

THE OFFICIAL  
**IATSE**

[www.iatse.net](http://www.iatse.net)

NUMBER 690  
FOURTH QUARTER, 2025



# Bulletin

## EMPOWERING MEMBERS TO IMPROVE THEIR LIVES

*Why Collective Bargaining and Organizing  
Are Critical to IATSE Members' Well-Being*



INSIDE: ► EMPOWERING MEMBERS TO IMPROVE THEIR LIVES

# 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)**

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- 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**

# THE OFFICIAL IATSE BULLETIN

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# IATSE

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# Engage in Activism

*It is certain that we live in trying times. We face new challenges in our industries and must remain vigilant using the tools available to us to fortify the interests of the membership. One of the core ways to do this is to remain engaged in the many causes that affect us, and to advocate for the membership by remaining a powerful voice in the political realm.*



[@matthewloeb](https://twitter.com/matthewloeb)

The relationships we build with our allies and the strength we accumulate thereby is an investment for the wellbeing of our members. These efforts help us in our mission to provide a more secure future. Activism remains a potent method to achieve this.

Relationships are important. Building them with local political action and support for those who are likeminded is a crucial and ongoing duty of the Union. From volunteering to local charities, influencing zoning for new venues, to labor peace agreements that guarantee our standards protecting our jurisdiction, to lobbying for grants for training, to national matters like safety regulations, tax incentives, AI legislation and policy, opportunities to positively affect change by using our influence are plentiful. Keeping our issues on the political landscape and having access when it comes to those matters is imperative for best outcomes. Our history is replete with examples of success that would be otherwise be elusive without activism. These efforts away from the bargaining table help us support laws, policies and matters of workers' rights that are core to our mission. Recognizing this is crucial to a well rounded strategy that bolsters our interests is the first step. Membership engagement must follow. It's not just what we say, but also what we do that nets us the best results. Volunteering time, supporting a candidate, helping another union,

contributing to the Political Action Committee, running for government office or testifying at community hearings are some ways to participate. The union is the sum of its parts. Locals with distinct interests and a strong active membership consistently win more than those that don't.

I know the demands associated with internal organizing and inspiring activism can be daunting. Nonetheless, if we fail to do so we're leaving power on the table.

I encourage the members and leaders to deliberate and discuss these matters, and to launch campaigns that forge the path to satisfying the unique needs and goals of the people who make up this great Union. Find the opportunities to build bridges through participation in causes you care about. You are the power we bring to the fight, the boots on the ground, the votes when the curtain closes on Election Day, the voices heard by our elected officials. And you are the taxpayers who are due the protections of strong government leadership and advocacy for workers.

As always, we are stronger together. Thank you for your efforts. 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](http://www.iatse.net).  
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## BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

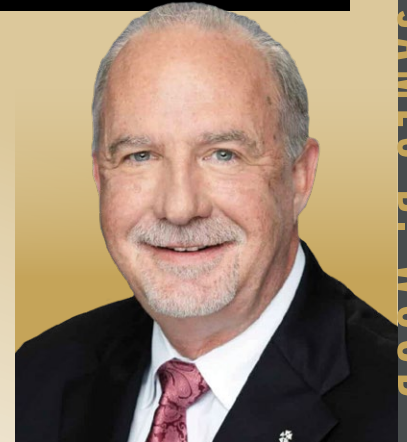
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## GENERAL SECRETARY-TREASURER'S MESSAGE

# A Look Back and A Look Forward

*Although it seems like only yesterday, my message a year ago in the 4th Quarter 2024 Official Bulletin was designed to prepare our Locals and their delegates about what would be happening over the next few months as our 70th Quadrennial Convention was approaching.*



JAMES B. WOOD

Since then, we have successfully completed our largest Convention ever and I believe everyone, including your elected Officers, International Representatives, staff and delegates, all left Honolulu united and committed to move our union forward.

There will be IATSE specific goals and programs that we shall all pursue together, but I wanted to take a moment to acknowledge that in today's fractured and divided world we also need to look outside our own union to help build strength and power.

Article Nineteen, Section 22 of the International Constitution and Bylaws mandates that all local unions, with the exception of Special Department local unions, "shall secure and maintain affiliation with their respective State, Provincial and Central Labor bodies of the American Federation of Labor and Congress of Industrial Organizations or the Canadian Labour Congress".

Being in compliance with the International Constitution is of course a very good thing. But simply being affiliated and paying the required per capita isn't enough. The intention of the Constitutional requirement is based on the recognition that together we are stronger.

Affiliation and more importantly, participation at the State, Provincial and Central Labor Council level is an extremely effective way to build influence in the communities in which our members live and work. These bodies bring different unions together to assist each other with job actions, participate in political and working family issue campaigns, lead lobbying efforts with local and State/Provincial governments, and finally, they often coordinate assistance campaigns in times of crisis. When we help others, they will be there when we need their help.

The union movement is founded on the realization that there is strength in numbers. While this is obviously true in the workplace, it is equally true as we battle the forces that are determined to weaken us and strip hard fought gains away from our membership. Working with your State, Provincial and Central Labor Councils is one way to build strength in your community. Solidarity was a key part of our Convention theme.

It is my sincere wish that the arrival of this issue of the *Official Bulletin* finds you and your families in good health, and I wish you all much success and happiness throughout the upcoming year.



# Navigating Attacks on Workers, Threats to Our Jobs and Health Care, and the Longest Government Shutdown in History

**T**he Congressional Republican budget reconciliation bill was the principal focus of the Political/Legislative Department in the months leading up to the 70th Quadrennial Convention. Passed in July in both chambers of Congress and signed into law by President Trump, IATSE denounced the legislation as a betrayal of American workers and condemned the Republican majorities for forcing the legislation through on a partisan basis without including priorities, nor resolving concerns, that IATSE members and working people had been raising consistently for months.

“This bill cuts worker protections, jobs, life-saving health care, food security, and will increase costs on working people to pay for tax-cuts for the top 1%,” IATSE President Matthew D. Loeb said following the vote. “It is unconscionable, it is an attack on workers, and our Alliance rejects it outright.”

Despite months of aggressive advocacy campaigns by IATSE and the broader labor movement, the final product represents a multibillion-dollar handout to the wealthiest Americans and large corporations, paid for exclusively by cuts to workers and their families.

That said, entertainment workers can claim one significant victory in this process. IATSE members across the country called their members of Congress and demanded the removal of a reckless provision that would have

ban states from enacting or enforcing artificial intelligence (AI) protections for a decade. In this effort we prevailed, as a bipartisan amendment stripped the provision from the legislation – a valuable reminder that even when facing an uphill battle, together we can hold the line and protect the IATSE membership.

Unfortunately, more attacks on workers and threats to our jobs would follow. Acting in opposition to IATSE advocacy, Congressional Republicans voted in July to approve H.R. 4, the Rescissions Act of 2025, which revoked \$1.1 billion in already-approved funding for public media. As a result of the Rescissions Act and the Senate Fiscal Year 2026 appropriations bill, which excludes funding for Corporation for Public Broadcasting (CPB) for the first time in more than five decades, the CPB announced on August 1st that it will be

forced to close. Without CPB funding, hundreds of public television and radio stations across the country will similarly be forced to reduce staff, cut programming, or shut down altogether. This action by the Congressional Republican majorities is going to cost IATSE members jobs and we will hold them to account.

On a positive note, in August, a bipartisan group of legislators in the House and Senate introduced the IATSE-endorsed CREATE Act which would extend and expand Section 181 expensing for film and television productions, which expires at the end of this year. This is one of our key legislative priorities to maintain U.S. film and television jobs. Returning these jobs to the U.S. will require the bipartisan introduction and passage of a globally competitive, labor-based

federal incentive for U.S. film and television production, which remains IATSE's primary legislative focus, but extending Section 181 will prevent further offshoring and preserve existing U.S. production – especially TV series and smaller budget and independent films. The Department is working with coalition partners to pass this bill.

The issue was given renewed attention in September when President Trump took to social media again – as he first did in May – to call for “a 100% Tariff on any and all Movies coming into our Country that are produced in Foreign Lands.” The White House's official response was once again that “no final decisions on foreign film tariffs have been made” and the union's position remains unchanged from our May statement:

“The United States needs a balanced federal response to return film and television jobs,” said President Loeb. “IATSE recommended that the Trump administration implement a federal film production tax incentive and other domestic tax provisions to level the playing field for American workers. We await further information on the administration's proposed tariff plan, but we continue to stand firm in our conviction that any eventual trade policy must do no harm to our Canadian members — nor the industry overall. We seek reciprocal trade practices that ensure fair competition for all IATSE members.”

The Department has had robust engagement with allies in Congress as well as senior White House officials about federal incentive legislation that would level the playing field in relation to other countries that have escalated their federal incentive and subsidy structures

to attract motion picture production. The Department continues to pursue the introduction of legislation for the IATSE membership to rally behind and advocate for, while recognizing that achieving bipartisan support in both the House and Senate is a necessary precursor to advancing a bill in this political environment.

## *IATSE joined the labor movement in pushing Congress to get to work, fix the looming health care cost crisis.*

That legislative priority, along with the entire IATSE Federal Issue Agenda, was regrettably on hold for 43 days this fall as the nation endured the longest federal government shutdown in history. The shutdown began after the Trump administration and Republican majorities in both chambers of Congress chose chaos and pain over responsible governing. Essential government services we all rely on were halted and nearly 180 million Americans are facing a health care cost spike at the end of the year. If millions lose coverage because of cuts to Medicaid and pending Affordable Care Act (ACA) price hikes, everyone will be forced to pay more for health care. Hospitals and clinics will absorb and pass along billions in unpaid care costs, driving up premiums for everyone – whether you get your insurance coverage through an IATSE plan, or if you're among the ~4% of IATSE members getting coverage from the ACA marketplace.

IATSE joined the labor movement in pushing Congress to get to work, fix the looming health care cost crisis, and stop playing politics with Americans' livelihoods. The weeklong impasse ended when eight Senate Democrats broke with their party and joined Republicans to pass a stopgap agreement funding the federal government until January 30th – by which point Congress must pass new appropriations or find itself facing another shutdown.

The bill includes language reversing the Trump administration's mass firing of federal workers during the shutdown and bars future layoffs through January 30th. It also ensures that government workers who were furloughed or worked without pay during the shutdown will receive full backpay.

However, absent from the legislation was an extension of the enhanced ACA health care premium subsidies, which are set to expire at the end of the year and were the primary Democratic priority throughout the shutdown fight. Republican Senate Majority Leader John Thune made a commitment, as part of the deal with the eight Democrats, to hold a vote on extending the ACA subsidies by mid-December, but there is little belief that enough Senate Republicans will join Democrats to pass the measure or that the Republican-controlled House of Representatives will in-turn bring the issue to the floor for a vote. The Department remains focused on this key health care affordability issue and, as with all issues of importance to the IATSE membership, will continue holding Congress and the Trump administration to account.

## State of the Motion Picture Industry

It is no secret that the motion picture industry is in a period of concerning contraction and change. This has affected production around the world as the business model of the Studios and independent producers has changed. No longer are companies trying to produce the most series and movies to fill their services with content for subscribers. Cost-cutting has followed a path of more advertising revenue vs. subscriber eyeballs and dollars.

Belt tightening has been amplified by the consolidation of major companies. Unfortunately, when large entities merge, they don't continue producing the same amount of content as when they were two separate companies. Slates merge and contract, employees are laid off due to redundancy, and gestating projects can be shelved. Let's look at some of the forces in play currently.

Let's begin with the growing list of countries offering film and television tax incentives. More than sixty countries are luring productions with tax incentives. Most recently, Saudi Arabia announced a robust and aggressive incentive program. Although exchange rates, wages, the cost of employees' healthcare, and other issues come into play, incentives are the top driver of production location decisions.

The IATSE has been actively lobbying for a Federal U.S. tax incentive to compete in the global marketplace. Although the U.S. remains the largest production hub, with thirty-nine percent of all productions being produced here (Q1 2025), its share of global production has declined steadily from fifty-one percent in quarter 1, 2022 to forty percent in the first quarter

of last year. Canada remains the second strongest market, capturing eighteen percent of scripted live filming. The downturn has affected almost all production locations; Canada and the U.K. saw substantial spending contractions in the past year, especially in relation to fewer high-budget features. Only Australia's production numbers grew, rising seventeen percent year over year with steadier episodic output and a modest rebound in feature production.

*While the downturn in work is felt by members across North America, the importance of ongoing, widespread organizing has never been greater.*

Although President Trump continues to raise the specter of a "100% film tariff" for productions shot overseas, there are no details available at this time as to how that could be

implemented and the possible reaction of counter-tariffs from other countries.

Unscripted production, once a solidly U.S. based Industry, has been increasingly lured overseas by tax incentives and lower costs in places like Ireland and Australia.

Beyond the pressure of incentives, the merger of behemoths such as Disney and 21st Century Fox mean less production. Due to this merger, more than three thousand Disney employees lost their jobs and the combined production slate of the new company was substantially smaller than the content creation from the previous separate companies. When Federal regulations and laws do not curb such consolidation, it's the workforce that suffers.

Also, mergers mean fewer streaming platforms. Besides a Disney+/HULU bundle, Walt Disney Co. and streaming provider FuboTV merged their online live TV businesses. The focus shifted from subscriber numbers to how investors reacted to the growth numbers; Disney+ lost 4 million worldwide subscribers during the first three months of 2023, for example. We've all experienced the price hikes



to streaming channels recently. Big price hikes aren't usually the strategy executives use if the priority is adding subscribers.

There are some "green shoots" however; in the second quarter of 2025, Disney boosted investment by eighteen percent, reflecting a leveling off after a steep decline in the first quarter and driven by a sharp increase in third party originals.

As streaming subscribers have increased subscription costs, they have introduced lower cost ad-supported tiers. As people's viewing habits change, perhaps in response to rising streaming subscription costs, so does ad spending. It is projected that Meta will overtake all global linear TV ad revenue spending

this year. What that means for the types of ads produced for changing viewing habits remains to be seen. It is projected that Artificial Intelligence technology will create a market for low-budget, hyper targeted niche ads for regional markets. These ads simply didn't exist before due to being cost-prohibitive for smaller companies to produce. This is a development the IATSE is keeping a close eye on.

While the downturn in work is felt by members across North America, the importance of ongoing, widespread organizing has never been greater. We cannot allow our highly unionized industry to erode. Safety standards, wage gains, healthcare coverage and the benefits of retirement funds cannot

be undercut and weakened. This is important for projects big and small in feature and television production, streaming content, new types of productions, like "Verticals", and especially in the commercial world. If we do not continue to uphold our duties as members to report our jobs, we undermine our bargaining strength. Non-union employers will undercut our Union companies and members will suffer as they are unable to qualify for healthcare or must pay more and more out of pocket. Calling in your jobs is one way to ensure the message is sent loud and clear: crews deserve the protection and benefits of a union contract.

## COMMERCIAL CONTRACTS CONCLUDED

Two important agreements affecting crews working on commercials have been concluded and will provide labor stability for the next three years.

First, the long-standing Association of Independent Commercial Producers' (AICP) Commercial Production Agreement (CPA) was renegotiated. After discussion with the motion picture Locals around the country, it was decided that in this time of industry contraction and uncertainty, conducting limited negotiations would be the best path forward. This allowed the union to improve wages and daily benefit contribution amounts for those who receive benefits outside the MPIPHP (as those costs have already been negotiated with the AMPTP during the Basic Agreement negotiations). At the same time, it prohibited the employers from trying to claw back any better conditions at a time when union commercial production is threatened.

