement mirrored key terms from the Live Nation contract but also included new provisions such as minimum call pay for load outs and hourly pay increments. A new addendum with Local 501 in Lititz, Pennsylvania, expanded jurisdiction to cover additional rehearsal studios, effectively doubling the Local's exclusive work at this well-known facility.

Production work under the Rock Labor agreement was secured for Local 720 in Las Vegas at Allegiant Stadium as well as high-profile events like the Super Bowl and NFL Draft.

In New England, a first-time agreement was signed with Steelman Production Services, bringing non-union venues like the University of New Hampshire and Manchester Arena under contract. Under the Steelman Agreement, one-off project agreements in Boston were converted into a term contract.

The acquisition of Spectra by Oak View Group (OVG) led to contract renegotiations at several venues across the country. An updated agreement secured a 12 percent wage increase over three years with retroactive pay back to April 2023. The International coordinated with 25 covered Locals and 18 additional Locals with direct agreements to incorporate proposals and update addendums.

A national agreement with Purple Tally, covering work across several jurisdictions, continues to expand. The agreement includes contributions to

national benefit funds and maintains local area standards through jurisdiction-specific addendums.

Looking toward the 2026 FIFA World Cup, the IA is coordinating with the AFL-CIO and Canadian Labour Congress to leverage the event for organizing opportunities.

Other national agreements were also successfully renewed with venues and organizations that are familiar to the Alliance, including the Barclays Center, Danny Wimmer Productions, Artis Naples, ASM Jacksonville, and the Greenbriar Hotel.

The IA's organizing strategy — encompassing every form of top-down, bottom-up, and lateral campaigns — has yielded over 100 successful efforts across all stagecraft technicians. One key focus has been off-Broadway organizing in New York City.

Several major organizing successes followed. Workers at the off-Broadway production of "Titanique" voted unanimously to unionize, later ratifying a first contract that included wage increases and full healthcare coverage. A separate production known as "Little Shop of Horrors" and the non-profit Vineyard Theatre also voted to unionize. The Public Theater achieved recognition following workers' decisive election in favor of IA representation. At the Atlantic Theater, despite initial resistance, the Union won a near-unanimous vote and later secured a contract after a six-week strike.

These gains were possible with the Alliance's consistent assistance and participation from Locals One, 306, 751, 764, 798, USA 829, and ATPAM, which have been meeting weekly to

coordinate efforts. The campaign is part of a broader push to unionize regional theaters, with victories at the Goodman Theatre, Alliance Theatre, Barter Theatre, ArtsQuest, and the Guthrie Theater in other cities.

Touring productions such as On Your Feet, Shrek, Neurotour, Chicago, and the Ringling Brothers Circus have also been newly organized. Organizing efforts continue in the live music industry as well with successful elections held at venues like Brooklyn Bowl, Mercury Ballroom, and Summit Hall.

The IA also supported organizing efforts in special venues, including the Pantages Theater, Kimmel Center, Oregon Shakespeare Festival, and Dodger Stadium in Los Angeles. These campaigns targeted a variety of classifications, including maintenance and custodial staff.

Administrative support to Locals has included training programs, online virtual consultations, constitutional assistance, internal organizing support, and representation at industry shows. A new "Officer Training and Tracking Program," in collaboration with the Education Department, encourages Local leaders to engage in continuous professional development.

To address industry staffing shortages in live events, the "Live Event Workers' Campaign" continues to connect individuals with career opportunities in the entertainment industry. The campaign provides toolkits and one-on-one organizing support to help the Alliance and Locals build pathways to membership and jurisdictional protection.

The IA has also partnered with the IA's education and training staff to launch a Rigging Proficiency Program — a two-day training course covering arena rigging, fall protection, safety practices, and workplace professionalism. This course combines lectures, demonstrations, and hands-on activities and is available for scheduling through the General Office of the Alliance.

Communication with Locals has been significantly enhanced thanks to support from the Communications Department. Improvements to the website, increased social media engagement, and regular newsletters and text updates have helped the IA maintain regular contact with workers in this industry. Monthly district meetings provide further opportunities for discussion, guided resources, and assistance.

The IA has launched a series of solidarity campaigns to connect Locals based on common employers, crafts, or organizational size. These campaigns are supported by subcommittees focused on contracts, training, communications, legislation, research, and organizing. This structure has increased collective bargaining power and fostered collaboration among participating Locals.

As the live entertainment industry continues to evolve, the IA remains committed to strengthening Locals, expanding representation, and securing fair wages, benefits, and protections for all workers—as it has from its origins in 1893.

CANADIAN AFFAIRS DEPARTMENT

The IATSE has witnessed considerable growth in Canada since the 69th

Convention. Membership has grown by 16 percent in the last four years and now exceeds 32,000 workers. Canadian members constitute nearly 19 percent of the entire membership of the Alliance, which highlights the international scope of our union.

This unprecedented level of growth is the natural evolution of a proactive organizing model that does not exclusively rely upon workers reaching out to the IA seeking representation. We have taken bold steps to reach out to workers both in our traditional crafts and in newly evolving fields in Canada such as animation, visual effects, gaming and cultural workers in museums and art galleries. Support for unions is at historic levels, and we continue our vision of improving the livelihoods of all behind the scenes entertainment industry workers.

The core function of our efforts in Canada remains focused on supporting our members and Local leaders in various ways such as bargaining, organizing, political lobbying, training, contract enforcement and general administration. The world in which our Locals operate has become more complicated with regulatory oversight and coordinated and emboldened employers seeking to carve out the hard-won benefits our members enjoy due to the efforts of those that came before us.

An increasingly complicated world and political dynamics require all of us to venture into new areas, but the need to be politically active has ever been so evident. The International continues to be a leading advocate for our members in Canada on a multitude of issues which

impact our members and their families, including in Canadian legislative matters discussed below.

Worker organizing within the Canadian provinces has been driven by many factors. Unionization rates in Canada are higher than in the United States but that is largely the result of a relatively larger public sector workforce in Canada which is highly unionized. The overall unionization rate in Canada is approximately 29 percent. However, two concerning trends should be noted: (i) unionization rates generally decreased from 1997 to 2021; and (ii) there are increasing gaps between the public and private sectors. Unionization rates for the public sector increased by four percent from 1997 to 2021 so it is now at 74 percent. During that same period, private sector unionization rates dropped by 6 percent and are now at 13.8 percent.

Despite these trends, I am glad to report that the IATSE has had successes organizing workers in our traditional crafts as well as in new sectors. Nearly all provinces recognize digital union authorization cards and online union authorization voting. This trend started during the COVID-19 pandemic when remote workplaces became more common. Although these tools are efficient, they do not replace the need for connecting with workers in a personal manner.

It has become increasingly clear that smaller Locals often lack the capacity and resources to engage in large organizing efforts without the support of the International Union. Under my direction, the IA continues to offer strategic assistance from International

representatives and financial assistance from the Defense Fund. The IA is committed to providing this support for any Local in Canada seeking to grow its ranks through organizing.

Organizing workers in Canada has been a significant undertaking since the last Convention in 2021. We have assisted workers in organizing 68 employers, 47 of which were the result of a successful certification and 21 by voluntary recognition. These included 24 bargaining units in stagecraft, 16 in front of house positions, 14 in film and television and production and nine in animation/visual effects and gaming.

Since the 69th Convention, a primary organizing focus has been in the animation and visual effects (VFX) sectors in Vancouver, Toronto, and Montreal, which are major production hubs in Canada. The Alliance invested significantly by engaging new organizers in Vancouver and Toronto and reassigned some of the work by one of our Montreal-based representatives to these efforts. Canadian Animation Guild Local 938 was chartered and with the support of the International was able to achieve major organizing successes with VFX, animation studio, and gaming companies employing hundreds of workers.

One significant organizing success included a large global VFX and animation studio employing close to 500 employees in separate units in Montreal, Toronto, and Vancouver. To avoid months if not years of litigation, we were able to reach out to legal counsel and senior executives of this company abroad and structure an overall settlement which resolved outstanding status disputes and

established a national framework for bargaining a collective agreement which would include provincial schedules to comply with the legal framework in Canada. Negotiations remain ongoing.

In 2019, the IATSE formed a joint council with the Communication Workers of America to organize reality television productions in Canada. The Council's focus was to organize one of Canada's largest reality producers in conjunction with a class action lawsuit that was also filed in Ontario on behalf of the Company's employees, seeking damages arising from the failure to pay overtime and statutory holidays in accordance with applicable employment standards legislation. A settlement of that class action suit was reached and approved by the Ontario courts. It provided a two-step model of compensation. The company was first required to pay the class \$1 million in damages immediately. A further damage payment of \$1.5 million was due in March 2021 unless the Company agreed to be bound to a collective agreement, which the joint council had negotiated, in which case the \$1.5 million in damages would be waived. The company decided to forgo the collective agreement and pay an additional \$1.5 million.

In October 2021, a prominent reality show shot one episode in Toronto and the International was able to secure an agreement for the 50 Canadian crew members working on this episode. This was the first time this occurred on this production in Canada. The International was also able to secure an agreement with another reality television series, which shot its entire season of episodes in Hamilton, Ontario under an IA agreement. The

Canadian Affairs Department together with the Motion Picture and Television Production Department collaborated with affected Locals to create a standard reality television agreement which would apply to all U.S.-based IA signatory reality producers working in Canada.

The IA was successful in receiving \$1.3 million in Federal Government funding aimed at training in the live performance industry. We utilized that funding, in part, creatively to help secure bargaining rights for audio visual (AV) work with Locals in Winnipeg, Ottawa, London and Halifax. We worked with a major multinational employer to provide training in these four cities and facilitate the inclusion of those cities in the International collective agreement with Encore. I am pleased to report that the transition for those cities under the contract has been largely seamless and we are starting to have conversations about expanding the number of additional cities.

We continue to work with stage and front of house Locals to support organizing efforts. We conducted a survey of our stage Locals to identify obstacles to organizing and areas in which we can assist. We have begun to provide organizing training including the legal framework for organizing. We are also working with known employers to secure work for our stage Locals where traditional organizing efforts have been impractical.

The International was actively engaged in supporting the efforts of our local unions to negotiate collective agreements in an increasingly hostile background which includes anti-labour

provincial governments, the uncertain economic times, and high inflationary pressures. The Canadian Department was involved in 171 separate negotiations and was able to complete 147 of them. Of the 171 negotiations, 35 were for a first agreement and we were able to conclude 26. The relatively large number of first agreements takes a tremendous toll on the resources of the Canadian Department as they tend to be longer and more involved than renewal agreements.

On average, negotiating assignments take 7.5 months to complete. For first contracts, the average is closer to 10 months with some lasting well over a year. Some of these first agreements cover very large bargaining units in visual effects and animation. We are also dealing with companies that have no experience working with a unionized workforce, which slows progress.

Under my direction, the Canadian Pink Contracts were completely restructured as term collective agreements rather than the contracts of years past. Unlike the U.S. Pink Contract, the Canadian agreements are negotiated individually with each of 18 touring producers. There is no Canadian employer association that can bargain on behalf of all producers. The International negotiates each of the contracts in consultation with the affected Locals. Four cycles of these agreements have been negotiated and while there have been some issues, the process has been relatively seamless, and few disputes have arisen. The International instituted an outreach program to ensure every Canadian touring production is visited by an International Representative, which means that no matter where

our members are, they know they are part of the IATSE family, and as a family, we take care of each other.

We have undergone an exercise to review the average and median weekly rates being paid to our crews. This exercise has resulted in a push to bring up the minimum rates of the Canadian Pink Contract by roughly 35 percent in its first year. In recognition of the varying capacities to pay that exist within this space, companies that are legitimately unable to meet the new minimums are subject to a new overtime structure that includes daily and weekly overtime, and a cap on weekly hours.

As noted previously, the International organized and commenced bargaining for a first agreement with a major VFX company and bargaining has been centralized in Montreal where some of its offices are located. Due to the three locations of this company, I have assigned International Representatives to head Local bargaining committees to coordinate the bargaining and to ensure conformity.

As of early the first week of July 2025, negotiations with Wildbrain Studios, which is a large animation studio in Vancouver with 500 workers, were completed for a first contract which was widely ratified.

Apart from the first contracts, Canadian stagecraft negotiations have hewed toward historical trends with a few exceptions. Workers in most Locals are demanding and obtaining greater than normal wage increases in at least the first year of their agreements to address economic inflation. Many have also been able to maintain or negotiate for

the first time, cost-of-living protections. Many Locals have also been able to insert language which addresses the availability of a private location for breastfeeding and menstrual products. Locals have also been able to establish Day for Truth and Reconciliation to be treated as a recognized holiday. Several provinces have now followed the Canadian Federal government in enshrining this day as a recognized holiday, but it is comforting to know our Locals took the lead to bargain for this recognition before it became a statutory holiday.

Film Locals in Canada continue to see the benefits of bargaining throughout the IA's reach in this industry. Many of the film unions in Canada operate under promulgated agreements and were able to achieve the same industry wage patterns in each year since the Convention. I directed our Canadian legal counsel to work with our representatives to create standard artificial intelligence (AI) language for these promulgated agreements to ensure all our film Locals across North America have the same protections enshrined so we can address the issues of generative AI in solidarity and in unity.

In January 2024, Local 873 was able to shift some feature film rates wage increases to television productions which addressed a gap in the Local 873-term agreement. The International assisted the Local in bargaining which resulted in an agreement that included the greatest wage increases in the history of the Local 873-term agreement. Local 873 was also able to secure a "me-too" clause which entitled the Local to the same language on AI as was negotiated by the International in other major contracts. Equally as

important, Local 873 bargained a four-year term which would provide a coterminous expiration date with the British Columbia Master Agreement and fall 6 months after the traditional term of the Hollywood Basic and Area Standard Agreements. This had been a long-term goal of the Local.

Locals 891 and 669 form part of the British Columbia (BC) Council of Film Unions which negotiated on three separate occasions with the Alliance of Motion Picture and Television Producers (AMPTP)/Canadian Media Producers Association (CMPA) since the Convention in 2021. The BC Council of Film Unions is party to a term agreement with both the AMPTP and the CMPA called the BC Master Agreement. I assigned International Representatives to assist Canadian Locals in these negotiations. The Master Agreement expired on March 31st, 2021. Bargaining began in early February 2021 and although the parties met 22 times, they were unable to reach an agreement. As a result, the BC Council filed for non-binding mediation. The Mediator issued a report in August 2021 containing recommendations to settle a renewal agreement. While the BC Council was willing to accept the mediator's recommendations, the AMPTP/CMPA was not willing to do so. Bargaining dragged on throughout the Fall of 2021. An unfair labour practice complaint was eventually filed with the BC Labour Board with the BC Council alleging, amongst other things, that the AMPTP/CMPA were bargaining in bad faith.

The parties ultimately reached an agreement on May 4, 2022, close

to 18 months past the expiration of the agreement. The parties agreed to industry pattern wage increases and the introduction of a new side letter setting out a special program through the BC Human Rights Commission to address issues of reconciliation, equity, diversity and inclusion and the introduction of a new hair and makeup side letter setting out the process to assess worker skills and training for those working with naturally textured hair or applying makeup to dark skin tones.

In January of 2025, the BC Council was able to negotiate a three-year agreement which contained industry pattern wage increases (the highest in BC Council history) and industry standard AI language, along with long sought after improvements to per diems and mileage. The agreement was reached after 9 days of bargaining- a far cry from the 2021 round of bargaining.

I was determined to support our members in BC and traveled to Vancouver to meet with the leadership of Locals 891 and 669 to seek their agreement to challenge the Safe Harbour Agreement, which has been notorious and a hindrance to collective bargaining negotiations with the AMPTP/CMPA in this province. I am proud to report the leadership agreed to take on this challenge, even though no other film union in BC was in support. The BC Council challenged the Safe Harbour Agreement, and the matter is still before the BC Labour Board. I am pleased to report that because of our challenge, the AMPTP/CMPA agreed to mandatory retroactivity of any wage settlement in the 2025 round of bargaining. Although not a total victory,

the imposition of mandatory retroactivity provided the BC Council with leverage to secure an agreement which contained the industry pattern settlement.

In Montreal, prior to the merger between IATSE Locals 667 and 514 with AQTIS, we had provisional plans in place to address Sector Three. I am pleased to report that in its term negotiations with the Quebec Producers Association the Local was able to secure an agreement to bring Sector Three in line with its agreements for larger productions with the U.S. Studios. This is a substantial increase from the previous AQTIS agreement and closes the loop in the agreement structure in Quebec.

Political activity has remained robust in Canada. The result of the 2021 Federal Election left the Liberals with a minority government that would require them to rely upon one of the rival parties to secure passage of legislation. In March of 2022, the Liberal Party and the New Democratic Party reached a Supply and Confidence Agreement which committed both parties to pass a number of progressive pieces of legislation in exchange for the continued support to maintain the Liberal Government. This was criticized by many, but it resulted in certain significant gains for working people, which have been goals of organized labour for decades.

The International continues to be heavily engaged on numerous political matters, which impact our members. We continue to make regular submissions with respect to the Federal Budget as well as submissions on employment insurance consultations, the Bell Media Licence Renewal and Bill C27 - An Act to Enact the Consumer Privacy Protection

Act, the Personal Information Data Protection Tribunal Act and the Artificial Intelligence and Data Act.

In light of concerns that were raised by Local 514 in Quebec, the International was one of a number of organizations which challenged the decision of the Canadian Radio- Television and Telecommunications Commission (CRTC) with respect to the license renewal of the CBC. The IATSE challenged several aspects of the ruling including the failure to impose certain licensing obligations on Radio Canada for French language programming. I am pleased to report that the Federal Cabinet, in a rarely exercised authority, granted the appeal and directed CRTC to reconsider its initial decision renewing the CBC broadcasting license.

The International was heavily engaged in lobbying various government agencies with respect to ongoing support for our members who were continuing to be affected by COVID in 2021. With the motion picture industry largely back online, the International's efforts focused on the maintenance of income support benefits for members working in the live production and trade show industries. The International formed the Creative Industries Coalition, which includes Actors Equity, the Canadian Federation of Musicians, and the Associated Designers of Canada and lobbied extensively for the introduction of the Canada Emergency Response Benefit (CERB) which provided workers, including gig economy workers, with \$2000 in financial aid per month for 28 weeks. This benefit was initially to expire in March of 2021 but through lobbying efforts it was extended to the end of October.

We continued to lobby and were able to secure changes to the \$300 per week Canada Worker Lockdown Benefit (CWLB). Initially it was only made available to applicants from regions that were under a lockdown order, but the IATSE and our labour partners lobbied once again to convince the Federal Government that venue restrictions were a form of lockdown. The Government agreed and the CWLB was extended to live performance workers in locations where there were venue capacity limits of 50 percent in place.

Our lobbying efforts were greatly supported by our Locals providing labour market statistics on how their members were still either unemployed or under employed. These efforts resulted in yet another relief fund being introduced that was targeted at live performance industry workers. In 2022, the Federal Government introduced the Canada Performing Arts Worker Resilience Fund (CPAWRF), a \$60 million fund created to help workers stay in the live performance industry.

The first stream of the fund was a one-time \$2,500 payment to industry workers. The IATSE facilitated the AFC being identified as the organization that would process applications and administer the fund. The second stream of the fund was related to ongoing training. Over 200 organizations applied for the \$10 million earmarked for training. The IATSE received \$1.3 million and was the largest funding recipient.

Initially the funding was to be spent over a 12-month period but due to government delays, we were provided less than six months to deliver the \$1.3 million

in craft training. With the full cooperation of local union representatives across the country, we were able to deliver the training and met the deadline. Twenty-one Canadian Locals participated with approximately 2100 learners from 10 provinces.

This incredible response by our members and Locals made it clear that there is a desire for additional training if the necessary resources are made available. Accordingly, I have instructed the Canadian Department to retain a training consultant to identify and access available federal and provincial funding sources to support the International and local unions in our training efforts. This is an ongoing effort, and one in which we bring tremendous support to our members.

Our largest engagement since the 2021 Convention has been with respect to Bill C-11 The Online Streaming Act. Bill C11 introduced amendments to the Broadcast Act to require foreign online undertakings to support the creation of, and access to, Canadian film, music, television, and digital media programming through the regulation of Internet platform based streaming services. The bill, which was passed in April 2023, directed the CRTC, which administers the Broadcast Act, to conduct public hearings to address several key regulatory items under the Act.

The International has been working for a considerable period on this legislation. In addition to the International filing a series of formal submissions regarding the Bill, I directed our representatives to appear and give testimony before several Parliamentary and Senate Committees

as well as the formal hearings before the CRTC. More recently, the International worked in consultation with our Locals in Canada to identify representatives and members to participate in a series of roundtable discussions held throughout the country which were aimed at getting the views of Canadians directly involved in the film and television industry on the appropriate definition of Canadian content.

In early June of 2024, the CRTC released its interim decision which directed foreign online global streaming companies like Netflix and Amazon to make an annual financial contribution of 5 percent of their Canadian revenues to support the Canadian domestic film television and media industry to advance the policy objectives contemplated in the Broadcast Act. Of the 5 percent total contribution, 1.5 percent can be their own direct investment in Canadian content productions.

This decision has the potential to play a significant role in the future stability of the film industry in Canada. A number of global streamers have appealed the decision. The IATSE provided extensive submissions on the issue of modernizing the definition of Canadian Content but scheduled hearings before the CRTC in March were postponed due to the anticipated Federal election. The position of the International on the definition of Canadian content is that IP ownership should not be a determining factor, and the definition should recognize the creative positions of IATSE members and not be restricted to focus on the nationality of actors, directors, and writers.

The International has also committed significant time and resources working alongside both employers and labour organizations in the live performance industry advocating for a labour tax credit like the tax credit regime which exists in the film industry. The industry has still not fully recovered from COVID and is facing significant obstacles. The IATSE has joined Canadian Actors' Equity, the Canadian Federation of Musicians, and the Associated Designers of Canada (now an IATSE Local) and the Union des Artistes assembled in the Creative Industries Coalition to lobby for a federal tax credit for the live performing arts industry. Employers operating in the live performing arts industry including the Professional Association of Canadian Theatres (PACT) and some of PACT's larger members, like the Stratford Festival, Mirvish Productions, the Shaw Festival, and the Toronto Symphony Orchestra have also joined this lobbying initiative. The unions and employers operating in the live performing arts industry are aligned in their message – the live performance industry, with a few exceptions, is struggling and has not made a complete return to pre-COVID levels.

As previously mentioned, the Canadian Entertainment Industry Retirement Plan (CEIRP) remains a resource for our Canadian members. The CEIRP has seen considerable growth since the previous Convention in 2021. CEIRP has grown from \$900 million in 2021 to \$1.4 billion in assets. The number of members participating has similarly grown from 28,976 in 2021 to 34,758 in 2025. Effective January 1st, 2023,

CEIRP permitted spouses, children and/or parents of members who otherwise meet eligibility requirements to enroll in the Plan. Two recent initiatives show the willingness of the CEIRP Committee, made up of IATSE and Directors Guild of Canada (DGC) members, to take on new challenges to enhance the ability of our members to retire with dignity. In 2024, CEIRP, working with plan consultants, determined that most local unions were not contributing sufficient amounts through their collective agreements to ensure a viable retirement for our members. A campaign was launched to push for a 12 percent retirement contribution in all IATSE collective agreements. The campaign included communications aimed at employers, Local leadership, and membership. I am happy to note that since the campaign commenced, several local unions are reporting that they have been able to secure additional retirement contributions through their collective bargaining negotiations. The second initiative which is only in its infancy, is the potential transition from a group retirement plan to a target benefit pension plan. This is clearly a large undertaking and one which will require careful consideration by the membership, but it has the potential to lock in retirement savings and to give peace of mind to our members knowing that they will have retirement security. I look forward to seeing the progress of this effort soon. I would like to also note that CEIRP joined with the International to support our members during the labour disruptions in 2023-24. The International contributed \$750,000 and CEIRP contributed an additional \$100,000 to the AFC. These

amounts along with what our Canadian Locals contributed resulted in the IATSE becoming the largest supporter of the AFC to assist our members in a difficult period.

