

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 691
FIRST QUARTER, 2026

Bulletin



SAN ANTONIO, TEXAS

HOME OF THE MID-WINTER
GENERAL EXECUTIVE BOARD MEETING

INSIDE: ► MID-WINTER GENERAL EXECUTIVE BOARD MINUTES

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

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

Print Name _____ Email _____ Phone Number _____

Home Address _____ City _____ State/Zip Code _____

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

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

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

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

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James B. Wood
 Editor

Megan Greene
 Assistant Editor



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Amanda Bronswyk

GENERAL COUNSEL

Samantha Dulaney

GENERAL OFFICE

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

WEST COAST OFFICE

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

CANADIAN OFFICE

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

CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

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

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

417 Fifth Avenue, Third Floor, New York, NY 10016
Tele: (212) 580-9092 Toll free: (800) 456-FUND
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IATSE TRAINING TRUST FUND

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Changing Times

Dear Sisters, Brothers and Kin:

Throughout our history we have faced changes and advancements in the tools we use. Technological development moves us to new methods of achieving our professional goals. This has affected different jobs and crafts in different ways over time, but we have consistently claimed the methods that create the product of our work as our jurisdiction.



It is true that some of the changes we've seen have altered traditional methods of performing job functions and the workflow so we must remain diligent in protecting and securing our rightful place in the performance of these new duties.

In the past when new technologies have been introduced we have been largely successful securing jurisdiction through bargaining strength, grievance and arbitration procedures and otherwise challenging employer assertions that new work methods in established IATSE crafts are not covered by the contract.

There is no doubt that the advent of Artificial Intelligence (AI) will affect the jobs performed by our members. It will likely be the most profound technological advancement to date, and is already being integrated into daily life. There is great hope that the technology will benefit humankind with amazing progress in fields and on issues like medicine, hunger, climate change and many others. Still, the focus of our efforts today is to advocate for human beings and a human-based approach. The sanctity of the value of all work, and the identity and dignity it brings to workers both individually and collectively can never be breached.

It's important we are integrated into the new methods, claim and do the work, learn to use the tools and preserve

the standards for which we have fought. We must create and embed in our work culture consistent and uniform practices that keep us relevant as the craftspeople who perform the work. We will continue to make the magic and impress audiences with innovation and artistic integrity perhaps with some new tools. So what do we do to keep pace with these changes? How do we build job security around them?

To maintain our rightful place in the industry we must remain alert to the coming changes. We will be a prominent and potent voice that advocates for the security and prosperity of entertainment workers. We will use that voice at the bargaining table, in the halls of government, in academia and through activism.

Every member can help by fortifying our collective position. When you're working and see or hear AI will be used for a task related to work in your department, let the union know. If you are able to perform the work using the technology, claim it and do the job. Establish practices wherein we adeptly and consistently perform the necessary duties. Be the very best so you're the ones the employer needs and there is no alternative. In other words, keep doing what you're doing.

Be safe and be well.

In solidarity,

Matthew D. Loeb

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Harbour Castle, 1 Harbour Square, Toronto, ON, M5J 1A6 Canada at 9:00 a.m. on Monday, July 27, 2026, and will remain in session through and including Friday, July 31, 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 Harbour Castle by calling 1-888-627-8559. Guest room rate for the IATSE is \$355 CAD, plus applicable taxes, for both single and double occupancy. Cut Off Date: Wednesday, June 24, 2026. The Stage Caucus will be held at The Westin Harbour Castle, on Sunday, July 26, 2026, at 9:00 a.m. (EDT) in the Pier 2 & 3 Room. Representatives of Stage, Wardrobe and Mixed Locals are welcome.



PER CAPITA TAX INCREASE

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

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

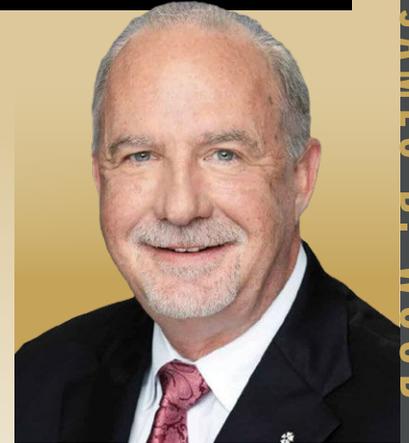
Please do not crop or otherwise modify photos - the original version usually has the highest quality.

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



Recognition of Longevity

In July of this year, our union will celebrate its 133rd anniversary. In addition to that, 163 of our 344 local unions (almost 50%) are now at least 100 years old. Over such long periods of time our union has built up a rich history and developed many traditions.



JAMES B. WOOD

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

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

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

During the 49th Convention held in 1968 in Kansas City the delegates approved a recommendation that a member who was already classified as Retired, and who had been a member

for 25 years or more and had reached the age of 75 would be eligible to receive a permanent membership metal card known as the Gold Card. These members are considered to be lifetime members of the International and no per capita is paid by them for the rest of their lives.