The contract's three-year term is from October 1, 2025, until September 30, 2028. Wages will increase four percent in year one, 3.5 percent in year two, and three percent in year three. Compounded, that is approximately an eleven percent increase over three years (10.87 percent).

Benefits for those who access the National Benefit and/or local Plans will increase \$5 per day in each year of the contract, for an additional \$15 per day by year three.

In addition, the "Alternative Dispute Resolution Procedures" sideletter in the Production Workers' Agreement shall be added to the AICP Agreement to address non-contractual related issues. This does not alter the existing grievance and arbitration provision.

A mechanism was created for non-signatory employers to incur higher costs when using a production services company or other signatory to avoid signing a union agreement. This encourages companies to become signatory for all their commercial work, thus reduce our need to organize their productions on a project by project basis.

A robust exchange of information requirement was added to assist the IATSE and AICP in tracking important information and help level the playing field.

The Locals must continue to actively organize non-union commercials around the country so that the union is in a position of strength for negotiations in 2028. Members working on non-union commercials need to continue to call in their jobs to their Locals. Together, we can solidify our strength in the commercial market and at the bargaining table.

A new commercial agreement has also been negotiated. Four years ago, when two brave production office workers contacted the IATSE, the formerly unrepresented production

*Continued on next page*

# MOTION PICTURE & TELEVISION PRODUCTION

## Commercial Contracts Concluded

*Continued from previous page*

office crew began the path towards union representation. They now have the protections and benefits of a union agreement! This is no small group either; the agreement is the first of its kind covering Production Assistants, Assistant Production Supervisors, Production Supervisors, Line Producers, and Bidding Producers across hundreds of U.S. commercial producers.

Known as the Production Workers Guild (PWG), Local 111, commercial production is now staffed primarily by a wall-to-wall IATSE crew.

The Local 111 Production Workers' Agreement (PWA) has a number of provisions that achieve parity with the long-standing AICP Commercial Agreement. These include safety protections, meal penalties, travel day compensation, cancellation of call protections, low budget provisions and the better conditions for non-bonafide production companies.

There are now minimum wage floors for these workers. Minimum rates primarily protect entry-level employees and those working in markets that have traditionally paid less than the going street rates. More importantly, these wage floors will grow in each year of the agreement, setting a pattern of growth over time. No longer will a PA be paid the same daily rate that they were paid ten or fifteen years ago.

To recognize these are jobs that a worker can build a career on and retire with dignity, the employers will, for the first time, pay for production office workers' pension and annuity contributions.

Local 111 crew can no longer be considered "exempt" and are thus subject to overtime and holiday pay. Hourly employees have better pay for long workdays and daily rest provisions and penalties for less than ten hours of rest.

The Producers Health Benefit Plan (PHBP) that these workers have long used now has increased employer contributions, decreased eligibility requirements, and has expanded health coverage outside of AICP-represented companies. The IATSE has appointed Local 111 National Business Director Colleen Donohue as a trustee to the PHBP. Additional participant trustees will be elected by those participating in the plan, giving Local 111 a real voice in the administration of their health plan.

Day to day headaches were corrected; employers cannot require crew members to use their personal bank accounts for petty cash, ACH or wire transfers. Production must provide the money for these work-related expenses. When working out of town, an employee's hotel room cannot serve as the production office. Also, when working locally, no one can be told that they must use their home as the team's production office or storage location.

There are many other provisions achieved over two hard-fought for years of negotiations; this is a comprehensive first contract. The negotiation committee, made up of working crew members, pushed back on the companies and were able to deliver a strong foundation on which to build upon in future negotiations.

Now that the agreement is finalized, the IATSE will include the Local 111 contract in its organizing strategy for the commercial industry. We are stronger together!



International Representative Marisa Shipley and Local 111 members at the All In Mixer in Los Angeles.

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# EMPOWERING MEMBERS

## *Why Collective Bargaining and Organizing Are Critical to IATSE Members' Well-Being*

For IATSE members who have had the experience of working non-union, collective bargaining makes all the difference.

It's the difference between low wages and an income you can raise a family on.

The difference between risking bankruptcy if you get sick and having quality, secure, affordable health insurance that's portable, carrying across multiple jobs.

The difference between a retirement of struggle and a retirement with dignity and security.

The difference between being forced to work beyond the point of exhaustion and having humane hours with enforceable limits.

The difference between putting your life on the line on the job and having strong health and safety protections that ensure you come home in one piece at the end of the day.

The difference between being at the mercy of a boss's whims and having clear work rules, protections from arbitrary actions, and someone who's got your back if you ever have problems.

The difference between finding your skills and employability eroded as technologies evolve and having access to the training that keeps you ahead of the curve and in demand.

The difference between being left behind and being the first to get the call by employers who need the most skilled crew members, technicians and stagehands in the world.

The difference between being on your own and being part of an alliance with more than 170,000 sisters, brothers and kin who take care of one another.

For these reasons — and many more — collective bargaining and organizing are at the heart of everything IATSE does.

By commanding the work — by bringing the benefits of collective bargaining to an ever-growing majority of industry workers and ensuring that employers wanting quality craftspeople must hire union — IATSE gains the leverage to bargain for stronger agreements that improve members' lives.

But like everything else these days, IATSE is bargaining and organizing across a rapidly changing landscape. Corporate mergers, the rise of private equity, a lax federal regulatory environment, and technological change, especially the rise of artificial intelligence (AI), all require fast adaptation, proactive strategic thinking, aggressive action and member solidarity in order to sustain and expand the IA's premier position in the entertainment industry.

That's exactly what IATSE is doing because that is the only way to continue to ensure that the behind-the-scenes industry workforce is a unionized workforce and that no one can take away the hard-fought gains IA members have won over the years.

Each IATSE Department has its own unique and sometimes contrasting set of bargaining and organizing challenges and opportunities. But in every case, members are mobilizing and taking action to protect their hard-earned gains and bring the benefits of collective bargaining to their fellow industry craftspeople and technicians.

### **STAGECRAFT**

Stagehands are finding growing opportunities for IATSE jobs, especially in the fast-growing touring concert sector. "Coming out of COVID-19, we had some high level conversations about how we can build a recruitable, sustainable workforce that would



# TO IMPROVE THEIR LIVES

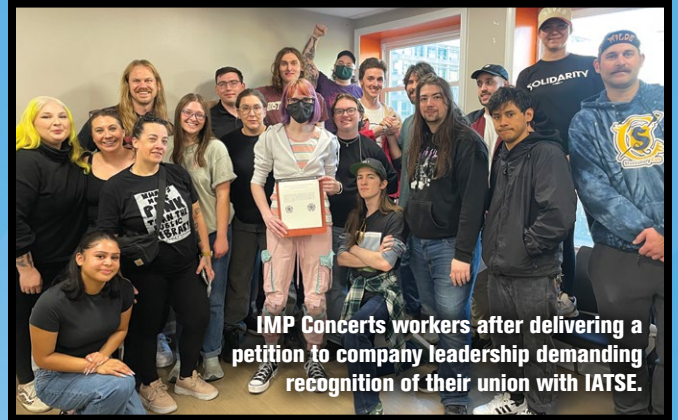
be able to provide skilled, qualified workers in what has become a booming live concert industry,” said International Vice President and Director of the Stagecraft Department Michael J. Barnes. “They are putting more product out and making it bigger. They need more qualified workers, especially for festivals and stadium shows. And the challenge they have is they’re not able to offer full-time employment. It’s per diem employment, high numbers for short periods of time.

“When you put that equation together, the employer risks either being short-staffed or not having workers skilled enough to put on a first-rate product,” he said. “So the IA is providing what we feel is the best solution — one that’s already built into our business model — which is that we have multi-employer benefit plans providing meaningful, portable health and retirement benefits for workers in this sector. And we have a training component that’s second to none.

“So with that concept in place, we opened up bargaining with Live Nation, the dominant player in this field, back in February, and we’ve been exchanging proposals about creating a more user-friendly, standardized agreement covering all of Live Nation’s facilities,” Barnes said.

The IA’s current agreement with Live Nation covers twenty-five Locals throughout the United States, and approximately thirty Locals have direct agreements, which represents over eighty-five percent of the company’s venues. Live Nation is also making a billion-dollar investment in building eighteen new amphitheaters, all of which will need skilled craftspeople.

The Stagecraft Department is also bargaining with the Oak View Group, the industry’s largest facility management company, which operates many of Live Nation’s venues. “Our current contract with the Oak View Group expires at the end



**IMP Concerts workers after delivering a petition to company leadership demanding recognition of their union with IATSE.**

of February,” Barnes said, “and we’re working to follow the same model as Live Nation. We’ve also had preliminary conversations along the same lines with ASM-Legends, another large facility management company.

“Most important, we are messaging workers throughout the country who are working for non-union labor brokers providing labor to Live Nation and the Oak View Group to let them know that our agreements with these parent companies include the benefits, wages, conditions and training they want and need,” Barnes emphasized. “And letting them know that if they join IATSE, we’ll be able to bargain to extend those agreements to cover them and their colleagues.”

“Whether it’s amphitheaters or arenas, or crew who are on the road on tours, we are mapping the work, taking stock of where people are, what they’re doing, and who they know,” said International Representative and lead organizer Dan Little. “All organizing begins and ends with relationships. It is small, person-to-person relationships that move the needle. And everyone in our industry needs health care, retirement savings, training and better wages, certainly in 2025. Only IATSE representation meets these needs.”





In city after city, craftspeople at non-union subcontractors working for Live Nation are trying to organize with IATSE. These include workers at NRG in Albuquerque, a majority of whom joined IATSE and who held a representation election in October. The results are not known yet because the government shutdown prevented the National Labor Relations Board (NLRB) from tallying the ballots.

In the Pacific Northwest, a Live Nation non-union subcontractor, Rhino, was replaced with an IATSE contractor, Barney Monk, and a collective bargaining agreement was secured that provided health and retirement benefits, training, safety, and a nearly eighty percent wage increase.

In New Hampshire, workers at Steelman Production Services, who crew events at the University of New Hampshire arena, organized and won a contract, doubling the size of Local 195.

And in Houston, workers at the Live Nation-managed House of Blues recently voted twenty-two to one for union recognition. “This is a significant victory not only for their sake but because it marks the start of an organizing drive by another 500 workers in the Texas market,” Barnes said.

“We’re taking single Local victories like these and putting them together to develop best practices under what we call Project Stage, to set measurable, obtainable goals for all 250-plus stage Locals and create a culture of organizing within the Department,” he said.

Notably, Barnes said that crew members working directly for touring musical artists are also starting to organize.

Beyond the concert sector, Stagecraft has been making important gains in expanding the union market share in theaters — especially the off-Broadway theaters in New York and regional theaters across the country.

“President Loeb gave us a directive to organize the off-Broadway sector and within the last two years, workers at most

major theaters have won IATSE representation and bargained first contracts,” Barnes said.

Little noted that initially, “there were some conversations among some of the workers in off-Broadway venues, who also work occasionally under IATSE-represented contracts when they go on the road. It’s not uncommon for a person who works on tours to return home and find employment locally. So these folks were casually talking among themselves and wanted to have a more in-depth conversation about what collective bargaining would look like for them in their venues. So, we called a meeting and thought maybe ten or twenty people would come, but when 100 people showed up, we knew there was a real demand for union representation. And that kicked it off.

“As a result they’ve won representation and contracts at some of the larger theaters, like the Public Theater and the Atlantic Theater, as well as Little Shop of Horrors and Titanique, and some non-profit venues,” Little said. “In some cases, we won voluntary recognition and in others, we won elections. In all of these cases, we’ve successfully negotiated first agreements which not only greatly improve conditions for our members — the employers are also finding that having a union and a collective bargaining agreement benefits them, too. And the result is that we’ve changed some of the culture of theatrical work in New York City for the better.

“Truth is, the entertainment industry is a pretty small world,” he added. “Sometimes it seems as though everybody knows everybody or you’re within one or two degrees of separation from everyone else. So anytime we’re organizing anything, whether it’s off-Broadway or regional theaters or clubs, whether it’s amphitheaters or arenas, or whether it’s rock and roll, pop music, ice show tours, you name it, we’re taking stock of who’s worked with whom, who’s friends with one another and making the connections that provide that spark. And wherever there is a demand or a need, that’s where we show up.





“And it’s not just in our industry,” Little said. “Throughout the U.S., support for labor unions is at an all-time high. Workers want a voice in the workplace. They want wages that keep them ahead of inflation and benefits that stay with them throughout their career. And our job as a union is to provide some direction, to demonstrate how IATSE representation provides the way forward so they can have a better, more secure life.”

Looking ahead, Barnes emphasized that the Stagecraft Department is working together with the Tradeshow and Display Department to ensure that two upcoming global events in the U.S. — the 2026 World Cup and the 2028 Olympics in Los Angeles — are wall-to-wall union operations. “We’re gathering all the Locals together to approach the event, and send the message to FIFA and to our employers that if you want a good relationship at the Philadelphia and New York/New Jersey stadiums, then we need to be having good relationships in Dallas and in Houston, too,” he said. “That message has been well received by FIFA, which has a stated commitment to treating labor in a dignified manner. We’re anticipating that most, if not all, of the work will go directly to our Locals or to our unionized labor brokers for work on the World Cup, just as it happens at the Super Bowl and other major events.”

## TRADESHOW AND DISPLAY WORK

Members working in the Convention and Tradeshow sectors have been responding to large-scale industry changes, especially mergers, acquisitions and consolidations involving the leading industry employers.

“Dealing with this industry consolidation and going up against these near monopolies with deep pockets, we must increase our leverage and band together to bargain on a level playing field,” said International Vice President and Director of the Tradeshow and Display Work Department Carlos Cota. “We have to really work as a group with all of our individual Locals to organize and utilize our collective power to negotiate equitable contracts from these companies that in the current political environment feel empowered to do whatever they want.

“In addition, we’re seeing labor brokers that are also operating on a national scale, some backed by private equity,” he noted. “We really have to look at the whole game board and see how they’re operating, and we must be operating at that same level to compete and tie it all together nationally.”

Blackstone, one of the world’s largest private equity firms, has an ownership stake in Encore and owns many hotel portfolios. “Unlike our traditional employers, who come from within our industry, understand everything that goes



into it, and have good longstanding relationships with IATSE, the private equity firms are solely focused on the bottom line rather than the quality of the show,” Cota said. “Rather than making sure there’s enough qualified people to staff an event with professional technicians, they want to pay below market standards and minimize the amount of labor needed and cut corners on safety and equipment.

“When we’re bargaining with entertainment attorneys or people that come from our industry, we have much more robust conversations and there’s a lot more insight,” he added. “With the new firms, it’s just about protecting their investment and paying out as little as possible.”

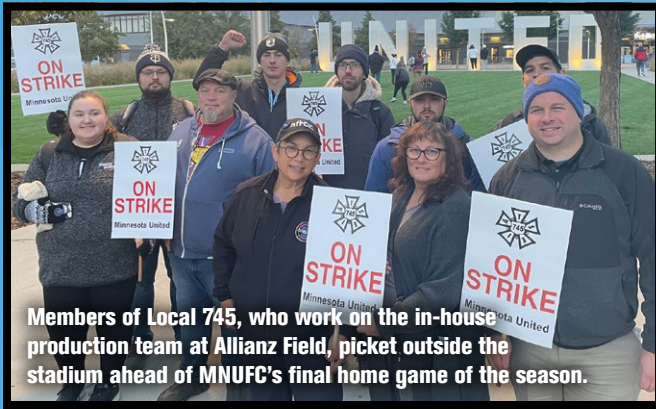
However, Cota emphasized that there are many ways the IA is countering this trend and succeeding at organizing, bargaining and securing work through these employers.