The IATSE Canada Health Plan was formed in 2012 and has continued to deliver on its mandate to combine the purchasing power of the 25 groups which participate in the Plan. The Plan now covers 39,000 lives with annual premium costs in excess of \$65 million. Despite high inflationary times, the Plan continues to use its considerable financial size to keep annual premium increases down. This has, in turn, allowed many Locals to enhance benefit coverage and to reduce eligibility requirements to enable more members and their families to be covered. The IATSE Canada Health Plan includes Locals of various sizes and members who have a wide variety of levels of earnings. It remains a remarkable example of solidarity amongst Locals and the International Alliance.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

The Motion Picture and Television Production Department is led by Vice President and Department Director Michael F. Miller, Jr. supported by Vice President and Assistant Department Director Vanessa Holtgrewe and Assistant Department Director Chaim Kantor. There have been a number of changes in the Department in recent years. International Representative Wade Tyree continues to work in the General Office and Jamie Fry remains integral to the Department. International Representatives Steve Aredas and Marisa

Shipley, President of Local 871, are based in the West Coast Office, as are International Representative Anthony Pawluc and Vice President Emeritus Thom Davis. Representative Yvonne Wheeler, who I hired since the last Convention, became President Wheeler of the LA County Federation of Labor, AFL-CIO and left the IATSE in 2022. Most recently, Alyssa Motschwiller, formerly of Local USA829, joined the Department as an International Representative based in the New York office. A visual effects and games organizing team has been created and is led by Special Representative Ben Speight of Local 839, and IATSE Representatives Em Patch, Chrissy Fellmeth and Maggie Kraissamutr who was also hired since the Convention in 2021.

After the COVID-19 Pandemic shutdown, the motion picture and television industry has seen a turbulent few years. In 2023, dual Writers Guild and SAG-AFTRA strikes brought production to a virtual standstill for the entire summer; once the strikes were resolved, a very different work landscape resulted. The streaming wars have cooled, with companies pulling back on unfettered spending and content creation. By most estimates, work has declined up to 30 percent from its peak in 2022, with overseas tax incentives also providing a financial incentive to shoot outside of North America. From its peak in 2024, the hours into the Motion Picture Industry Pension and Health Plans fell from 123 million hours in 2022 to 90 million at year end 2024. Similarly, the days of employment under the film and TV agreements into the IATSE National Benefit Funds have fallen from an all-time

high of 1.9 million days to one million days in 2024. This contraction is not only being felt across North America, but also globally. It has been 15 years of annual growth in motion picture and television production. Historically, the industry had ebbs and flows that tended to follow seasons in TV. That dynamic drastically changed since the last downturn in 2008; other than COVID and since the 2023 strikes. This contraction is not likely to be temporary, and a return to the days of unlimited employment and continued growth in the traditional pieces of the Motion Picture Department are unlikely in the near term.

Beginning in May of 2023 and stretching throughout the summer and into the fall, both the Writers Guild and SAG-AFTRA went out on strike during their negotiations with the AMPTP. Motion picture and television production around the globe ground to a stop. Our members showed incredible solidarity during this time. The combined strikes, in the end, lasted 148 days and did not resolve in full until right before Thanksgiving 2023.

The impact of this near complete shutdown was felt throughout the industry, certainly among the membership of the IATSE, and within our health and pension plans. The Trustees at the Plans were able to negotiate the ability of members to access the accrued money in their Individual Account Plan at the MPIPHP, and the annuity fund at NBF. Thousands of members accessed these hard-earned savings and over \$70 million was distributed. A hardship withdrawal comes with a steep price; taxes and future repercussions of drawing down

from one's savings attest to the economic challenges members are facing. While the labor disputes have caused great financial pain, the sound management, and robust reserves in the MPIPHP and IATSE National Health Plan have allowed the trustees of those plans to continue coverage for those affected by the strikes. This safety net has allowed for the continuation of health care eligibility for those who have been unable to work.

After the Writers' Guild went on strike, to help assist members in need, the General Executive Board unanimously approved \$2 million to be distributed to the Alliance's members who needed financial assistance. The financial aid was available through the Motion Picture and Television Fund, the Entertainment Community Fund (formerly The Actors Fund) and the Actors Fund of Canada. As the weeks turned into months, the Board approved another \$2 million to these charities to benefit our members impacted by the strikes.

In August of 2023, the IATSE led a food bank event on the MPTF campus, in partnership with the Teamsters Local 399, LA Food Bank, and the LA County Federation of Labor. Volunteers distributed food, household necessities, personal and baby products to nearly 1,000 families in need.

Production levels in 2024 did not rebound as many had hoped. The Studios reevaluated the sheer volume of production and pulled back. The "streaming wars" were over, and production returned to only 50 percent to 60 percent of what it had been in 2022. Following a summer of almost no work, this was devastating for our members.

In January of 2025, southern California experienced catastrophic wildfires that changed the landscape and communities of the Pacific Palisades and Altadena forever. Over three hundred members lost their homes, and coupled with the slow work years of 2023 and 2024, this was beyond a calamity. The Los Angeles area IATSE Locals immediately began collecting donated goods and clothing, and with the help of the IATSE database, a list of members in burn areas and evacuation zones was created for each local. This allowed Locals to pinpoint those in need and guide them to resources available to them, including the Walsh/Di Tolla/Spivak Foundation. Within two weeks, the first batch of checks were available to members who had lost their homes or incurred costs due to evacuation orders. Vice Presidents Miller and Holtgrewe met with as many of the members as possible who came to the West Coast Office to pick up their assistance check.

A resource fair was quickly mounted by the IATSE Los Angeles area Locals for those directly impacted by the fires. Teamsters Local 399 and Basic Crafts participated as well. Representatives from various charities, including the Walsh/Di Tolla/Spivak Foundation Disaster Relief, the Motion Picture and Television Fund, and the Entertainment Community Fund, social workers, and other disaster relief resources had staff on hand to assist members. Hosted at Local 80, members could then visit the Local's stage, which was full of necessary items, such as bottled water, laundry detergent, diapers, towels and much more, and then travel a short distance to The Costume Designers' Guild, Local 892, for curated

clothing options. As those affected began to move into the long-term process of rehousing and potentially rebuilding, in mid-February, Local 892 held a final swap meet clothing sale and raised more than \$50,000. These proceeds went to support members impacted by the fires, including more than \$83,000 donated by IATSE brothers, sisters, and kin. Local 80 also gave away the last of their donated goods to those in need. It was a tumultuous start to 2025, but the Locals and members proved that they are equal to any challenge.

A few years before this disaster, when work had returned to pre-Pandemic levels thanks to the rigorous safety standards in the Return-to-Work Agreement, we met with the AMPTP to renegotiate the Basic, Videotape and the Area Standards Agreements in May of 2021. This was after two years of preparations, both at the local and International level. Local negotiations under the Basic were foregone in this round as the Locals felt, due to the pandemic-induced shutdown, combining our strength was most prudent. Two weeks of bargaining turned into four, and following the summer executive board meeting and Convention in 2021, we reconvened the week of August 16th to continue negotiations.

Despite weeks of negotiations over many months, the employers refused to address our key priorities. These included improving daily turnaround for everyone, creating a weekend turnaround provision, employers' fully funding the health and pension plans, yearly wage increases, and strengthening meal penalties, each of which needed to be addressed. Instead, they continued to insist they must be able

to implement French Hours whenever they wanted, without any input from the crew, and that members should significantly pay for their healthcare. I told the employers in no uncertain terms that if they would not address our issues, we would be required to take a strike authorization vote.

And so it came to pass, a strike authorization vote was set for October 1-3, 2021. Locals and members rallied in the weeks leading into the vote. The IATSE engaged with the press as well as the U.S. Federal and Local Governments to generate pressure on the AMPTP. The strike authorization passed by almost 99 percent with an unprecedented 90 percent turnout.

Negotiations resumed the following day. Behind the scenes, the IA and Locals began to prepare for a nationwide strike. At the bargaining table, we began to make incremental headway on our issues, but it was not nearly enough.

Setting the drop-dead date of October 15th, significant movement on the employers' side did not occur until the weekend before a potential strike. At the 11th hour, with a strike looming, we achieved our core priorities. This included significant weekend and daily turnaround for everyone, prevailing rate meal penalties after 20 meal penalties in a week and a leap to \$25 per ½ hour after 4 meal penalties in a day, which was up to a 100 percent increase. We adopted the industry standard wage pattern, compounded in each year of the agreement, an increase of 9.3 percent over the term of the contract, in addition to significant wage increases in new media and larger increases for our lowest paid crafts.

We also succeeded in becoming the first of the industry unions and guilds to establish Martin Luther King Jr. Day as a recognized holiday and so unworked holiday pay increased to 4 percent as a result. This provision triggered “me too” provisions in many other agreements, making this an industry-wide gain. Sick leave provisions were added for the first time to all three agreements.

These improvements were in addition to our demands that the employers fully fund our health and pension plans. Due to inflation and the costs from the pandemic to keep our members’ benefits in place for eight months despite little new money flowing in, the MPI Plans needed \$370 million dollars over the three years of the contract. In the end, the employers fully funded this shortfall, including 13th and 14th checks for retirees and there were no reductions or additional costs for the members.

While these negotiations were ongoing over many months, inflation skyrocketed mid-negotiations. Many members, suddenly feeling the effects of the worst inflation in decades, felt that the yearly wage increases were not sufficient, which led to a very close ratification vote.

The contracts, including the Area Standards Agreement for the first time, were ratified mid-November 2021. The IATSE committed at the time to do more where the members believe more needs to be done, and that led to significant gains in 2024.

The preparations for the most recent negotiations for the Basic, Videotape and Area Standards Agreements were the most extensive in our Union’s history. I tasked the Department to work

alongside the Education Department in the creation of an extensive bargaining training class. The resulting class was presented by Department Director Patricia White in person and remotely to more than 300 committee members over more than a dozen sessions. This baseline of knowledge helped these dedicated committee members best advocate for their fellow workers.

For member education and access, websites for both the ASA and Basic/Videotape agreements were created by the Communications Department and served as repositories of information specific to those agreements.

Working with Binder Research, the Locals and IATSE representatives crafted a comprehensive negotiation survey, as well as the development of local-specific surveys. The results guided the Locals creation of proposals; with hundreds of proposal submissions, the survey results helped us craft a cohesive final package with a clear list of top priorities.

I called for the creation of multiple subcommittees consisting of bargaining committee members, Local leadership, and IATSE staff. Over many meetings, they examined in depth the proposals specific to their topic and brought their recommendations to the larger committees for review and consideration.

On top of all this preparation, the West Coast Motion Picture Locals prepared to hold individual bargaining with the Employers. To provide the most time the Locals have ever had for these negotiations, over five weeks, two Locals met at a time with the Employers which resulted in local-specific contract improvements.

Negotiations began in early March of 2024. Starting with employee benefits, the IATSE, Teamsters Local 399 and Basic Crafts negotiated together for the first time to address improvements to our shared health and pension plan. Negotiations for the Basic, Videotape and Area Standards Agreements took over four months and concluded in early June. I made it clear to the Studios that we would not go past the end of July expiration date of the Basic and ASA. Negotiations, after the industry wide strikes in the summer of 2023, were contentious. In the end, we negotiated the best Agreement I believe our Industry has ever seen.

General wages increased 7 percent in year one, 4 percent in year two and 3.5 percent in year three. Many Locals achieved wage improvements for specific classifications within their local negotiations as well, and unscripted crews achieved an additional 3 percent in years one and two, which will then increase to the dramatic wages in the Videotape Agreement in year three for most reality programming.

For the Area Standards Agreement, there is an additional 2 percent regional wage adjustment for the next five years. This additional increase applies to the non-Maryland areas of the country, which accounts for more than 95 percent of the work done under this Agreement and will close the wage gap in the Area Standards Agreement.

For the Basic and Videotape Agreements, replenishing the MPIPHP health plan and finding new revenue streams were of utmost importance. Not only are the employers fully funding the almost \$700 million health plan shortfall

created by numerous factors, including the work stoppages of 2023, remnants of the COVID Pandemic and the assistance that was provided, consistent healthcare inflation, and an anticipated reduction of work during the term of the 2024 agreement. Helping to create additional income streams to the plans, off-setting annual reduction in hourly contributions due to work volume, three new residual streams were created, the pension accrual formula was increased, and an additional retirement check was issued in year one, along with the additional 13th and 14th checks.

Under the Area Standards Agreement, daily employer-paid benefit contributions for healthcare were dramatically increased and are now consistent across the U.S. for all types of production. This new daily rate is as much as \$33 more per day per employee for television production in the non-Maryland areas, which is an increase of 23 percent. In years two and three, an additional \$15 per day per person will be paid each year. These increases will allow members to qualify faster for the C2 Family Plan.

For the Basic Agreement, the new residuals focus on content made for new media. A new primary market residual applies to all first-run projects on Subscription Video on Demand (SVOD). Ninety days after appearing on the SVOD channel, money is then generated for every year the production is shown on the service and will help fund the health plan.

A secondary market residual was also created and generates monies when an SVOD program is shown on an Ad-Supported Video on Demand (AVOD),

Advertiser-supported TV (FAST), free TV or basic cable.

Finally, a third residual is helping to fund the pension plan. A performance-metric bonus residual will be generated for highly successful programs that meet a certain threshold of views on an SVOD platform.

There were many gains in these Agreements, some highlights are: Juneteenth is now a recognized holiday and consequently the unworked holiday percentage increased, on-call classifications are now paid double time for work on the seventh day in a workweek, and we achieved the first provisions for paid bereavement leave in these Agreements.

Continuing to strengthen our safety provisions were a core priority for all agreements, and we achieved expanded provisions for those requesting rides or rooms after a long day. Key provisions were that a Producer, when booking a room for an employee, must have the stay last for the length of the applicable turnaround or until call time, whichever is earlier, and provide secure parking for the employee's vehicle. To discourage long work days and encourage providing healthy turnaround times, triple time is now paid after 15 hours elapsed in the first five days of the workweek, and more for the sixth and seventh day (unless a better condition applies in the Basic Agreement), and the initial invasion of daily and weekend turnaround begins as double time for the first half hour (thereafter calculated at 1/10th increments). These two provisions create expensive "book ends" to discourage excessively long workdays.

Specific to the Area Standards Agreement, after 14 consecutive days worked, an employee either receives a minimum of one day off or on the 15th consecutive day they are paid an additional hour of straight time for all hours worked until a 32-hour rest period is provided. Per diem payments were increased, nearby and distant hire provisions were improved (such as the Nearby Hire Living Allowance significantly increasing in each year), and only contractually designated Production Centers will be recognized, with no further ability to establish a Production Center where a television series or pilot is based. Language has been added regarding firearm safety provisions, "hazard pay" will now be paid to those working near someone who has negotiated such pay, and employees will be provided with \$250,000 accidental death and dismemberment insurance for each day they are receiving a Specialized Pay adjustment.

Additionally, paid preparation time is now codified for Script Supervisors, Make-Up Artists and Hair Stylists, paper checks can be requested by an employee, and production must issue a call time to 'on production' crew for the next day within one hour of general wrap, except for extreme circumstances.

I engaged Artificial Intelligence experts from Carnegie Mellon and UCLA in preparation for these negotiations, and with the hard work of the negotiations' technology sub-committee, we now have language which defines and captures work assisted by Artificial Intelligence systems, multiple yearly meetings with the employers throughout the contract cycle, the development of work

training programs, indemnification for employees from liability in relation to this technology, stringent consent to scanning provisions, and the requirement that an employer negotiate with the Union over any impact the use of AI systems may have upon employees.

For ongoing discussions regarding work training and other programs related to AI, I assigned Vice President Holtgrewe and the Locals' representatives from the Basic and Area Standards Agreements negotiations sub-committee to meet regularly with the AMPTP. As this technology evolves in the workplace, the Union subcommittee is partnering with the producers to jointly create educational opportunities for members.

In addition, sick leave days increased and are easier to qualify for, severance pay was improved, and for the Basic Agreement, Movie of the Week rates overall were substantially increased; double time after twelve hours worked is now expanded to more content, and finally, benefits shall be paid for travel days in the same manner that pay is accrued.

With so many gains, upon conclusion of negotiations, the Locals developed presentations to the entire membership so members could make an informed decision during ratification. In July of 2024, ratification was held. We had a high voter turnout of around 70 percent and resounding voter ratification - 86 percent voted yes for the Basic and Videotape Agreements and 87.2 percent for the Area Standards Agreement. This is the cumulation of years of preparation for these negotiations, with more members and local engagement than ever before.

A number of other contracts were negotiated and improved upon since our last Convention. The Low Budget Theatrical Agreement covers theatrical movies produced by term companies, which are budgeted at \$15 million or less in North America. In 2022, I appointed a committee comprised of a broad selection of Locals which reviewed nearly 300 individual proposals and created a final set of proposals that reflected the Union's core goals. Negotiations began in early December of 2022 and were scheduled for a week. These were not easy negotiations. The producers did not want to do anything that would increase their costs significantly, which includes the ever-growing cost of healthcare.

Due to these factors, negotiations continued up to and after the holidays. In January 2023, the concluded agreement was unanimously supported by the negotiations committee. Much was achieved; stronger safety protections were a core goal, and now a First Aid person is required to be employed during construction, production days, and when reasonably required. Sexual harassment and abusive conduct reporting and investigation standards are now codified, and a committee of IA appointees and Employer representatives meet regularly with The Hollywood Commission to address these new provisions and prepare for the next round of bargaining.

Wages increased five percent in year one, four percent in year two and three percent in year three. For the first time, a provision was added to the Agreement that provided for an inflation trigger that would have provided for a larger increase in year three had inflation exceeded 4

percent in the prior year. A variety of classifications saw additional increases. The Ultra-Low budget cap increased \$50,000 to address ever-rising healthcare costs. Tier 1 was divided into two tiers with higher wages in Tier 1B. Benefits outside the scope of the MPIPHP were increased by \$5 per day in years one and two, and an additional \$6 in year three, for a total increase of \$16 per day by year three. Ultra-low budget productions now have a wage floor for those working in low minimum wage states; specifically, 125 percent of minimum wage cannot be less than \$15. The weekend turnaround went from forty-eight hours to fifty-two hours for a five-day week, except where better conditions exist. Any partial invasion of this rest period will be paid a full hour of straight time for each hour invaded. For a sixth day of work on a seventh day of the workweek, a twelve-hour turnaround shall be provided. To discourage any invasion of rest after long days, if rest is invaded after a second consecutive day of fourteen worked hours or more, the employee returns at the rate in effect at the time of dismissal, plus an additional hour of straight time for all invaded hours.

Double-time was improved; it now applies after twelve hours worked. This is the second consecutive cycle we have significantly improved overtime provisions, and it is now in line with the Majors Agreements. There are two new meal penalties; for each fifth and succeeding one half hour meal delay, the penalty is \$18. After twenty meal penalties in a workweek, one hour of straight time shall be paid for each one-half hour violation, but in no instance less than \$20 per half hour. Distant hire

provisions improved as well. Per Diem was increased, benefit pay increased one hundred percent from one-half day's benefits to a full eight hours (for MPI participants) and a full daily amount under the National Benefit Funds. As further protection for Distant Hires, when an employee is being replaced for financial reasons associated with the difference between a Distant and a Local hire, the Distant Hire shall receive one week's notice, or, if not so notified, the cost of housing and per diem for one week.

More consideration and coverage for members were achieved by eliminating subcontracting language and, for non-rostered crafts in Los Angeles, employers will give first consideration to members referred by the locals. Also, there is new sound department staffing and consideration language, as well as coverage for behind the scenes and electronic press kit crews.

In addition, Script Supervisors will now receive a payment of \$40 per day if more than one camera is utilized. Juneteenth, as a "me too" provision, was added in the U.S. and National Day for Truth and Reconciliation in Canada. Bereavement leave coverage was expanded, New York Production Zone language was added, as well as two new job classifications: Assistant Costume Designer and Postproduction Coordinator. We are currently preparing for negotiations for a successor agreement.

The Pay TV Agreements, which covers projects produced in the United States by and for HBO, Showtime, Cinemax, and STARZ have been renegotiated twice since our last Convention. In 2022,

I appointed a diverse collection of locals to the bargaining committee. The main goal was to move away from a stand-alone agreement, which required negotiating every gain from the Basic, New York local unions Majors and Area Standards Agreements into the contracts, while also preserving some of the better Pay TV agreements conditions, such as coverage of Accountants nationwide. Other goals were to eliminate the Area Standards Agreement's production centers, thus providing better Distant Hire provisions, and achieve parity between the Maryland and non-Maryland National Benefit Fund benefit amounts. Additionally, the negotiations committee focused on adding holiday pay for unworked holidays and obtaining substantial minimum wage gains for the lowest earners.

Negotiations were productive; after four days, we achieved a deal that completely restructured the contracts in the Union's favor, capturing the new meal penalty and weekend turnaround improvements, as well as many other elements of the Majors Agreements. The National Benefit Fund daily aggregate benefit amount increased greatly to cover New England, Maryland, and Washington, D.C. theatrical rate. Overtime improved for those who work under the Basic Agreement, and for those who work under the Area Standards Agreement, double-time moved from occurring after fourteen elapsed hours in the first year to twelve hours worked. For those working under the Basic Agreement, the wage lags for season one and season two no longer apply nation-wide but instead mimic the Basic Agreement's application only for productions in Los Angeles. Vacation

pay where it had not existed before was added, additional holidays were added to conform with the Majors' Agreements and, where there were more favorable rules for who receives unworked holiday pay, those rules now apply. Except where better conditions apply, there is now a ten-hour daily break required, including Distant Hires.

The negotiations committee achieved their goal of eliminating Production Centers for those who work under the Area Standards Agreement. This means more employees will be Nearby Hires and paid a living allowance and travel time. Nearby Hires under the Area Standards Agreement received a 36 percent increase to the living allowance and defined travel provisions. Also, for those under the Area Standards Agreement, travel time outside the Production Zone is paid as work time; it is no longer a straight time allowance. For those under the Basic, Nearby Hire provisions were removed; one can only be a Local or Distant Hire, which means better conditions when working away from home. For the employees from New York City who work away from home, the rates will remain the New York Majors Agreement rates.

By moving to the Majors Agreements as a base, the better meal period provisions apply, such as Non-Deductible Breakfast rules, extension language and penalties. Also, the second walking meal was eliminated for everyone.

It was very important to the entire bargaining committee that we maintain jurisdiction that was in the Pay TV agreements, and so we prevailed in continued coverage of Production Accountants, First Assistant Accountants,

Payroll Accountants and Additional Assistant Accountants. The committee also gained additional wage increases for the lowest earning classifications, which had been achieved in the Basic and Area Standards Agreements.

While we made numerous gains from using the Majors' Agreements as the base from which we negotiated the Pay TV Agreements, the contracts retain the existing better provision of a twelve-hour turnaround after the seventh workday. They also maintain the stronger No Discrimination and voluntary PAC contribution language from the Pay TV Agreements. Also, language regarding a dual, split, or joint screen credit request was added.