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

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

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

POLITICAL AND LEGISLATIVE

Congratulations to the 2025 IATSE PAC Local Solidarity Award Winners!

The third annual IATSE PAC Local Solidarity Awards were announced during the IATSE PAC Committee report at the 2026 Mid-Winter General Executive Board Meeting in San Antonio to publicly recognize those local unions that have committed themselves to raising funds for IATSE PAC.

The IATSE PAC Committee congratulates the twenty-eight Locals that achieved an award in 2025 and thanks the recipients for their dedication to supporting IATSE PAC. There were eight new award recipients in 2025 – Locals 7, 14, 53, 66, 84, 700, 784, and USA829 – along with twenty repeat award winners. The Committee especially applauds Locals 52, 728, and 720 for increasing their award level from 2024 to 2025. Local 720 jumped from Bronze to Silver and Locals 52 and 728 moved from Silver to Gold.

The Committee looks forward to growing the number of local unions awarded next year. Please contact the Political/Legislative Department (polleg@iatse.net) with any questions about your Local's standing with regard to this award program.

IATSE PAC LOCAL SOLIDARITY AWARDS

PLATINUM LOCAL 2, 8

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

GOLD LOCAL 21, 44, 52, 84, 592, 600, 631, 700, 728

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

SILVER LOCALS 7, 14, 16 720, 784, 800, USA829

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

BRONZE LOCALS 26, 28, 53, 66, 476, 491, 764, 798, 839, 892

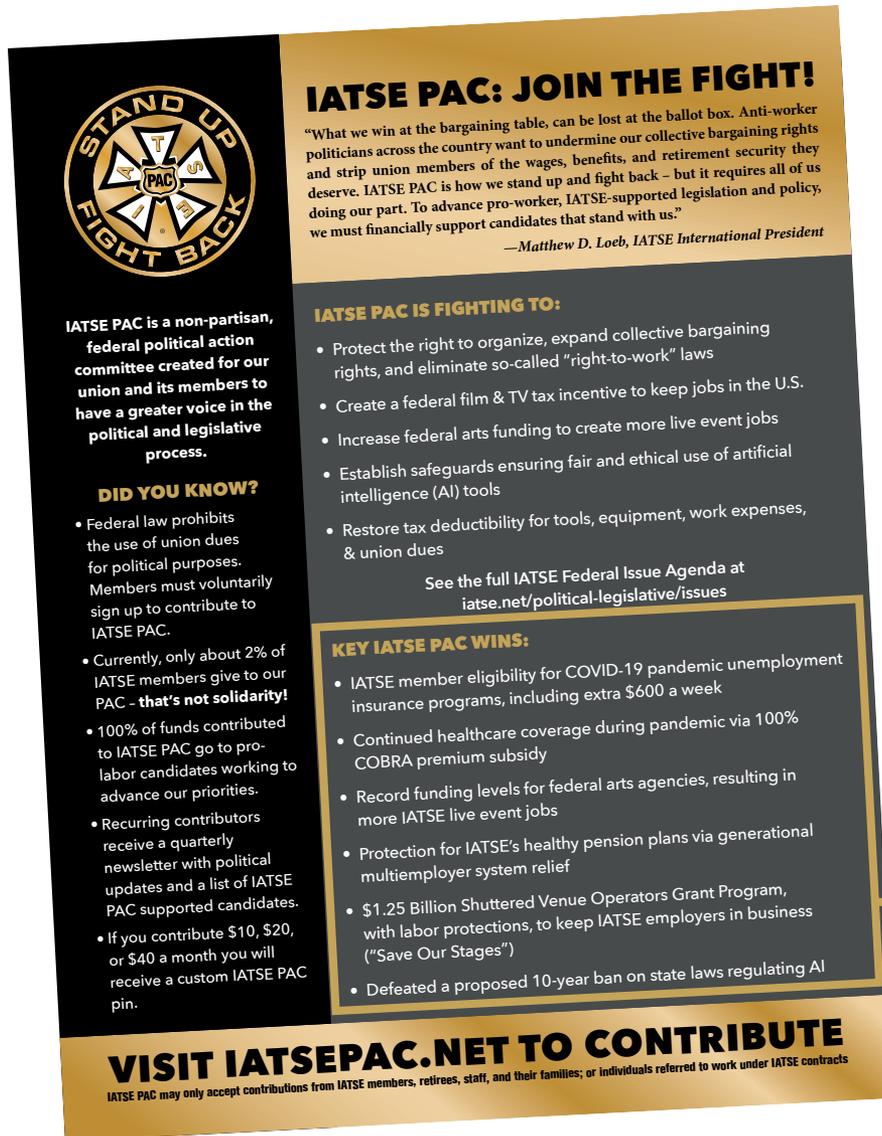
5 percent of Local members giving or \$5,000 contributed

***Minimum thresholds to qualify: more than 1 percent of Local members contributed and more than \$250 total annual contributions*



Local Officers proudly displaying their PAC Local Solidarity Plaques

UPDATED IATSE PAC ONE PAGER



**STAND UP
FIGHT BACK**

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

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 IATSE.PAC.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

In December, the Department released an update to the IATSE PAC One Pager, our informational flyer answering the most common questions about IATSE PAC and detailing its utilization, for use in promoting PAC contributions from the IATSE membership.