“Solidarity among members and solidarity between Locals is absolutely critical because we are dealing with national and multinational employers,” Cota said. “That’s number one. Second, these companies have shown they respond to public pressure. They’re concerned with their brand and don’t want negative publicity, especially at the national level. So big national campaigns get their attention in a good way.

Cota noted the importance of organizing in ensuring that industry work stays union. “Unlike other fields, unrepresented people in our crafts generally don’t work for a single employer,” he commented. “They’ll work for anybody who will hire them. So one organizing campaign always leads into the next organizing campaign and that leads into the next organizing campaign with national contractors, whether it’s rock and roll, trade show, AV, or any live event craft. It’s self-reinforcing and we are constantly expanding our reach.”

He added that there has been good recent progress in AV. “We have a growing number of Locals that are signing on to our national audio-visual agreements,” he said. “Employers know we’ve been in this business for a long time, they know we





**Members of Local 745, who work on the in-house production team at Allianz Field, picket outside the stadium ahead of MNUFC's final home game of the season.**

understand what they're looking for, they know we understand what kind of training and education is necessary, and how to deliver all that. It brings years of strong relationships at the Local level with direct benefits to our members."

Two top priorities for the Tradeshow and Display Work Department are training and raising industry standards. Training is an essential benefit for members because it both maximizes their employability and IATSE's power to organize and bargain collectively. Raising standards has the same advantage.

"We recently participated in a Training Director Summit, the second of its kind, and it was a great opportunity to share curriculum, lesson plans and resources, and that is going to prove to be really valuable for our members," Cota said. "The excitement from it was palpable.

"We also partner with AVIXA and LinkedIn Learning so that every member has access to these great resources," he noted. "And IATSE has three representatives on the Entertainment Services & Technology Association (ESTA) Board of Directors, which sets the standards for the industry, where we're working to raise the bar and strengthen safety for everyone."

## BROADCAST

Like Tradeshow and Display, the Broadcast Department has been addressing rapid changes in ownership and technologies in its primary field, live sports television.

"Broadcast is going through a series of upheavals," said Broadcast Department Co-Director Fran O'Hern. "One is technology-based, where technology is being introduced that either has the potential to take the place of certain operators or require retraining of operators to use different types of equipment — or the technology is allowing the employers to move work from local markets to centralized hubs.

"The other is to make sure we continue to secure the work no matter what," he said. "That means working with employers to

be sure that the people who get the training on the new work are our members. And it means organizing these new centralized production facilities to make sure the employer can't replace a fairly compensated operator who enjoys health care and retirement benefits with a non-union operator 1,000 miles away from the action who's not fairly compensated, who's not receiving similar benefits, and who's not working under conditions that protect the operator from being overworked or put in a position to fail instead of succeed."

O'Hern noted that this fall, the department's largest employer lost its largest client, which represented approximately thirty baseball, basketball and hockey teams in fifteen markets, with the work going to a non-union employer. But IATSE is having none of this.

"Because most of our members have organized over the past 20 years, they have first-hand memory of working non-union — and they will not let their health care and retirement benefits, and the work rules in our contracts go away," O'Hern said. "They're willing to fight for it, and they're vocal about their support of their union. Our crews are not shy about the fact that they value their union contracts. And that makes it easier to impress upon employers that they would have a lot of trouble in these markets if they tried to crew those shows non-union.

"As we move forward, our members are organizing to shore up our weak spots and make sure other sectors of our of our industry are under contract and don't represent the opportunity for someone to create an alternative workforce that would challenge the gains we've made over the years," he said.

Broadcast Department Co-Director Steve Belsky said, "Growth equals strength. You can't be static. But sometimes maintenance equals strength, because as employers evolve, and as the rights packages and the authority to crew change across this industry, sometimes you've got to double down just to keep what you have. You create goodwill by retaining and supporting the people who have already organized. And that's an organizing tool in itself.

"So one focus is on redoubling your efforts and fighting the trend that we see where new employers come in and ponder whether they can get away with cost-cutting," Belsky said. "That means being prepared to wield your final resource if you don't have longstanding relationships with these employers to build on, and that is whether we go to work that day."

One area of growth for the Broadcast Department is among the technicians at arenas and stadiums who produce the video that goes on the big screens at these venues. Recent victories include Minneapolis, where the Major League Soccer, NBA



and WNBA teams are organized; the Bay Area, where people working at the Warriors and Giants games are organized; and Detroit, covering baseball, basketball and hockey.

“We’re looking to go beyond the silo, moving from straight broadcast into the adjacent work that either supports or is parallel to the work that our crews are doing,” O’Hern said. “We’ve been organizing arena-by-arena, and in many cases, market-by-market when the same entity controls the various venues in the same metropolitan area. We’ve found that if you’re working an in-house show in the winter for the basketball and hockey teams, you might be doing the in-house show in the summer for the baseball teams. So if the workers organize at one arena, that gives us a step up in other arenas.

“These technicians and operators are often working right next to our members, doing very similar work but for a lot less money and without benefits and contract protections,” he noted. “We encourage our members to talk with them and spread the message about the value of collective bargaining. And we’re creating a community of strength that we can rely on to prevail if we have to go into battle, either for recognition or later, for the contract terms.”

“Our power is that we go where we’re called,” Belsky said. “It’s all about relationships, maintaining existing ones and building new ones.”

“In the end, all of this organizing is underpinned by the contracts that we are able to secure for our members,” O’Hern said, “due to their willingness to stand next to each other and not be shy about the fact that they’re a union workforce and expect to be treated with dignity and respect.

“It’s a virtuous circle,” he continued. “Because when employers perceive the solidarity among our members as being high, we have more leverage to get better contracts. And because we’re able to get better contracts, other workers see that and decide they want to empower themselves, too.”

## CANADIAN AFFAIRS

In Canada, IATSE has been greatly expanding the number of entertainment industry workers benefiting from collective bargaining agreements.

“I’m happy to say that IATSE is bucking the trend of lower unionization rates in Canada, because we’re doing a lot of organizing and we’ve seen some tremendous growth,” said International Vice President and Director of Canadian Affairs John Lewis. “Over the past twenty-three years, we’ve grown from just under 13,000 Canadian members to nearly 35,000.

“We’ve done it by going into new but related industries like animation and visual effects,” he said. “The workers at DNEG, the largest post visual effects company in the world organized with IATSE in Montreal, Toronto and Vancouver, and we’re close to finishing up our first agreement with them. Seven-hundred full-time workers at ICON Creative Studio have organized and are close to completing a first agreement in Vancouver, where we also have two other animation studios under contract. That’s been the biggest area of growth in recent years.

“We just filed a cert for a wardrobe Local for a young people’s theater,” Lewis said. “We were successful in organizing both stage and Front of House at the Highland Arts Theatre in Sydney, Nova Scotia, as well as the prestigious National Theatre School in Montreal, Quebec. These are smaller units, but that’s our bread and butter — five people here, ten people there, and it starts adding up.”



A big advantage IATSE’s Canadian Locals have is the fact that labor laws are less tilted toward management and more fair to workers. Labor laws in Canada are determined at the provincial level and while there are variations, most provinces treat workers better than in the U.S.

“In British Columbia, the New Democratic Party government brought in card-based certification, so you don’t have to have a vote — once you get a majority of employees to sign, you’re automatically certified and we have used this process,” Lewis said. “Manitoba passed what they call one-step certification process this year. Quebec’s always had card check as does New Brunswick. Plus, in Quebec, you’re automatically guaranteed a first contract for two years if bargaining reaches an impasse. In addition, since COVID-19, all governments and labor boards in Canada allow for electronic cards and electronic voting. So, when there’s a vote, it’s done electronically so you don’t have to enter a place of business, where intimidation might be going on, to cast your ballot.

“Having said all that, one-on-one, face-to-face conversations are still and will always be the most effective tool for organizing,” he noted. “It’s always critical to hear people’s stories first-hand, to





find out why they're disgruntled with their employer. That sort of thing will never go away."

Lewis said that while wages, respect, safety and working conditions are often the primary drivers behind organizing campaigns, benefits play an important role, even in Canada with its universal health care system. "Our benefit contributions are significantly lower than in the States because of our health care system, but there are a lot of costs it doesn't cover and that's where we come in. In fact, more and more services are being 'delisted,' which means they're no longer covered, especially when it comes to prescription drugs. So IATSE health benefits are becoming an increasingly important component of what we bargain now and what encourages members to join."

Lewis emphasized that organizing is only half the battle. "Bargaining a first agreement can sometimes take as long as two years when you have a recalcitrant employer," he said. "It's really important to manage everyone's expectations. Sometimes, a first contract is about codifying existing terms and conditions so they can't be reduced and then you build up from that in the next contract."

"But once you get that agreement, these are the best members," Lewis said. "They've been subject to the whims of an employer and they see first-hand how much better things are in a union shop. For example, we organized DNEG after the company imposed a 25 percent across-the-board wage cut after COVID-19. Newly-organized members are like a shot of adrenaline for our union. They tend to be the most active and engaged members, because they know what it's like to work without a union contract."

## **MOTION PICTURE AND TELEVISION PRODUCTION**

The Motion Picture and Television Production Department is facing a bargaining and organizing landscape shaped by industry contraction. The sharp drop-off in work directly and most seriously hurts members. But it also makes bargaining and

organizing more challenging. And it makes solidarity more of an imperative than ever.

Fortunately, members continue to benefit from the Hollywood Basic Agreement and Area Standards Agreement, ratified in July 2024 and in force for three years. These agreements provided significant wage increases, strengthened health and pension benefits, improved safety provisions, added critical protections preventing misuse of artificial intelligence from displacing IATSE members, and more.

"Our focus right now is securing as much union density as possible in our industries to protect the standards that we've negotiated successfully over the last several contract cycles for as long as the downturn lasts," said International Vice President and Director of Motion Picture and Television Production Michael F. Miller, Jr.

"Since the contraction began in 2023, we've seen a serious attempt by employers across the industry to undermine workers, to undermine their union, to undermine collective bargaining agreements, and to undermine our standards," Miller said. "That makes it all the more important to continue to insist that employers provide the benefits, protections and working conditions that we fought for over so many years, and not allow any employers to try to divide and conquer to undercut our standards."

"The way that we do that is by making sure that if anyone is offered a non-union position, we call in the job and support IATSE organizing," he noted. "Everyone should understand and recognize that our working conditions, our health care, our wages, are all predicated upon maintaining the collective strength we have by leveraging our willingness to work. It's a very hard thing to do when times are difficult and there's less work, but that makes it even more important to stand strong in solidarity, because it's during a contraction that employers try to split the members and try to claw back the gains we've made over the last two decades."

Miller cited the example of a television series where the employer threatened to move production overseas unless IATSE members agreed to wage cuts of twenty percent to twenty-five percent. "We resisted that attempt to undermine our contract, and at the end of the day, the employers remained in the United States because that's where they had always intended to shoot," he said. "Had we agreed to their demands, we would have had to agree to it for every series and that would have completely undercut the contract we ratified a year ago to improve members' conditions and wage rates."





**Workers at the Shakespeare Theatre Company in Washington, DC celebrate recognition of their union with IATSE.**

“Another reason we have to stand strong is because working union supports our health and pension benefit funds,” Miller said. “Those plans survive based on employer contributions for union work, and when those contributions don’t come in, the costs have to get borne somewhere. By keeping the work union, we ensure our plans can continue to provide the benefits we’ve bargained for. This ensures that over the long run, our participants will continue to receive quality, affordable health care coverage and have the opportunity to retire in dignity with a pension that will support them.

“Above all, we need solidarity and constant vigilance,” he said. “When a company starts a non-union production, calling that job in and then supporting the union reps and organizers when they come in to flip that show is how we maintain our standards — and how we continue to train the employers that they cannot do that to us.

“Our bargaining strength is directly connected to our members’ strength and willingness to stand up for themselves and for one another,” Miller emphasized. “Regardless of the state of the industry, employers require the labor that our skilled artisans and technicians provide, and if we hold the line, we will protect our industry. We will protect our benefit plans, we will protect our families and protect each other, but only by holding the line and standing strong together.”

## **BARGAINING IN AN ERA OF CHANGE**

Whether they work as lighting technicians, camera crew, riggers, AV operators, animators, gaffers, costume designers, makeup artists, editors, carpenters, or any of the dozens of other entertainment industry crafts, all IATSE members share one thing in common above all else — they are all empowered to improve their lives through collective bargaining.

Their wages, benefits, working conditions, health and safety, training, and voice in the workplace are protected by their contracts — and they are far superior to comparable workers lacking the advantage of union representation.

“None of this would be possible without the activism and solidarity of IATSE members. By joining together, speaking up and taking action, members gain the power to force employers to recognize the union and bargain fair contracts,” said International President Matthew D. Loeb.

“And none of this would be possible without union density — without sufficient organizing to secure the skilled workers required to make any production under the IATSE umbrella,” he added.

“All of this requires vision and vigilance, planning and perseverance, savvy strategy and aggressive action,” Loeb said, “especially in a turbulent economic, political and technological environment that affects our industries and crafts in different ways. For every merger and acquisition, for every technological breakthrough, for every change in fortunes for better or worse, our job is to stay ahead of the curve, overcome every challenge and seize every opportunity. Because the lives of our members depend on it.

“We are going to fight together, organize together, bargain together and act together to keep our hard-won gains, make further advances, and expand the benefits of collective bargaining to an ever-larger share of the entertainment industry workforce,” Loeb said. “By doing this, whatever bumps we hit, whatever hurdles we encounter, we will still end up ahead of the game — and our members will continue to have the best living standards, health and retirement security, training and job protections”



# IATSE Training Trust Fund Training Director Summit 2025

This year's IATSE Training Trust Fund (TTF) Training Director Summit brought together more than sixty attendees from fifty IATSE local unions across the U.S. and Canada for three days of learning, connection, and inspiration at the Hilton Orlando Buena Vista Palace in Orlando, Florida.

The Summit is designed to support Training Directors, Coordinators, and those responsible for training at their local unions by equipping them with the tools and resources to grow and enhance their programs. The 2025 theme, *"Building and Enhancing Your Training Program with TTF Tools and Lesser-Known Resources,"* focused on helping Locals leverage existing TTF curriculum and technical assistance to expand training opportunities for their members.

Through hands-on workshops, insightful speakers, and collaborative networking sessions, attendees explored

innovative strategies to cultivate a positive and effective training culture. Highlights included immersive workshops on TTF training tools, panels focused on cross-local collaboration, and a lively TTF website scavenger hunt that showcased the full breadth of TTF programs and resources. A special highlight of this year's event was the keynote presentation by Regina McMichael, President of The Learning Factory, Inc., and author of "The Safety Training Ninja." Her powerful message on turning personal tragedy into purpose set a thoughtful and inspiring tone for the days that followed.

The energy, engagement, and shared commitment of participants throughout the event reflected IATSE's ongoing dedication to advancing training and strengthening skills across all regions and crafts.

A special thanks to our host Locals 631 and 835!

### A full list of Locals who participated

**include:** Local 4, Local 8, Local 11, Local 13, Local 16, Local 18, Local 22, Local 26, Local 31, Local 33, Local 51, Local 52, Local 55, Local 56, Local 78, Local 80, Local 107, Local 112, Local 122, Local 124, Local 134, Local 205, Local 212, Local 251, Local 306, Local 322, Local 354, Local 442, Local 461, Local 476, Local 477, Local 478, Local 479, Local 480, Local 481, Local 484, Local 504, Local 514, Local 631, Local 634, Local 665, Local 667, Local 695, Local 728, Local 764, Local 798, Local 835 and Local 856.