In essence, the Pay TV Agreements became "Majors plus" contracts and incorporate by reference provisions negotiated in future cycles of bargaining for the Basic, ASA and NY Majors agreements.

As we negotiated the Pay TV Agreements to be co-terminus with the Basic Agreement, the 2022 contract was only for eighteen months.

Negotiations for successor agreements began prior to the expiration of the Basic Agreement; negotiations were finally concluded and ratified by the Executive Board in November of 2024. For those working under a Majors' Agreement with vacation pay, after season two, 100 percent of said pay shall be due to members working under these contracts.

All the terms and conditions agreed to in industry negotiations between AMPTP and IATSE were adopted by the Pay TV Agreements. This includes,

but is not limited to, improvement in employers' benefit funds' contributions. The contracts will be in effect for three years until July 31, 2027.

In October 2021, two workers walked off an unsafe commercial production, which acted as an inflection point for freelance production workers across the United States working under extreme conditions to join the call for change. In early 2022, the two workers approached the IATSE to discuss organizing Production Assistants, Assistant Production Supervisors, Production Supervisors, Line Producers, and Bidding Producers working on commercials alongside our traditionally represented crafts. I assigned Retired Assistant Department Director Daniel Mahoney to assist in this endeavor, and an authorization card campaign was started. As the group was then known, Stand with Production never wavered in their organizing. During this time, an important and related negotiation was about to begin.

Throughout the spring and early summer of 2022, Motion Picture Locals from across the U.S. formulated proposals with their respective committees for upcoming commercial negotiations with the Association of Independent Commercial Producers (AICP). I appointed the bargaining committee, which represented Locals with substantial commercial production work in their jurisdiction. As is our practice, the bargaining committee identified the Union's core goals. These included the following: break the "pattern bargaining" of three percent yearly wage gains, standardize the daily benefit amount for those outside of the MPIPHP, align

weekend turnaround and meal penalties with the recent gains in the 2021 Basic and Area Standards Agreements, obtain additional increases for our lowest paid classifications to "raise the floor", create wage parity between the Make-Up and Hair Departments, as well as the Costume Designer and Production Designer/Art Director, address how On-Call employees are financially compensated when they are at the control of the employer, add Juneteenth as a holiday and create a DEI committee, create further protections for understaffed departments such as Script Supervisors, Sound, and Crafts Service, and, finally, gain recognition for the Stand With Production classifications. Leading the negotiations myself, the committee, IA representatives, staff and legal counsel met with the AICP in the first week of August 2022 in New York.

We had an aggressive and expansive list of proposals and goals, alongside our steadfast determination to see the Stand with Production non-union employees covered by a Union agreement. When the employers refused to even consider covering these crafts, I told them, "You make commercials. Do you know what we do? We organize. And we will never stop. You can deal with us now, or you can deal with us later, but you will never know a moment's peace until you recognize these workers. I will never stop when people who want to be represented ask to be represented." In the end, the companies agreed to a neutrality agreement for the Stand with Production classifications and we had a deal. What was achieved was a significant accomplishment and showed an extensive collection of improvements to the Commercial Agreement.

Wages increased on October 30th, 2022, by six percent followed by four percent in each of years two and three. Benefits to the National Benefit Funds increased four percent in each year of the agreement. On top of that, and one of our core goals, for those outside of the MPI benefit plan, no daily aggregate benefit amount could be less than the New England, Maryland, and Washington, D.C. daily rate. On average, this was an increase of more than twenty percent for all areas outside of those listed above.

We achieved a ten-hour daily turnaround, and weekend turnaround aligned with the Basic and Area Standards Agreements, except where better conditions apply. Additionally, to provide more rest, a sixth day of work that occurs on the seventh day of the workweek triggers a thirty-two-hour turnaround.

Meal penalties were aligned with the Basic and Area Standards Agreements. Language was added that the non-deductible breakfast must be hot, with enough time to sit and eat, and any second meal must be a hot meal.

A number of wages were increased as well, which, when layered on the yearly percentage wage increases, were significant gains. Going forward, no rate shall be less than the Third Grip rate. For the first year of the agreement, that meant no minimums less than \$50.23 an hour in Appendix A, and for Appendix B, none less than \$46.43 an hour. A number of other classifications saw outsized improvements as well. The Costume Designer hourly minimum wage increased to match the Production Designer/Art Director rate by the third year of the agreement. This was more

than a 30 percent increase by year three. The Key Costumer is paid no less than the Department Head, which was more than a five percent increase, and finally, we achieved parity between all Make-up Artist rates and the Hair Stylist rates at the higher scale rates in the contract. Locations Scouts/Managers daily pay was increased and tied to the yearly percentage increases. Licensed Pyrotechnicians and Class one Pyrotechnicians received between a 20 percent and 30 percent bump to their scale rate when performing those duties. Various new classifications and corresponding rates were added, and job titles were updated.

Importantly, we created an established sixteen-day pay period for commercial productions. Checks must be issued within seven days at the end of each pay period.

Workload issues were addressed for Script Supervisors, Crafts Service employees and the Sound Department. Script Supervisors' bump for each additional camera increased one hundred percent (\$50 per day for the second and each additional camera, with a cap of \$150 a day). It is traditionally difficult to achieve new mandatory staffing provisions, but we prevailed. On sets of more than fifty-four people, an additional crafts service person is required, and it is now stated that a sound crew consists of two people with few exceptions, and to reduce the department, the Sound Mixer must be notified at the time of hire and provided an opportunity to discuss.

On-Call employees, for the first time, will receive overtime after 13 elapsed hours on tech scout and shoot days when their schedule is under the company's

control, including Call and Wrap times.

A loophole was closed and easier access to employment was created. Gone is the language that the employer can hire a non-rostered person in a rostered classification due to "unique training, skill or knowledge of evolving technologies." To provide more job opportunities for commercial workers, the days needed to be added to Contract Services Administration Trust Fund's Industry Experience Roster were reduced from 90 to 60 days. Also, for non-rostered crafts in Los Angeles, new language requires the employer to give first consideration to members referred by the Local.

To encourage non-union commercial producers to sign onto the entire agreement, a Supplement with even better working conditions for workers was created to address the use of signatory production service companies by non-union entities. Currently, there is a very clear and present danger of reduced work opportunities for those who work on commercials. The major Agencies are bringing more work in-house, non-union, and our signatory companies are unable to compete with these non-union projects' reduced budgets. If members do not report and help organize commercials, as less commercial work is done under the AICP Agreement, it weakens our ability to improve that contract and adversely impacts the competitiveness of our signatory entities. I have assigned Representatives from the IATSE to keep this important sector under Union agreement. Organizing in the Commercial Industry will be a significant challenge for the Department going forward and it will be a priority.

After securing a 'Neutrality Agreement and Procedure for Voluntary Recognition' concerning the 'Stand with Production' workers during the AICP CPA negotiations, the authorization campaign kicked into overdrive. The Stand with Production leadership, with support of the IATSE Legal Department and assigned representatives, gathered contact information, and reached out to individuals on the nearly 5,000 list of eligible workers in the three-month period we had to collect cards. Despite a process plagued with the AICP's obstructionist efforts, the IATSE was informed in July 2023 that the Union had won recognition.

On September 1, 2023, I officially granted an International IATSE charter to national IATSE Local 111, the Production Workers Guild. Overseen by Special Representative Colleen Donahue, this unit currently has more than 1,500 members and will likely more than double once the first agreement with the AICP is reached.

Initial negotiation dates took place in New York from October 14-16, 2023. The parties made progress on agreeing to the foundational language for a new bargaining agreement. After multiple additional rounds of bargaining hosted at the IATSE West Coast Office, and dates that had to be rescheduled because of the wildfires in LA in January 2025, negotiations are ongoing.

While negotiations are ongoing, Local 111's Constitution and Bylaws has been approved, and officer elections were conducted in June 2025. Autonomy was granted and went into effect when officers took the oath on June 30th. The Local

currently has 1,663 members nationwide, with up to 3,500 more industry workers eligible to join.

The thousands of new members in Local 111 are not the only significant organizing target pursued since the last Convention. With the addition of our new visual effects and game worker organizers, these formerly unorganized sections of the entertainment industry are no longer a union-free environment. Workers are recognizing the value of union representation and know that the IATSE is a natural fit. As I said to the employers during the last commercial negotiations, we organize; we will never stop trying to represent those who deserve a voice at the table.

The visual effects crew working on the Avatar movies made history in January of this year when they ratified their new visual effects contract. They achieved access to the MPI pension and health plans and significant improvements to their working conditions as part of their first agreement. With this historic win, the on-set visual effects workers on Disney and Marvel projects, representing around 400 people, and the VFX crew at Saturday Night Live ratified their first contracts as well. Right before this Convention, the VFX crew held a ratification vote for their first collective bargaining agreement. I am pleased to report that 100 percent of the unit voted to ratify the contract. I could not be more proud of those workers. I congratulate them on their accomplishment. Their efforts will benefit them, their families, and workers after them in the many years to come.

We also have negotiations ongoing with on-set VFX workers at Apple, game

workers in Northern California at 2K, and helped negotiate severance pay for the boutique game studio Workinman, which did not survive the contraction in gaming entertainment production.

The organizers are focusing their sights on large and stable employers in 2025 and beyond. Building upon the organizing wins the organizers have achieved so far, negotiating contracts with the more recently organized entities, and building a plan for future campaigns will allow us to make further inroads into visual effects and gaming. Organizing VFX and Video Gaming are areas of potential growth, and the Department will continue to pursue these targets, and the IA will continue to invest in the future by providing necessary resources for a successful organizing campaign.

A number of other important changes that are in service to our members have been implemented since the last Convention. As state tax incentives have created new areas of film and television production, I assigned Locals 492, 161 and 798 the jurisdiction for this work in Kentucky (excluding a 50-mile area from Cincinnati's city center). These Locals are now providing enforcement of union protections for the crews working in Kentucky.

I also expanded The Animation Guild's jurisdiction beyond Los Angeles County; they now represent workers nationwide. With their commitment to organizing, and their success across the U.S. helping animation workers win strong, new contracts, Local 839 has proved they are the appropriate home for these workers in every state.

In Los Angeles in October of 2023, Local 728 Vice President Emeritus Carmine Palazzo retired from his position as the IATSE Hearing Officer at CSATF. I appointed retired International Vice President Emeritus Davis to that position in November as due to Palazzo's schedule, retired Vice President Emeritus Davis had been filling in since September of 2023. Davis' extensive firsthand knowledge of our Agreements makes him an excellent advocate for IATSE members at grievance hearings.

In 2023, I assigned Vice President Holtgrewe and IA Representatives Pecos, Fry, and Shipley to work with the Hollywood Commission on the creation of a harassment reporting platform for motion picture workers in the U.S. MyConnex is a secure online platform designed to help members or employees of each organization confidently navigate instances of harassment, discrimination, or abuse. This platform, after much testing and first responder training for the administrators, launched at the end of 2024. As it has since 2015, the IATSE Safety Hotline and app continue to serve our members across North America, for all crafts.

Also at the end of 2024, I appointed Larry Zano, of Local 44 and Brook Yeaton, President of Local 478, as the IATSE's firearms experts for work under the Basic and Area Standards Agreements. The expertise they bring as skilled Armorers will help inform future negotiation strategies and legislative work around the U.S.

The Motion Picture Department has streamlined the process for overseeing deposits. Representative Shipley has taken

over the vast majority of the work related to collecting, overseeing, and releasing deposits. At any time, close to 50 million dollars are being held on deposit for hundreds of projects. Holding deposits to protect IATSE members is a core function of the Department, and this work is vital to servicing our members, ensuring that servicing Locals are able to audit productions, and addresses outstanding issues before any deposit is approved for drawdown or release.

Looking forward, we will continue to represent workers in entertainment, wherever they may be. This has been an arduous few years, and we have seen the importance of community and support during these challenging times. We are an International that has survived constant evolution; indeed, our only constant has been change. From the creation of "talkies," the shift to digital filmmaking, the creation and then decline of network and basic cable, the emergence and growth of streaming platforms and the never-ending introduction of new technology and tools, we adapt, and we survive and eventually thrive. We will continue to fight for our members and their economic health, safety, and well-being.

COMMUNICATIONS DEPARTMENT

In reflecting on the period from 2021 through 2025, we take considerable pride in the resilience, solidarity, and progress demonstrated by our Union's communications efforts. Through a global pandemic, industry shutdowns, and significant contract battles, our messages to members remained steady: we are in this together with solidarity.

The Alliance's Communications Department served as a lifeline during uncertain times – keeping information flowing, amplifying members' voices, and projecting our unity to the world. The better informed our members are, the more empowered they are to act. The results of our continued investment in communications can be seen in our engaged membership, our wins at the bargaining table, and the growing respect and enhanced profile IATSE has earned throughout the entertainment industry and labor movement.

Over the past four years, the Union dramatically grew its digital presence to meet members and the public where they are, building new digital capabilities across multiple channels. Just after the 2021 convention, the IA completed a significant upgrade of the Alliance's official website iatse.net, re-building it from scratch completely in-house. The new site took a mobile first approach, streamlining the user experience to make it easier to find information. The site provided each International department and committee with their own respective page to expand content over time. The 'Contact an Organizer' form on IATSE.net/join has seen thousands of new organizing leads develop, directly contributing to the growth and strength of our union. The 2021 updated iatse.net, was awarded with the International Labor Communications Association (ILCA) award for general excellence in a website.

On social media, we adapted quickly to evolving trends. We expanded onto new platforms like TikTok, Twitch, and Bluesky to reach new audiences, while maintaining vibrant Facebook, Twitter,

Instagram, and LinkedIn communities as well. At the same time, we stayed vigilant about the changing social media landscape. The IA closely monitored changes at Twitter after its new owner's policies impacted our reach, highlighting the need to avoid over-reliance on any single private platform. In response, we diversified our outreach (e.g., building our email lists and exploring alternative networks) to ensure we can always deliver our message even if one channel falters. We recognized short-form vertical video as a key component of effective social media strategy early on, and therefore we have embraced this format. The IA has accelerated its content output, sharing a dynamic range of content which highlights our members' skills and union victories, which drive strong engagement and interest.

A cornerstone of our strategy was deploying communications in the service of organizing new workers. The communications team became deeply embedded in several organizing campaigns, providing messaging and media expertise to help bring new groups into the IA family. We developed dedicated microsites and digital toolkits – for instance, for visual effects we launched VFXunion.org, for video game workers we launched gameworkers.org, for off-Broadway workers we launched off-broadway.iatse.net, and so on. These sites contained FAQs and information to assist those workers who are fighting to join our ranks and to win fair contracts.

We modernized our email and texting programs to reach members instantly with updates or calls to action. Dozens of locals were onboarded via IA

trainings to an email platform, enabling them to send out coordinated messages and petitions. We also leveraged text messaging: traditionally for “get-out-the-vote” efforts, and now in new ways such as peer-to-peer texting, which was used to connect remote or spread-out groups of members during organizing drives.

We began to evaluate targeted digital ads to reach non-union entertainment workers. In early 2022, our communications team supported the Stagecraft Department's nationwide live event workers.com recruiting initiative on various social media platforms. These efforts were so successful that sign-ups continued by word of mouth after our original efforts concluded. Thousands of individuals signed up to get connected to work in the industry during an acute labor shortage. Building on that success, we explored more of our industries. By late 2022, we were also running a similar campaign within the visual effects (VFX) industry to survey rates and conditions as part of a larger VFX organizing effort.

Following the devastating COVID-19 Pandemic, which ground our industries to a halt, we took our fight for entertainment to survive the pandemic to new heights. In January 2021, the IA proposed and wrote a letter to U.S. President Joseph Biden, offering out-of-work live event workers as resources to aid the public health effort. The letter successfully yielded a collaboration with the Federal Emergency Management Agency (FEMA) which resulted in FEMA using our extensive list of union venues as potential field hospitals and/or mass vaccination sites, putting unemployed IA live event workers back to work. We kept

members informed about relief legislation like the American Rescue Plan Act, which Congress passed in March 2021 to extend vital support to entertainment workers. Through newsletters and social posts, we broke down what that relief meant (e.g., extended unemployment benefits, COBRA health subsidies, rent relief) and how to access it. We also frequently updated members on the evolving Return-to-Work safety protocols negotiated with the film and television studios, explaining new COVID-19 testing regimens, zone systems on set, masking rules, and vaccine policies so that members could feel confident and safe when returning to jobs.

IATSEC.A.R.E.S. (Coronavirus Active Response and Engagement Service), which was previously described in my report to the 69th Convention and the IATSE Training Trust Fund collaborated to publicize mental health resources and financial assistance for those struggling. By the time our industries began to emerge from the worst of the COVID-19 Pandemic in 2022, members consistently reported their sentiments that the Alliance “had their backs” through the worst of COVID-19. In the end, our pandemic communications not only kept members safe and informed, they also reinforced the idea that our Union is a family that looks out for each other in times of crisis.

Today, the Alliance still carries a reputation that fosters a culture of mutual aid, disaster response, and crisis communication. After Hurricane Helene's flooding in North Carolina in 2024, Communications quickly updated the Alliance's disaster response webpage with key resources and information

about Walsh/Di Tolla/Spivak (W/D/S) Foundation assistance. For wildfires that swept through southern California in January 2025, we created a dedicated webpage on iatse.net, offering updated resources, a video message from me personally, and details on applying for or donating to the Walsh/DiTollla/Spivak Foundation. With the work of our communications staff, the Alliance also introduced the Union's first-ever PayPal donation portal for the Walsh/DiTollla/Spivak Foundation. This simplified platform enabled easier mutual aid donations via PayPal or direct credit card payments, resulting in more individual contributions than ever. The communications team was instrumental in developing a rapid response strategy to manage extensive press inquiries during the fires. In coordination with Locals, we connected affected members and union leadership with prominent media outlets, ensuring members' heartbreaking stories and experiences were widely shared and recognized.

Representation of the diverse people, crafts, and Locals that make up our Union has also remained a key component of our communications strategy. Through our Member Stories program, we have featured hundreds of profiles that reflect the rich breadth of our membership – celebrating members of different crafts, races, genders, and backgrounds. We have used this platform to highlight members during heritage and history months, including Black History Month, Women's History Month, Asian American and Pacific Islanders Heritage Month, Hispanic Heritage Month, Pride Month, and National Native American

Heritage Month. We expanded our communications around gender equity and worker inclusion with articles and social media expansions. These efforts not only educate and inspire but also send a clear and powerful message: this union stands for everyone.

For contract bargaining campaigns, our team likewise provided critical support. The IA crafted consistent messaging guidance for local leaders, supplied graphic design in the form of a bold red "IATSE CONTRACT" stamp graphic to announce new contracts, and assisted with press outreach to publicize worker demands. By telling the stories of new shops organizing (through press releases and website articles) and by coordinating rapid-response messaging, we have helped foster a sense that every victory, every new contract, every new bargaining unit organized, is a collective win for all of us. In one notable example involving a campaign to unionize a large unit of live event technicians in California, our team delivered a full communications plan: a detailed messaging document emphasizing the benefits of collective bargaining, a series of mailers to employees in phases, peer-to-peer text message outreach, and a campaign-specific webpage with answers about the federal unionization process in the U.S. These comprehensive materials armed organizers on the ground with the support to augment their diligent work, and ultimately that campaign successfully yielded voluntary recognition for those workers, growing our union.

We prevailed upon our communications resources during 2021 negotiations with the Alliance

of Motion Picture and Television Producers (AMPTP) for major film and television contracts. The IA launched an unprecedented outreach campaign to rally our members, the public, and the broader labor movement behind our fight for fair contracts. By coordinating media outreach, celebrity outreach, social media posts, and a petition, by September 2021 the announcement of a strike authorization vote captured the attention of global audiences. Within days, the terms "IATSE" and "striketober" were trending nationwide, and the strike authorization vote announcement garnered hundreds of millions of impressions across the planet. The Alliance also played a critical role in securing widespread media coverage of the negotiations, with top cable and print outlets regularly covering the union's demands and progress. This media attention was vital in generating public support for our cause, pressuring the AMPTP to return to the bargaining table and conclude negotiations.

More recently, in 2024, we made substantial improvements to prioritize transparency and direct member involvement. Ahead of those AMPTP negotiations, we established communications subcommittees whose collaborative work laid the foundation of the "Many Crafts, One Fight" rally and campaign. This working group also worked to introduce dedicated online microsites (basic.iatse.net and asa.iatse.net), which would serve as central hubs for real-time negotiation updates, clear timelines, and educational content including the same three-hour bargaining training offered to negotiating committee members. During these negotiations, we committed to distributing updates from

the negotiating committees as frequently as possible; sharing key details and developments through local unions before they became public; and later posting updates publicly to inform all IA members about developments. When tentative collective bargaining agreements were reached—in addition to detailed summaries and ledgers of gains, the IA hosted the largest ever ‘hybrid town halls’ to discuss our bargaining gains. This format increased understanding of the context and implications of the proposed contract changes, enabling discussions among members and allowing informed decisions.

Externally, the IA’s public profile has risen significantly since the last Convention due to our communications strategy. We have gained widespread media coverage for our campaigns and issues, raising awareness of the Alliance among the public like never before. Our press releases and media outreach efforts resulted in the IA’s perspective being featured in top-tier news outlets across the U.S. and Canada. Notably, the Alliance’s refined press relations program has landed stories in many major publications worldwide. From 2021 through 2025, the IA was mentioned in thousands of articles—from coverage of our negotiations, to features on recently organized workers; and media outlets addressing the union about our industries. We have developed strong relationships with labor and entertainment reporters, making the IA a go-to voice on issues affecting behind-the-scenes workers.

An important but less public outcome is how much we improved the mechanics of communicating with a large, decentralized, expanding membership.

The IA introduced new tools and practices that have made union communications more robust and dependable. For example, we expanded our multilingual communications, especially French-language content for our Canadian members. All Official Bulletins and many key announcements are now published in both English and French to serve members in Québec and across Canada. Additionally, our Canadian Office assists with translating important press releases and guidance so that we frankly speak as one North American union.

Communications are embedded in nearly everything we do, and the communications staff is in constant collaboration with every International Department and Committee. Over the past four years, we vastly expanded our political communications and advocacy campaigns. Working with the Political and Legislative Department, the Alliance emphasized reporting to members how policy shifts affect entertainment workers. For the first time, every year we have published a federal legislative agenda outlining key policy priorities for U.S. affiliates and members. This has included federal film tax incentives and protecting the right to organize a union. Mass emails reminded thousands of members to vote in the 2022 and 2024 US elections, as well as to contact lawmakers about voting rights and fair tax policy for creative professionals. Making our collective voice heard, through these initiatives, at the ballot box and in the halls of government will maintain the IA’s solidarity.

The IA’s communications efforts have not gone unnoticed. Over the past four years, our communications staff

has been recognized with several awards from the before mentioned International Labor Communications Association (ILCA). ILCA issued the Alliance fifteen awards in 2024 alone. I recognize these achievements were only possible through collective effort. It is important to acknowledge the hardworking staff of the Communications Department and in general, our allies, local communicators, and more. But most of all, we thank our sisters, brothers, and kin, whose passion and creativity in interacting with union campaigns made every initiative far more successful than any singular group. Whether it was members sending posts to friends or simply reading along and staying informed, you turn words and messages into action every day.