The updated version incorporates some "Key IATSE PAC Wins" to demonstrate not only what we're currently fighting for, but also what we've achieved for the membership in recent years using IATSE PAC resources as a tool. It tells the story of how we can achieve our goals with solidarity and each member doing their small part to support IATSE PAC.

The updated IATSE PAC One Pager can be found on IATSE.PAC.NET – our online portal that provides every IATSE member access to our advocacy resources and facilitates IATSE PAC contributions.

Updated version incorporates key IATSE PAC wins

IATSE PAC PAYROLL DEDUCTION CHECK-OFF CAMPAIGN

The Political/Legislative Department is in the early stages of launching a new IATSE PAC payroll deduction check-off campaign to promote and facilitate members voluntarily authorizing small, recurring IATSE PAC deductions from their paycheck, like existing deductions for dues and other benefits. There are many advantages to this approach, but primary among them are contributions can be as little as a fraction of a percent or less than a dollar per paycheck, deductions are only made when members are working, and the ease of signing up through existing start paperwork. In return, the solidarity of thousands of members supporting IATSE PAC in this way will unlock the tremendous possibility for the membership to push IATSE PAC resources into the millions and put our collective contributions towards building our political power and achieving our federal policy goals. Growth equals strength and we are stronger together.

President Loeb and the Department will send a memo with new resources and more information to IATSE U.S. Locals in the coming weeks, but don't hesitate to contact the Department (polleg@iatse.net) with any initial questions or to express interest in getting started.

The Scourge of Subcontracting

In the 2024 Basic, Videotape and Area Standards Agreements negotiations, the bargaining committee achieved a very hard fought for provision: the producers must now notify the Union if it intends to subcontract any of our work.

You may be thinking, what is the issue with subcontracting? Why was achieving this notification so important to the Union?

When an employer hires another company to do our work, the crew members who work for this subcontractor are often not covered by an IATSE agreement. There are no MPI or NBF health benefits and those workers are not protected by the many years of provisions negotiated into IATSE agreements; they are non-union workers performing IATSE-covered work.

Sometimes a company subcontracts to a vendor or facility that has an agreement with the IATSE and their workers would have access to union benefits and protections.

There are occasionally valid reasons for some types of subcontracting, but the IATSE and the Locals believe there is a growing abuse of the companies' ability to subcontract work.

Members may not be aware of how subcontracts threaten to diminish motion picture work done under a

Subcontracting is a slippery slope. Allowing IATSE members' jobs to disappear is a dangerous precedent and one we should avoid at all costs.

union contract. With the approval of their employer, IATSE-covered employees may "sub" out work to a non-union company. Sometimes it's due to professional relationships, sometimes it's easier than bringing the work "in house" and sometimes it's done without thought.

Subcontracting is a slippery slope. Allowing IATSE members' jobs to disappear is a dangerous precedent and one we should avoid at all costs.

This new notification provision has proven to be difficult to administer. Our signatory company

Labor Relations personnel must get their productions to report any subcontracting to them and this culture shift has proven difficult to achieve. Also, some employers are reticent to turn over stones that may expose an extensive system of subcontracting on their productions. The IATSE is engaging with the Studios and will be actively pursuing all remedies available to the union, including formal information requests and grievances.

What can members do to stem the tide of non-union work? Quite a bit, actually! If your department thinks they have a legitimate reason to subcontract certain work, reach out to your Local to discuss other solutions and if they can supply a list of vendors and companies who uphold union standards. Keep our work union work! Also, this is important: report any instances of subcontracting in your department to your local, no matter how big or small, short term or long lasting. If the producer has not supplied a notice of subcontracting, the Union can demand this information. And reliable information is what the union needs to fight on your behalf in the next round of negotiations.

MAXIMIZING YOUR UNION'S POWER, ONE PHONE CALL AT A TIME

A union's greatest asset is its members. That's a nice sounding platitude, but what makes it true?

IATSE members are subject matter experts and leaders in their field. Working members are the eyes and ears on the ground and see both innovation and dangers develop before anyone outside the workplace.

What is one of the most powerful tools a union member has at their disposal? The ability to report issues and developments to your local.