David Allen, Local 23

Tiffany Ayers, Local 488

Nicole Bogatz, Local 484

Ashley Boudreaux, Local 39

Jermaine Burns, Local B27

Laurence Christensen, Local 274

Brent Cohen, Local 305

Barbara Crane, Local 100

Charlie Cushing, Local 100

Nathaniel Dombek, Local 114

Peter Gordan, Local 118

Ashley Griffith, Local 484

Emily Hall, Local 195

Sara Hilton, Local 333

Emily Horton, Local 28

Sharon Kozen, Local B192

Chris Manor, Local 99

Sean Mason, Local B192

Joel McCullah, Local 215

Rachel McLendon, Local 444

Brian Munroe, Local Int'L

Dennis Muscari, Local 480

Kurt Musser, Local One

Bridget O'Connor, Local One

Jeremy Odden, Local 15

Jennifer Petty, Local 274

Holly Scott, Local 871

Bessie Shilkrot, Local 78

Roland Simmons, Local 728

Ashley Swanson, Local 44

Alisha Talbot, Local 856

Margarita Vailas, Local 856

#### APPLICATION FOR 2026 OFFICER INSTITUTE 1.0 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name

Applying To: ☐ Orlando, FL ☐ Calgary, AB ☐ Denver, CO

#### LOCAL UNION INFORMATION

Local Union

Mailing Address of Local Union

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

Contact's phone and email:

Local Contact Signature

#### CERTIFICATION

I certify that Local \_\_\_\_\_ meets one of the following requirements (please check one):

- ☐ My Local Union files the Form LM-3 or LM-4 with the U.S. Department of Labor and has gross annual receipts that are less than \$250,000.
- ☐ My Local from Canada has less than \$250,000 in gross annual receipts.

Applicant's Signature

#### FOR OFFICE USE ONLY:

Rec'd by \_\_\_\_\_ Approved Y N

Notified: \_\_\_\_\_

Notes: \_\_\_\_\_

**THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN A 2026 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN ORLANDO, FL (MARCH 2-6, 2026), CALGARY, AB (APRIL 13 - 17, 2026, OR DENVER, CO (OCTOBER 19 - 23, 2026). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST-SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).**

# EDUCATION AND TRAINING



Lori Altenderfer, Local Int'L  
 Elizabeth Anderson, Local 190  
 Cecil Applegate, Local 190  
 Derek Avitt, Local 488  
 Amanda Beggs, Local 695  
 Eric (Nathan) Brady, Local USA829  
 Bridget Brennan, Local 799  
 Daniel Clack, Local 589  
 Lizbeth Cone, Local 18032  
 Mario Corrales, Local 21  
 Ethan Denne, Local 729  
 Cheryl Eckert, Local 706  
 Crystal Edwards, Local 322  
 Kevin Garcia, Local 798  
 Anna Glanton, Local 488  
 Kristin Gonzales, Local 480  
 Sue-Ellen Gusk, Local 632  
 Bradley Hamilton, Local 31  
 Richard Harmon Jr., Local 143

Mark Hartigan, Local B2  
 Ashley Hawkins, Local 322  
 William Hubner, Local 764  
 Greg Huffman, Local 55  
 Ronnie Jones, Local B-192  
 Brian Jurena, Local 99  
 Jeff Kennedy, Local Int'L  
 Blas Kisic, Local 695  
 Jeanette Kleinbard, Local 706  
 Beth Kurth, Local B4  
 Rudy Lambaria, Local 122  
 Kelly Laszlo, Local 745  
 Michael Leach Jr., Local 6  
 Mario Lopez, Local 795  
 Adam Mack, Local 363  
 Madeleine Mayrose, Local 142  
 Joshua Moberly, Local 10  
 Doug Mueller, Local 611  
 Dennis Muscari, Local 480

Kashan Ramahn, Local B192  
 Taylor Resenbeck, Local 122  
 Patrick Riley, Local 632  
 Leonard Russo, Jr., Local 729  
 Joel Salkowitz, Local 100  
 Rina Saltzman, Local 18032  
 Jean Scheid, Local 187  
 Holly Scott, Local 871  
 Sidney Solomon, Local USA829  
 Justin Spaethe, Local 15  
 W Raiford Stout, Local 97  
 Ashley Swanson, Local 44  
 Karl Toppins, Local 143  
 Isabel Walker, Local 154  
 Harrison Wallace, Local 97  
 Valerie Webster, Local 787  
 Forest Wharton, Local 439  
 Susan Whitaker, Local 415  
 Serenity Wolf, Local 220

# I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2026

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course.

**PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE THEIR DIPLOMA.**

**PLEASE PRINT LEGIBLY**

1. APPLICANT			
LAST NAME		FIRST NAME	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE (Circle One)	
		Women's S M L XL 2XL	
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE AND TABLE TENT:		Men's	
		M L XL 2XL 3XL 4XL 5XL	
STREET ADDRESS		HOME PHONE	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE:
EMAIL ADDRESS (please print)			CELL PHONE
2. IATSE OFFICER INSTITUTE (CHOOSE ONE) ALL SESSIONS OPEN TO BOTH U.S. AND CANADIAN LOCALS			
<input type="checkbox"/> ORLANDO, FL MARCH 2 – 6, 2026	<input type="checkbox"/> CALGARY, ALBERTA APRIL 13 - 17, 2026	<input type="checkbox"/> DENVER, CO OCTOBER 19 - 23, 2026	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE	EMAIL		
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

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

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**

**Facebook: @iatse Twitter: @iatse**



## EDUCATION AND TRAINING

# SAVE THE DATE!

FEBRUARY 9 – 13, 2026 • MARITIME CONFERENCE CENTER • LINTHICUM HEIGHTS, MD

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- Local Union Trustee Training
- Collective Bargaining
- Labor Law
- Bargaining for Safety and Health
- Weingarten Rights
- Time Management for Leaders
- Positioning for the Future: Intergenerational Solidarity, Leadership Development, and Succession Planning
- Union Organizing: Best Practices, Principles, and Strategies for Campaigns That Build Power
- And more!



## Webinars for MEMBERS

<https://www.gotostage.com/channel/iaeducationforall>

Education & Training Department webinars focus on several topics relevant to IATSE workers including leadership, union skills building, and craft skills and safety.

WATCH THEM ALL AT

<https://www.gotostage.com/channel/iaeducationforall>



Officer Institute attendees connecting, collaborating, and gaining valuable tools to strengthen their Locals.



[btshelp.org/apply](https://btshelp.org/apply)



## Available Grants

### Basic Needs Grants

For entertainment technology professionals who are seriously ill or injured, or have an immediate dependent family member such as a spouse, partner or minor dependent child who is seriously ill or injured. Grants may be used for living expenses such as rent/mortgage, utilities, food, and transportation or for medical care including doctor bills, physical therapy, health insurance premiums, wheelchairs, and home healthcare. Funeral Assistance Grants are also available. *Basic Needs grants are not available due to lack of work.*

### Counseling Grants

For entertainment technology professionals who would like to initiate or continue counseling or participate in an in-patient or out-patient addiction recovery program with a licensed mental health professional or facility.

### Natural Disaster Relief Grants

For entertainment technology professionals who have been severely impacted by a natural disaster including loss of home, evacuation, or significant damage to the home, essential personal property, or full-time workplace. They are intended to assist with immediate basic necessities such as food, clothing, and medication.

## Who is Eligible for a Behind the Scenes Grant?

### In addition to the grant-specific criteria above, you must:

- Currently reside in the U.S. or Canada
- Have earned your living for a minimum of five recent years in the entertainment technology industry. This means that your major source of income is from your work in this industry, which includes being directly involved with a production-related craft:
  - Behind the camera, *or*
  - Behind the scenes in any type of performance venue, *or*
  - On the road, *or*
  - Working for companies who are directly involved in supplying entertainment technology products and services

*If you are retired or on disability from a career in the entertainment technology industry, and are experiencing serious illness or injury, you may apply as long as your time out of the industry is less than the total time you worked in the industry.*

**If you are unsure of your eligibility, please contact [grants@btshelp.org](mailto:grants@btshelp.org)**

It is common to experience depression or anxiety when you are dealing with a serious illness or injury, natural disaster, or a lack of work. Our Mental Health Initiative has many tools and resources available to help at [btshelp.org/mentalhealth](https://btshelp.org/mentalhealth).

# 55th Annual Scholarship Awards

## of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

**T**he Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Mary Nowlan, Lewis Spence, Alyssa Pasillas, Addison Wasserman, Gracen Matai C. Meyers, Lana Thyen, John McCovey, Kyler Kliks, Quinlan Peacock and Presley M. Shealy.

Mary (Molly) Nowlan is from Brooklyn, New York and her dad is a member of Local 52. After graduating LaGuardia High School in June, she is attending Cornell University, studying fine arts and looking to minor in design and environmental analysis. She is honored and grateful to have received this opportunity from the Walsh/ Di Tolla/ Spivak Scholarship Program and looks forward to her next four years in Ithaca, New York.

Lewis is a distinguished graduate from Henry Wise Wood Sr High School, particularly from the theatre department where they were a Stage Manager and Assistant Stage Manager for five separate productions ranging from musicals to Shakespeare. Because of their dedication, love and attention to detail in both theatre

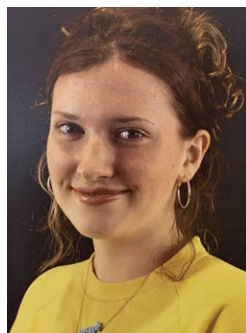
and fashion, they were awarded Overall Outstanding Student at the 10, 20 and 30 levels for both disciplines and the Overall Aggregate for the Career and Technology Studies (CTS) department.

This fall they are moving to Toronto, Ontario to study for their bachelor's degree in Fashion Design and Technologies at the Toronto Metropolitan University. Lewis is beyond grateful to be one of the award recipients of the 2025 Richard F. Walsh/ Alfred W. Di Tolla/Harold P. Spivak Scholarship Award.

Alyssa has been dancing since the age of three and will be attending California State University, Long Beach this fall as a Dance major and plans to pursue a professional performing career after college. Alyssa currently volunteers as a

dance assistant, sharing her love of dance with kids ages 4–8, and one day she hopes to work in a nonprofit to make dance accessible to even more young dancers. She is incredibly grateful to have received this scholarship and is excited to begin this next chapter of her journey in dance.

A graduate of Chanhassen High School in Minnesota, Addison Wasserman was very active across multiple disciplines. She loves theater, both on the stage and behind the scenes. She played tennis and likes CrossFit, singing in the choir, working with kids at “Adventures in Cardboard” improv camp, and has recently started to learn to run robo and handheld cameras for local concerts and sports. Addison overcame significant hurdles, including a Traumatic Brain Injury



Mary Nowlan



Lewis Spence



Alyssa Pasillas



Addison Wasserman



Gracen Matai C. Meyers



(TBI) her sophomore year, to becoming a high school honor student. She is eternally grateful to IATSE, not just for this opportunity, but even more the lifesaving healthcare it has provided her family. Addison will continue her studies at Nazareth University in Rochester, NY, where she plans to major in Occupational Therapy.

Gracen Matai C. Meyers was born and raised in the San Fernando Valley in Woodland Hills, CA. Throughout his time at de Toledo High School, he was heavily involved with the film department as he wrote, directed, and worked on multiple short films and safe-driving PSAs. Gracen has won numerous awards with these projects, including Best Student Short Film at the Santa Monica Film Festival. Plus, he was the president of the Film Club. He was the leading student in the lighting department and has worked on over twenty live performances. Other school activities Gracen has been involved in include Speech and Debate, Mock Trial, foreign exchange programs, the Student Ambassador Program, and the Cancer Research Club. He is thrilled to attend Chapman University Dodge College for the Writing for Film and Television major this fall.

Lana Thyen will graduate from Granada Hills Charter High School in Los Angeles, California. She was valedictorian of her class, with a 4.85 weighted GPA and a 1590 on the SAT. Lana will attend Stanford University, majoring in computer

science. Her passion for A.I. led her to code apps to bridge the gap with technology for those overlooked in our society. Lana is also a competitive rock climber who enjoys competing in youth competitions. She is grateful for the generous support provided by the foundation and honored to have been chosen.

John McCovey is a graduate of St. John Bosco High School in Bellflower, California, where he was a school ambassador and a scholar-athlete in baseball and track & field. In the fall, he will attend Morehouse College in Atlanta, Georgia, the alma mater of Dr. Martin Luther King, Jr., as a Howard Thurman Scholar, majoring in business administration and minoring in Journalism, Sports, Culture, and Social Justice.

Kyler is honored to be graduating as the valedictorian of Ursula Franklin Academy's Class of 2025 in Toronto, Canada. From a young age, I was deeply fascinated with dinosaurs, especially after my curiosity was ignited from watching Steven Spielberg's Jurassic Park movies. This passion has led me to pursue life sciences at the University of Toronto this fall, where I am eager to explore evolutionary sciences and uncover the mysteries of our planet's past.

Quinlan Peacock grew up in New York City and graduated with honors from Léman Manhattan Preparatory School. After many years of visiting his father on set and learning about production design,

3D rendering, and prop fabrication, he found a love for 3D design. Continuing this interest, he held a summer job at a prop fabrication studio in Brooklyn, where he was able to help with the design and creation of props, fueling his passion for design even more. He is continuing his education at Boston University in the mechanical engineering program, in hopes of pursuing a career in engineering design.

Presley M. Shealy is the daughter of current IATSE member, Gina Shealy (Local 78, 19 yrs and Local 900, 3 yrs). Presley was born in Birmingham, AL, and moved to Trinity, AL, at the age of 4. She is the middle child out of five, with ages ranging from 26 down to 4 years old. She attended St. Ann Catholic School in Decatur, AL, for her elementary years and St. Bernard Preparatory School for high school and is a member of the National Honor Society and Mu Alpha Theta.

When Presley turned 18 in November of 2024, she immediately texted the business agents of the Locals her mother works for and asked to be put to work. Working alongside her mother has given them extra time together before she goes to college. Presley will be majoring in Architecture at Samford University in Homewood, Alabama. It gives her an added sense of security to know that even though she will be 2 hours from home, she will be close to work as she plans to continue working for Local 78 ("her other family").



Lana Thyen



John McCovey



Kyler Kliks



Quinlan Peacock



Presley M. Shealy

# 56th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation are pleased to offer ten scholarship awards each year. Each scholarship recipient will receive a \$10,000 grant which is paid out over a four year period. Each year of the four year period \$2500 will be paid directly to the recipient's educational institution. Counting the 2025 awards, the Foundation will have had 140 scholarship recipients to date.

## ELIGIBILITY

The rules of eligibility for the 56th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

- a) Be the son/daughter of a member in good standing of the IATSE;
  - b) Be a high school senior at the time of application; and
  - c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree. The scholarship is not open to students that have already started college or university.
3. A complete copy of the applicant's high school transcript is also to be submitted to the Foundation Office. The transcript must have the school's seal or stamp for authenticity and can be sent in directly by the school or the student (together with the application).
  4. The record of the score achieved by the applicant on the Scholastic Aptitude Test (SAT) or the American College Testing (ACT). Please note the Foundation does not have a code for the scores to be submitted electronically therefore a printed copy of the scores attached to the application will be accepted by the Foundation.
  5. Letter(s) of recommendation from a teacher or clergyman.

## HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website ([www.iatse.net/member-benefits/scholarship-foundation](http://www.iatse.net/member-benefits/scholarship-foundation)) and download the application.
2. The application is then to be completed and returned to the Foundation Office.

## DEADLINE

The deadline for filing all of the above required materials with the Foundation Office is December 31, 2025. **No extensions granted.** The winners of the scholarship awards will be notified by the Foundation Office in May 2026, and will be announced in a future issue of *The Official Bulletin*.

## RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION REQUEST FOR APPLICATION

Please send me an application for the 56th Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State/Province: \_\_\_\_\_ Zip/Postal Code: \_\_\_\_\_

Parent(s) Name/Local Union No.: \_\_\_\_\_

**Mail to: IATSE, 207 West 25th Street, 4th floor, New York, NY 10001 • Telephone: 212-730-1770**



# IATSE Family Members Awarded 2025 Union Plus Scholarships

Union Plus recently awarded \$250,000 in scholarships to 193 students representing 38 unions, including five winners representing the International Alliance of Theatrical Stage Employees (IATSE). This year's group of scholarship recipients includes university, college, and trade or technical school students from 33 states. The IATSE winners are:

- Charlotte Clyve of Canton, Massachusetts. Clyve, whose father, Scott Clyve, is a member of IATSE Local 829, has been awarded a \$1,000 scholarship.
- Randon Martin of Philadelphia. Martin, who is a member of IATSE Local 8, has been awarded a \$500 scholarship.
- Olivia Ann Meade Rubinstein of Brooklyn, New York. Rubinstein, whose father, Theo Rubinstein, is a member of IATSE Local 52, has been awarded a \$2,000 scholarship.
- Andrew Logan Sotack of Downingtown, Pennsylvania. Sotack, whose father, Brian Thomas Sotack, is a member of IATSE Local 8, and whose mother, Janice Manser, is a member of IATSE Local 52, has been awarded a \$500 scholarship.
- Aliza Young of Van Nuys, California. Young, whose father, Glenn Young, is a member of IATSE Local 695, has been awarded a \$2,000 scholarship.



**CHARLOTTE  
CLYVE**



**RANDON  
MARTIN**



**OLIVIA  
RUBINSTEIN**



**ANDREW  
SOTACK**



**ALIZA  
YOUNG**



## CHICAGO'S CROSTOWN CLASSIC COOKOUT BRINGS UNITY, SOLIDARITY, AND SUMMER SUN

Members from both sides of the city came together this July for a day of solidarity, sports, and grilled perfection at the annual 762 Crosstown Classic Cookout, held during the White Sox vs. Cubs series. Hosted by Local 762, the event welcomed freelance sports broadcast technicians from across Chicagoland for an afternoon of good food, good company, and shared union pride. It was a chance for members to unwind outside the trucks and control rooms, catch up with familiar faces, and welcome a few new ones into the fold.

What made the day memorable wasn't just the baseball rivalry—it was the camaraderie at the grill, the laughter at the picnic tables, and the collective reminder that we're stronger together. A very special thanks goes out to the members who brought it all together: Dave Cella (Chef), Kevin Donohoo (Grill Master), Josh Fox (Mac & Cheese), Derrick Metcalf (Iceman), Frank D'Amato (Sweet Peppers), Mike Gentile (Pasta Salads), and Mitch Nakhshin (Swag Distributor). From sausages to swag bags, they kept spirits high and bellies full. Solidarity was on the grill this summer — and it was well done.



Members of Sports Broadcast Local 762 gathered outside the trucks at the Crosstown Classic Cookout.



Dave Cella, Chef extraordinaire, at the grill keeping the cookout fired up.



The Cubs vs. White Sox cake was a home run with the crew.

Kevin Donohoo worked the line as "Quality Control".



Josh Fox serving up mac and cheese with style and a smile.



## A SEAT AT THE TABLE: WHY LABOR BELONGS IN THE GOVERNANCE OF PUBLIC VENUES

From the outside, convention centers, stadiums, fairgrounds and arenas look like symbols of civic pride and economic power. They bring in major events, generate millions in revenue, and put our cities on the map. But those of us on the inside know the truth: these venues don't run on glossy brochures or ribbon-cuttings. They run on workers.

Stagehands, AV technicians, decorators, custodians, food service staff—every one of them makes the difference between a seamless event and a disaster. Yet too often, the voices of these front-line workers are missing from the boards and commissions that govern our public venues. It is time for our local unions to have a seat at the table. When Labor is there, everyone benefits—workers, management, and the communities they serve.

No one understands the daily operations of a public venue better than the people who do the work. Local representatives bring real-world expertise into boardrooms that too often make decisions in a vacuum. We know where the bottlenecks are. We know which safety protocols work, and which don't. We know how to streamline operations in ways that save time and money without cutting corners. That's insight you can't buy from consultants—it's earned through experience. Studies show that when workers are represented in governance, productivity goes up. A seat at the table builds respect, motivation, and accountability. It also

keeps skilled workers on the job. When workers are heard and valued, they stay. That stability saves venues from the endless cycle of recruitment and training, and it preserves the institutional knowledge that makes operations run smoothly. When workers are empowered, service improves. Guests see it in cleaner facilities, safer environments, and smoother events. Communities feel it in jobs that provide dignity and stability.

Some venue managers fear Labor seats on boards will mean more conflict. The reality is the opposite. Regular collaboration creates trust and makes negotiations more productive. That trust doesn't mean we stop fighting for fair wages and benefits—it means the fight happens on a foundation of respect. Our members live in the communities that these venues impact. Having labor on boards ensures those decisions reflect more than profit—they reflect community priorities. Our voices close pay gaps, fight inequality, and push for fairness. We ensure success is shared by everyone, not just executives. That's not charity—it's solidarity.

Workers aren't just part of the operation—we are the operation. If decisions are being made about our work, then our voices must be in the room. It's time for IATSE Local leadership to take our rightful seat at the table in our public venues—and to make sure working people are heard where decisions are made.



ESTA Board members, International Representatives Ben Hague, Hannah D'Amico and International Trustee Andrew Oyaas at the Annual ESTA Board meeting.



International Vice President Carlos Cota receiving the "Flame of Friendship" Award for his dedicated service on The San Diego Convention Center Board of Directors



# Building Strength & Solidarity

**A**t the Stage Caucus this past summer the planned panel discussion was interrupted by a tsunami warning and subsequently ended early. Below are the questions that were planned and the responses from various Stagecraft Representatives on the state of the industry. For more information on these topics please reach out to your District Representative or the Stagecraft Department.

## **What strategic importance do local addendums and venue-specific provisions hold within the national agreements?**

Local Addendums are essential for preserving the specific conditions of each Local. Every Local is unique and not all situations fit into a single framework. These Addendums address specific contractual or cultural conditions relevant to the Local, where applicable. Whether it's a particular holiday or a contractual condition used in the market, these Addendums create a distinct position within the framework of the standard conditions outlined in the National Agreement and allows a Local to retain their autonomy while still having the protections and solidarity of the larger Agreement.

## **How are Solidarity Committees and subcommittees helping us build long-term bargaining power in new and existing markets?**

The Solidarity Campaign Committees and Subcommittees build long-term bargaining power in new and existing markets by including all Locals. Those that are part of the National Agreement, those with a direct agreement, those that the agreement is with a labor broker and those with no agreement, where the

Local does not have the work. By including all Locals, we are able to assist with best practices on contract language, working conditions, organizing strategies, and safety and training. The Locals have been able to form relationships with fellow Locals to share common concerns and solutions. The International is assisting those that currently do not have the work or new venues are opening by having conversations with the employer to introduce them to the Local to form relationships and discussing a pathway to secure the work. The Six Subcommittees: Bargaining, Organizing, Training, Research, Legislative and Communication have been very instrumental in building bargaining power. The subcommittees discuss successful legislative initiatives, research data on a specific employer, assist with specific trainings that Locals are needing, organizing campaigns with specific tactics, best practices on bargaining and communication with all the data stored in a central data base.

## **What lessons can be drawn from organizing wins at smaller live music venues like Brooklyn Bowl and Mercury Ballroom?**

Small organizing in venues like the Mercury Ballroom teach big lessons.

It shows that even a small group of committed workers—just twelve in this case—can drive meaningful change when united. The campaign proved that solidarity and engagement at every step are more powerful than size. Using an existing Agreement in the jurisdiction as a framework gave the committee structure, while their own experiences shaped the improvements.

The results—strong wage gains, new health and retirement benefits and fair work rules—demonstrate that small units can set standards that ripple outward. These victories remind us that every workplace, no matter how small, matters to the strength and growth of the IATSE.

## **What role do Action Builder and other digital tools play in coordinating successful organizing campaigns across multiple employers?**

When you organize across multiple employers, you need clear data and real coordination. Digital tools like Action Builder and Action Network help us manage both. We use Action Network to collect sign-ups, contacts and RSVPs. That information flows into Action Builder, where we can sort, filter and share it. Our organizing committees see progress in real

time, our data stays clean, and we control who has access to what.

Action Builder puts assessments at the center. We track conversations, measure support and see who's ready to up. Workers enter updates, view workplace data and stay connected. This shifts our focus from collecting names to developing leaders. Face-to-face organizing still matters, but digital tools help us act faster and smarter. They connect our team, keep campaigns focused and turn scattered efforts into one coordinated movement. In complex campaigns, these tools aren't extras. They're the structure that helps us organize at scale with accuracy and accountability.

**What role have training initiatives like the Rigging Proficiency Program and leadership development played in supporting worker advancement?**

Providing stagehands structured training in rigging and have them prepared enough to pass the ETCP Exam is a gamechanger for the stagehand and local unions. Once a Local has enough people credentialed, with well developed

leadership, they can work on having a local or state ordinance that mandates these credentialed workers be on the call to facilitate portable A/V rigging needs on concerts and festivals. This makes it difficult for events to get permits without using the IA Local that can furnish ETCP riggers. Once a Local has riggers on a call, that opens a relationship with their leader and event management. Well trained leaders can then introduce regular crew under an agreement to handle all remaining event labor.

**How is the Department addressing workforce issues like mental health support, portable benefits, and burnout among touring and stage crews?**

Healthcare and retirement have long been priorities for the IATSE and we believe every worker needs access to these resources. We are currently working with concert touring crews and their employers to implement access to these benefits. Long overdue, this access is a fundamental part of long-term career sustainability and the IATSE is excited to be able to offer

these resources. Tour by tour it is our mission to change the concert touring industry in a positive way that reinforces the commitment of the IA to providing good jobs and a bright future.

**Can you walk us through how national agreements—such as Live Nation, Rock Labor, Barney Monk, and others—are changing the landscape?**

National Agreements allow the IATSE and local unions to gain and strengthen work opportunities in new and old markets. As fast as employers have been evolving, having partnerships such as these have allowed the IA to be proactive in gaining new jurisdictions and mitigating the competition from unorganized labor brokers. Employers, as a result, have reacted favorably to the consistency being offered by the IA and have been more willing to shift opportunities to local unions. The national partnerships have also allowed us to set a standard across the Alliance for wages and conditions which have in turn changed the landscape for the live entertainment industry.

## LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
IATSE	THE PUBLIC THEATER	PRODUCTION
ONE	LIGHTING DESIGN GROUP	TECHNICIANS
7	CASA BONITA	ARCADE DEPARTMENT
8	CITY WINERY PHILADELPHIA	PRODUCTION
8	WORLD CAFÉ LIVE	PRODUCTION
8	THE GRAND OPERA HOUSE	PRODUCTION
122	KAMAN'S ART SHOPPES, SAN DIEGO ZOO	ARTISTS
154	OREGON SHAKESPEARE FESTIVAL	BOX OFFICE
212	VERTIGO THEATRE	STAGEHANDS
357	WILFRID LAURIER UNIVERSITY	STUDENT STAFF
415	THE LOFT CINEMA	THEATER STAFF
415	ARIZONA THEATRE COMPANY	PRODUCTION
USA829	LIGHTING DESIGN GROUP	DESIGNERS



## PRIDE COMMITTEE

### FIRST THEY CAME FOR TRANSGENDER PEOPLE...

In the first two weeks of Trump's second term, he prioritized a series of executive actions aimed at trans Americans, which included, among other things, attempting to ban trans people from serving in the military, trying to implement a nationwide prohibition on lifesaving healthcare for transgender youth, investigating high schools that provide gender neutral bathrooms and criminalizing the support of trans students by teachers.

More recently, the Heritage Foundation (aka the architects of Project 2025) urged the FBI to monitor and label transgender people and those close to them as terrorists. This is no longer just about trans people. This is the federal government categorizing anyone they don't like as a "terrorist", and any one of us could be next. If you've read the poem, "First They Came" by Martin Niemöller, you know that trade unionists are on that list.

And Canada isn't immune to this, either. Earlier this year, the province of Alberta passed three laws which include: banning trans women and girls from playing in amateur female sports, requiring parental consent when changing names or pronouns in school, and restricting young Albertans from gender-affirming healthcare. Advocacy groups launched legal challenges against the latter two laws, and have already succeeded in winning an injunction to block the trans healthcare restrictions.

Alberta's Premier, Danielle Smith (who doesn't go by her birth name, Marlaina) has hinted that, due to courts taking

too long, she may invoke the notwithstanding clause to push these laws through. For those unaware, using this clause gives provinces the ability to override certain rights and freedoms guaranteed to Canadians by their charter. Regardless of what you think of these laws or of the notwithstanding clause itself, we should all be able to agree that using it for something like this is a terrifying case of overreach, similar to Trump using executive orders to bypass Congress and target groups he doesn't like.

So much of the anti-trans legislation in our two countries is presented under the guise of "saving children" but most of these laws actually further endanger trans kids, including the ones targeting teachers and schools.

The 2021 Canadian Census counted 30.5 million people aged 15 and over, with 100,815 identifying as trans or non-binary. That's 0.33 percent of their population or 1 in 300 people. A 2025 report by the Williams Institute at UCLA's School of Law, showed roughly 2.8 million Americans who are 13 or older identifying as trans or non-binary, which equals about one percent of their population. And, according to the IATSE census, our numbers are slightly higher at almost 2.5 percent, which is approximately 4,200 members.

These are large numbers of our kin that need our support, but nowhere near a large enough number to warrant the disproportionately negative attention they get from bad faith legislators. We're calling on all IATSE members to step up and support our trans kin.



## STAY IN THE LOOP WITH ALL THINGS PRIDE!

**Follow us on  
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latest updates, events,  
and ways to get involved.**



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## GREEN CAUCUS

The following are highlights of the Green/Disaster Response Committees meeting at the Convention. Many thanks to Green Chair, Stasia Savage, Green Committee Members, Brigitta Romanov and Kat Makarushka, Disaster Response Chair and International Trustee Andrew “Roo” Oyaas and International Vice President Damien Petti. Molly Braverman from the Broadway Green Alliance, Allison Elvove from Local 600 Sustainability Committee and Hannah D’Amico from the IATSE Education and Training Department for speaking on sustainability and preparedness.

### USA 829’S SUSTAINABILITY RESOURCE GUIDE

USA 829 presented on the Locals’ commitment to promoting sustainability in design and the resources they have created for their members.

- USA 829 conducted a Sustainability Survey that led to four main outcomes
- Limited time & fast paced production leads to unsustainable practices
- Education leads to alternative practices
- Pressure from designers leads to change from producers
- Exploring sustainable materials leads to wider industry awareness

In response to these outcomes the local spoke about culture, intention, practice, organization and circularity.

#### Create a culture

- Lead by example.
- Celebrate victories, no matter how small.
- Be part of the sustainability community in our industry and others.
- Collaborate and learn what others have done in their departments and share what has worked in yours.