Looking ahead, we remain sharply focused on leveraging communications to support IATSE’s long-term vision. Organizing new workers will continue to be a top priority for this union, and our communications team will continue to be directly involved in supporting these efforts. We plan to take the successful templates we have developed and apply them to organizing campaigns across all sectors of the entertainment industry. The Department will collaborate even more closely with organizers and Locals to craft persuasive messages that resonate with today’s workforce.

We will continue to innovate and expand our digital communications so that we reach every member and worker wherever they are. First, we will persist in diversifying our online presence. As noted, reliance on any single social media platform can be risky, so we will strengthen our multi-platform strategy:

maintaining robust engagement on established platforms while exploring those that emerge. We also plan to expand the use of live content as a way for members to engage more deeply with the union but also supply social media channels with the union's message.

Importantly, we aim to improve accessibility in all communications. This means ensuring our digital content is accessible to members with disabilities – for example, adding captions and transcripts to all video content, following best practices for screen-reader compatibility on our website, and using high-contrast, easy-to-read graphics. It also means linguistic accessibility. As mentioned before, we will offer not only more bilingual translations, but we are resolved to offer all IATSE websites in Spanish before the next Convention.

The better informed our members are, the more empowered they are to act. So, we will not only inform but also continue to inspire action in labor and entertainment industry communities. In setting these future goals, I recognize that the communications field itself is evolving. More than ever, it is clear that an effective communication program is central to the mission of this alliance. As we know, new platforms may emerge, media habits will change, and unexpected challenges will arise. But we enter the next chapter fortified with the hard-won lessons of the past four years.

We know that clear communication builds trust, and trust builds power. We know that when we speak with one voice, we cannot be underestimated. We know that authenticity, clarity, and solidarity are timeless pillars of effective union

communication. And we know that our work is never truly finished. As technology and the industry evolve, we will continue to adapt, finding new ways to inform and inspire so every member, from the newest apprentice to the International President, feels connected through the information shared and the values we uphold together. With innovative tactics, continued investment, and an unwavering commitment to amplifying the voices of our sisters, brothers, and kin — we can make that a reality.

EDUCATION AND TRAINING DEPARTMENT

Education for both union leaders and members is a vital element of the International Alliance's operations. Leaders are tasked with a multitude of duties that must be accomplished to keep the Union running—maintaining the books and records, running meetings, negotiating, and administering contracts, and organizing, to name just a few. Our Education and Training Department creates and delivers a wide-ranging curriculum of courses and materials that supports this front-line work in the struggle for better wages and working conditions for the workers they represent. Through education and training, Locals can enhance their power to make a positive impact for their members.

The Alliance continues to offer union skills and leadership training in a number of innovative courses, which have been offered or newly developed since the 69th Convention. Most notably discussed below, are the popular Officer Institute; Local Union Trustee Training; IATSE Advanced Officer Institute (2.0) Secretary-Treasurer Training;

IATSE Advanced Officer Institute (2.0) Organizing Training; IATSE Winter School Leadership Development Weeks; and Online Essentials of Union Leadership

IATSE Officer Institute marked its tenth anniversary in 2024. It is our Union's intensive leadership training program for Local officers. This five-day training covers the details critical to running a Local, such as labor law, collective bargaining, and financial record-keeping, as well as topics on activism, communication, and strategic planning. As of June 2025, 28 sessions of this training have been offered, with content that is regularly updated to remain relevant and useful to today's labor leaders, in keeping with changes in the law and the shifting needs of officers attending the class.

The months following the 69th Convention included a cautious return to in-person leadership training. The first post-COVID-19 Officer Institute was hosted in 2021, at Local 52's facilities in New York with significant safety protocols in place. Since then, sessions of this were held throughout 2022 up until 2025 in Cleveland, Ohio; San Diego, California; and Toronto, Ontario; Linthicum Heights, Maryland; Chicago, Illinois; and Los Angeles, California at the IATSE West Coast Office. In 2025, the Officer Institute has been held twice—once in Atlanta, Georgia at Local 479's facilities, and once in Cambridge, Massachusetts. Future classes are currently scheduled. Between the 69th Convention and the end of May 2025, 458 officers have graduated from this course. Between its inception in 2014 and May 30, 2025, a total of 1,403 union officers graduated from this course.

Eleven years after its inception, demand for this course remains high. I am glad to support the local unions of the Alliance that take advantage of this resource and the importance of well-trained leadership.

We continue to offer advanced training as well, which includes the 2.0 course for Secretary-Treasurers. Alongside labor educators and experienced practitioners who led sessions on books, records, finances, minutes, and government filings, International officers and staff offer instruction as it applies to the critical duties of Local secretaries and treasurers. Three sessions of this course have been held since 2021—at the IATSE West Coast Office in Los Angeles, California; Tampa, Florida; and most recently in Philadelphia, Pennsylvania. Since the 2021 Convention, 92 Local officers have completed this course. Since its inception in 2016, 290 local union officers have done so.

The Alliance's recently developed Trustee Training also supports the valuable role that trustees have in helping their Locals support good financial practices and comply with applicable laws governing union finances. Class participants have the opportunity to participate in mock audits, where they practice procedures for auditing the books and records of their local unions and discuss the role of trustees. General Secretary-Treasurer Wood leads a portion of the course modules, along with expert accountants. Five sessions of this course have been held since the 2021 Convention—in New York City at the offices of Local 798; in Philadelphia, Pennsylvania; in Los Angeles, California at the IATSE West Coast Office; again in

New York; and in Austin, Texas. Between the 69th Convention in 2021 and April 2025, 150 Trustees graduated from this course. Between its inception in 2018 and April 24, 2025, 302 Trustees from 105 Locals completed this program.

The IATSE Advanced Officer Institute (2.0) Organizing Training focuses on providing IATSE Local officers with specialized techniques and tactics to help them both organize new workers and venues and internally organize and activate their current members. The course was held in Tampa, Florida in 2023 as part of the IA's leadership development week, which was led by IA staff members and outside experts. Representatives from all departments who have expertise in worker organizing participated. Sixteen Graduates from 13 Locals participated in this session.

In 2022, immediately following the mid-winter meeting of the General Executive Board in San Juan, Puerto Rico the Education and Training Department held IATSE Winter School, where Local officials were able to enroll in one of two different courses. "The Right to Union Representation: Weingarten Rights and Representation in Disciplinary Meetings" covered union representation in meetings with management that could result in discipline. Locals had access to key laws affecting worker representation rights, how to advise and prepare workers for meetings that might result in discipline; meeting preparation; effective persuasion technique; effective functioning in all types of worker representation cases. Another course titled, "Being the Change: Inclusivity in Our Unions and Workplaces," began with a brief history

of labor and other social movements and then covered the importance of intersectionality and movement building. In small groups, students worked together toward building a shared language around issues of race and gender and went on to discuss facets of these important topics.

At Leadership Development Weeks attendees are encouraged to customize their learning by choosing from a variety of courses over a period of five days. Three leadership development weeks have been held since the 2021 Convention. These courses have included multiple participants in several sessions within the Alliance's jurisdiction. Course offerings titled "Managing with Labor's Values;" the previously mentioned "IATSE Local Union Trustee Training;" "U.S. Labor History Through the Lens of Political Economy;" "Diversity, Race and Gender;" "Running Your Union Meetings to Build Union Power;" and "Labor Law" were attended by numerous Local officials. In 2023, the week added new courses and a return of some popular sessions, featuring "Collective Bargaining;" "IATSE Local Union Trustee Training;" "Running Effective Meetings;" "Mental Health First Aid" and two different communications courses. The Department has offered electives concerning "Effective Online Communications;" and "Strategic Planning." In total, dozens of IA Local officials have completed these training sessions thanks to the resources offered by our Development Weeks since the 69th Convention and I encourage you to stay apprised of the forthcoming offerings that are available to Locals.

Our leadership training brings longtime labor educators from the academic

world together with trusted practitioners, so that IATSE Locals can benefit from a wide range of collective wisdom and experience. The schools and organizations that have served as instructors include noted and esteemed officials affiliated with the AFL-CIO; Pennsylvania State University; the School of Labour Studies at McMaster University; Rutgers University School of Management and Labor Relations, Labor Studies, and Employment Relations Department; University of Wisconsin School for Workers; the Alliance for Labor Standards Education and Training (ALSET); the accounting firms of Schultheis and Panettieri and Canadian accounting firm MNP; The Canadian labour law firm Koskie Minsky; the University of Illinois-Urbana Champagne School of Labor and Employment Relations; and Cornell University's School of Industrial and Labor Relations (ILR).

The online Essentials of Union Leadership Series began during the pandemic to fill the gap left by the postponement of the in-person training but now remains a resource. Presented in partnership with the University of Wisconsin School for Workers, the series focuses on effective leadership principles and tools to help attendees build strength in local unions, effectively represent workers, communicate clearly, and set long term goals. IATSE-specific content is designed to help Locals learn key components and considerations. Coursework can be completed anytime within the week, allowing leaders to study at their own pace. Most participants can complete a course in six to eight hours. Currently serving local union officers,

trustees, and executive board members may take as many or as few of the courses as they like, there are no pre-requisites. Upon completion of all four courses in the series, attendees receive a certificate from the University of Wisconsin School for Workers.

Several online courses have been available since the last Convention, respectively titled, "Foundations of Union Leadership;" "Leadership Theories and Styles; and "Strategic Planning;" "Building Capacity: Internal Organizing." Dozens of these offerings have included the Alliance's members since the last Convention. The continuation of these free week-long virtual courses ensures that Local officials—with challenging schedules and finances—still have access to educational opportunities that strengthen their Locals. Between the launch of the first course in December of 2020 and April of 2024, a total of 499 IA members completed one or more courses in this series.

In encouraging a culture of continuous education, the Education and Training Department continues to hold training sessions at every IA General Executive Board meeting. Due to limitations surrounding COVID-19 safety protocols the 2022 mid-winter General Executive Board meeting resumed with an in-person session concerning "The Steward's Vital Role in Your Grievance and Arbitration Process." Well trained stewards and educated union representatives are always part of union strength and solidarity. At later General Executive Board meetings, training included, "Strategic Communication to Combat Disinformation;" "Volunteer

Recruitment and Retention;" "The Impact of Elections on Labor Law, Unions, and Their Members;" "IATSE Stewards: A Vital Link" along with topics touching upon collective bargaining for all workers throughout the U.S. and Canada.

Notably, General Secretary-Treasurer Wood presented an education session at the 2025 mid-Winter General Executive Board Meeting in New Orleans, to prepare local leaders and staff for this 70th Quadrennial Convention, which I am reporting. Both new and long-time officials were granted an understanding of what to anticipate at this 70th IA Convention.

Webinars for Local officials and IA members have continued to offer important resources since the last Convention. The IA's catalog of one-to-two-hour webinars has grown. Between the 2021 Convention and May 2025, we have presented 157 webinars. As of May 30, 2025, attendees totaled 14,958. Webinars are offered throughout each year on a range of topics such as workplace safety, labor history, politics, mental health, environmental issues, labor law, diversity equity and inclusion, and financial wellness. Through these webinars, IATSE members have opportunities to learn from established labor educators from the U.S. and Canada, instructors from the AFL-CIO and the U.S. Federal Mediation and Conciliation Service (FMCS), and from IATSE subject matter experts, medical experts, and wellness practitioners. Recordings of our webinars are available on demand on two different webinar channels, one for Local officials, and one available to all. These resources, which the Alliance has hosted, participated in, or promoted

(either through live feeds or rebroadcasts) since the 69th Convention, offer valuable information to members. The collective total of attendees in these webinars, which are wide-ranging and include topics ranging from workplace safety to personal wellbeing, approximates 54,400 attendees throughout the U.S. and Canada over the past four years. I have personally taken part in some of these offerings, and I encourage the members of the IA to remain aware of these resources.

We have also continued to offer resources through the Alliance's well-known Labor Education Assistance Program (LEAP). In addition to direct education and training programs, LEAP continues to provide reimbursement for union leaders and officials who enroll in labor studies courses. Between 2021 and June 30, 2025, Local leaders were reimbursed \$36,933.78 in Canada and \$218,874.74 in the United States for a total of \$255,808.52 since the last Convention. Since the LEAP program's inception in 2009, Local leaders were reimbursed \$146,817.36 in Canada and \$485,857.13 in the United States for a grand total of \$632,674.49. Courses focusing on traditional labor union matters, women's schools, accounting classes and many other topics related to union administration have been reimbursed. The IA will continue to offer support for this important program. Online courses are also eligible for reimbursement.

As the Alliance has grown, its professional staff has continued to grow with it. For the benefit of our members and our own personnel—in service to those members—it is our responsibility to reflect on our own capacity to listen

and understand others, work toward self-improvement, and advance our skills. Leaders at all levels of the IATSE participate in our culture of continuous education, including General Secretary-Treasurer Wood, all the International Vice Presidents, International representatives, and key staff. Since 2010, the IA has assembled annually at staff training to discuss challenges, plan for departmental changes, and set goals for the future. Each year, the Education and Training Department plays a vital role in these initiatives. I am confident that these efforts will equip us all to better serve the members and Locals across all territorial jurisdictions of the Alliance. Over the past four years our staff training program has included professionals from several academic institutions, public agencies, and the AFL-CIO. The topics covered have included cultural competency; strategic thinking; online communications; methods of handling high conflict situations; and other modes of professional development.

Education sessions at the annual District Conventions continue to serve as an opportunity for the Education and Training Department to share valuable information, initiatives, and tools to address leaders at all levels of the organization. Each year, the Department shares information and provides a deep dive into issues and ideas that Local officials can immediately bring home and share with their members.

By 2022, the COVID-19 pandemic had taken a toll on everyone's mental health. In the years prior to the pandemic, in response to concerns about the rising number of suicides and substance misuse

within our society, the Behind the Scenes Foundation (BTS) began work on a suicide prevention and emotional wellness initiative. The IA was an early partner. Among the mental health tools and resources available to IATSE members are the online therapist finder; online behavioral self-assessments; resources to stop bullying, harassment, and intimidation; information on substance misuse; suicide prevention; and a mental health first aid (MHFA) training. This MHFA training offers participants an opportunity to recognize potential mental health challenges and how to guide someone to appropriate professional support and services. During 2022 District education sessions, in collaboration with BTS, the Department aimed to spread awareness of the easily accessible tools and resources that BTS offers. The Actor's Fund of Canada (AFC) provides this training as well. I find it important to make these resources available to members of this Alliance because this form of solidarity is always critical to our collective wellbeing.

Since the last Convention, the Alliance has donated \$21,280 to Behind the Scenes. Our support ensures that BTS programs and resources remain available to IA workers at no extra cost to each individual. One such benefit is the BTS Stop Bullying, Harassment, Intimidation Campaign's Bystander Intervention Training. As of February 2025, BTS hosted a total of sixteen Bystander Intervention webinars for a total of 785 attendees. Approximately 545 of those attendees were IA members.

BTS campaigns surrounding awareness of the foundation's mental

health first aid instruction for entertainment industry workers also offers training, which provides attendees with skills to identify the signs of mental illness and substance use, and remains available to IA workers. The Actors Fund of Canada offers a similar training for our Canadian Kin. BTS reported in February 2025 that it has held a total of 154 of these trainings since the program's inception. Of those training courses, 42 were private training courses held for IA Locals; Since the last Convention, the AFC reported that 111 IATSE members from 19 different Locals and the International attended their MHFA trainings. Upon successful completion of the training, the cost of an MHFA certification can be reimbursed by the IATSE Training Trust Fund. Behind the Scenes continues to care for entertainment technology professionals by providing grants—that provide financial support to entertainment professionals who are seriously ill or injured. IATSE members have applied for and received BTS counseling grants, for those who wish to see a mental health professional or enter rehabilitation.

With these resources in place, other District education sessions led by the Alliance shifted focus. In 2023, the District education sessions focused on an historic initiative led by the Diversity, Equity, and Inclusion (DEI) Committee—the IATSE Census. The 2023 District education sessions aimed to support this important project by collaborating with the DEI Committee to provide information about the importance of the Census, respond to feedback and questions about the Census, and encourage local leaders to promote member participation. The great

response rate of our IATSE membership to the Census is a testament to the efficacy of these education sessions, and to the attentiveness of Local leaders. Later District conventions in 2024 focused on political and legislative activism within the U.S. due to the impending presidential election.

During the past four years, we have also prevailed upon staff and representatives within the Education and Training Department to provide resources through targeted training when needed. During late 2021, major collective bargaining negotiations were underway, which would have an impact upon tens of thousands of members of the Alliance. The Education and Training Department, in partnership with the Legal Department, and at the request of the Motion Picture and Television Department, developed and delivered strike training for local leaders and picket line captains, so that if individuals went on strike, their activism would be carried out in a safe, legal, and effective manner. In part due to this preparation and the efforts of the IA, a strike was averted. I sincerely hope that lessons from that training will remain with those who participated, making them stronger in subsequent bargaining. More recently, beginning in the summer of 2023, the Education and Training Department also developed and delivered training for IATSE bargaining committee members working under the Hollywood Basic and Area Standards Agreements to help them prepare for the nuances of contract negotiations for another renewal contract. This proved to be a successful effort, and the training has now been adapted many times for many different

groups, and similar collective bargaining training has been offered numerous times to affiliates of the Alliance in the U.S. and Canada. There are versions of this available regarding renegotiation of existing collective bargaining agreements and bargaining first agreements, after successful organizing efforts.

Separately, the IATSE Road Show: Why Unions Matter has been travelling to Locals upon request for well over a decade. This popular program seeks to emphasize the connections amongst unions, politics, and economic democracy. The Road Show was updated in late 2021 to offer IA members a more complete and inclusive history of the labor movement, along with the role that unions generally have in promoting economic dignity for all workers. This was offered online in the U.S. in 2021. The Canadian version of the Road Show was also updated and dispatched virtually in mid-2022, including a version presented in French. All versions of this webinar are available to view anytime and are easily accessible through the IATSE website. In addition, the Road Show has been offered in-person at several locations throughout North America. It remains an important and popular training for IATSE members and leaders alike.

In 2021 “Passion and Pay: Why Unions Matter” is a presentation that was developed for the IA Locals to inform and enlighten their own communities. It can easily be customized with specific details about a particular Local or craft. Locals have used this tool for student outreach, new member orientations, and as an organizing tool. Interested Local officers may request a copy from the IA General Office.

Over many years, the IA, and the United States Institute of Theatre Technology (USITT) have maintained an active alliance with the U.S. Occupational Safety and Health Administration (OSHA). Through this, USITT, IATSE members, and others have received information, guidance, and access to training resources covering safety and health hazards present in the entertainment industry. This coalition reflects the IA's enduring commitment to protecting workers by improving safety and health awareness. Coordinators from each of the participating groups maintain regular contact with OSHA by attending quarterly meetings and OSHA's annual alliance program forum in Washington D.C. This partnership helps to ensure that entertainment industry work is considered and incorporated into health and safety regulations. It has also prompted our Locals and workers to participate in observances and campaigns to keep safety and training at the forefront of our activities. Each year, the IATSE hosts a virtual moment of silence for "Workers' Memorial Day" (in the U.S.) and the "National Day of Mourning" (in Canada). During this annual observance, members are asked to pause in remembrance of those who have suffered through workplace injuries or fatalities. This and other observations provide members with an opportunity to reflect on health and safety concerns annually and throughout the year. Another important aspect of OSHA's familiarity with the IA has been revived since the last Convention. While OSHA staff members have extensive safety and health knowledge, they are often

unfamiliar with the intricacies of our industries. As recently as 2024, IA affiliates have participated in presentations to train regional OSHA staff on important safety aspects in our industries. Our hope is to continue this program by presenting more trainings to OSHA staff in other regions across the U.S.

The Alliance remains an active participant in the USITT's annual conference and tradeshow since the last Convention. Each year, we use this opportunity to engage with students planning careers in our crafts by operating a booth on the tradeshow floor and delivering education sessions. Approximately 898 people attended IA education sessions at USITT between 2022 and 2025. Additionally, InfoComm – the largest professional audiovisual trade show in North America—has increasingly expanded. As is customary, each year IA representatives are present at educational sessions and together with Audiovisual and Integrated Experience Association (AVIXA) staff and Locals. IATSE Representatives participate in the selection of InfoComm programming for events and entertainment and have a role in the AVIXA live events council.

The Entertainment Services and Technology Association (ESTA) is the parent organization responsible for maintaining the ESTA technical standards program (TSP) and the Entertainment Technician Certification Program (ETCP), among other programs. The Alliance's involvement with ESTA has grown in the last four years. International representatives and officials also take part in this important group that focuses on entertainment industry workers.

Continued support for and involvement with the ETCP recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment technology disciplines. There are four ETCP Certifications: Rigging—Theatre, Rigging—Arena, Entertainment Electrician, and Portable Power Distribution Technician. As of June 2025, IATSE members hold 44 percent of all ETCP certifications. The Training Trust Fund (TTF) continues to reimburse workers who pass any of the ETCP certification tests, and as of 2024 the IATSE TTF Trustees voted to reimburse IATSE workers for the cost of ETCP practice exams.

As we emerged from the COVID-19 Pandemic, it became apparent that there was a growing need for entertainment riggers in live events. The "Stagecraft Rigging Proficiency Program" began as a two-day introduction to rigging. This strictly informative rigging guidance was developed to familiarize individuals with this need. As of February 2025, at least fifty-one sessions have been welcomed by 35 Locals and over 1,018 attendees.

As mentioned before, in 2024, the IA provided an updated steward training at the mid-Summer General Executive Board. The IA's steward training provides stewards with a foundation of knowledge that will prepare them for work in an entertainment environment. It was designed for use by local union trainers and can be customized to meet each Local's needs. U.S. and Canadian versions of the training are available to Locals upon request.

Early in 2025, the Education and Training Department introduced IATSE

“Worker Bootcamp,” a new training class and an excellent resource for Locals to connect with current and perspective IA workers and members. It was designed as a standardized orientation template for the IA and can be used as a tool for local trainers to cover fundamental information about the IA, Locals, and the entertainment industry. Locals can incorporate this training into an existing new member orientation process or present it as a stand-alone course. Like steward training, Locals are encouraged to customize Worker Bootcamp to fit their needs. Locals can request U.S. and Canadian versions.

The values of fairness and solidarity must be impressed upon the next generation of our industries’ workers. The Alliance’s student outreach initiatives are designed to help the Union grow to include the workers of the future, cultivate a more diverse technical theatre workforce, and to engage the IATSE membership in these efforts.

Programs that the IA has developed or collaborated in have now served as models throughout the U.S. and Canada. As an example, the Alliance has participated with ReelWorks, a New York City-based not-for-profit educational organization; The Roundabout Theatre Company (including our earliest student outreach program “Hidden Career Path Days”); and Theatrical Workforce Development Program (TWDP). Since its inception, TWDP has included approximately 105 fellows who have completed the program and are working within the entertainment industry with hopes of remaining backstage technicians. Throughout the last several

years, IA members have demonstrated commitment to this program by leading workshops and standing alongside a new generation of personnel as they become workers within the IA’s industries.

We hope to continue to make training, education, and resources available to the Alliance. Both in-person and online, during these changing times, we can offer the support needed to build security for ourselves and each other.

IATSE TRAINING TRUST FUND

The size and scope of the IATSE Training Trust Fund (TTF or Trust) has grown exponentially since the last Convention. Under the leadership of its Executive Director, it has offered countless training opportunities for IATSE members since 2011. The TTF’s mission is to promote industry-wide recognized standards for safety, skills, and craftsmanship in the entertainment and exhibition industries by providing training opportunities that improve existing skills and develop new skills for IATSE workers; fostering familiarity with technological changes in our crafts; and creating state-of-the-art training tools and resources for wide distribution.