These reports can be synthesized at the International level to see patterns developing in the moment of creation and allow local leaders to retrain thoughtless employers before their ideas become "the standard." They can also help your union leadership enforce your contract, and correct safety issues in a timely fashion.

What are some of the core workplace developments to report?

All work – union and non-union. This helps your local keep tabs on the work in your jurisdiction and police contract enforcement. For non-union work, reporting early allows for maximum organizing success. Train the employers to know your town is a union town.

Technological developments such as the integration of Artificial Intelligence into your work or the use of A.I. to circumvent our agreements. That is grounds

for a grievance, and we need to be pro-active as this technology is brought into the filmmaking process.

Subcontracts – long standing and new – all should be reported. A subcontract is when our work is done by employees on another company's payroll and thus may not be covered by an IATSE agreement. Those workers could be working for less pay, without the protections and benefits of union coverage. Report all subcontracts to your local so our work is not pulled out from under us.

Of course, safety issues – a safe workplace is the right of every worker! Your union representative can work with production to fix issues in the moment, creating a safe workplace for all. When your Local is closed for the day, you can call the IATSE safety hotline after-hours at 844-422-9273.

And finally, contract violations – it is much easier to fix a contract issue at the time it has occurred than weeks or months later. Late paychecks, unreported meal penalties, incorrect idle day pay; there are so many elements that could be overlooked, misunderstood, or intentionally ignored. Call your local when you have questions; don't let your employer bend the rules!

Help your union be the most informed and responsive protective force by reporting these issues. You are the strength and the power behind the "union made" label.

CALL IT IN SO THE UNION CAN CALL IT OUT!



REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN SAN ANTONIO, TEXAS JANUARY 26-30, 2026

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada convened at 9:00 a.m. Central Standard Time (CST) on Monday, January 26, 2026, held at The Westin Riverwalk, San Antonio, in San Antonio, Texas.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL J. BARNES,

First Vice President and

Director of Stagecraft

DAMIAN PETTI, Second Vice

President

MICHAEL F. MILLER, JR.,

Third Vice President and Director

of Motion Picture and Television

Production

JOHN LEWIS, Fourth Vice President

and Director of Canadian Affairs

CRAIG CARLSON,

Fifth Vice President

COLLEEN A. GLYNN, Sixth Vice

President

PAUL F. DEAN, JR.,

Seventh Vice President

CARLOS COTA, Eighth Vice President

TONI BURNS, Ninth Vice President

APPLE THORNE, Tenth Vice President

CHRIS O'DONNELL,

Eleventh Vice President

VANESSA HOLTGREWE,

Twelfth Vice President and

Assistant Director of Motion Picture

and Television Production

CARL MULERT,

Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Andrew C. Oyaas, Tuia'ana Scanlan; CLC Delegate Amanda Bronswyk; Director of Communications Jonas Loeb; CoDirectors of Broadcast Steve Belsky and Francis O'Hern, Assistant Directors of Tradeshow Dan'l Cook and Bryant Preston; Assistant Director of Motion Picture and Television Production Chaim Kantor; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; Assistant Directors of Stagecraft Stasia Savage and Joe Short; International Representatives Steve Aredas, Justin Conway, Hannah D'Amico, Thom Davis, Joel Galarza, Benjamin Hague, Jennifer Halpern, Cindy Jennings, Jeff Kennedy, Isabelle LeCompte, Steve Lutge, Peter Marley, Rachel McLendon, Alyssa Motschwiller, Brian Munroe, Anthony Pawluc, Liz Pecos, Amanda Sager, Jeremy Salter, Marisa Shipley, Amy Stevenson, Jason Taylor, Wade Tyree, and Jason Vergnano.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals:

One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 6, St. Louis, MO; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ.-Coll. Of St. Benedict-St. Paul, MN; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 31, Kansas City-St. Joseph, Mo/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles Long Beach-Pasadena-Santa Monica, CA; 39, New Orleans, LA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 76, San Antonio, TX; 80, Hollywood, CA; 100, New York, NY; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 125, Lake Porter-La Porte Counties-Fort Wayne, IN; 128, Dallas-Fort Worth-Arlington Metropolitan Area; 154, Ashland, OR; 161, States of NY, NJ, CT, AL,

LA, MI, OH, TN, and IL; 209, State of Ohio; 212, Calgary, AB; 295, Regina-Moose Jaw, SK; 311, Middletown-Newburgh-Kingston, NY; 353, PT. Jarvis-Sullivan County, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida ; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 488, Pacific Northwest; 490, State of Minnesota; 491, States of North/ South Carolina-Savannah, GA; 492, State of Tennessee; 494, Puerto Rico/U.S.Virgin Islands; 504, Orange County-Parts of Corona, CA; 509, 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 762, Chicago, IL; 764, New York, NY and Vicinity; 769,

Chicago, IL; 796, State of Texas; 798, States Of ME, VT, NH, MA, RI, CT, DE, MD, DC, PA, WV, VA, TN, NC, SC, AL, GA, LA, MS, NY, NJ, FL, and The Cities Of Minneapolis And Louisville; 800, Los Angeles, CA; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 871, Hollywood, CA; 891, British Columbia/ Yukon Territory; 892, Hollywood, CA; 896, Houston, TX; 938, British Columbia; USA829, United States; ACT, New York, NY; ADC659, Canada; ATPAM, New York, NY; AQTIS 514 Province of Quebec; B27, Cleveland, OH; B192, Hollywood, CA.