#### Set your intentions

- Make your intentions known to your collaborators with every project.
- Conduct a meeting with your department to discuss sustainability.
- Ask if there is a Sustainability consulting firm, or Sustainability Manager, on your project.

#### Put into practice

- Practice in the departments you manage.
- Budget for sustainable choices and ask your employer what systems or infrastructure are in place to operate sustainably.

- Design with reusable, sustainable, and energy-efficient materials.

#### Organize Early

- Organize your assets so it is easier for you or someone else to reuse.
- While designing, look for efficiencies that allow for better sustainable outcomes.
- Keep well documented plans and update “as built” construction plans for accurate information.

#### Embrace Circularity

- Encourage practices that optimize resource usage, and minimize waste & consumption

The Disaster Response Committee spoke on the need to be prepared and situational awareness for both your personal life and the local union. Different types of events call for different action plans and the Committee has a variety of resources available.

Plan, practice and prepare!

#### For Locals

- Build an Emergency Action Plan (EAP) for your Local
- Review EAP’s for your venues
- Review your local Eap annually
- Create a Disaster response team

#### Personally

- Know where your 5 “P”’s are (Prescriptions, Pets, Papers, Cell Phones, Photos)
- Have a “Go Bag” packed
- Review your evacuation routes and know where evacuation centers are
- Review your family’s EAP
- Have cash available (no power = no credit cards or ATMs)

### ELECTIONS HAVE CONSEQUENCES

We all know that elections matter and, in the US, the recent choices of the government have had devastating outcomes for the climate movement. As Assistant Political and Legislative Department Director Jackson Rees said, “almost everything that affects your life is a policy decision.” From the withdrawal of the US from the Paris Climate Accord to the phase out of clean energy tax credits in 2025 we can expect higher costs for utilities and weaker protections for worker safety. It is imperative that we elect leaders that embrace an agenda for climate social justice.





# DIVERSITY, EQUITY AND INCLUSION

## HO'OKUMU 'IA I KA PONO

### THE FOUNDATION HAS BEEN ESTABLISHED FOR THAT WHICH IS RIGHT

IATSE's 70th Quadrennial marked not only the first time in eight years that the event was held in person, but also the first in-person presentation by the IATSE Diversity, Equity & Inclusion (DEI) Committee to the full delegation.

On Sunday, July 27th, the DEI Committee delivered a landmark presentation that explored the history of the labor movement in Hawai'i, examined IATSE's own history through a DEI lens, and reflected on progress made by the committee and Locals throughout the Alliance. With over three hundred delegates in attendance, the presentation was both moving and unforgettable. A powerful reminder of how far we've come, and the vital work that remains.

Professor Leslie Lopez, JD, PhD, of the University of Hawai'i- West O'ahu Center for Labor Education and Relations (CLEAR), guided attendees through the rich and multifaceted history of the Hawaiian labor movement. She introduced cultural metaphors like the "mixed plate" and "kaukau can" to symbolize how diverse communities have historically come together through shared struggles. Dr. Lopez illustrated how Hawai'i's labor movement overcame divide-and-conquer tactics through

solidarity, ultimately sparking the labor-driven political revolution of 1954. Her message was clear: societal progress begins with the people, and with labor.

In the presentation, the committee also took an honest look at IATSE's own complex history, including practices of exclusion and discrimination in local unions and the formation and eventual integration of racially segregated "A" Locals. These difficult truths are critical to acknowledge in order to heal, and understand our growth. Through the leadership of International President Matthew D. Loeb and the General Executive Board, and the collective efforts of Locals across North America, IATSE has emerged as a leader in DEI across the labor movement.

At a time when DEI initiatives are under attack from the federal government, the history of the Hawaiian labor movement serves as a potent reminder: diversity is our strength. We must continue to support and defend inclusive practices across all IATSE Locals, ensuring that every member is represented and protected... regardless of how they self-identify or who they choose to love.

"We must protect the most vulnerable amongst us."  
– International President Matthew D. Loeb at the 2025 Quadrennial Convention

That progress was visible throughout the convention. Highlights included a powerful land acknowledgment by Local 665 President and International Trustee Tuia'ana Scanlan, a



Local 665 President and International Trustee Tuia'ana Scanlan with Professor Leslie Lopez, JD, PhD, of the University of Hawai'i- West O'ahu Center.





Attendees at the DEI Convention caucus.

moving blessing by Hinailemoana Wong-Kalu, the passage of inclusive resolutions and constitutional amendments, and a compelling lineup of diverse guest speakers. Neftali Nieves Reyes, IATSE DEI Committee Member and Business Agent of Local 494 in Puerto Rico, was honored with one of the IATSE President's Awards. All IATSE committee events wove in educational, informational, and celebratory moments highlighting the efforts to be an inclusive union.

In a historic moment on the final day, delegates witnessed the swearing-in of IATSE's most diverse International Executive Board in our 132-year history. Add to that, it was shared at the IATSE Women's Committee event that 39 percent of local IATSE Presidents and Business Agents are women!

This convention's motto of "Solidarity, Security, and Prosperity" is the unspoken promise of unions to its members. President Loeb's unwavering commitment to diversity, equity,

and inclusion ensures that IATSE continues to lead by example. As the DEI Committee affirmed: "This work is not separate from the labor movement... it is the labor movement."

Together we rise.

**The DEI committee invites all Locals to send updates about their DEI or Social Justice Committees, outreach initiatives, and members spotlight submissions to [deicommittee@iatse.net](mailto:deicommittee@iatse.net). We'd love to highlight the work of our Locals.**



For more information about the history of the Hawaiian labor movement, please see the IATSE Official Bulletin 2025 Q2/No. 688



**SHOW YOUR SUPPORT FOR DEI WITH OUR NEW PIN**  
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## CREW SHOTS



**Behind the Seams: Local 883 Shines on The Notebook Tour**  
Shoutout to the talented Local 883 wardrobe crew working their magic behind the scenes for the launch of The Notebook First National Tour in Cleveland, Ohio!

From cue to curtain,  
Local 665 brings the  
magic to the Tina  
Turner Musical in  
Honolulu.



Local 2 shows off their crew pride at  
the Pampered Chef Conference at the  
Rosemont Theatre in Rosemont, Illinois.





Local 48 crew pose for a crew shot at the Pro Football Hall of Fame Enshrinement Week 2025 Fashion Show and Gold Jacket Dinner. From left to right: Mark Ashmore, Deborah Malcolm, Dane Fellenstein, Annebriitt Makebakken, Michael Sanzen, Producer Joel Solloway, Kellie Rossini, and Pat Donovan.



Rockstar energy, rockstar crew! Shoutout to Local 28 for keeping the Post Malone show shining bright in Portland.



Behind every epic performance is a powerhouse crew! Shoutout to Local 695's audio crew for powering the Opening Show with Pharrell Williams and Voices of Fire at World Series Game 1 in Toronto!





# IATSE WOMEN'S CONNECTION

## ALOHA IN ACTION: WOMEN'S ACTIVISM COMMITTEE HONORS TEN YEARS OF EMPOWERMENT AND UNION SOLIDARITY

The IATSE Women's Activism Committee extends heartfelt gratitude to all of the Delegates from the 70th Quadrennial Convention who joined us in our Aloha Spirit Activism.

Delegates were invited to embrace and share the Aloha Spirit - a profound Hawaiian cultural value and way of life that transcends a simple greeting. In Hawai'i, Aloha embodies love, compassion, harmony and mutual respect. It reflects a conscious choice to live in harmony with others, to care for the land ('āina), and to extend warmth and generosity without the expectation of return.

As part of the initiative, delegates brought post cards from their home cities to share with our Local 665 family. Many also included a special thank you gift card to show their gratitude for two weeks of incredible hospitality.

In total, the Women's Activism Committee presented about ninety postcards and approximately \$4,500 in gift cards to Sister Irish Barber, the first Female Business Representative of Local 665. These gifts of connection and generosity will be shared with members across the islands as a reminder that our union families' bonds extend across the Alliance.

The IATSE Women's Committee hosted its event during the 70th Quadrennial Convention with standing-room only attendance and a celebratory opportunity to honor ten years of the committee's existence. Local 665 Business Representative Irish Barber opened the event with a powerful land acknowledgement that was praised with a standing ovation. IATSE Women's Committee Chair and International Vice President Colleen Glynn

then gave opening remarks that were followed by a historical retrospective that began with former IATSE Women's Committee Chair Cathy Repola, who shared her experiences as founder of the committee in 2015. Former IATSE Women's Committee Chair and Retired International Vice President Joanne Sanders continued the historical exploration with a look back at her time leading committee during COVID-19 and beyond. All of this culminated into a recognition of the many charities the committee has supported (over \$60,000 has been raised) and a celebration of the increased numbers of women in Local leadership roles.

In a shift from the past to the present and future, Jennifer Halpern with the Education & Training Department delivered a lesson on the committee's inspiration for its new "Bread and Roses" theme, touching on the power of solidarity and how women have shaped history. International Vice President Apple Thorne hosted a Jeopardy style game about women's history in the labor movement. The contestants were International Vice President Vanessa Holtgrewe, retired IATSE CLC Delegate Siobhan Vipond, and retired International Vice President Faye Harper with the audience able to follow along using their phones. The Executive Committee also shared current and future plans that include quarterly Coffee Klatch remote gatherings, a collection of classes tailored for IA women in LinkedIn Learning and inspiration on how we can each do our part to inspire women leaders. The event concluded with a powerful performance of the poem Bread and Roses featuring Local 665 member Julie DeRose and her musical sisters.

Please join the IWC in congratulating the women leaders who received the following awards at the Convention. Brigitta Romanov, Local 892 Executive Director received the Outstanding Woman Award, Betty Madden from Local 892 for a President's Award, and Cheyenne Cage from Local 111 who received the Young Worker Award. Additionally, we congratulate Amanda Bronswyk who was elected as the CLC Delegate and Vice Presidents Colleen Glynn, Apple Thorne and Vanessa Holtgrewe who were re-elected to their positions



## KIMBERLY HOLDRIDGE CONTINUES TO COMMIT TO HELPING THE WORKING PEOPLE OF FLORIDA

The WC is proud to congratulate Sister Kimberly Holdridge who was recently elected, unopposed, to the position of President of the State of Florida AFL-CIO, after having served in the interim position for the last year. As expected, Sister Holdridge has taken this opportunity and flourished. Anyone that knows her, knows she does not step into a position lightly, she jumps right in headfirst with passion and conviction, especially when Workers Rights are at risk. This is definitely the case in Florida with constant challenges and attacks from the Florida Governor, State, and House Representatives, who are constantly trying to diminish a Workers Right overall. The attacks on Union employees, their livelihood, and working conditions continues to be at stake as the cost of living in Florida continues to rise.

Sister Holdridge has been a member of the Florida AFL-CIO Executive Board for over two decades and has served in many capacities within the labor movement and the greater Central Florida community including as the Executive Vice President for the Central Florida Labor Council. During her time with IA Local 631, she was the Secretary-Treasurer for many years and most recently served as the Business Manager. She also previously served as the District 14 Secretary-Treasurer and sits on the IATSE Pride Committee as well as on numerous other committees locally and throughout the District.

Sister Holdridge's goal in her new position is to "build relationships and remove barriers for all working families, regardless of their political beliefs or social class so they can live their best lives." We know that having our Sister in this position, she will do everything she can to ensure that everyone can do just that.

## "WE MUST HAVE BREAD, BUT WE MUST HAVE ROSES TOO."

This sentiment has been the guiding light of the WC and our new logo was born from this idea. As it's expressed in the poem Bread and Roses, "Small art and love and beauty their drudging spirits knew." This is our truth—we fight, but we must also live, love, and thrive.

The wheat in our new image symbolizes the strength, determination, and resilience of our movement—the battles we've fought and the victories still to come. The roses represent more than beauty; they stand for compassion, community, and the enduring bond of sisterhood and kinship for everyone.

Inspired in conjunction with the Comms Department this image was

drawn by the immensely talented Brother Patrick Glynn of Local 11. Through his art, Patrick captured the very essence of what we envisioned: feminism for everyone—with just the right amount of edge to reflect the fierce, unstoppable women of our union.



Tragically, Brother Glynn passed away in July. His loss is deeply felt—but his spirit, his vision, and his love for this union live on. This image he gifted us will stand as a tribute—not just to his talent—but to the legacy of solidarity that defines who we are.

We are so proud to carry this forward, in his memory and with dedication for every member of our IATSE family.

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

**Name ▪ Local number ▪ What makes this individual extraordinary? ▪ Nominators name and contact info**



## LOCAL UNION NEWS

### HONORING HISTORY, PRESERVING LEGACY

Chartered in 1904, Local 118 proudly carries more than a century of union heritage. When their original charter—complete with the names of the founding members—began to fade with time, Local 118 Secretary-Treasurer Peter Gordon reached out to the International for restoration. Thanks to the efforts of the General Secretary-Treasurer's Office, a beautifully recreated charter, signed by International President Matthew D. Loeb and General Secretary-Treasurer Wood, was presented to Brother Gordon during the Secretary-Treasurer 2.0 graduation ceremony in New York City, held October 15–17, 2025.



### LOCAL 794 CELEBRATE 80 YEARS OF SOLIDARITY

Cheers to 80 years! On October 11th, members, family, and friends gathered at The Inn at New Hyde Park to honor Local 794's remarkable 80th anniversary.

From left to right is Regina McKinnis, Patty Sietz, Sec-Treasurer Donna Biglin, Business Agent Nick Kroudis, John Petrini and President Sandee Larsen.







## HANDS-ON TRAINING SHINES AT LOCAL 769'S THIRD ANNUAL STAGECRAFT 101

On September 27, Local 769 hosted its third annual Stagecraft 101 workshop at the Chicago ICG Local 600 office! This hands-on class introduced stagecraft fundamentals to members new to theater work while giving experienced members the opportunity to share on-the-job insights, skills, and best practices.

Led by Local 769 Business Agent Thomas Pusateri and Lyric Opera Wardrobe Crew Head Samantha Holmes, the workshop was a resounding success — with ten members proudly completing the program!



Focused and ready to learn—attendees absorb key lessons from industry professionals at Local 769's Stagecraft 101 training.

## IATSE MEMBERS SHINE AT UALE NE SUMMER SCHOOL FOR UNION WOMEN+

IATSE members showed up strong at the UALE NE Summer School for Union Women+ at Cornell University in Ithaca, NY—bringing energy, solidarity, and a commitment to strengthening the labor movement.



Bottom L to R: Cynthia O'Rourke Local 798, Kayleigh Truman Local One, Helena Mestenhauser Local One, Fae Weichsel Local 600 Top L to R: Meaghan Miller-McKeever Local 52, Ali Barwick Local 8 and Local 52, Lydia Sudall Local 52, Iris Ng Local 52, Ali Barwick Locals 8 and Local 52, Mary Boyle Local 600



## LOCAL UNION NEWS

### LOCALS 143 AND 493 COMMEMORATE MINER'S DAY AT MOTHER JONES MONUMENT

Each year, Locals 143 and 493 gather on the Sunday closest to May Day to celebrate the birthday of Mary Harris "Mother" Jones, and again on the Sunday nearest Miners Day, October 12th, to honor the Mine Worker martyrs who lost their lives in the 1898 Battle of Virden, Illinois. Four of those brave miners' rest in Union Miners Cemetery, where Mother Jones herself asked to be buried "beneath the clay with those brave boys." In the spring of 2018, Locals 143 and 493 joined efforts with the Mother Jones Museum and Union Miners Cemetery to encourage community

involvement by laying an IATSE wreath at the monument for Workers Memorial Day. What began with a simple call for permission led to a remarkable moment—UMWA President Cecil Roberts not only welcomed Locals 143 and 493's wreath but also invited both Locals to join him on stage and speak at the May Day event. That moment sparked an ongoing partnership with the Museum, an annual tradition of remembrance, and a lasting friendship with Brother Roberts—proof that small acts can lead to great results.