The Trust was created to level the playing field and ensure that all IATSE Locals, regardless of size, territorial location, or craft, have access to craft skills and safety training opportunities, which strive to make Alliance members the most well-equipped entertainment industry workforce available. The Trust now benefits from a staff of seventeen people and has a wide range of training offerings. There is something for everyone, all Locals, of all sizes, in all IA Districts.

As of February 2025, the TTF has reimbursed over 522,119 local union craft skills and safety courses for over \$7,832,702 since its inception. In 2024, more than 37,583 workers were reached through TTF programming. This was the result of thousands of courses and nearly 200,000 training hours. From the inception of the Trust through December 31, 2024, over 261,651 worker contacts were made through over 522,119 courses offered for a cumulative 1,061,230 training hours. Expenditures on these efforts have grown year-over-year. For reference, in the past several years, \$4,223,885 were spent in 2019, \$4,309,315 in 2020, \$4,606,926 in 2021, \$5,403,062 in 2022, \$6,718,627 in 2023, and \$8,153,494 in 2024.

With many resources available, the Trust has worked diligently since the last Convention on streamlining processes to make them simpler and more transparent. It has added a department to help people with their questions and to help Locals and individuals more easily utilize the TTF’s resources. A new support department and help desk offers personalized services to Locals and employers with questions about programs; help with the applications; and assistance with the best ways of utilizing TTF resources to dispatch the training participants need.

All core programs of the Trust continue to be available and include a range of U.S. Occupational Safety and Health Administration (OSHA) focused training beginning with the TTF’s OSHA 10 and 30. General Industry and Construction curricula continue to offer an emphasis on the entertainment

and exhibition industries. The TTF's 'Safety First' collection includes over twenty online safety awareness courses designed specifically for and customized to address IATSE workforces. Popular 'Train the Trainers' classes develop trainers from among the subject matter experts in our local unions, and course reimbursement is available to Locals to offset the cost of providing group courses. Any IATSE worker may apply for certification reimbursement, which refunds individuals for approved industry certifications and exams such as CTS (Certified Technology Specialist), ETCP (Entertainment Technician Certification Program), Forklift, MEWP (Mobile Elevated Work Platforms), cardiopulmonary resuscitation (CPR) and Mental Health First Aid. Through a unique partnership with LinkedIn Learning, free subscriptions are available to Trust participants. A partnership with the Audio Visual Integrated Experience Association (AVIXA) allows participants to access on-demand training. Elite AVIXA subscriptions with access to all online courses are available for free, as is admission to the InfoComm trade show.

The TTF is nimble and adapts to the needs of our Locals and employers and it has added new programs since the last Convention. There is now a robust training tracker, a tool that can be used by Locals to see what training their members have taken. Employers who contribute to the Trust may also use it to see what trainings workers have completed. The Tracker holds records for all courses taken and reimbursed through the TTF along with all courses and certificates for which the TTF reimburses and for any

craft skills and safety records that Locals submit. It is a valuable repository for training records and provides a resource for contributing employers.

The TTF 'Safety First' program has expanded its reach and has launched a new TTF course and resources 'Learning Management System' platform. This platform includes a library for TTF 'Safety First' –the online customized narrated safety awareness courses that can be taken individually or as group classes. The platform includes additional libraries for U.S. OSHA materials, other craft skills courses, videos, and additional resources.

In 2024, the Trust met a longtime goal by hosting its first ever training director summit, which assembled training personnel from various Locals and others responsible for training at their local unions. The event was a success and offered a group of people who do not normally have an opportunity to gather their respective chances to share ideas and learn more about TTF, while discussing issues pertinent to training at their Locals. In total, 74 local members from 49 Locals attended the first summit. A second summit is scheduled to be held from October 2 through October 4, 2025, which will extend further opportunities to discuss local training programs and supplement them with the help of the TTF. Sharing training resources at the local level between the people responsible for putting together training makes us stronger and expands opportunities for Locals to train the Trust's participants.

In 2025, the Trust launched a software application, the TTF app. All TTF courses and resources are now on the app so

that all course libraries can be accessed and taken through the app and on your phone. Anyone with a TTF account can download the courses and resources in the app, sign in to their TTF account, choose from several libraries, and access dozens of courses to take at any time.

The TTF has maintained a trainer database for several years. The newest update to this database now includes an online, organized collection of trainers in a searchable format. All Locals can obtain a free account and search the online trainer database of IATSE members and other trainers used by Locals to teach craft skills and safety training. Members can search by geography or topic to find a trainer and communicate with them about the training their respective Locals would like to offer. Trainers and members who train can also submit information to the online database so they and their courses can be listed, enabling other Locals to contact those listed about conducting training. This tool is yet another way of supporting the network of IATSE trainers across the U.S. and Canada.

More recently, in 2025 the TTF launched a contributions portal viewable by all Locals with employers who make contributions to the Trust. Each Local with contributing employers has an account created for them online reflecting the amounts and dates of the contributions being made on behalf of their Local workers by employers. This allows Locals to meet their obligations in knowing whether employers are making their contractually obligated payments and at the same time helping the Trust when Locals notify them early on if contributions are lacking.

During the past year, the Trust's systems have been updated to add simpler, easier to complete, easier to submit, and more transparent online applications for all programs and resources. This is yet another advancement that makes the TTF more accessible to all. As previously mentioned, anyone needing help can get the help they need from the newly created support department, which functions as a help desk. Paper applications can still be made available for participants who request them.

Through the TTF, the Alliance has an established partnership with LinkedIn Learning that is managed by the Trust. Through this partnership, IATSE workers have access to the entire LinkedIn Learning online library of high-quality instructional materials for free. LinkedIn Learning's library has over 24,000 courses for workers to choose from—a significant increase since our partnership began. To ease the daunting task of selecting your first course, the Education and Training Department and the TTF have developed several LinkedIn Learning paths for IATSE workers. These cover topics like diversity, inclusion, and belonging; computer essentials; financial wellness; and professional skills-building resources. IA workers can activate their free LinkedIn Learning subscription through the TTF. Learning paths can be found by contacting the General Office or by typing "IATSE" into the LinkedIn Learning search bar.

These new developments and expansions of familiar programs all demonstrate the IATSE Training Trust Fund's deep commitment to offering an ever-expanding array of assistance

to workers and Local workers in user-friendly formats. During the COVID-19 Pandemic when work within our industries and Trust contributions slowed, the Trust continued to offer courses, resources, reimbursements, and commendably shifted a number of resources to its online offerings. When participants in the TTF returned to work following that period, the Trust remained available to support the changing needs of the Alliance's industries, and I confidently suggest that the TTF will continue to do so. The TTF has and always will do everything it can with its available resources to help IATSE Locals and members be the best trained workforce within our industries.

BROADCAST DEPARTMENT

As with other objectives of the Alliance, the focus on this area remains broad and evolving. Changes in technology, new production models, and new ways to monetize content all leave employers within this field an opportunity to focus upon labor as a place to cut costs.

As widespread issues surrounding the COVID-19 Pandemic began to dissipate, and we witnessed a return to more normal production models for the televised sports industry, the IA turned its efforts from dealing with those effects to dealing with the lingering industry changes resulting from the pandemic. While the focus has turned forward, moving forward, this was a prolonged effort for both the world and the sports broadcast industry.

Multiple changes in corporate ownership and successorship have impacted broadcast work across the U.S. The Alliance intersects with major employers almost everywhere throughout

the U.S. As a recent example, the IA's efforts to secure a successor agreement in the western U.S. jurisdiction of the broadcast sector, began with a well-prepared proposal to a signatory employer in late 2021 and began in-person in bargaining soon after. It was quickly apparent that many of the issues before the parties were linked to dated production models. This necessitated the bargaining over so-called "world feed" production models. The Alliance was able to obtain much needed relief for overburdened technicians. These talks allowed for progress in these discussions and provided a way for compensation factors to be integrated into nearly all our collective bargaining agreements in other markets as well.

However, even after settling on the IA's objectives, circumstances continued to change. After 11 months of negotiations, a renewal contract was completed with a group for covered technicians working in Los Angeles, San Diego, Arizona, and Texas. This contract brought improvements in wages, working conditions, and benefit contributions. Workers in many crafts had their base rate of pay increased to reflect added duties, while others received premium payments when extra duties are required. The four-year contract protected against inflation with outsized wage increases in the later years, which were also extended to other areas in the U.S.

As rebranded regional sports networks grew in notoriety, the IA used varying tools and resources to manage the mix of stakeholders in all territorial jurisdictions. For example, one of our newest locals in Florida worked on organizing studio technicians allowing

studio workers the benefits of an IA contract in their jurisdiction.

In other areas, including Minnesota and Wisconsin, contract negotiations involved workers considering strikes, which employers fortunately took seriously, and which led to improved economics being voted on and approved. Behind these negotiations, companies have emerged from bankruptcy proceedings and emerged with a new regional sports consortium. While content creators have traditionally determined the size and scope of their broadcasts, the owners and rights holders' ability to monetize their product has become inconsistent and ill-defined. The future is therefore uncertain. Yet we are preparing IA workers for whatever version comes next.

After months of preparation and an artificially slow beginning to negotiations, a twenty-year employer of IA broadcast personnel in the San Francisco area transferred its crewing operations there to another national employer. The bargaining process was successful following these changes and a new contract offered improved conditions in many areas and significant economic gains in both wages and employees' benefits. Yet inconsistency in crewing, and challenges to the Local referral practices brought several violations to grievance and arbitration on which the Local prevailed.

In 2022, the IA together with its Local 745 expanded its jurisdiction in Iowa, organizing technicians working for the largest broadcast employer operating in the state. We gained voluntary recognition via a third-party

card count, after which a contract was bargained and ratified. Efforts continue to bring the remaining employers in this area under our jurisdiction and obtain contracts with them. Elsewhere, as mentioned, in Florida, a major employer agreed to transfer the recognition of newly organized studio technicians to a national employer. This has resulted in many technicians being covered under an existing model of a remote production contract and a studio contract covering the remainder of this newly acquired work. In other regions, including Indiana and the New York metropolitan area, contracts were renegotiated to include significant wage and employee benefit increases following the disruption of the COVID-19 Pandemic. In instances, renegotiated agreements modernized outdated work rules and provided wage and benefit contributions reflecting the economic conditions of the time.

In 2023, grassroots organizing proved successful in Cleveland. The principal employer there has entered into its first contract with the IA, which includes improved working conditions, worker protections (previously absent), mechanisms for addressing problems with their employer, and guaranteed economic enhancements.

Heading into 2024, one major employer eclipsed all broadcast employers by a sizeable margin. A private equity group now has a role in this employer's ownership. However, due to lasting relationships with this company we are confident that IA-represented technicians and crewmembers will not be adversely affected.

Meanwhile in other areas, the shifting role of regional sports networks in San Diego and Arizona have been managed with success, allowing the Alliance to maintain collective bargaining agreement coverage for workers in those markets. In 2025, a major professional sports league assumed broadcasts in Ohio, Minnesota, and Seattle from legacy regional sports networks in those regions. The technicians in those areas have been protected, yet we continue monitoring these shifts in influence and employers' organizational oversight.

Nationally in the U.S., successor contracts were completed in 2022 and 2024 with a prominent golf sports network. These deals included outsized wage increases in the first year to compound throughout the contract, provided improvements in safety and reporting standards and created the first ever training and development committee designed to increase opportunities for groups not historically present in these crews. When another major event producer emerged in this field, an agreement was reached to cover workers on U.S. stops of its golf tour. In addition to industry leading compensation, especially concerning employee benefit contributions, the contract provided safety measures and workplace protection. It felt especially noteworthy that these workers won the protection of a collective bargaining agreement despite a history of rights violations by the owners and operators of the tour. While we have continued to engage in bargaining for a renewal contract covering these technicians—following changes in the employment structure—we will continue to seek exacting standards

for workers in this area and maintain our engagement with these technicians to further strengthen solidarity.

Other national sports broadcast networks continue to have ongoing collective bargaining relations with the Alliance. Throughout Minnesota, Wisconsin, Iowa and Indiana, bargaining concluded with the greatest year-to-year wage increase in the decade long history of our relationship with this network and we work to protect technicians' economic gains, workplace protections, and rules while accommodating the needs of the new production models. In early 2023, the IA reaffirmed an agreement specifying conditions under which the network may subcontract work in IA jurisdictions. The agreement protects the area standards set by the contracts in each IA sports broadcast market and our members' access to subcontracted work. Successor contract negotiations covering the network's remote production employees and a successor agreement to the first ever control room agreement have been completed. Central to reaching the control room agreement was the ability of the parties to come to an understanding of the value of the work done by technicians who mix sound, switch video, and provide graphics and replays for remote productions from a centralized Chicago location. In 2024, a successor agreement covering southern California was also reached, accounting for new and advancing production models. Having successfully integrated the new models in Southern California, the IA now turns to contracts for cable outlets in Minnesota, Wisconsin, and New York, due to be negotiated this year.

A regional sports network in the U.S. middle Atlantic region, under contract with the IA for many years, underwent corporate changes which added complexities to recent renewal negotiations. Thanks to the solidarity of the technicians and Local 487, negotiations nonetheless resulted in a contract that brought economics in line with similar markets, accounted for recent inflationary trends, and also brought contract language and conditions from other comparable agreements in other IA markets.

The IA worked with Local 100 in New York, to negotiate long-term contracts with the employers in that market replacing extensions entered during the COVID-19 period. The IA, Local 100 leadership, and its employer specific bargaining committees developed proposals that reflect the changes in the industry since the last long-term contracts were negotiated.

Beginning in 2023, the IA and Los Angeles sports broadcast technicians began preparing for negotiations with major employers there. By maintaining a steady presence with periodic meetings between the IA and Los Angeles broadcast technicians, the Hollywood locals have maintained solidarity in this region. Technicians regularly make use of IA resources, and workplace issues are being addressed in a timely fashion. As a result, the contracts covering these technicians were bargained and duly ratified in early 2024.

In Chicago, changes in the structures of rights agreements for four major local sports teams raised the opportunity to correct imbalances in historic pay

structures. The desire for stability in this formerly splintered market brought Chicago technicians to the table with a unified voice and the Alliance achieved the most beneficial contract in the market's history. Wage-focused hard bargaining backed by research into relevant economic conditions rendered a substantial, out-of-pattern percent increase over the life of the contract, with a commitment to bargain terms and conditions for formerly non-union studio production crew technicians.

As mentioned, in the Pacific Northwest, critical developments emerged surrounding major employers. The Alliance was nonetheless able to bargain for a complex agreement ensuring technicians in both Washington and Oregon would remain covered on events across those areas. After nearly two years of work on bargaining efforts in this region, technicians in these states have obtained certain unified and standardized conditions with economic gains.

Local television station technicians in various markets also have achieved bargaining success over the past four years. Broadcast affiliated personnel in metropolitan New York and Washington, D.C. ratified a three-year agreement in 2023 which includes wage and employee benefit increases. Together with the local unions in these markets, we have sought to preserve important existing economics which were a target of employer claw backs. Central to the success of these efforts was the support provided by the IA's communications team. In Detroit, we have continued to assist and support Local 38 in its efforts to renegotiate contracts with local television

stations. The IA persisted in its efforts to bring the employer representatives to the table and progress was realized as a successor agreement under Local 38's jurisdiction. The IA and Local 38 leadership collaborated with members of the bargaining unit to craft proposals that acknowledged changes necessitated by recent technology but also stressed the importance of well-trained technicians working with that modern technology. Bargaining unit members received wage increases that acknowledged the increased responsibility imposed by innovative technology.

As is noted elsewhere in this report, new local unions in this sector, generally identified in the Constitution and the Official Bulletin by reference letters 'TBSE' have been chartered in this sector within the past several years. Newly formed and emerging Locals will continue to have the support of the Alliance as they continue to develop their operations in the years ahead. As was reported at the last Convention, Locals 444 and 305 have both continued to grow in membership and expand in their respective jurisdictions, while newly chartered Local 216 is now functioning autonomously. Within the existing jurisdiction of Locals in other regions, broadcasts of prominent sports taking place in Los Angeles, San Francisco, Seattle, Minnesota, Ohio, and Michigan are now or for the first time represented by the Alliance or its affiliated Locals, allowing these technicians' valuable work to be conducted under the protection of IA contracts. In some instances, these technicians are location-based, providing fan experience telecasts to the public audience that enjoys the in-house video

and audio feeds affiliated with attending live sports events.

The IA has also focused on training for workers in the broadcast sector during the past several years. The IA continues to collaborate with employers and the Training Trust Fund to develop new training programs to ensure that IA members and Locals can represent highly skilled broadcast technicians now and in the future. The lessons we have learned about training needs in various regions will strengthen our efforts across the Alliance's jurisdiction. Craft training, steward training, officer training for Local officials have been attended by members, International representatives, and officials of many Locals. The popular "Broadcast Summit"—which has been specifically dedicated to workers in this sector—has convened three times since the 69th Convention. These have allowed members of every local that represents technicians in the broadcast sector to gather and exchange ideas. I have personally attended these events and have been proud to see the engagement, interactions, and interest of our fellow brothers and sisters and kin.

While continuing our representational efforts in all areas of worker needs, and pursuing organizing opportunities in this sector, the IA remains strengthened by the knowledge that our members working in broadcast crafts have unique and valuable skills that are not easily duplicated and are essential to an industry that continues to grow despite the evolving changes that it is now experiencing.

POLITICAL AND LEGISLATIVE DEPARTMENT

The political and legislative landscape

facing the Alliance in the United States has fluctuated substantially over the last four years. Recent political outcomes have starkly shown us how much elections matter. They have consequences that directly impact IA behind-the-scenes entertainment workers and their families.

The last four years have showcased the dramatic difference that electing pro-union presidential administrations and Congressional majorities has on IA members' lives and work. In the 2020 federal elections, we rose to the challenge of defeating the most anti-worker administration in generations. We elected President Joseph Biden, who pledged to be the most pro-union president in history, and a pro-worker trifecta by winning Democratic majorities in the United States Senate and the House of Representatives. In the two years that followed, our legislative issues were front and center. With a friendly administration and Congress, we went on offense for the first time in a decade and achieved numerous legislative wins. Departments and agencies established to protect and support workers that had been overrun by union-busting forces under the previous administration were restored and reinforced.

Yet, despite those gains, we continued to feel the damaging impacts of the previous administration's anti-worker appointments to the Supreme Court, which has since conducted an all-out assault on the established rights of working people, women, people of color, and unions – further shifting the balance of power to greedy multinational corporations and anti-union extremists.

In the 2022 midterm elections, the

pro-worker Democratic Senate majority was maintained thanks in large part to robust labor movement engagement – but in the House of Representatives our labor-friendly majority was lost. As evidenced by House Republicans' infamous infighting and 15 ballots to elect the next Speaker of the House, the narrow Republican majority was held hostage for the next two years by a handful of conservative hardliners, grinding the pace of legislation to a halt. No legislation of consequence for IA members was passed from 2023 to 2024.

Last year, in the 2024 presidential election year, we saw the return to the most anti-worker administration in generations after voters elected Donald Trump as the 47th President of the United States. Republicans also flipped control of the Senate and maintained their majority in the House of Representatives, resulting in a GOP trifecta in Washington, DC. These results are a blow for working people, as we are now faced with the reality of a second presidential term for Donald J. Trump and many of the gains we made under the Biden administration are being undone. The Project 2025 agenda promises to dismantle labor unions because we are a pillar of democracy and a check on power. But we will stand up and fight back to defend our rights, as we have always done.

Over the past 130 years, the IA has seen wars, pandemics, economic downturns, and hostile administrations come and go, and we will endure this as well. We will continue to relentlessly advocate for fair and just workplaces and fight to provide security and prosperity for every worker in entertainment,

regardless of the political climate. We will not waive from this mission, and we will not back down.

The IA's efforts have matured substantially since I established this Department and has become a professional operation in its effectiveness and capacity to influence public policy for the benefit of the U.S. membership. Led since 2019 by Director Tyler McIntosh – and supported by Assistant Director Jackson Rees – the Department, located at AFL-CIO headquarters in Washington D.C., has become the go-to source for legislators, policymakers, and industry partners in the U.S. on issues pertaining to behind-the-scenes entertainment workers.

Since my last report at the 69th Convention, the Alliance has been diligently advancing our federal legislative agenda, engaging with the Biden and Trump administrations, expanding and implementing the International's electoral political program, growing the IA PAC, and supporting IA local union political and legislative activism. I have traveled to Washington D.C. on several occasions to meet with key federal legislators and advocate for the legislative priorities of IA members.

Following the comprehensive COVID-19 legislative relief we achieved in the American Rescue Plan in March 2021, which I reported on at the 69th Convention, we continued to have success through the end of 2022 advancing legislative issues impacting IA workers.

We know that federal funding for the arts directly impacts job growth and work for our skilled craftspeople, so we urged Congress and the administration

to increase funding for the National Endowment of the Arts (NEA) and National Endowment for the Humanities (NEH) from \$167.5 million in 2021, to \$180 million in 2022, and culminating with a record-high of \$207 million each for the agencies in 2023. In fact, \$207 million is the exact figure that the IATSE advocated for, and our voices were heard. This victory for creative professionals stems from the solidarity we have built across the arts and entertainment unions and the strength of our collective memberships, who sent tens of thousands of letters to Congress urging them to act. The new funding level marks an important step toward our long-term goal of funding the agencies at \$1 per capita. It should be noted that the House Republican majority attempted to cut this funding amount for 2024, and we fought successfully to maintain a flat funding level of \$207 million in 2024 and in 2025.

The Alliance also made progress on our policy work to advance diversity, equity, and inclusion in the entertainment industry. In June 2022, Chairs Dr. Maria Rosario Jackson of the NEA and Shelly Lowe of the NEH announced the establishment of Chief Diversity Officer positions within their respective agencies. This move helped support career opportunities in America's creative economy for people from communities that are underrepresented in our industries. The IATSE – along with our sibling arts, entertainment, and media industry unions – were among the first to call for Chief Diversity Officer roles at the NEA and NEH. Our collective advocacy served as a driving force behind this change, which was another

step to fostering a more inclusive and representative entertainment industry. Unfortunately, these roles did not endure, as President Trump has dismantled diversity, equity, and inclusion offices across federal agencies. However, their establishment during the Biden administration serves as precedent that we will push to reinstate under future administrations.

In another notable victory at the end of 2022, for the first time in nearly a decade, the National Labor Relations Board (NLRB) received a desperately needed \$25 million increase in funding to enforce workers' rights. I joined 43 other union presidents and AFL-CIO President Liz Shuler on a letter to congressional leaders demanding they address the NLRB's funding crisis. The new funds prevented furloughs and allowed the agency to increase enforcement and protect workers' rights. With Trump appointees now poised to regain control of the NLRB, we will hold the Board accountable to provide workers the protections they are guaranteed by law and fight to safeguard the rights we have won.

The International has also utilized political outreach as a tool in bargaining and organizing fights when needed. In the fall of 2021, we leveraged our relationships in Congress to secure a congressional letter authored by Congressman Adam Schiff (D-CA) and Senator Alex Padilla (D-CA) to the Alliance of Motion Picture and Television Producers. The letter urged the AMPTP back to the table to negotiate collaboratively with approximately 60,000 IA workers to reach fair successor contracts for the Basic Agreement and

Area Standards Agreement. I am pleased to report that 118 members of the House and Senate joined Rep. Schiff and Sen. Padilla in signing the letter. Moreover, 120 Democratic Members of Congress standing shoulder-to-shoulder with IA motion picture and television production workers as they fought for a fair contract represented an unprecedented showing of solidarity and is a testament to the relationships we have built with our political activism.