REPORT OF THE GENERAL SECRETARY-TREASURER

70th Quadrennial Convention Wrap-up

The post-convention tasks have all been completed. All delegate per diem checks that were not picked up in Honolulu, Hawaii have been mailed, all delegate transportation expenses that were submitted after the conclusion of the convention have been paid, and all lost-in-the-mail checks have been replaced.

The convention proceedings have been edited and printed, and one copy has been mailed to each of our local unions. The English IATSE Constitution and Bylaws have been printed and mailed to the Locals as well as the French translation version and finally the Spanish translation version is now being sent to the printer and will soon be available to our Locals that request it.

71st Quadrennial Convention

The Convention will take place from July 23 - 27, 2029 in San Francisco at the Marriott Marquis Hotel and the mid-summer meeting of the General Executive Board will take place the prior week. District Conventions will take place on Sunday, July 22, 2029 and a PAC Fundraiser will also be held that evening.

As is tradition, there will be a meeting of the General Executive Board in the Convention city at the halfway point between Conventions and that meeting will take place July 26 - 30, 2027 at the Marriott Marquis.



Representatives of the Host Locals Local 76, Local 484, Local 600, Local 700, Local 796, Local 800, Local USA829, Local 839 and Local 10832 ATPAM welcome the Official Family and all the attendees to San Antonio. Left to Right: ATPAM, 18032 Secretary-Treasurer, Rina Saltzman, Local 600 Executive Director, Alex Tonisson, National Business Agent at United Scenic Artists, Local USA 829 and International Vice President Carl Mulert, Local 76 President James Bircher, Local 76 member, Gregory Lomas and Local 700 National Executive Director, Scott George.

Local Union 2026 Supplies

The process of sending the 2026 supplies and membership cards to local unions began in late November of last year. Supplies were sent to locals that had filed their first three quarterly reports for 2025 and had purchased the full number of per capita stamps for 2025.

As of the commencement of this General Executive Board meeting, all but 42 of our 345 local unions have complied with the reporting and per capita purchase requirements and have received their 2026 supplies and membership cards.

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

Los Angeles Wildfires

In the aftermath of the tragedy, the Walsh/Di Tolla/Spivak Foundation was able to provide 402 members with assistance in the amount of \$1,507,831. A total of 321 members received the maximum available assistance, which was \$4,350.

The hard work and dedication of many members of the General Office staff and West Coast Office staff and our local union representatives in Los Angeles were acknowledged as the goal of getting assistance to members in need as fast as possible was met by these individuals all the while also having to perform their regular work duties.

General Office Expansion Project

The expansion of the General Office to include additional staff workspace as well as a meeting/training space is now completed with the exception of a few punch list final items.

Although it has been a long and often delayed project, the space has been completed as envisioned and has already hosted several meetings and negotiation sessions.

A video showing the General Office inclusive of the new expansion space was shown to the General Executive Board and those local union representatives in attendance.

General Secretary-Treasurer Wood expressed his thanks to Operations Manager Davel Hume for his assistance with tracking the various aspects of the project, to IT Administrator Jimmy Rainey for his assistance with all of the IT, Security and AV needs of the project and Digital Media Specialist Noah Loeb for creating the video.

Vice President Michael Miller remarked about the wildfires, noting that the quick turnaround of getting money in the hands of those impacted was vital. He encouraged those in attendance to continue to contribute to the Walsh/Di Tolla/Spivak Foundation because those funds can be used for members affected by natural disasters.

President Loeb began his remarks by noting General Secretary-Treasurer Wood's work in the day-to-day operations in addition to new construction projects in the General Office. President Loeb stated that the fifth floor was bought for the purpose of expanding the General Office and this has now come to fruition. The fifth floor is a center for space when it is needed for negotiations or events. President Loeb then spoke about the Walsh/Di Tolla/Spivak Foundation, which receives funds from member dues and from contributions. It was initially

envisioned as a college scholarship fund for members' children. More recently, it has also been used to distribute financial assistance to members in need, especially after natural and human-caused disasters like wildfires, floods, hurricanes, etc.