Gordon Hayman pictured w/ IATSE wreath, Gordon Hayman speaking at Miners Day, Gordon, Business Agent and Illinois AFL-CIO President, Tim Drea

### LOCAL 669 WOMEN'S + COMMITTEE HOSTS FILMMAKERS SCREENING

International Cinematographers Guild, Local 669 Women's + Committee spear headed the "Women's + Committee Emerging Filmmakers Screening Event" with cooperation from DGC-BC, Local 891, and UBCP ACTRA.

The four unions came together to support women and gender diverse filmmakers.

The Screening took place at The Cinematheque, September 28th in Vancouver. It was an afternoon celebrating and showcasing nineteen projects from underrepresented filmmakers on the big screen.

Afterwards, an informal networking space was held at a local restaurant which invited members from all four unions to connect and discuss their filmmaking journeys.

There were so many great films and talented people. The feedback has been very positive, and we hope the event that we hope garners traction for next year.



## CONGRESSMAN MANNION SHOWS UNION PRIDE WITH LOCAL 9



Before the Labor Day Parade kicked off, Congressman John Mannion (third from right) stopped by to take a photo with members of Local 9 at the New York State Fair in Syracuse on September 1.

## IATSE ADVOCATES FOR INVESTMENT IN CANADIAN STORIES THROUGH LIVE PERFORMING ARTS TAX CREDIT



Canada's live performance industry stands at a pivotal moment, facing the loss of both cultural and economic opportunity due to the lack of financial incentives for domestic investment. The success of *Come From Away*—a distinctly Canadian story funded largely by international investors—highlights the urgent need for a Live Performing Arts Tax Credit, similar to those that already benefit film and television. Advocates, including IATSE and arts organizations

across the country, are calling for a 25 percent labour tax credit to strengthen Canada's theatre, dance, music, and performance sectors—stimulating jobs, regional growth, and national pride. Beyond the economics, this initiative is about preserving Canada's cultural identity, empowering Canadian artists to tell their own stories on the world stage, and ensuring that creative success translates into investment at home, not abroad.

## LOCAL 471 MARKS THE END OF AN ERA AT THE CANADIAN OPERA COMPANY WAREHOUSE

After forty-three years of dedicated service to the Canadian Opera Company's warehouse in Picton, Ontario members of Local 471 (and previously Local 528) mark the end of an era. Pictured (Left to Right): Jaro Ambeault, Laurie Harden, Chip Wright, Kenny MacLeod, Alfie Mark, Ed Kenny, Jeff MacEwen, Todd Mimicola, Will VanRhyn, and Walker, representing the many dozens of members who cared for the facility over the decades. The new warehouse is located in Malahide, ON., continues to use the IA for warehouse loaders and the new crew is supplied by Local 105.





# LOCAL UNION NEWS

## IATSE TRAINING HUB 2025

In August 2025, IATSE Canada launched the inaugural IATSE Training Hub in conjunction with the Canadian Institute for Theatre Technology (CITT) annual Rendezvous event. The IATSE Training Hub is designed to engage both new and veteran entertainment workers by delivering high-quality craft training in an accessible way.

In this first edition, the IATSE delivered eight hours of introduction to arena rigging with Local 680 member Scott McRae passing on his years of practical knowledge on working with various rigging materials and techniques. International Representative Jason Vergnano gave a 2-hour training on Bridle Dynamics and Basic Load Calculations.

Local 865 member Brenda Johnson provided an 8-hour comprehensive, hands-on training on the techniques of work-

ing with textured hair, and International Representative Cindy Jennings provided a lunch-hour presentation on By-Stander Intervention.

Student feedback was overwhelmingly positive, with all participants looking forward to future IATSE Training Hub opportunities. Students who completed the Rigging and Textured Hair courses were given certificates of completion to proudly display.

*"Thank you, Jason. It was very interesting to learn those concepts and calculations from you and your colleague. Thank you for putting together this course it was the highlight of the conference for me!" Will Hofstetter, Training Hub attendee.*





## LA LOCALS STAND STRONG FOR JIMMY KIMMEL CREW!



On September 22, members from LA Locals unite at a press conference in support of the (formerly) suspended crew members for *Jimmy Kimmel Live*!

## VICE PRESIDENT MICHAEL F. MILLER, JR. HONORED AT DOLORES HUERTA SPIRIT AWARDS

In September, International Vice President Michael F. Miller, Jr. was honored at the 5th Annual Dolores Huerta Spirit Awards. Hosted by the non-profit Labor Community Services, the awards were held on the lot at Paramount Studios. VP Miller was honored

for his Inspirational Leadership in helping IA members, union kin and the LA community following the LA area's devastating wildfires earlier this year. Miller told the crowd that the work of unions now extends far beyond the bargaining table.



## LOCAL 631 HOSTS ADVANCED AUDIO TRAINING AT WALT DISNEY THEATRE

Local 631, representing Orlando and Central Florida, hosted an "Audio A1/A2 Training Course" at the Walt Disney Theatre in the Dr. Phillips Center for the Performing Arts from August 18–20, 2025. Designed by Audio Head Sean Shannon and funded by the Training Trust Fund, with assistance from A2 Daniel Maldonado, the course covered DigGiCo™ SD console mixing, Wireless Workbench™, ClearCom/FreeSpeak™, DSP and PA systems, QLab™, playback systems, stage setup, safety, and load-ins/outs. It was a valuable three-day session for developing the next generation of A1s and A2s.



(left to right) Stixx Turner, Daniel Maldonado, Kurt Wagner, Gary Armstrong, Synnovea Ashe, Edwin Calica, David Cunningham, Justin Rugaki, Sean Shannon, David Law, Reggie Lowery Jr., and Musician - Michael Mastroianni.



## LOCAL UNION NEWS

### LOCAL 74 CELEBRATE 125 YEARS OF SOLIDARITY



**President Claire Gaudette, Dawn Makay, Secretary Catherine Moore, Greg Goto, Treasurer Wally DelVecchio, Karin Lopez, Anastasia Lillpopp.**



**General Secretary-Treasurer James B. Wood presenting 50 year scroll to Rich Fedeli on behalf of Rich Franzino**



**Former Local 74 Presidents with Local 74 Executive Board. front row, (l to r) International Representative Brian Munroe, former President of Local 74 (Southern CT), Anthony Michael Grazioso, Emery Roth, Michael Petrucci, Ed Mangini, former President of Local 74 (New Haven), President Claire Gaudette, Donna Maher, former President of Local 74 (New Haven and southern CT), Joseph Miko, former President of 74, (New Haven), Garder Friscia, former President (Southern CT) stairs bottom to top: Ryan Neuburger, Brad Bates, Chris Williams, Secretary Catherine Moore, Treasurer Wally DelVecchio**



**General Secretary-Treasurer James B. Wood presenting 50 year scroll to Local 74 Sergeant at Arms Bill Partello.**

Nearly two years after certifying, employees at Sunbelt Film and Television Rentals in Toronto, formerly known as William F. White International, ratified their first collective agreement. This agreement covers workers at a film and television equipment supply company and is the only collective agreement of its kind in Canada.

Of the ninety-nine eligible members in the bargaining unit, ninety-seven cast ballots. The vast majority voted in favor of ratification. The workers' union was able to achieve many of the unit's priorities in this first agreement, including wage increases of twelve percent over the three-year term, which include retroactive increases back to June 2024 as well as a substantial signing bonus for all employees.

The Union Is IATSE Is now working to establish a new IATSE Local charter and Local constitution for these workers and will continue supporting the new local until they are able to assume full control over their operations.



## GLOBE COMPLETES SPECTACULAR RENOVATION TO COINCIDE WITH THEIR 60TH ANNIVERSARY

On September 12th, The Globe Theatre in Regina, Saskatchewan celebrated its new 45-million-dollar makeover in style. A soiree was held to christen the new building. Dignitaries, donors, politicians, artists, technicians, and subscribers were on hand to celebrate the momentous occasion. Here's to the next sixty years of this proudly IATSE.



International Vice-President, Damian Petti with Local 295 members and representatives, Celeste Pinder, Treasurer, Ishika Sharma, Office Administrator, and Peter La Rocque, Film Member at Large.

## BUILDING PATHWAYS: LOCAL 27 EXPANDS OPPORTUNITIES THROUGH RIGGING TRAINING



Local 27 continues to create pathways for underrepresented communities. International Vice President Toni Burns organized ongoing rigging classes with Rocket Arena in Cleveland, including Head Rigger, Ground Rigging, High Rigging, and Boom Lift training. These efforts led to eight new union riggers — including Daroni Williams, Warren Parker, and Benjamin Butler — all from underrepresented ZIP codes. Each new member was paired with a mentor, reinforcing Local 27's commitment to diversity, inclusion, and equitable opportunities for growth.

## VERTIGO THEATRE EMPLOYEES CHOOSE IATSE REPRESENTATION IN DECISIVE VOTE!

Stagehands at one of Calgary's last unrepresented professional venues voted In July to be represented by 1600-Member Calgary-based IATSE Local 212. On August 28th, the Alberta Labour Relations Board determined that a certification vote for Stagehands working at Vertigo Theatre, was successful. With 83.3% support, Stagehands at Vertigo Theatre have now won the right to IATSE representation.

Founded in 1971, the Company has three performance venues: The Playhouse (350 seats mainstage); The Vertigo Studio (150 seats black box theatre); and the Rehearsal Hall.

"These Stagehands have spoken loudly, exercising their right to be represented by the largest entertainment Union in the world. Vertigo now joins the ranks of other professional Theatres in Southern Alberta who have IA represented crews. We look forward to representing this new bargaining unit to provide many of the benefits other stagehands enjoy as a right" said Damian Petti, International Vice President and President of the Calgary-based Local 212.





## LOCAL UNION NEWS

### BROTHER RAMPMEYER, NEW WARDROBE HEAD AT DR PHILLIPS PAC

Brother Mark Rampmeyer, a longtime member of Local 798 and now Local 631, brings over thirty-five years of experience in live theatre, theme parks, and large-scale productions. He has been appointed Wardrobe Department Head at the Walt Disney Theatre in Orlando's Dr. Phillips Center for the Performing Arts. Formerly Strategy and Initiatives Manager for Cosmetology at Walt Disney World, Mark is known for his collaborative leadership, creative vision, and precision in Hair, Makeup, and Costume Design. A Drama Desk Award recipient for The Orphans' Home Cycle, he continues to merge artistry, mentorship, and operational excellence throughout his career.



### ILLINOIS LEADERS JOIN IATSE TO CELEBRATE OPENING OF LOCAL 2'S NEW TRAINING CENTER

On November 13th Illinois's top leaders joined International President Matthew D. Loeb and Vice President and Local 2 Business Agent Craig Carlson to officially open Local 2's new training center. "The importance of training in the entertainment industry cannot be understated. It goes to the heart of safety

at work, and ensures workers have the skills required to succeed in their crafts," said President Matthew D. Loeb. "By supporting the training center, Governor Pritzker has proven he understands the economic and cultural significance of our business, and the contribution IATSE members make to it."



Tim Drea, AFL CIO Illinois President, Becky Locker, DCEO Chief of Staff, Don Harmon, Illinois Senate, International President Matthew Loeb, Craig Carlson, Vice President and Local 2 Business Manager, Illinois Governor JB Pritzker, Ram Villivalam, Illinois State Senator for the Eighth District, Emanuel Chris Welch, Speaker of the Illinois House, Brad Stephens, Mayor of Rosemont and Local 2 Gold Card Member, Illinois State Representative, Mike Kelly, Illinois State Representative for House District Fifteen.

## BEHIND THE MIC: BREAKING BARRIERS IN LOCAL 52'S SOUND DEPARTMENT

BY RICHARD LIEBERMAN, BOARD OF TRUSTEES, YWC CO-CHAIR

In the late 1960s, the Women's Liberation Movement reshaped ideas about women's place in society—and our industry was no exception. Cabell Smith stood at the forefront of that change at Local 52, becoming its first female Gold Card member and celebrating 50 years of membership.

Raised in New Jersey and Virginia, Cabell graduated from Connecticut College and began her career in secretarial work, retail, and advertising, even spending time at Time magazine. After realizing those roles weren't for her, she turned to filmmaking, editing low-budget documentaries and later co-founding the New York Women's Video Collective in 1971. With a grant from the New York State Council on the Arts, the group used one of the first portable video cameras—the Sony Portapak—to produce pieces on women's health and consciousness-raising.



**Cabell Smith and equipment 1980-ish.**

Cabell's fascination with technology led her to sound. A cinematographer friend helped her learn the ropes using a Nagra recorder and Sennheiser mic in Central Park, and she was instantly hooked. Despite being turned down by most New York production companies, she landed her first job recording legendary anthropologist Margaret Mead at a conference featuring scientists like Carl Sagan—a breakthrough that launched her résumé.

She went on to work on independent films and emerging cable channels before joining NBC News, where she encountered Local 52. NBC's news crews, usually all men, consisted of a cameraman, sound technician, and electrician. Cabell embraced the work, often visiting the equipment repair "Cage" during downtime to learn soldering and maintenance from the techs. She spent two and a half years at NBC, gaining a



**Cabell Smith radio mic-ing Joanne Woodward - "See How She Runs," 1976 TV movie**

deep understanding of the city and the inner workings of television production.

Cabell was initiated into Local 52 on June 11, 1974. Though she was the only woman in a male-dominated environment, she recalls being treated fairly and focusing on her craft rather than politics. "Just being there was statement enough," she said. Soon after, other women—including Celeste Gainey and Alicia Weber—were hired at networks across New York.

In 1975, Cabell left NBC to freelance, working on documentaries like 60 Minutes and CBS Reports. Determined to prove women could handle the physical demands of sound work, she insisted on carrying her own gear. Her freelance career flourished—she recorded sound on Roseland (1976), earning a BAFTA nomination, and See How She Runs, which earned her an Emmy nomination.

Her assignments took her around the world, from Paris to London interviewing Rudolf Nureyev, to covering Philippe Petit's daring walk between the World Trade Center towers. One of her most remarkable projects was The Other Half of the Sky (1973), an Oscar-nominated documentary filmed in China with Shirley MacLaine and an all-woman crew shortly after Nixon's historic visit.

Cabell Smith's career blazed a trail for women in production sound—proof that passion, persistence, and skill could overcome any barrier.



**Cabell Smith on location in China in 1973 for "The Other Half of the Sky," Oscar-nominated feature documentary. Directed by Shirley MacLaine and Claudia Weill**



# IN MEMORIAM

## REMEMBERING PETER C. DAPRATO

With heavy hearts, we learned of the passing of Brother Peter DaPrato on November 4, 2025, following his fight with cancer.

Peter became a member of the IATSE Local 873 on August 9, 1994, and began a successful career working as a Grip on numerous film and television productions, mostly alongside his brother Bob. During his years as an 873 member, he shared his passion for, and knowledge of, the union and the industry as a member of the local's Executive Board, as a Union Trustee, and as a Convention Delegate at four International Conventions. Peter was also a member of the IATSE Locals 634 and 671 and played a large part in the formation of Local 709.