In the fall of 2023, facilitated by the IA, the Congressional Labor Caucus in the House of Representatives invited IA visual effects organizers to provide an update to Members of Congress on the Alliance's organizing efforts to address the long-standing disparities VFX workers face within the motion picture and television industry and the growing demand for unionization in the VFX sector.

When we elect a pro-worker administration, they listen to us. The level of engagement that we experienced from the administration of President Biden and Vice President Kamala Harris was unprecedented and it was the most pro-worker administration in modern history. They actively sought to include the voices of IATSE behind-the-scenes entertainment workers in decisions that impacted our industries and workplaces.

President Biden established the White House Task Force on Worker Organizing and Empowerment and engaged the Union to provide input on executive actions that would increase worker organizing and empowerment in our industries. The administration invited a young IATSE organizer with The

Animation Guild, Local 839 to the White House to lift up our organizing successes in animation.

President Biden's pro-worker appointees to the Department of Labor and National Labor Relations Board made it easier to organize and cracked down on the misclassification of our workers as independent contractors, paving the way for workers in hair and makeup, visual effects, animation, gaming, and more, to organize and join the IATSE.

In September 2021, Secretary of Labor Marty Walsh visited Local 720 in Las Vegas to talk about the return of live events after the pandemic and the issues we still faced. I was pleased to join Secretary Walsh's successor, Acting Secretary Julie Su, who visited the Local again in January 2024 for a tour of their training center, to discuss an update on work in the industry, and a conversation with leadership about ways the Department of Labor could support IATSE workers.

The following month, Acting Secretary Su invited Local 22 member, Frank Brown Jr., to participate in a panel at the Department of Labor that highlighted the critical role that unions play in achieving equity for workers of color and creating career pathways in the arts and entertainment industries.

President Biden also reestablished the President's Committee on Arts and Humanities, which had been dissolved under the Trump Administration, and appointed labor leaders to ensure workers have a seat at the table. The appointees included Laura Penn, Executive Director of the Stage Directors and Choreographers Society (SDC), the first labor union leader to be appointed to this committee

since it was first established in 1982, and we advocated for her appointment.

I met with former U.S. Trade Representative, Ambassador Katherine Tai to share why IA members need strong copyright protections in U.S. trade agreements. Reflecting the Biden-Harris administration's commitment to a worker-centered trade policy, Ambassador Tai and USTR issued a report examining the adverse impact of online piracy on U.S. workers. To see our position reflected as the central issue focused on a prominent agency report was a sea change from previous administrations. I met with former National Endowment for the Arts Chair, Dr. Jackson to discuss how the NEA directly impacts work for our IA kin. These are all examples of how the Biden-Harris administration gave the Alliance a seat at the table and unprecedented opportunities to weigh-in on policy decisions that impacted our members. For these reasons and more, in April 2023, the General Executive Board voted unanimously to endorse President Biden for reelection, until his eventual withdrawal from the race.

Shifting to the Supreme Court, President Biden nominated Judge Ketanji Brown Jackson, who became the first Black woman confirmed to serve on the nation's highest court. The Alliance joined the AFL-CIO in a campaign to confirm Judge Jackson and since taking the bench as a Supreme Court Justice she has continued to fight for working people and our rights in the workplace. Elections matter and their outcomes have lasting consequences – both good and bad. Justice Jackson's confirmation would not have been possible without the election of President Biden and a pro-worker Senate

majority in 2020. Conversely, the three Trump-appointed Justices have cemented a Supreme Court majority with an extreme right-wing ideology that seeks to strip away established human rights and could last a decade or more.

Our political strength comes from our solidarity. We cannot do this work without member support, which is why the Alliance continues to work with IA Locals to identify union political coordinators for every IA Local. Local union leadership is one of the most trusted sources of information about politics for our members, which is why appointing a political coordinator is vital to our political infrastructure. I am glad to report that 276 out of 306 U.S. Locals, representing 97 percent of the U.S. membership, have appointed a member to serve in the role. The increase in political programs implemented by our political coordinators have allowed our Alliance to engage more members in this critical work than ever before.

The IA continues to produce new advocacy materials and resources to help strengthen local union political programs and assist our members in their political and legislative activism. The IA 'Advocacy Resource Summary' has been made available to Locals with brief descriptions of all the political/legislative advocacy resources the IA has developed, along with direct links to access them.

To supplement our IATSE Advocacy Resources, the Alliance launched the Political Coordinator Forum Series in 2022 offering periodic webinars and training focused on the foundational elements of successful local union political programs. These trainings drill

down on how to use specific advocacy resources and provide greater detail on ways political coordinators can bolster their local union political programs. The Alliance also hosts quarterly virtual meetings for union political coordinators to collaborate, ask questions, share best practices between Locals, and build solidarity.

This enhanced political infrastructure has allowed our Alliance to build upon previous electoral work to make a difference in electing pro-worker candidates who share our values. The International pursues robust voter registration, member outreach, and get out the vote programs each year and participates as an affiliate of the AFL-CIO with their annual electoral mobilization program. The International has recruited and sponsored members to work with the AFL-CIO in various states during each election as "release staff."

In the 2022 midterm elections, the International once again deployed a nationwide political program to mobilize as many IATSE kin as possible to vote. We deployed direct mail and peer-to-peer text campaigns that communicated important election information with over 25,000 IATSE members across nine battleground states. Through our ongoing partnership with Power the Polls, we recruited 292 IATSE members to serve as poll workers, joining local election officials to uphold the democratic process during early voting and election day. The International brought 15 IATSE members onto our payroll, and "released" them to work as staff on their state's AFL-CIO Labor 2022 programs – these members worked 263 combined days to empower

union members and their families to vote for pro-worker candidates.

The partisan split control of Congress following the 2022 midterms posed a difficult environment in which to enact meaningful pro-worker legislation and slowed the pace of progress. Despite those challenges, we continued to fight for the legislative priorities our members deserve. The Alliance has fought unwaveringly on bills like the Protecting the Right to Organize (PRO) Act, the Performing Artist Tax Parity Act, the John Lewis Voting Rights Advancement Act and on issues like passing single-payer universal healthcare and national paid family and medical leave. And while these fights are not easy, and victory is not guaranteed, we will continue to push for these issues because it is the right thing to do, and because they will better the lives of the members of this Alliance.

Momentum for transformative labor law reform and support for the PRO Act continues to grow in Congress, evidenced by the 212 cosponsors of the legislation in the House and 46 in the Senate upon reintroduction in the 119th Congress. IATSE continues to strongly compel the House and Senate to pass the PRO Act. A Republican filibuster in the Senate from 2021 to 2022, followed by Republican control of the House and now an anti-union GOP trifecta has prevented passage of this legislation, but we will stay in the fight until this bill becomes law.

We also persist in our efforts to restore tax fairness for entertainment workers by supporting the Performing Artist Tax Parity Act (PATPA). If passed, PATPA would allow many entertainment workers to deduct work related expenses

once again from their taxes, which we have been fighting for since 2017 when the Republican Tax Cuts and Jobs Act eliminated these deductions – forcing many IATSE members to shoulder the cost of the equipment, tools, and travel necessary to do our jobs. IATSE members and other arts union allies have sent over 50,000 letters to Congress in the last four years and due to our grassroots efforts, along with direct advocacy from the IA, the legislation garnered 103 cosponsors from both parties in the House of Representatives and a companion Senate bill was introduced in the upper chamber on a bipartisan basis, increasing the likelihood of passage when Congress takes up a broad tax package.

A key addition to our legislative agenda in 2023 was to establish safeguards to ensure the fair and ethical use of artificial intelligence (AI) and machine learning tools. Legislative advocacy on AI is part of IATSE's broad campaign to address the impact of emerging technologies on entertainment workers, and the IA has been deeply engaged on this priority.

Department Director McIntosh joined senior Biden-Harris Administration officials and leaders from the broader labor movement at the White House for a discussion of the implications of AI for workers, unions, the quality of jobs, and the future of work.

General Secretary-Treasurer Wood was invited to the White House to witness President Joe Biden announce and sign a landmark executive order on AI, which included many of IATSE's Core Principles for Applications of Artificial Intelligence and Machine Learning Technology.

International Vice President and Assistant Director of Motion Picture and Television Production Holtgrewe was invited by Majority Leader Chuck Schumer to represent IATSE workers at the U.S. Senate AI Insight Forum titled "Transparency, Explainability, Intellectual Property, and Copyright." The bipartisan U.S. Senate roadmap for AI policy that resulted from these forums prioritized maintaining strong copyright and IP laws which are essential to protect the healthcare and retirement security of IATSE members who power the U.S. entertainment industry.

The International submitted comments and policy recommendations to the U.S. House of Representatives Task Force on AI, which were reflected in the task force's final report issued in December 2024. Additionally, then-Congressman Adam Schiff introduced the Generative AI Copyright Disclosure Act, a bill to establish transparency with respect to copyrighted works used in building generative AI systems. IATSE input was sought by Rep. Schiff in the drafting of the legislation, and we proudly endorsed it. If passed, this legislation will ensure there is appropriate transparency of generative AI training sets and will empower IATSE workers to enforce their rights. IATSE has also engaged with the office of Senator Peter Welch (D-VT), endorsing his bill, the Transparency and Responsibility for Artificial Intelligence Networks (TRAIN) Act, and the office of Senator Brian Schatz (D-HI), endorsing his bill the AI Labeling Act. The IA continues to advocate for the passage of these bills.

Another vital addition to our federal legislative agenda in 2024 was the start of

a comprehensive campaign to advocate for the introduction, and ultimately passage, of federal film and TV tax incentive legislation. Countries like the United Kingdom, Australia, and others have escalated their federal incentive and subsidy structures to lure productions from the United States. While U.S. states have offered tax credits for production, in recent years state incentives have not been enough to prevent productions from moving overseas. IATSE expressed support for then-Congressman Adam Schiff's letter to the U.S. Bureau of Labor Statistics and U.S. Bureau of Economic Analysis highlighting the impact of international tax policy on American jobs and the urgency of introducing a competitive labor-based federal production tax incentive to level the playing field. The International is working closely with Senator Schiff to introduce bipartisan legislation in the near future to ensure the United States maintains its standing as a leader in the film and television production industry.

In July 2024, following President Biden's decision not to seek reelection, the IATSE General Executive Board voted unanimously to extend its endorsement to Vice President Kamala Harris for President of the United States. Vice President Harris played a pivotal role in delivering policies and legislation to benefit IATSE workers. Kamala Harris consistently stood with us and so we stood with her.

The Alliance launched the IATSE for Harris-Walz webpage on IATSE.net to amplify the General Executive Board's endorsement of Kamala Harris for President and Tim Walz for Vice President.

The webpage highlighted specific examples where Vice President Harris engaged directly with IATSE members and the International to advance our priorities. This was our foundation for messaging the 2024 presidential race and establishing the IATSE-specific contrast between Kamala Harris and Donald Trump. Content from the IATSE for Harris-Walz webpage was communicated to the IATSE membership through all modes of our 2024 political program to frame the clear choice we had on Election Day.

At the 2024 IATSE U.S. District Conventions prior to the election, the Alliance developed an education session titled, "Overcoming Polarization for 2024 Electoral Wins." The session provided concrete tools that local union leaders and delegates could take back to their Locals to normalize talking about politics with members and overcome polarization to deliver electoral wins for IATSE members. The presentation was offered as a webinar for all IATSE members and is available as an enduring resource on the IATSE webinar channel for future use.

Building on the progress made during previous election cycles, IATSE's 2024 political program was the most comprehensive electoral mobilization campaign in our history and engaged more members than any previous iteration. The International expanded its modes of member contact by including digital ads for the first time. The ads were placed across the traditional social media platforms of Facebook, Instagram, and X (Twitter), as well as streaming platforms and web browsers. The ads had over 782,000 video views and nearly 1.5

million impressions, reaching members on over 78,000 devices.

The International also sent 31,282 pieces of mail and 9,485 text messages reaching 15,641 members living in the battleground states. With the addition of digital ads, the IATSE electoral mobilization program achieved a comprehensive, layered contact program that communicated with our members via modes that suited their preferred method of contact.

I hit the campaign trail myself in the battleground states of Georgia, Nevada, and North Carolina to support labor-endorsed candidates up and down the ballot. I was proud to rally IATSE members and union kin at AFL-CIO canvass kick-off events in Atlanta at IATSE Local 479 and in Las Vegas at the Nevada AFL-CIO, as well as speak to delegates at the North Carolina AFL-CIO COPE convention.

The International again invested significant resources in sponsoring IATSE members to work with the AFL-CIO in battleground states as "Release Staff." During the months leading up to the election, we brought 40 IATSE members onto payroll who worked over 550 days combined – both records for the IATSE Release Staff program. The International also renewed IATSE's partnership with Power the Polls, signing up 644 IATSE members to serve as poll workers and help operate polling locations in their communities.

While the election did not deliver the outcomes we worked for, IATSE members did our part, and we should be proud of our efforts. But make no mistake, over the next three and a half years our Union

and our industry are facing existential challenges.

Following his election, there was cause for optimism as Trump nominated former Rep. Lori Chavez-DeRemer (R-OR) to serve as Secretary of Labor, who was one of just three House Republicans to cosponsor the PRO Act in Congress. But any illusion that Trump had changed his approach toward supporting workers and their unions was quickly proven to be a lie. The start of the second Trump Administration has been a nonstop barrage of attacks on working people.

In his first week in office, Trump issued executive orders that wiped away hard-fought progress that we had achieved for the IATSE membership. He eliminated the President's Committee on Arts and Humanities. He eliminated all diversity, equity, and inclusion programs at federal agencies, including the Chief Diversity Officer roles at the NEA and NEH. He rescinded Biden's Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence. Another executive order targeted the rights of our LGBTQ+ kin by declaring that the U.S. government will recognize only two sexes and remove "nonbinary" or "other" options from federal documents.

The following week, Trump illegally fired NLRB Member Gwynne Wilcox. This left the NLRB without a quorum, paralyzing its ability to enforce labor laws and taking away the fundamental rights of all private-sector workers whose freedom to organize, negotiate fair contracts, and hold employers accountable depends on a fully operational NLRB. This egregious violation of federal law was reversed in

court and Wilcox was reinstated in March, but Trump has appealed the ruling, and this matter is likely to come before the Supreme Court. Trump then nominated Crystal Carey, a partner at union-busting firm Morgan Lewis, to serve as the next general counsel of the NLRB.

Then in late-March came the most significant union-busting attack on the labor movement in American history. After spending months gutting federal agencies through large-scale firings of workers in violation of employee protections, Trump issued an executive order stripping collective bargaining and union rights from over 700,000 workers across the federal government. IATSE condemned this action in the strongest possible terms. We have locked arms with federal workers and will fight this with every fiber of our being.

The next few years will be about defending against political attempts to dismantle the rights won over the last century, as well as defending against attempts to further slant the economy towards billionaires and international corporations at the expense of working-class Americans. Strength in numbers — union strength — is the best tool we have for defending our rights and collective well-being. Solidarity is our only path forward.

Despite this assault on unions from the Executive Branch, the IA has pushed forward, unabated, advocating for the legislative priorities of IATSE members and advancing our agenda where possible in the current political environment.

The Alliance is pushing Congress to lower the cost of living for entertainment workers by including PATPA in tax

legislation expected later this year and has already been successful getting the bill reintroduced on a bipartisan basis in both chambers of Congress.

As I stated previously, the International is focused on the introduction of a labor-based federal film and television production tax incentive to level the playing field and make the U.S. more competitive in response to international competition. The Alliance is pursuing all policy measures that can be implemented to maintain film and television jobs in America, while not disadvantaging our Canadian kin. The IA has hired expert tax advisors in Washington, D.C. to support the IA with legislative services and lobbying support.

We spearheaded the establishment of a coalition of stakeholders in Washington, D.C. committed to advancing a federal incentive. The coalition has been educating Congress on the significant decline of film and TV production in the U.S. and has begun a coordinated campaign to realize a full federal incentive program that will have opportunities for IATSE Locals and member engagement.

In January, President Trump in a social media post correctly pointed out that film and television productions have increasingly moved overseas. His awareness of the challenges facing America's film and television workers is an opportunity upon which we are seizing. We will seek to work with this administration on any area of common ground that advances the livelihoods of IATSE members, but we will at the same time vigorously stand up and fight back to defend our rights, as we have always done.

I have said it before, but it bears repeating, having a political and legislative environment that is ripe for us to succeed is as important as anything else we do as a Union to protect working people. Ignoring politics just gives away worker power and enables wealthy corporations and anti-union forces to further manipulate the laws of the land and disadvantage union members. It is incumbent upon us to communicate with our IATSE kin about advancing policies that enhance their lives and work and fight against those trying to undermine our rights. I encourage all Locals of the IATSE to engage in our political program to ensure the continued success of this Alliance. In recognition of the importance of electoral outcomes, the IA political program and our activism in electoral politics has never been more robust.

IATSE PAC

To supplement our political mobilization in electoral campaigns, the IATSE continues to maintain its Political Action Committee, IATSE PAC (PAC), which has now been in existence for over 25 years. The PAC is a non-partisan U.S. federal PAC created for our Union and its members to gain a greater voice in the political and legislative process of the United States. IATSE PAC is funded entirely by voluntary contributions from IATSE members and used to support candidates who stand with workers, and against politicians who consistently stand against us.

There are many factors that the PAC Committee considers before offering PAC support, but ultimately it all boils down to this: IATSE PAC supports pro-worker candidates and elected officials. People

who care about workers, their families, and their unions.

The IA PAC supports policy makers who fight for the right to organize a union; expand collective bargaining rights; eliminate so-called “right-to-work” laws; defend our pension funds and health care benefits; enforce strong copyright protections to protect creative content; preserve and expand funding for the arts; ensure equity for all; oppose all forms of discrimination; and advance the IATSE federal issue agenda, which is reviewed and updated each year to reflect the IATSE’s current federal legislative priorities.

To advance pro-worker legislation and policy, we must financially support candidates that stand with workers. The IATSE PAC is used to help pro-worker candidates get elected to office and then remain in office. The White House and Congress play important roles in the industries that employ IATSE members and the laws that govern labor rights. We must work to defeat politicians who are pushing an anti-worker agenda and help elect candidates who have committed to fight for our rights as workers.

IATSE PAC resources allow us to support our legislative champions and build stronger relationships with Members of Congress, so when they are thinking about how a policy may affect corporations or our employers, they are also thinking about the impact on IATSE behind-the-scenes entertainment workers and their families.

The PAC utilized over \$520,000 of invaluable member contributions to support candidates in the 2022 federal election cycle who stand with workers

and support the issues important to IATSE members. That figure increased to \$607,000 in the 2024 federal election cycle. Over the last four years, the International Union has continued to prioritize assisting our local unions and members with becoming more engaged in fundraising activities to build the capacity of the IATSE PAC and help us attain greater political influence.

I am pleased to say that despite the continued effects of a global pandemic and one of the longest shutdowns in film and television production industry history, contributions to the PAC from U.S. members since the 69th Convention have grown. The IATSE PAC has generally raised over \$300,000 annually. As an example, over \$332,000 was raised in 2023, a landmark total annual total for that year.

We have seen an increasing number of recurring, regular PAC donors. As a small incentive, the General Office continues to present custom lapel pins to members who contribute at the three suggested levels of PAC participation of \$40/\$20/\$10 per month. Monthly contributors at these levels receive the corresponding lapel pin to signify their ongoing commitment to IATSE PAC. In addition, members signed up for recurring contributions to IATSE PAC at any amount continue to receive a quarterly newsletter from the Political/Legislative Department detailing candidates supported with PAC funds for that quarter, along with political and legislative updates.

Any member who contributes to IATSE PAC on a recurring basis can also request PAC support for federal candidates in their areas. The

International encourages IATSE PAC contributors to fill out the 'Request IATSE PAC Support' form for consideration by the Committee to make the Committee aware of candidates who are supporting our members and engaging with our Locals.

However, we still have significant room for growth. In the four-year period from 2020 to 2024—on average, 2,400 IATSE members contributed to the PAC each year—only a minor percentage of eligible members. To those of you who are among these existing contributors, thank you – you should take pride in what you have done to improve the political landscape on behalf of all your IATSE kin. Yet, if only a small percentage of any group is contributing, it does not reflect the solidarity of an entire U.S. national workforce with aligned interests.

In 2023, the International launched the annual IATSE PAC “Local Solidarity Awards” program to officially recognize IATSE local unions that have committed themselves to raising PAC funds. IATSE PAC benefits all U.S. members and locals whether they contribute or not. It is the position of the Committee that those handful of locals that have made it a priority to educate their members on the importance of the PAC, and how their contributions are an investment in the improvement of their lives, deserve this special recognition as they are carrying the weight of the entire U.S. membership of our Alliance. The award consists of a commemorative plaque that locals can display in their union hall or office, and local unions that achieve recognition are published annually in the IATSE Official Bulletin. The awards are presented

annually at the mid-winter GEB meeting. There are four award levels – from bronze to platinum – that locals can earn by either meeting a certain percentage of members contributing, or by achieving a specific contribution amount when the members' contributions are totaled. This structure allows U.S. IATSE Locals, regardless of size, to have an equal opportunity to achieve recognition.

Locals with either 5 percent of their membership contributing to IATSE PAC, or \$5,000 contributed by Local members receive the bronze award. Locals with either 7.5 percent of members giving or \$7,500 contributed receive the silver award. Locals with either 10 percent of members donating or \$10,000 contributed receive the gold award. And the top award is reserved for those Locals that are doing both – these locals will have committed themselves to having a high percentage of their members engaged in IATSE PAC giving while also raising a significant total for the year. Locals with 15 percent of their membership contributing to IATSE PAC, and \$15,000 contributed receive the Platinum award.

At the 2024 Mid-Winter General Executive Board Meeting the first annual IATSE PAC Local Union Solidarity Awards were presented to 24 local unions that have committed themselves to raising funds for IATSE PAC. Recognized at the Bronze level were Locals One, 26, 121, 476, 500, 695, 705, 706, 764, 798, and 868. Recognized at the Silver level were Locals 52, 728, 751, and 892. Recognized at the Gold level were Locals 11, 16, 44, 592, 631, 800, and 839. Recognized at the Platinum level were Locals 2 and 8. I hope to grow the number of Locals

awarded in coming years and urge all U.S. Locals to prioritize the significant role IATSE PAC plays in the advancement of the economic and social well-being of the IATSE membership.

The Political and Legislative Department has provided tools necessary for Locals to educate members on the importance of the IATSE PAC and why growing our collective investment in the PAC across the U.S. membership is crucial. In 2022, the Department responded to feedback from the U.S. locals and members about the need for a presentation about the PAC. The Department developed “IATSE PAC: Join the Fight!”– A 23-minute presentation dedicated to answering the most frequent questions IATSE members ask about the IA PAC and explaining the significant role our PAC plays in delivering political and legislative victories for IATSE behind-the-scenes entertainment workers.

In 2022 and 2024, I sent a letter to all U.S. Local officers urging every U.S. Local to deliver this presentation to its membership. The link to the recorded video can be emailed or otherwise presented for local members to view. This presentation will serve as an enduring resource for locals to use now and in the future to educate their members about IATSE PAC.