President Loeb concluded his remarks by thanking General Secretary-Treasurer Wood for his dedication and hard work, especially on the new construction in the General Office and organizing the convention.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Andrew C. Oyaas, Tuia'ana Scanlan and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2025 through October 31, 2025 to the General Executive Board. Trustee Scanlan reported that the Trustees met in the General Office in New York City December 8 through 10, 2025 and reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their attention to detail and for their important work on behalf of the International.

APPEALS KARIM V. MIRAMONTES, KARIM V. MORA, AND KARIM V. PICKETT - LOCAL NO. 768 - HOLLYWOOD, CA

The General Executive Board considered Audra Karim's July 9, 2025, appeal of President Loeb's decision dated June 17, 2025. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Karim's appeal and resolved to communicate this decision to

Karim in writing in accordance with the advice of legal counsel. President Loeb and Vice President Miller abstained from participating in any debate and/or vote in relation to this appeal.

JOHN NAVARRO V. ARLENE WAGHALTER - LOCAL NO. 484 - TEXAS AND OKLAHOMA

The General Executive Board considered Arlene Waghalter's September 25, 2025, appeal of President Loeb's decision dated September 17, 2025. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Waghalter's appeal and resolved to communicate this decision to Waghalter in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEARANCE: TRAINING TRUST FUND

IATSE Training Trust Fund (TTF) Director Liz Campos appeared before the General Executive Board to report on the recent activities of the TTF. Director Campos was joined by TTF Trustees Patricia White, Hanna D'Amico Kevin Amick, and TTF Program Coordinator Trevor Benson.

Director Campos announced several new changes at the TTF. This year the TTF is offering bi-weekly OSHA 10 classes on Zoom. The classes will alternate between Construction and General Industry, and the days of the week will vary. IATSE members and workers can sign up on the TTF website in the OSHA section under Courses. The first few classes are proving to be very popular and filled up quickly. If the classes continue to be this popular, the

TTF will look into adding more. Those present were asked to help by making sure their members know about these no-cost scheduled classes.

The TTF is also teaching bi-weekly TTF Safety First! group classes on Zoom. The Trust will be cycling through the courses starting with Basic Entertainment Safety, which had 100 people registered as of mid-January. After that the TTF is offering Biological Hazards. The courses are available for IATSE members and workers to sign up for on the TTF Safety First webinars section of the website also under Courses in the navigation. Classes for the second half of the year will be added later in the Spring.

Also new this year is a webpage the TTF created that compiles a collection of free and low-cost training resources by craft. This web resource guide will be monitored and updated by TTF staff. The TTF welcomes input and feedback, and requests attendees share additional free/low cost and accessible online craft skills and safety training resources.

The Trust held their 2nd Summit event this past October which was an excellent weekend filled with information, networking and connecting with one another. Campos reported that the goal for the Summit has always been to help foster a community and a support network for Training Directors. In that spirit, they are holding several virtual events for Training Directors throughout the year. These events will include shorter workshops on various topics of interest. Information will be posted on the TTF website and they are accepting applications.

The Trust is holding an in-person convening for Training Directors and

those responsible for training at their Locals on April 24 and 25 in New York at the General Office.

Next, Campos reported on changes to the Course Reimbursement program. Course Reimbursement is the program for local unions to offset the cost of pre-approved group safety and craft skills courses Locals offer their members. The TTF is proud to say that they have been able to reimburse over \$8,330,889.36, through this program in the last decade.

Campos emphasized that for as long as they have been able to, they approved all requests that came into the TTF that fell within the parameters of craft skills and safety training, and the majority of classes were funded in full. In total, over 4,403 classes for more than 49,261 people have been supported with reimbursement funds through this program in the past decade.

Last winter's report mentioned that contributions to the Trust were down and they continue to be down. With this in mind, the Trust needed to set policies around how much they award for Course Reimbursement to ensure that the TTF can continue offering the depth and breadth of programming that has been offered for almost fifteen years. The new policies were sent to all Local leaders along with all the training directors for whom the TTF has contact information. Campos went through the new policies.

1. Only Locals with employers which make contributions to the TTF are eligible to use the Course Reimbursement program.
2. Reimbursement applications must be submitted before the course takes place or they will not be approved.