Peter was passionate about learning and teaching. He was one of the very first 873 members to take the "Train the Trainer" course, and one of the first to become an ETCP certified rigger and trainer. He also worked as a Worker's Health and Safety Training Centre (WHSC) Trainer from 2008 to 2011, delivering various WHSC courses to IATSE members during that time.



Following his distinguished career working as a Grip, Peter joined the IATSE Canadian Office as an International Representative in 2011, where he stayed for ten years. Peter's most ambitious and successful assignment was that of organizing film and television workers in Northern Ontario and establishing union contracts. When the Northern Ontario film and television industry was in its infancy, Peter led the way in providing all unrepresented technicians a home in the IATSE. Those efforts resulted in the IATSE Local 634 growing from 20 members to now over 500, something Peter was very proud of.

After Peter retired as an International Representative his work continued, helping Local 873 develop their Shop Steward/Safety Rep 101 course. A class he taught to nearly 250 members. In 2023, Peter sat on a special committee that laid the groundwork for successfully bargaining mandatory supervisor training into Local 873's collective agreement.

In his 69 years, Peter touched many people's lives, including countless IATSE brothers, sisters and kin. He will be missed and never forgotten.

## REMEMBERING ISADORE "IZZY" FERGUSON ADAMS

Isadore Adams was born June 19, 1976, in Jamaica Queens, New York to Isadore Ferguson and Candy May Adams Ferguson (both deceased). He was called to his eternal resting place on August 30, 2025. Izzy attended Andrew Jackson High School and later obtained his Undergraduate Certifications from Ashworth Career School, in Professional Fitness and Exercise. Izzy took great pride in his work and built a remarkable career across both the film industry and private security. As a Security Supervisor with C&C Security, Inc., he safeguarded numerous productions including Magnum P.I., NCIS Hawai'i, and a variety of featured films. His professionalism and steady presence earned the respect of colleagues and clients alike.

As a proud member of Local 665, he served in the Electric Rigging Department as a Rigger, contributing his skill and

reliability behind the scenes to bring countless productions to life. Beyond film and television, he extended his talents to private security, where he was often called upon to protect special events, private functions, and celebrities with the same quiet diligence and care he gave to all aspects of his work.

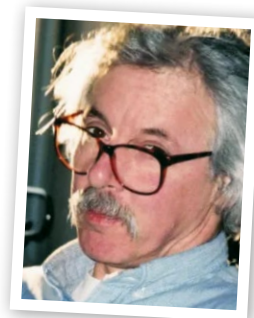
He actively served at First Assembly of God, Central Oahu, generously providing knowledge of the Word, mentorship, and patronage. Above all, he was a loving brother who cherished his family above all else. His larger-than-life stature, genuine concern, and kind spirit touched the lives of everyone he met.



## REMEMBERING MICHAEL TOBIN

Local 38 Brother Michael Tobin passed away on October 8, 2025. He was 75 years old. Brother Tobin was initiated into membership in Local 38 in 1976. Mike's professional life was marked by twenty-seven years of dedicated service as the President of The Detroit Stage Employees Local 38. His leadership was both respected and admired, and his dedication to his craft was evident in the quality of the performances that graced the entertainment venues of the Detroit area.

Mike's commitment to his colleagues and his profession was unparalleled. He was a man of integrity who led by example, earning the admiration and respect of those who had the privilege of working with him. His work was not just a job but a calling, and he approached each day with a passion and professionalism that left an indelible mark on the industry he loved so dearly.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Richard S. Bruck August 28, 2025	1	Mark Bull August 23, 2025	33	Glen A. Purdy August 6, 2025	80	Stephen Buckner July 25, 2025	476
James A. Duncan August 28, 2025	1	Chase Hunter August 5, 2025	33	David A. Smart August 1, 2025	80	Melvyn P Mack August 3, 2025	476
Samuel I. Fleenor July 1, 2025	1	Andrzej Warszawski August 5, 2025	33	Brian P. Fulco August 19, 2025	84	Lawrence Murray September 8, 2025	476
William Foley July 8, 2025	1	Louis Hill July 23, 2025	39	Amy Lacy September 5, 2025	161	Gordon Davenport September 27, 2025	479
Robert N. Melatti July 11, 2025	1	Giovanni Aurilia September 24, 2025	44	Carey James September 4, 2025	212	William Deacon August 15, 2025	479
Nicholas A. Melucci August 19, 2025	1	Anthony W. Carlino September 19, 2025	44	Jason F. Leblanc September 20, 2025	212	Terence Fitzpatrick July 19, 2025	479
George D Milne August 6, 2025	1	Antonio Carrillo September 3, 2025	44	Christopher Teodoro July 1, 2025	212	William Jenkerson September 30, 2025	479
David Hartge August 31, 2025	2	James Kawa August 20, 2025	44	John P. Sarris August 1, 2025	251	Manuel A. Jojola August 21, 2025	480
Ronald J. Tyler August 5, 2025	2	Marc E. Meyer Jr. July 6, 2025	44	Sally J. Egan-Wittig August 18, 2025	289	Stuart G. Tribble July 29, 2025	480
Ron L. White August 21, 2025	7	Mark Stephenson August 1, 2025	44	Dale E. Stanton September 1, 2025	289	Derek B. Horton August 26, 2025	484
Christophe Dietze August 21, 2025	8	Otis Goines July 17, 2025	50	Bruce Dumba August 9, 2025	295	Scott C. Dunn August 12, 2025	487
Edward R Dupras August 7, 2025	15	Kevin C. Ladson August 19, 2025	52	Lea Lefler August 1, 2025	306	Stuart G. Tribble July 26, 2025	488
John Reidy August 22, 2025	15	Edwin A. Quinn August 5, 2025	52	Gerald Miller July 7, 2025	329	Albert D. Waller July 23, 2025	491
Dane Fulkerson August 5, 2025	16	Robert J. Wilson August 2, 2025	52	Carl D. Boyd Jr. September 5, 2025	336	Edward L. Zubritsky August 6, 2025	491
Jack Haye July 3, 2025	16	Cartez R. Fields September 14, 2025	78	Adam Cook September 29, 2025	346	John S. Bartley August 17, 2025	600
Vaughan J Massie September 2, 2025	17	Joe Watford August 4, 2025	78	Jim Campbell August 9, 2025	354	David M. Conley August 1, 2025	600
Victoria Parsons July 11, 2025	18	Robert Caballero July 22, 2025	80	Janet Mcfarlane August 3, 2025	357	Ronald A. Francis August 8, 2025	600
John E Saylor July 21, 2025	22	Steve Johnson July 21, 2025	80	Nancy Roney August 19, 2025	357	James P. Garvey July 8, 2025	600
Thomas Birt September 20, 2025	33	Rick Jones July 14, 2025	80	Gregory S Clark July 3, 2025	423	Steven N. Mann July 3, 2025	600



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Maurice R. Heltenburg August 21, 2025	618	Donald A. Navarrette August 16, 2025	728	Douglas Arsenault September 5, 2025	856	Timothy J. Sampson, Jr. August 3, 2025	891
Isadore Adams August 30, 2025	665	Joseph Cantarine July 14, 2025	729	Chris Andrews September 19, 2025	873	Luis Sandoval August 2, 2025	891
Guy Aiu October 7, 2025	665	Charles Konopka August 16, 2025	751	James Crowe July 16, 2025	873	Sean E. Whale July 19, 2025	891
Henry R. Less August 10, 2025	667	Domenic C Punzi September 3, 2025	751	Michael Forrester July 11, 2025	873	Leslie Day September 15, 2025	919
John Bartley August 17, 2025	669	Ann Tompkins September 14, 2025	751	Katherine Hill August 22, 2025	873	David J. Vaughn August 16, 2025	18032
Ted Karounos October 3, 2025	695	David J Vaughn August 16, 2025	751	Roger Smith September 7, 2025	873	Roger L. Danchik July 7, 2025	USA829
Eric Roberts July 26, 2025	695	John M. Hart July 14, 2025	762	Sherida Baker September 25, 2025	891	Vanessa James September 23, 2025	USA829
Lila Fowle August 23, 2025	705	Michael H. Moss July 31, 2025	780	Margaret Bohoslawec July 8, 2025	891	Derrick Kardos August 12, 2025	USA829
Ivan Marquez August 29, 2025	705	Karrin Kain September 1, 2025	784	Joe Caveno August 20, 2025	891	John Leavey July 2, 2025	USA829
Greg Cannom January 1, 5042	706	Melanie Harris September 27, 2025	798	Danny J. Charlton July 21, 2025	891	Dominique Lemieux September 2, 2025	USA829
Jerry Doyle August 12, 2025	720	Stuart Craig September 7, 2025	800	Denny J. Hoff August 22, 2025	891	William Sohmer August 25, 2025	USA829
Thomas M. Birt September 20, 2025	728	Thomas Ellis July 1, 2025	819	Jan Kobylka August 21, 2025	891	Richard Vega August 25, 2025	USA829
Charles D. Black August 16, 2025	728	Todd R Jacobsen August 22, 2025	839	Brenda Mcdermid August 26, 2025	891		

## THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

### *Contributor*

Donna E Oakes  
Dennis and Wendy O'Connell  
Lawrence Paone

### *In Memory Of*

Fund Contribution  
Raymond King  
Fund Contribution

# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees  
**ADC** Associated Designers of Canada  
**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)  
**AE** Arena Employees  
**AFE** Arena Facility Employees  
**AG&AOE&GA** Animation Guild and Affiliated Optical Electronic and Graphic Arts  
**AMTS** Admissions, Mutual Ticket Sellers  
**APC** Affiliated Property Craftspersons  
**ATPAM** Association of Theatrical Press Agents and Managers  
**BPTS** Ball Park Ticket Sellers  
**CDG** Costume Designers Guild  
**CHE** Casino Hotel Employees  
**EE** Exhibition Employees  
**EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors  
**ICG** International Cinematographers Guild (inclusive of Publicists)  
**M** Mixed  
**MAHS** Make-Up Artists & Hair Stylists  
**MAHSG** Make-Up Artists & Hair Stylists Guild  
**MPC** Motion Picture Costumers  
**MPEG** Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)  
**MPP,AVE&CT** Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians  
**MPP,O&VT** Motion Picture Projectionists, Operators and Video Technicians  
**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts  
**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians  
**MPSELT** Motion Picture Studio Electrical Lighting Technicians  
**MPSG** Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)  
**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  
**SE** Shop Employees  
**T** Theatre Employees  
**T&T** Treasurers & Ticket Sellers  
**TBR&SE** Television Broadcasting Remote & Studio Employees  
**TBSE** Television Broadcasting Studio Employees  
**TSA** Ticket Sales Agents  
**TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists  
**TWU** Theatrical Wardrobe Union  
**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

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**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.

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**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.

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## INDIANA

**S 030 INDIANAPOLIS/KOKOMO/RICHMOND/ EARLHAM COLLEGE /LOGANSPORT/ PERU/CON-NORSVILLE/ANDERSON/MUNCIE/PORTLAND** – Donald McFarland, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Donald McFarland.

**S 049 TERRE HAUTE** – Stephanie Driggers, wsdriggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) Bus. Agt.: Dave Targett, davetargett@icloud.com.

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

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**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/ FRENCH LICK** – Eric Garabrant, P.O. Box 552, Bloomington, IN 47402-0552. (812-508-0200) Bus. Agt.: Duane Connaughton, ba@iatse618.org

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**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.

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**M 369 ASHLAND, KY/HUNTINGTON, WV/IRON- TON, OH** – Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

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

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**S 022 WASHINGTON DC SUBURBS, MD/WASH- INGTON, DC/NORTHERN VIRGINIA** – Christopher Ruble, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

**MPP,O&VT 181 BALTIMORE** – Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (571-334-8138) Bus. Agt.: Kent D. Villavicendo, kentdaniel@greentpyroproductions.com.

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

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**S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCK- TON/PLYMOUTH/CAPE COD** – Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617269-5595) (Fax: 6172696252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD/NORTH ADAMS** – Valentino Larese, local53@comcast.net; P.O. Box 234, Spring- field, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Mi- chael Afflitto, agent53@comcast.net.

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

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**M 232 NORTHAMPTON/AMHERST** – Jo Bartley, iat- selocal232@gmail.com PO Box 1026, Northampton, MA 01062 (413) 523-2239, Bus. Agent: Cathleen O'Keefe.

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**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.

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

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## MIDATLANTIC AREA

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## MINNESOTA

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

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## MISSOURI

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

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

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## NEVADA

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## NEW ENGLAND AREA

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## NEW JERSEY

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## NEW MEXICO

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**S 004 BROOKLYN and QUEENS** – Terence K. Ryan, tkryan@iatse404.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Mgr.: Kenneth Purdy.

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

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## 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.

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**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.

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**M 064 STEUBENVILLE, OH/WHEELING, WV** – Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley.

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**M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY** – Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

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**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA** – Dustin Wagner, dswagner21@yahoo.com; 169 Mini Mall Road, #107 Ebensburg, PA 15931 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

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## PUERTO RICO/VIRGIN ISLANDS

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## RHODE ISLAND

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**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).

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**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

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## 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.

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## WEST VIRGINIA

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**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.

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## 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.

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**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.

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## WYOMING

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## DISTRICT SECRETARIES

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**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.

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**IATSE PAC is a non-partisan, federal political action committee created for our union and its members to have a greater voice in the political and legislative process.**

### **DID YOU KNOW?**

- Federal law prohibits the use of union dues for political purposes. Members must voluntarily sign up to contribute to IATSE PAC.
- Currently, only about 2% of IATSE members give to our PAC – **that's not solidarity!**
- 100% of funds contributed to IATSE PAC go to pro-labor candidates working to advance our priorities.
- Recurring contributors receive a quarterly newsletter with political updates and a list of IATSE PAC supported candidates.
- If you contribute \$10, \$20, or \$40 a month you will receive a custom IATSE PAC pin.

# **IATSE PAC: JOIN THE FIGHT!**

“What we win at the bargaining table, can be lost at the ballot box. Anti-worker politicians across the country want to undermine our collective bargaining rights and strip union members of the wages, benefits, and retirement security they deserve. IATSE PAC is how we stand up and fight back – but it requires all of us doing our part. To advance pro-worker, IATSE-supported legislation and policy, we must financially support candidates that stand with us.”

—Matthew D. Loeb, IATSE International President

## **IATSE PAC IS FIGHTING TO:**

- Protect the right to organize, expand collective bargaining rights, and eliminate so-called “right-to-work” laws
- Create a federal film & TV tax incentive to keep jobs in the U.S.
- Increase federal arts funding to create more live event jobs
- Establish safeguards ensuring fair and ethical use of artificial intelligence (AI) tools
- Restore tax deductibility for tools, equipment, work expenses, & union dues

See the full IATSE Federal Issue Agenda at  
[iatse.net/political-legislative/issues](https://iatse.net/political-legislative/issues)

## **KEY IATSE PAC WINS:**

- IATSE member eligibility for COVID-19 pandemic unemployment insurance programs, including extra \$600 a week
- Continued healthcare coverage during pandemic via 100% COBRA premium subsidy
- Record funding levels for federal arts agencies, resulting in more IATSE live event jobs
- Protection for IATSE’s healthy pension plans via generational multiemployer system relief
- \$1.25 Billion Shuttered Venue Operators Grant Program, with labor protections, to keep IATSE employers in business (“Save Our Stages”)
- Defeated a proposed 10-year ban on state laws regulating AI

# **VISIT IATSEPAC.NET TO CONTRIBUTE**

**IATSE PAC may only accept contributions from IATSE members, retirees, staff, and their families; or individuals referred to work under IATSE contracts**



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