At the 69th Quadrennial Convention, I reported on the streamlined IATSEPAC.net website that is accessible to all U.S. members and continues to facilitate online IATSE PAC contributions in addition to housing all the International's political and legislative advocacy resources. These resources include the IATSE PAC Guide, which contains detailed information

about IATSE PAC including who can participate, ways to contribute, how to host a fundraising event, compliance rules, and how to engage your Local membership.

Locals 892, 764, and 893 have all engaged in various events that benefit PAC fundraising in ways that have resulted in contributions of tens of thousands of dollars. In particular, Local 764's popular quilt raffle, which has taken place for 22 years has raised \$190,000 in total as of 2024 in support of the PAC. I hope these innovative events, which have been reported to the General Executive Board can serve as a model, or spark ideas for other Locals to benefit the IATSE PAC.

It cannot be overstated that the Alliance is afforded continued opportunities to influence public policy at the highest levels because of the worker-friendly legislators we have helped elect and the relationships we have built with IATSE PAC resources. Corporations, our employers, and anti-union forces spend millions in PAC contributions every year to influence elections and policy. We have to stand up and fight back not only with our activism and our votes, but our wallets. If we want to more effectively influence federal legislative fights, and face opportunities ahead of us, we must grow and strengthen IATSE PAC and simply put, we cannot do that without the Locals. IA Locals are valuable sources of political information for our members. The International's requests can only extend so far. I am asking that you as Delegates to this Convention extend this message. I recommend that the Delegates to this Convention

carry the PAC's growth forward. Spread the word that our fundraising efforts must continue. If our members do not contribute in greater numbers to IATSE PAC, then our opponents will have the field to themselves. The kind of growth that is possible for IATSE PAC is reliant upon Local leaders explaining to their members why they give to the PAC and why they think their members should too. We have the numbers, but we need your solidarity. We are stronger together and we all must do our part.

STATUS OF VARIOUS LOCAL UNIONS

As described elsewhere in this report, the Alliance has faced many challenges over the last four years, yet total membership has escalated since the closing of the last Quadrennial Convention. In 2021, I reported there were 158,853 members of the International Alliance. As of the first week of July 2025, the total number of members is 173,451, a gain of just over 9 percent of membership during the past four years. Coinciding with these membership numbers, the following is a list of new Locals. Mergers of local unions, which also reflect those undergoing jurisdictional changes since the last Convention are also reported below. These mergers are consistent with our continuing efforts to strengthen and protect our existing jurisdictions throughout the United States and Canada. It should also be noted that under the International Constitution, Article Nineteen, Section 29, the International President has the authority, after a hearing or investigation, and with the approval of the General Executive Board, to effect mergers of local unions

where it is found that an existing Local or Locals are unable to discharge their duties properly or that the merger of two or more Locals would be in the best interest of the members of such Locals and the Alliance. Finally, reported below is a list of Locals that have become defunct since the last Convention.

Newly Chartered Locals:

M-128	Dallas/Fort Worth/ Arlington Metropolitan Area, TX
S-250	Okanagan Valley, BC
TBSE-216	Cleveland, OH
PWG-111	United States, National

Merged:

O-166	San Francisco/San Mateo/ Palo Alto/Marin County, CA merged into S-16 San Francisco Marin County/Santa Rosa/Lake Mendocino/Palo Alto/ Sonoma County/Napa County/San Mateo County, CA
O-169	Alameda/Solano/Napa and Contra Costa Counties, CA merged into S-107 Alameda County/Oakland/Berkeley/ Contra Costa County/ Solano County/Richmond, CA
M-848	Sydney/Glace Bay, NS merged into M-680 Halifax/ Dartmouth, NS/Saint John/ Moncton/Fredericton, NB
T-B848	Glace Bay, NS merged into M-680 Halifax/Dartmouth, NS/Saint John/Moncton/ Fredericton, NB

MPP,O&VT-160 Cleveland/
Ashtabula/Lorain/Elyria/
Sandusky/Erie County,
OH merged into T-B27
Cleveland, OH

M-416 Rochester/Austin/Mankato/
Winona, MN merged into
S-13 Minneapolis/St.Cloud/
Little Falls/Brainerd/St.
John's University/College of
St. Benedict/Saint Paul, MN

MPP,VT&CT-199 Detroit, MI
merged to S-38 Detroit/
Pontiac/Mt. Clemens/
Port Huron, MI

S-284 Wilmington, DE merged
into S-8 Philadelphia, PA/
Camden/Mercer County,
NJ

S-126 Fort Worth/Arlington/
Denton/Gainesville/
Grapevine, TX merged into
128

S-127 Dallas/Grad Prairie/
Mckinney, TX merged into
M-128 Dallas/Fort Worth/
Arlington Metropolitan
Area, TX

TWU-803 Dallas/Fort Worth, TX
merged into M-128 Dallas/
Fort Worth/Arlington
Metropolitan Area, TX

M-283 Hanover/York County/
Gettysburg/Lancaster
County, PA merged into
S-97 Reading, PA

Defunct:

M-260 Lake Charles/Alexandria/
Pineville/Fort Polk, LA

O-330 Fort Worth/Denton/
Gainesville, TX

MPP, O&VT-472 Flint/Owosso, MI

M-464 Salina, KS

M-616 Meridian, MS

M-627 Southwestern Pennsylvania

MPP, O&VT-640 Nassau/Suffolk
Counties of
Long Island, NY

M-645 Rockland County, NY

M-749 Malone, NY

TBSE-902 Johnstown/Altoona, PA

CONCLUSION

We must continue to focus on the critical matters at the core of remaining an effective union. We can never take our eyes off the basics. The things that give us fuel to fight for the overall condition of our members. We must ALWAYS organize! We must ALWAYS bargain hard, and not just for the essentials!

We must ALWAYS enforce our agreements, lest they are not worth the paper they're written on. And we must remain the preeminent technical and artistic labor force in the entertainment industry. We must ALWAYS have a clear uncompromising vision into the future addressing the challenges of change with fervor, while seizing on the new opportunities that are, invariably, on the horizon. And we must ALWAYS, ALWAYS, surround the most vulnerable among us, with a fortified strength and permanent resolve, maintaining our principals for social and economic justice.

The purveyors of greed and the enemies of fairness keep a keen eye on our fortress. They exploit opportunities to surreptitiously weaken us. They are the long-standing, undisputed champions at dividing people. While they DIVIDE and try to conquer, we as entertainment

workers, as IATSE members and as trade unionists with a collective conscience, are the counterbalance. We are here as the champions of UNITY!!!

Some would argue that the difficulties we have endured, and all the recent challenges posed to us, are among the greatest in our history. But we have faced great challenges before, and we will again. We remain resilient. That's right sisters, brothers, and kin, in spite of all of it, here we stand together assembled with power, resolve, dignity and purpose.

The things we have accomplished, the heights to which we have risen, the losses we have suffered, and the battles ahead, are the bond between us. It is our collective experience as trade unionists. We are truly all in this together.

The forgoing conveys only a smattering of the work done in the past four years. Please read the entire report in detail. It is the submission to the Convention assembled, as is required under the International Constitution, to report the record of our work since we last convened. But it's also a testament to our collective efforts. So much gratitude is owed to the General Executive Board and Officers, Department Directors, representatives, and support staff for their tireless work toward a common vision. Thank you! And to you the delegates, who have selflessly placed yourselves at the forefront of the challenges the members face, with true SOLIDARITY, as front-line fighters in the battle for the most deserving and worthy cause I can think of the Security and Prosperity of IATSE members.

I remain honored and humbled to be your International President. Thank you

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Richard A. Borman May 10, 2025	1	Daniel A Blanch Jr April 17, 2025	33	Lance Woodward June 30, 2025	74	Tyree Miller June 8, 2025	476
Albert E. Cassidy April 2, 2025	1	Paul Nichols April 6, 2025	33	Barry D Williams June 22, 2025	78	Daniel P Peddle June 27, 2025	476
Robert Caufield June 13, 2025	1	Anthony Storti May 16, 2025	33	Steven Gage June 5, 2025	80	George Benedict June 20, 2025	477
John Crowe April 9, 2025	1	Linda Wess April 17, 2025	33	Ron Griffin June 13, 2025	80	Robert Ballew June 6, 2025	479
Michael R. Fedigan April 24, 2025	1	Michael P. Alvarez June 7, 2025	44	Dennis Kuneff June 5, 2025	80	Jennifer Chandler April 1, 2025	479
Paul Greeno April 20, 2025	1	Michael B Bunch May 15, 2025	44	Fred Perdue June 5, 2025	80	Timothy Driscoll June 24, 2025	479
Kevin P Grysko April 2, 2025	1	Michael D. Combs April 12, 2025	44	William R Taylor June 5, 2025	80	William Drummond May 14, 2025	479
Joseph J. Maher June 24, 2025	1	Michael C Deal April 25, 2025	44	Michael Van Wagenen June 5, 2025	80	Jake Hodges May 30, 2025	479
Kenneth Randell June 12, 2025	1	Robert J. Dexter June 30, 2025	44	Barry E Long June 7, 2025	97	Lee Lacaille June 17, 2025	479
Jason Szymanski May 25, 2025	1	James Fredburg June 30, 2025	44	John W Perryman June 30, 2025	99	Tim Naylor April 9, 2025	480
Vincent Valvo May 11, 2025	1	Clifford C Hill, Iii April 14, 2025	44	Scott Mallory April 18, 2025	105	Jeremiah Phillips June 4, 2025	480
Francis E Webber June 27, 2025	1	Jay M Hirsch June 11, 2025	44	Allen Pitre June 10, 2025	129	Roger L Danchik June 19, 2025	481
Andrew Coleman April 13, 2025	2	Delane E Lytle June 2, 2025	44	Dwight C. McBride April 8, 2025	134	Wallace R Symns May 13, 2025	484
Clark C Morris May 20, 2025	2	Gerald L. Mcclung June 30, 2025	44	Eric Gajdek June 24, 2025	200	Chris Allen June 14, 2025	491
Guy E Nowak May 22, 2025	2	Donald F Power May 14, 2025	44	Linda Rajotte May 31, 2025	306	Michael W Cavell April 9, 2025	491
James S. Culp May 10, 2025	7	Lehr A Sandoval May 1, 2025	44	David Callemeyn May 17, 2025	321	Ralph A Woollaston June 26, 2025	491
Joseph Psuik Iii April 1, 2025	7	Jeffrey Christiano June 29, 2025	52	Frank R Martin May 12, 2025	329	Gary Kousek April 16, 2025	500
Robert B Mcrae April 1, 2025	15	Roger L Danchik June 19, 2025	52	Gerald Miller July 7, 2025	329	Roger E. Cohen June 23, 2025	600
John L Stanovich April 1, 2025	15	Harry Drennan April 30, 2025	52	David A Bunting April 5, 2025	336	John J Ellingwood April 1, 2025	600
Barbara A Brennan June 9, 2025	16	Wesley Godbout April 25, 2025	52	Chris Allen June 14, 2025	347	Abbot Genser May 27, 2025	600
William R Dreyfus April 13, 2025	16	Joseph J Manzione June 9, 2025	52	Lisa Dufresne May 17, 2025	412	Stephen Lasker May 13, 2025	600
Emmett R Lewis June 1, 2025	16	Christine Mayer June 12, 2025	52	Rolf K Freeman April 1, 2025	442	Marvin Levy April 9, 2025	600
Henry C Parks Jr April 10, 2025	22	Tayman Strahorn May 27, 2025	52	Ron Muise May 14, 2025	471	Norman E Parker June 4, 2025	600
Robert Landauer May 28, 2025	28	Walter Tatro April 17, 2025	52	Ronald M Crededio May 21, 2025	476	Renato Payton June 23, 2025	600
James P Corcoran May 4, 2025	31	Martin J. Williams May 27, 2025	63	Gregg A Jarrett May 10, 2025	476	Jeff Schuster May 20, 2025	600

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Robert Zeigler	600	May 8, 2025		Eugene Radice	835	April 21, 2025	
June 13, 2025		Steven E Pellant	728	June 3, 2025		George Ramage	891
Charles S Bruno	631	April 1, 2025		Isabelle Nadeau	849	April 6, 2025	
June 6, 2025		Ralph Stiers	728	April 5, 2025		Rorey Soderman	891
John Askwith	667	April 1, 2025		Kenneth P. Kern	871	June 17, 2025	
April 11, 2025		Paul Stockwell	728	April 6, 2025		James Robert Brinsky	923
Craig T. Perrin	667	May 14, 2025		Lainie Miller	871	May 7, 2025	
June 6, 2025		Kelly Hudson	729	May 6, 2025		Carolyn Jones	18032
Yuri Yakubiw	667	April 13, 2025		Sheri Selling	871	June 6, 2025	
May 23, 2025		Steven K Paulin	750	April 1, 2025		Manuel I Levine	18032
Alan Zenuk	669	April 24, 2025		Winston Poblete	873	April 15, 2025	
April 1, 2025		Matthew Flesch	751	June 16, 2025		Paul Libin	18032
Greg Cannom	706	May 5, 2025		Raymond Vitellaro	873	June 27, 2025	
January 1, 5042		Don Lynch	751	May 4, 2025		Jim Ehlmann	B2
Manuelito T. Portacio	706	June 27, 2025		John Williams	873	April 1, 2025	
April 21, 2025		Maureen K Neiman	751	June 1, 2025		Deborah Paynic	B2
Edward Fowler	720	May 27, 2025		Fredericka Baker	874	April 1, 2025	
June 19, 2025		Stephen Finn	753	April 17, 2025		Robert M. Rimmer	B2
Servio Perri	720	April 25, 2025		Scott Plimpton	884	April 1, 2025	
April 29, 2025		James Griffin	753	May 11, 2025		Barbara Rodgers	B2
Richard Steimer, Sr.	720	June 1, 2025		Timothy W. Cassidy	891	April 1, 2025	
April 17, 2025		John M Hart	762	June 14, 2025		Charles Amend	USA829
John Steven Blaich	728	July 14, 2025		Ryan Fehr	891	April 15, 2025	
April 12, 2025		Arlene J. Vanko	769	June 27, 2025		Gail Fuller	USA829
David Blundell	728	May 31, 2025		Jeremy Gregson	891	April 24, 2025	
June 28, 2025		Marianne Riegg	784	April 1, 2025		David Gano	USA829
Roger M Bourse	728	April 10, 2025		Benn Harrison	891	June 5, 2025	
June 22, 2025		Ivor Lesli Dilley	800	April 6, 2025		John Hirsch	USA829
Kenneth Buzzy Burwell	728	May 20, 2025		Matthew Jenson	891	June 25, 2025	
April 14, 2025		Noelle King	800	May 7, 2025		Charlett Hobart	USA829
James Ellis	728	June 13, 2025		Darren Kelly	891	June 17, 2025	
May 14, 2025		Vance Lorenzini	800	April 9, 2025		Linda Stone	USA829
Frank Krejsa	728	June 4, 2025		Geoffrey B. Preston	891	April 2, 2025	

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
 Brian Lawlor
 Dennis and Wendy O'Connell
 District 2

In Memory Of
 Paul Libin
 Robert Caufield
 Fund Contribution

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees
ADC Associated Designers of Canada
ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftpersons)
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 Craftpersons
ATPAM Association of Theatrical Press Agents and Managers
BPTS Ball Park Ticket Sellers
CDG Costume Designers Guild
CHE Casino Hotel Employees
EE Exhibition Employees
EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors
ICG International Cinematographers Guild (inclusive of Publicists)
M Mixed
MAHS Make-Up Artists & Hair Stylists
MAHSG Make-Up Artists & Hair Stylists Guild
MPC Motion Picture Costumers
MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)
MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians
MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians
MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts
MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians
MPSELT Motion Picture Studio Electrical Lighting Technicians
MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)
MPS&SW Motion Picture Set Painters & Sign Writers
MPSPT Motion Picture Studio Production Technicians
MPST Motion Picture Studio Teachers and Welfare Workers
MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees
MT Mail Telephone Order Clerks
O Operators
PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators
PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists
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 – Mel Geary, treasurer@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: John White, 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, stage-ba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC – Conor Moore, recsec@iatse118.com, 2940 Main St #206, Vancouver, BC V5T 3G3, Bus. Agt.: Joe Sawan.
S 168 VANCOUVER ISLAND, BC – Laurie Edmundson, sec-treas@iatse168.com; P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Kristen Iversen.
S 250 VANCOUVER, BC – Matt Koenig, unordine@shaw.ca, 129 Nanaimo Ave West, Penticton, BC V2A 1N2, (604-644-2645); Bus. Agt.: Kyle Longbotham.
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 – Kari Nakken secretary@cag938.ca, 1055 W Georgia, #2400, Vancouver, BC, V6E 3P3, (604-355-6733); contact@cag938.ca. Rowan Guay, businessagent@cag938.ca.
T B778 VANCOUVER, BC – Nadia Santoro, 525 Carrall Street, Vancouver, BC, V6B 2J8. (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) Bus. Agt.: Erik Kruka.
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. Chris Skinner, 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 – Anne Paynter, 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, L0S 1J0. (905-932-4461) Bus. Agt.: George Galanis.
S 467 THUNDER BAY, ON – Keith Marsh, keith@tbaytel.net; , 380 Van Norman Street, Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

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

M 580 WINDSOR/CHATHAM, ON – Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3K2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

M 634 SUDBURY/NORTH BAY, ON – Keith Clausen, local_634@hotmail.com; 24 St. Louis Street, P.O. Box 68, Naughton, ON, P0M 2M0. (705-665-1163) Bus. Agt.: Tyler Hewitt, local634ba@gmail.com.

ADC 659 CANADA – Simon Rossiter, treasurer@adc659.ca; 22 St. Joseph St., Toronto, ON M4Y 1J9. (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, L9A1C0. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Hale Reap, ba.iatse828@gmail.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 – Sarah Byrnes, iatseb173@gmail.com, 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, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

QUEBEC

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.: Maxime Gamache, 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 – Carl Lessard, carl_lessard@videotron.ca, 1001, BD de Maisonneuve E. Bureau 900, Montréal Québec H2L 4P9 Canada (514-844-2113) (Fax: 514-608-1667). Bus. Agt.: Labour Relations Director, Étienne Lafleur, elafleur@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) Dave Labrecque, (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, iatselocal863ha-billeur@hotmail.com.

SASKATCHEWAN

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

M 300 SASKATOON, SK – Luke Von Eschen, 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.: Daniel Walker, iatse78ba@gmail.com.

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

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

SM 479 STATES OF ALABAMA AND 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.

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 Street Suite 110 - Phoenix, AZ 85004. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Tomas Huitron, ia336ba@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, 501-230-1514, 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; (Le-git) John Lehman, jlehman@iatse33.com.

APC 044 HOLLYWOOD – Ashley Swanson, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

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

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

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

PWG 111 United States – General: info@pwg111.org; Interim National Business Director: Colleen Donahue, cdonahue@pwg111.org; 2210 W. Olive Ave, Burbank, CA 91506 (310-269-0577)

TBSE 119 SAN FRANCISCO BAY AREA – James Mileta, P.O. Box 4878, Walnut Creek, 94596. (510-307-7272) or (510-214-0485). Bus. Agt.: Francis Crowley, businessagent@iatse119.com.

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 – William Fairweather, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Jon Curcio, businessagent@iatse134.org.

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

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

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRICOUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES) – Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Ray Hinton Jr.

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

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaela Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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

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

PST,TE,VAT&SP 695 HOLLYWOOD – Blas Kistic, Blaskistic@Mac.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.: Scott George; Western Exec. Dir.: Jessica Pratt, 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir.: Jennifer Myers (212-302-0700) (Fax: 212-302-1091).

MPC 705 HOLLYWOOD – Angi Ursetta, 5127 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Julia Bly, jily@mpc705.org.

MAHSG 706 HOLLYWOOD – Leslie Devlin, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Cheryl Eckert.

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 – International Trustee Marisa Shipley; 1023 N. Hollywood Way, #201, Burbank 91505. (818-843-8768) International Trustee: Peter Marley.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD – Margaret Heaman, 466 Geary St. #M101 San Francisco, CA 94102. (415-861-8379). Bus. Agt.: Bobbi Boe, ba@twu784.org.

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.: Joel Cohen.

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 – Emma Danoff, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Jim Revis, Jim@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 – Amanda Norton, treasurer884@gmail.com; P.O. Box 461467, Los Angeles, 90046. (310-905-2400) Bus. Agt.: Michael Resnick, 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 – Brian Pereyra, secretary@iatse923.org; P.O. Box 9031, Anaheim, 92812-9031. Bus. Agt.: John Romstedt, Jr., businessagent@iatse923.org.

T B18 SAN FRANCISCO – Diane Burkert, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T B32 SAN JOSE-SANTA CLARA COUNTY – Jennie Santana, jennsantana@yahoo.com; P.O. Box 2832, Santa Clara, 95055.(408-710-9011) Bus. Agt.: Ralph Occhipinti, rocchipinti@earthlink.net.

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

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

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

COLORADO

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

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

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

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

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

CONNECTICUT

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

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

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT – Joseph P. Gates, 11415 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT – 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 Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Agt.: James Edmiston, 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

S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA – Christopher Ruble, P.O. Box 92820, NE, Washington, DC 20090. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

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.: Lynn S. Jackson, businessagent@iatse772.org.

TBSE 819 WASHINGTON – Mark Gardner, secretary@iatse819.org; P.O. Box 5709, Bethesda, MD. 20824, (202 966 4110) Bus. Agt.: Robert A. Richardson

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, eeofdcba@aol.com; 1615 Sherwood Rd, Silver Spring, MD 20902. (202-783-5480) Bus. Agt.: Jazmyn Small, beautifulwhoiam@icloud.com.

FLORIDA

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

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

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

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, ba321@iatse321.org.

M 412 BRADENTON/SARASOTA – Alessandro Wallenda-Zoppe, secretary@ialocal412.com, P.O. Box 1307, Tallavast, 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; 4101 Ravenswood Road, Suite 108-109 Fort Lauderdale, FL 33312. (305 594 8585) 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. Agt.: Michael Mccarthy.

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH – William H. Barnes, 605 East Robinson Street, Suite 240, Orlando, 32801. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Kimberly A. Holdridge, Kimberly.abowles@gmail.com.

S 647 NAPLES/FT. MYERS/MARCO ISLAND – David Costner, 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; 6141 N. Courtenay Pkwy, Suite D. 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 – Charles Lucas, 1000 Water Street, Jacksonville, 32204 (904-304-9235) Bus. Agt.: Tomango Goodson.

GEORGIA

M 320 SAVANNAH – Amanda Kulkoski, P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, business@iatse320.org.

TBSE 444 – International Representative, Rachel McLendon, rmcclendon@iatse.net, P.O. Box 584, Kennesaw, GA 30156.

SM 479 STATES OF ALABAMA AND 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 Atkins, makins@iatse479.org.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

S 629 AUGUSTA – Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaela Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (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: 808-5918213). Bus. Agt.: Irish Barber.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID – Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devreux, patdevreux@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 – Frank Taylor, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

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

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.

S 124 JOLIET – Mark Brow, m_brow@msn.com, P.O. Box 333, Joliet, 60434-0333. (815 546-0124) Bus. Agt.: Tim Kelly, twk1415@yahoo.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@gmail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (Bloomington).

M 217 ROCKFORD – Kim Whitmore, P.O. Box 472, Rockford, 61105. (779-772-7619) (Fax: 815-484-1085). Bus. Agt.: Alix Villiere.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO – Michael Hottinger, iatse421treasurer@gmail.com; P.O. Box 441, Murphysboro, IL 62966. (618 967-2394) Bus. Agt.:Kendel Heifner, iatse421@gmail.com.