3. Locals with their own Local Training Funds or access to another Training Fund, which also have contributions to TTF should contact Corey Wisler at info@iatsetrainingtrust.org to check their eligibility for Course Reimbursement funds for their course.
4. Reimbursement amounts are capped and may be used for costs directly associated with the teaching of the course, such as instruction fees, expendable materials, or rental equipment. Pre-approval amounts granted cannot be used for items such as providing food for the course, lost wages/paying people to attend the course, travel/lodging, or scholarships for attendees. The second part of the policy about what cannot be reimbursed is not a change.
5. Invoices for pre-approved courses that are not received within 45 days of the course taking place will not be reimbursed.
6. If a Local/worker needs to change the date of the course after it has been approved, please contact the TTF as soon as possible. If a Local is not holding a course that was approved, please notify the TTF Funds cannot be transferred to a different course or year. This is not a change.
7. Costs associated with renting from member loan-out companies cannot be reimbursed if a Local officer is the owner of that loan-out company. This includes kit rental. This is not a change.
8. Courses must meet a five-student minimum requirement. Attendance will be uploaded to the Training

Tracker. This is not a change.
Course Maximums

1. Lift courses \$150 per person per certification
2. CPR/First Aid/Stop the Bleed - \$100 per person
3. MHFA \$1750
4. Other Safety Courses - Fall Protection, Working at Heights, Rigging, Electrics - up to \$1200
5. All Craft Skills Courses -lighting consoles. Audio 101, sewing basics, hair and makeup, wardrobe up to \$750 per course

The policies are all posted on the TTF website. Local unions were asked to make sure to review them carefully before booking courses and making application to the TTF for reimbursement. If the course costs more than the maximum permitted amounts, reimbursement will only be approved up to the maximum. Questions or requests for assistance with applications should be directed to the TTF.

Locals with employers making contributions to the TTF will begin receiving periodic reports from summarizing the agreements on file along with the contributions received. The Trust asks that Locals review these lists and advise if any agreements are missing as well as identifying employer contributions that should have been made that were not made. The TTF is working to collect unpaid funds but is only able to identify if contributions are missing when local unions tell the Trust contributions are missing (from the portal or the lists being sent). If Locals/participants do not hear from the TTF and believe there should be employer

contributions being made , they should contact the Trust. It may mean the TTF does not have copies of the applicable collective bargaining agreements and do not know whether employers should be making contributions. Please make sure to send the Trust all new/updated collective bargaining agreements that have TTF language in them.

Last year, the TTF launched an online portal where participants can check contributions. Members/workers should request to use that portal.

Director Campos reminded everyone that there is a video that can be shown at negotiations along with a 2026 updated Fact Sheet that can be presented so employers have more information about the Trust. She mentioned that she is available to give presentations at bargaining or talk to employers and answer their questions about becoming a contributing employer.

In 2025, over 39,840 courses and lessons were taken by more than 21,333 people for a cumulative total of more than 77,439 hours of training.

Over the Trust lifetime it has had over 283,585 worker course contacts, delivered over 562,092 courses and lessons and more than 1,143,093 cumulative training hours.

Campos thanked President Loeb, General Secretary-Treasurer Wood, Vice Presidents, Department Directors, IATSE Reps and the TTF Board of Trustees of the TTF those who are present and those not present for everything they all do to champion the Trust. Special thanks went to Vice President Miller and the West Coast Office staff for their ongoing support. Much thanks to Vice

Presidents Barnes and Cota, International Representatives Cook, Eaves, LeCompte, McClendon, Motschwiller, and Trustees Kevin Amick, Adrienne Bennett, Hannah D'Amico, Natalie Goyer and Patricia White for showing up and supporting the TTF message at the Training Directors Summit in Orlando. Thanks to the local union training directors who attended the 2nd summit and made such a memorable event.

Thanks were given to the staff back at the TTF for all they do each day. They care deeply about the work of the Trust and want to represent the TTF in the best possible light in everything they do. A huge thank you was given to all the Locals bargaining the TTF in their agreements and to all the Locals and individuals who participate in TTF programs. Campos said the TTF would not be where it is without all of the above listed people.

Vice President Miller thanked Director Campos for her work at the TTF. The Motion Picture and Television Production Department recently created a mechanism in a new collective bargaining agreement for employers to make contributions to the TTF, and Director Campos and her team worked with the Department to implement the mechanism. The TTF is suffering from the recent reduction in film and television production, which reduces the Fund's income.

Vice President Barnes echoed Vice President Miller's comments and remarked on the important role the TTF plays in the Stagecraft Department's negotiations and work with industry employers. The employers are incredibly impressed with the TTF.

Vice President Cota thanked Director Campos for her work, remarking that the numbers speak for themselves. The conversations at the training summit were remarkably important and helped to figure out what is important to the employers, which will inform the work of the TTF going forward. The work of the TTF is helping the Trade Show Department with its organizing efforts.

President Loeb thanked Director Campos for her appearance. The work of the TTF cannot be taken for granted. The volume and variety of offerings is staggering and impressive; there is something there for everyone. Craft Training and Safety are two of the Union's pillars, and the TTF is delivering in those areas. The drop in income coming into the Fund is a real issue, and the Locals need to redouble their efforts to obtain funding language for the TTF in their collective bargaining agreements. Employers should be reminded that safety is their responsibility, and the TTF can help in that area. The International is ready and willing to assist the Locals in that regard. President Loeb concluded his remarks by thanking Director Campos, and everyone else at the TTF, for their hard and important work.