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

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR – Andrew Hall, treasurer. iatse.local482@gmail.com; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Matt Albrecht, lightthestage@gmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaela Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (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, iatse762treas@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, 6141 N. Courtenay Pkwy. Suite D. Merritt Island, FL 32953 (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. Agt.: Anthony M. Spano.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPORT/ PERU/CONORSVILLE/ANDERSON/MUNCIE/PORTLAND – Donald McFarland, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Donald McFarland.

S 049 TERRE HAUTE – Stephanie Driggers, wsdriggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) Bus. Agt.: Dave Targett, davetargett@icloud.com.

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE – Alicia Taylor, Artatman@Yahoo.Com; P.O. Box 265 Roselawn, IN 46372. (219-252-4794) Bus. Agt.: Thomas Mcnorton Jr., tmac3955@hotmail.com.

S 146 FORT WAYNE – Christopher M. Holt, iatselocal146@gmail.com; P.O. Box 13354, Fort Wayne, 46868. (260-409-5155) Bus. Agt.: Michael 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. Agt.: Jean Scheid, local187ba@gmail.com.

TBSE 317 INDIANAPOLIS – Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Lance Coler.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK – Mark R. Sarris, 24 East Vincennes Street, Linton, 47441. (812-327-4262) Bus. Agt.: Duane Connaughton, dconnaugh@me.com.

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. Agt.: Aaron Bowen.

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

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE – Scott Alan Wiley, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-582-2913). Bus. Agt.: Josh Medina, iatse191ba@gmail.com.

M 690 IOWA CITY – David Greedy, iatse690sec@gmail.com; P.O. Box 42, Iowa City, 52244 0042. (319-594-2690) Bus. Agt.: Gregory A Wicklund, iatse690biz@gmail.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 – Thomas Harms, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Elizabeth Anderson, ba190@iatse.kscxmail.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.: Gregory Campbell.

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

M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH – Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

TWU 897 LOUISVILLE – Greer Lee, greerlee@hotmail.com; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Virginia L. Hosono, iatselocal897@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 Breittling, 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, dsaterfield@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 Dombek, secretary@ia114.com, P.O. Box 993, Portland, 04104 (207-841-5616) Bus. Agt.: Devon Medeiros, businessagent@ia114.com.

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, codonnell@iatse481.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,O&VT 181 BALTIMORE – Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (571-334-8138) Bus. Agt.: Kent D. Villavicendo, kentdaniel@greentpyroproductions.com.

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

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

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/BROCKTON/PLYMOUTH/CAPE COD – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617269-5595) (Fax: 6172696252) Bus. Agt.: Colleen Glynn.

S 053 SPRINGFIELD/PITTSFIELD/NORTH ADAMS – Valentino Larese, local53@comcast.net; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 096 WORCESTER – Marc Ajala, 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. Agt.: Steven Kocsis, business@iatse195.org.

M 232 NORTHAMPTON/AMHERST – Jo Bartley, iatselocal232@gmail.com PO Box 1026, Northampton, MA 01062 (413) 523-2239, Bus. Agent: 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, codonnell@iatse481.com.

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

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

T B4 BOSTON – Karen D. Murphy, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-893-0119) (Fax: 617-868-8194) Bus. Agt.: Beth Kurth.

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, kbrown3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: E. Joseph Miller, jmillier@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.

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

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/TRAVERSE CITY/ALPENA – Jennifer M. 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. Agt.: Dean Neeb, ba@iatse395.org.

MPP,O&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 Liombart, bevmarie2556@gmail.com.

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

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,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY – Davin C. Anderson, davin8@aol.com; P.O. Box 364, Osseo, 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. Agt.: Kellie Larson.

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

TBSE 745 MINNEAPOLIS – Teresa Day, treasurer@iatse745.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 LOUISIANA/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).

SM 492 STATE OF TENNESSEE/KENTUCKY/NORTHERN MISSISSIPPI – Theresa Morrow, tm-squared@charter.net; 310 Homestead Road e, Nashville, TN 37207. (615-386-3492). Bus. Agt.: Peter Kurland.

M 589 JACKSON/VICKSBURG/NATCHEZ – Michael A. Jackson, 1665 Hwy 51, Madison, 391-109-097. (601-856-4374) Bus. Agt.: Gary W. Robbins, garywaynerobbins@gmail.com.

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.: Michael Leach, BA@iatse6.org

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS – Trenton Spears, 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 – Karl Toppins, 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.net.

SM 493 STATE OF MISSOURI – Greg Goad, 5214 Chipewa 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 – James Rott, iatselocal240@gmail.com; PO Box 2337 Billings, MT 59103 (406-591-0038). Bus. Agt.: Benjamin Valdez; bvaldez@iwks.net.

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA – Joseph Bakly, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Neil Sheldon

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

TWMAHU 831 OMAHA, NE/COUNCIL BLUFFS, IA – Alice George Holmes; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen0205@gmail.com.

NEVADA

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

M 720 LAS VEGAS – David Weigant, General@iatse720.net, 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, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, codonnell@iatse481.com.

NEW HAMPSHIRE

M 195 LOWELL, MA/NEW HAMPSHIRE – Emily "Ej" Hall, P.O. Box 6642, Manchester, NH 03108.(603-402-0099). Bus. Agt.: Steven Kocsis, business@iatse195.org.

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, codonnell@iatse481.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/PHILADELPHIA, PA – Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH – 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 Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820 Bus. Mgr.: Kevin Gilligan.

S 059 JERSEY CITY – Gennaro Ilaria, 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/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 536 RED BANK/FREEHOLD – Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-213-3209) Bus. Agt.: John Gormley, Jgormley536@gmail.com.

M 632 NORTHEAST NEW JERSEY – Vincent D'Ornellas, dornellas.vincent@gmail.com; 300-1 Suite 6, Route 17 South,

Lodi, 07644. (201 262-4182) (Fax: 201 262-4138) Bus. Agt.: Kelly D Stout, businessagent@local632iatse.com.

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

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

NEW MEXICO

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

SM 480 STATE OF NEW MEXICO – Kristin Gonzales, 1900 Randolph Road, Albuquerque, NM 87501 (505 986-9512) Bus. Rep.: Laura King, businessrep@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 – Kurt Musser; 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, SecretaryIATSE9@gmail.com; P.O. Box 617, Syracuse, 13201-0617. (315-751-1930) Bus. Agt.: Keith Russell.karuss01@aol.com

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

S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY – Derek Kirkaldy kirkaldyderek017@gmail.com, PO Box 11-074, Albany NY 12211, Bus Agt: Bruce Coonley 518-331-9280 iatse14ba@gmail.com.

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

S 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 – John Ackerina, iatselocal100@optiminum.net; 111 Smithtown Bypass, Suite 206, Hauppauge, 11788 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Charles Cushing.

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,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT – Alyse Rossner, recordingsecretary@local161.org; 630 9th Avenue, #1103, New York, NY 10036. (212 977-9655) (Fax: 212-977-9609) Bus. Agt.: Victor Rieman, victor@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).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON – Malinda Miller, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

MPP,O,VT&AC 306 NEW YORK – Diana Diaz, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Michael Fewx; (Stage) Carol Bokun.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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

M 524 GLENS FALLS/SARATOGA – Courtney Harwood, 11 Berkley Ave., Cohoes, NY 12047. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Colleen Grignon.

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.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaela Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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.

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

M 749 MALONE – Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

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 fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agt.: Frank Gallagher (516-445-6382), fgallagher@ia764.org; Bus. Rep.: Leah Okin (917-499-0852).

TWU 783 BUFFALO – Carla Van Wart, carlavanwart@verizon.net; 322 N. Rockingham Way, Amherst, 14228 (716-465-9485) Bus. Agt.: Eric Leonberger, buffalo783@gmail.com.

T&T 788 ROCHESTER – Emily Gisleson; MailForEBG@gmail.com, (585-203-5367). 885 East Main Street, Rochester, NY, 14605. Bus. Agt.: Edward W Solorzano, Edwardsolorzano@gmail.com

TBSE 794 NEW YORK – Donna Biglin, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Nick Kroudis.

MAHS 798 NEW YORK REGIONAL OFFICE (See also Georgia) – John Curtin, 70 West 36th Street, New York, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina) – Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

EE/BPBD 829 NEW YORK – Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON – Kevin James, 25 Crestmont Terrace, Oneonta, NY 13820. (607-437-0218). Bus. Agt.: Kevin James, kevin.d.f.james@gmail.com.

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

ATPAM 18032 NEW YORK – Rina Saltzman, RSaltzman@atpam.com; 14 Penn Plaza, Suite 1407, 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 890 ROCHESTER – Rick Welch, rwelch0313@gmail.com; 5692 McPherson Point, Livonia, 14487. (585-415-8585) Bus. Agt.: Laura Honan, lhona1@yahoo.com.

MT 8751 NEW YORK – Lawrence Kleiber, 520 8th Ave 11th fl., New York, 10018. (917-715-7707)(Fax: 212-239-5801) Bus. Agt.: 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

M 278 ASHEVILLE – Kathryn Smith, iatse278@gmail.com; P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Erik McDaniel, iatseba278@gmail.com.

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

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery

M 574 GREENSBORO/BURLINGTON/HIGH POINT – Susanne Daves-Brown, susanne@iatselocal574.org, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatselocal574.org.

M 635 WINSTONSALEM/LEXINGTON/THOMASVILLE – John Horsman, secretary@iatse635.net; P.O. Box 24864, Winston Salem, 27114-4864. (336-399-7382) Bus. Agt.: John Horsman, businessagent@iatse635.net.

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York) – John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

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

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD – Scott Berkley, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE – David Snider, sec_treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Brian Thomas, businessagent@iatse12.org.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY – Noel C Keese, P.O. Box 1180 Sylvania, OH. 43560. (419-215-4166) (Fax: 419-244-6325). Bus. Agt.: Andrew Todd, ba@ia24.org.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY – Steven Stuckert, steve@iatse27.com 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: James J. Holden, jimmy@iatse27.com.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD – Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Irene Mack-Shafer, businessagent@ialocal48.com.

M 064 STEUBENVILLE, OH/WHEELING, WV – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley.

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES – Emily Junker, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Tom Sellars.

S 101 NILES/WARREN/YOUNGSTOWN – Jason Sanchez, 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, CLEVELAND – Robert Gross, rgross61@gmail.com, P.O. Box 31876 Independence, OH 44131. Bus. Agt.: Brett Koren.

M 369 Ironton, OH/Huntington, WV/ASHLAND, KY – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

TWU 747 COLUMBUS – Scott W Kuentz, scottk@sirius1.com; 529 City Park Avenue, 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 – Cheryl Beyersdoerfer, beyersdoerfercherl@yahoo.com; P.O. Box 14743, Cincinnati, Ohio, 45250. Bus. Agt. Noelle E. Wedig, noelle.wedig@gmail.com.

TWU 883 CLEVELAND – Diane Burke, 4689 Georgette Avenue, N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Joanna Anthony, janthony883Cle@gmail.com.

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 – Jermaine Burns, jburnsb27@gmail.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 – Trustee Terry Keller, 237 Ludford St. Ludlow, Kentucky, 41016 (513-491-1400)

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.finscc@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, iatse354seoty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Justice Bigler, bsn-srep@iatse354.org.

SM 484 STATES OF OKLAHOMA/TEXAS – Susan McGill, smcgill@iatse484.org 4818 E Ben White Blvd, Suite 204 Austin TX 78741 (512-385-3466) Bus. Agt. Brandon Noack brandon.noack@iatse484.org.

TW,MA&HS 904 TULSA – Shiloh Thaxton, twulocal904@gmail.com; P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Maegan Swick, (918-406-1593); twulocal-904ba@gmail.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.

S 154 ASHLAND – Donna Memmer, secretary@iatse154.com; P.O. Box 141, Ashland, 97520 (503-881-9077) Bus. Agt.: Breena Cope, ba@iatse154.com.

SM 488 PACIFIC NORTHWEST – Tiffany Ayers, 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) Michael Vukas, northernBA@iatse488.org.

M 675 EUGENE/CORVALLIS/BEND – Virginia Sands, P.O. Box 12217, Eugene, 97440. Bus. Agt.: James Flynn, iatse675@gmail.com.

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, 5105 SW 45th #201, Portland, 97221. (503-880-9953) Bus. Rep.: Kristina Chapman.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST – Linda Bloom-He-dine, 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. Agt.: Joel Berhow (Oregon).

PENNSYLVANIA

S 003 PITTSBURGH/NEW CASTLE – Shawn Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Michael Lohrer.

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ – Reuben Starr, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Matthew McIntyre.

SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA. – Charles E. Meere Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Agt.: James Ed-minston, 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. Agt.: 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. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM – Susanjoy M. Checksfield, iatse200sec-etary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Matthew Calleri, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANAY CITY/SHENAN-DOAH/LANSFORD/SHAMOKIN – John Breznik, john-brez@epix.net; 62 N. Bridge Street, Ringtown, 17967. (570-590-1766) Bus. Agt.: Robert Spiess, twopeka@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/PITTSSTON – Kevin Colombo, lo-cal329sec@yahoo.com; 431 Wyoming Avenue Scranton, PA 18503. Bus. Agt.: Michael G Swan. (570-237-0024).

SM 489 GREATER PITTSBURGH AREA – Bobbi-Jo Napoletano, treasurer@iatse489.org; P.O. Box 100056, Pitts-burgh, 15233. (412-926-6490) Bus. Agt.: Michael Matesic.

S 501 LITITZ – M. Gregory Bierly, Secretary@iatse501.com; P.O. Box 56, Lititz, PA 17543 (717-208-1054). (215-952-2106). Bus. Agt.: 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. Agt.: Michael E. Clem

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander) – Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

M 636 LEWISTOWN/STATE COLLEGE/HUNTING-TON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMS-BURG/SELINSGROVE/INDIANA – Dustin Wagner,

dswagner21@yahoo.com; 169 Mini Mall Road, #107 Eb-ensburg, PA 15931 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

T&T 752 PHILADELPHIA – Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus Agt.: Stephen Nawalany.

TWU 787 PITTSBURGH – Jody Clair-West, pghlo-cal787@gmail.com; P.O. Box 101847, Pittsburgh, 15237. (412-973-1952) Bus. Agt.: Jody Clair-West.

TWU 799 PHILADELPHIA/CAMDEN, NJ – Katherine Holloway, Kfoster54@gmail.com; 200 Plymouth Place, Mer-chantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

TBSE 804 PHILADELPHIA – Steve Ledonne, 511 Mi-chell 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, jtblak@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.org.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND – David Allen, sec-treasurer@iatse23.org; P.O. Box 23044, Providence, 02903. (818-415-7018) Bus. Agt.: Charles Ryan.

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, codonnell@iatse481.com.

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; 10 South Bend Street, Pawtucket, RI (401-527-5009).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH – Cran Oh-landt, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843744-4434) (Fax: 833-873-9573) Bus. Agt.: James L. Heyward Iii.

M 347 COLUMBIA – Rufus Carson, ia347business@gmail.com, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Jacob Cosentino.

SM 491 STATES OF NORTH AND SOUTH CAROLI-NA/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.

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON – Jon J. Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpaterson1910@yahoo.com.

M 731 RAPID CITY/BLACK HILLS AREA – Zachary Coyle, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Steve Owen.

TENNESSEE

S 046 NASHVILLE – David Crist, 211 Donelson Pike, #202, Nashville, 372142932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Patrick Hutchison.

S 069 MEMPHIS – Andrea Hoffman, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Andrea Hoffmann.

S 140 CHATTANOOGA – Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-490-5439) Bus. Agt.: Nicole Price, businessagent@local140.rocks.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG – Rose Sampley, P.O. Box 946, Knoxville, 37901. (423-994-1864) Bus. Agt.: Matthew Kryah

SM 492 STATE OF TENNESSEE/KENTUCKY/NORTHERN MISSISSIPPI – Theresa Morrow, tm-squared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) . Bus. Agt.: Peter Kurland.

M 632 NORTHEAST NEW JERSEY – Vincent D'Ornellas, dornellas.vincent@gmail.com, 300-1 Route 17 South, Suite 6 Lodi, NJ 07644. (201-262-4182). Bus. Agt.: Kelly Stout, kelly.stout@gmail.com

M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA – Walter Hughes, earlhughesace@gmail.com; P.O. Box 442, Unicoi, TN 37692. 423-262-3174. Bus. Agt.: Edwin Skinner, iatse699@gmail.com.

TWU 825 MEMPHIS – Jennifer Auvenshine, 1903 Young Ave, Memphis, TN 38114, (901-262-8288) Bus. Agt.: Brenda Anderson, swngddss1b@aol.com.

TWU 894 KNOXVILLE – Susan Elford, susyelford@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com

TWU 915 NASHVILLE – Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Nashville, 37076 (615-883-8023) Bus. Agt.: Connie R Clark, cccr4670@aol.com.

TEXAS

S 051 HOUSTON/GALVESTON – Jim Capfer, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Grady.

S 076 SAN ANTONIO – Jonathan Zitelman, secretary@iatse76.org; P.O. Box 690430, #306, San Antonio, 78269 (210-857-4868) Bus. Agt.: Ian Campos.

M 128 DALLAS-FORT WORTH-ARLINGTON METROPOLITAN AREA – Radar Bateman, Officer In Charge, 2710 Live Oak Street, Dallas, 75204. cbateman@iatse.net.

M 183 BEAUMONT/PORT ARTHUR/ORANGE – Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

M 205 AUSTIN – William L. Blome Jr., secretary@iatse205.org; 4818 East Ben White Blvd., Suite 204, , Austin, 78741. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE – Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO – Holly Serfass, ltserrf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: Sanford Gilzow, sandy@shurrig.com.

M 378 WICHITA FALLS – Richard Lehman, 3208 Rifle Range Road, Iowa Park, 76367. (940-232-2113) Bus. Agt.: Richard Lehman.

SM 484 STATES OF TEXAS/OKLAHOMA – Susan McGill, smcgill@iatse484.org 4818 E Ben White Blvd, Suite 204 Austin TX 78741 (512-385-3466) Bus. Agt Brandon Noack brandon.noack@iatse484.org.

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

TWU 803 DALLAS/FORT WORTH – Ava Gibbs, avamariamua@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

TWU 896 HOUSTON – Isidro Rodriguez, Jr., P.O. Box 130774, Houston, 772190774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

T B184 HOUSTON – Donna Tatman; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Omega C. Villanueva, ovillanueva@fcch.net.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO – Chris Manor, finsec@ialocal99.org; 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227). Bus. Agt: Aaron Thompson, BA@IAlocal99.org.

VERMONT

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, codonnell@iatse481.com.

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

VIRGINIA

S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC – Christopher Ruble, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON – John Overstreet, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: Greg Huffman, ghuffmanialocal55@gmail.com; (540-632-3570).

S 087 RI CHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA – Preston Spence, info.local87@gmail.com; P.O. Box 100, Sandston, 23150. Bus. Agt.: Pat Lowery, iatse87businessagent@gmail.com, 804-921-1097.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG – Hilary Magoteaux, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. (757-237-5058), Bus. Agt.: William J. Clark, III. businessagent@iatse285.com, (757-675-5768).

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

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV – Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPOUR, TN – Walter Hughes, P.O. Box 442, Unicoi, TN 37692. (423-741-8353) (Fax: 423-743-0945) Bus. Agt.: Edwin Skinner, iatse699@gmail.com.

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDOO WOOLEY/ PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW – Kcarie Cunningham, secretary@ia15.org, 5030 1st Ave. S. #204 Seattle, WA 98134. (206-441-1515) Bus. Rep.: Laura McGreevy, businessagent@ia15.org.

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).

SM 488 PACIFIC NORTHWEST – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

TBR&E 793 PACIFIC NORTHWEST – Jeremy Wilson, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Derek Jones (Washington).

TWU 887 SEATTLE – Christina Hobbs, secretary@iatse887.org, 5030 1st Avenue South, #204, Seattle, WA, 98134. (206-402-1930) Bus. Agt.: Kelly Caffey, bus.rep@iatse887.org.

WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley

S 271 CHARLESTON – Craig Colhoun, P.O. Box 75323, Charleston, 25375. (681-781-7677) (Fax: 304-357-7556). Bus. Agt.: Jasmine Gilmer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRON-TON, OH – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

M 578 NORTH CENTRAL WEST VIRGINIA – Raquel A. Nethken, iatse.local578@live.com; P.O. Box 293, Morgantown, WV 26507 (304-296-7549). Bus. Agt.: Raquel A. Nethken, HiringHallLocal578@gmail.com.

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

WISCONSIN

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.: Wendell Bell, business_agent@iatse13.org.

S 018 MILWAUKEE/WAUKESHA – James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Anthony Puglielli.

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. Agt.: Justina Vickerman, ba@iatse251.com.

TBSE 414 MILWAUKEE – Kenn Kaye, treasurer@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus. Agt.: David Larson businessagent@iats414.com.

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 – Carrie Hagen, iatse426@gmail.com; P.O. Box 353, Casper, 82601 (307-235-5159) Bus. Agt.: Lorenzo Maffin.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska) – Jennifer Bacon, 5030 1st Ave S., Suite 204, Seattle WA, 98134. (206-859-0940) Website: www.iatsedistrict1.org; Email: secretary@iatsedistrict1.org.

District No. 2 (California, Nevada, Arizona & Hawaii) – Anthony Pawluc, 4400 Riverside Drive Suite 110-825 Burbank, CA 91505, (818-303-4351) Website: www.iadistrict2.org; Email: anthonyawluc@iadistrict2.org.

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut) – Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: pkeogh@iatse11.org

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia & District of Columbia) – David O'Ferrall, 2301 Russell Street Baltimore, MD 21230. (410-732-0414) (Cell: 410-960-5162) Email: district4iatse@gmail.com.

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

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

District No. 8 (Michigan, Indiana, Ohio & Kentucky) – Tom Guidugli, 35 East Seventh Street- Suite 501, Cincinnati, OH 45202, 859-653-0311 Email: Tguidugli@iatse.net

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas) – Frank Taylor, 216 S Jefferson St Suite 400 Chicago, IL 60661 (312-705-2020) (Cell: 773-771-8242) (Fax: 312-705-2011) Email: FTaylor@iatselocal2.com.

District No. 10 (New York & New Jersey) – Greg R. Hancox, P.O. Box 3122, Secaucus, NJ 07096 (201-757-6846) (Fax: 201-863-8551). Email: hancoxgreg@aol.com.

District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland & Labrador) – Zoe Dempster, 55 Elizabeth Ave St. John's, NL A1A 1W9. (709-979-1419) Email: secretary-treasurer@iatsedistrict11.ca.

District No. 12 (Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, Northwest Territories & Nunavut) – Amanda Bronswyk, IATSE Local 891 1640 Boundary Road Burnaby, BC V5K 4V4 (779-995-8916) Email: iatsed12@gmail.com.



DID YOU KNOW?

- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
- IATSE PAC is non-partisan. Funds are intended to support candidates who stand with workers, and against politicians who consistently stand against us.
- Contributors to the IATSE PAC will receive a unique lapel pin to signify their commitment to standing up and fighting back!

WHO CAN CONTRIBUTE?

Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

JOIN THE FIGHT



“Labor unions are under assault, with politicians across the country undermining workers’ collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse.”

—Matthew D. Loeb, IATSE
International President

IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
Defend our pension funds and health care benefits
Eliminate so-called “Right-to-work” laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

HOW TO CONTRIBUTE:

- Visit IATSEPAC.net to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact iatsepac@iatse.net to inquire about payroll deduction options

IATSEPAC.net

PRINTED IN THE USA