**APPEARANCE:
LOCAL NO. 2, CHICAGO, IL
Re: Operation Warm and Local 2
New Training Center**

OPERATION WARM

International Vice President Craig Carlson along with Vice Presidents John Lewis, Michael F. Miller, Jr., Colleen Glynn, Toni Burns, and Marielle "Apple" Thorne, International Trustee Andrew Oyaas and Officers and Representatives

from numerous local unions reported to the Board on the Alliance and local unions' involvement and support of Operation Warm. Vice President Carlson began his report with a heartwarming video showcasing the International and local unions' events in Canada and the United States for Operation Warm in their respective locales. He noted that in 2025, between the International and thirty-three Locals throughout Canada and the United States, over \$178,000 dollars were raised for Operation Warm. The Alliance and the Locals provided 6,616 coats; 2,179 pairs of shoes; and 4,358 pairs of socks to children.

Vice President Thorne advised that she and Local 720 had heard Vice President Carlson's reports but thought that the time commitment might be too much for a Local that is already stretched thin. She stated that nothing could be further from the truth because Operation Warm made the participation process easy. After speaking with the organization's staff, Local 720's officers agreed to participate. They opened the donor portal to members as well as to signatory employers and the Local's vendors. To the Local's satisfaction, in their first activity for Operation Warm, they raised over \$33,000. Vice President Thorne stated that this philanthropic endeavor had the unintended result of building trust with employers.

Vice President Miller echoed the ease with which Operation Warm makes donating. He added that a parent who received a donation thanked IATSE Contracts Administrator Gabrielle Yedid for providing their family with a "Christmas Miracle." Vice Presidents

Miller and Thorne encouraged engagement with the Organization.

President Loeb congratulated Vice President Carlson on this absolute success story. He noted that the numbers of local unions participating and the monies raised continue to grow. He remarked that the International will continue its involvement and encourages other Locals to support this worthy organization.

New Training Center

International Vice President Craig Carlson, Local 2 Secretary Frank Taylor, and Local 476 Business Representative Anthony Barracca updated the Board on the Local 2 Training Center. At the 2023 Winter meeting of the General Executive Board, Local 2 reported that Illinois Governor JB Pritzker signed legislation granting the Local's Journeyman Apprentice Training Fund funds to buy a \$5M building. This legislation came to fruition after discussions with politicians regarding the need for a training facility to make entertainment and special events safer for workers, audiences, and talent.

The Local shared with Governor Pritzker, Illinois Senate President Don Harmon, Illinois House Speaker Chris Welch, and their colleagues a vision of a stand-alone training center, with a curriculum that includes entertainment industry skills, a focus on inclusion, a safe work environment, and a zero tolerance for bullying or harassment. They explained that a training center and a curriculum focused on entertainment production skill set, Local 2 can offer high quality jobs to people in the community, many of whom may not even realize that a meaningful career is a few blocks away, which will enable the Local to better refer

to work residents of the Chicagoland area.

The Local's political relationships combined with the message of a training center to serve all that would attract employers helped make this center happen. Vice President Carlson showed a video of the grand opening, ongoing training curriculum, and certifications earned by IATSE Locals within a five-hour drive.

He expressed appreciation to President Loeb and General Secretary-Treasurer Wood for sharing their insight into navigating the challenges that came with renovating a 100-year-old building. Vice President Carlson observed that this longtime Local 2 dream is now a reality largely made possible by following President Loeb's Four Pillars of Success, who he singled out for his encouragement, leadership, ongoing board member training, and continued support.

President Loeb remarked that it was an honor to attend the grand opening of this fantastic training center. He expressed appreciation to Vice President Carlson and Local 2 for inviting him. He observed that the Local 2 Training Center is an example of one of the most effective activism campaigns he has seen. President Loeb noted that under Vice President Carlson's leadership, the Locals in the Chicagoland area and a five-hour drive now have a state-of-the-art training center which will make lives better for those we represent.

APPEARANCE: LOCAL NO. 22, WASHINGTON, D.C.

Re: Organizing

Local 22 Business Agent Ryan Chavka, along with Local 22 Vice Presidents John

Brasseux, and Nicholas Arancibia, plus Local 22 Secretary-Treasurer Christopher Ruble requested an appearance before the Board to remark upon the recent organizing successes that the Local has achieved over the course of the past several years.

Those reporting mentioned International Vice President Emeritus Walter Cahill as a catalyst for organizing within the Local and offered additional thanks to retired International Vice President Daniel Di Tolla, who both contributed time and efforts over years to form the early growth of membership within the Local. Through reducing barriers to membership, Local has grown in size, expanded the economic well-being of workers, and cultivated the financial health of the Local.

It was noted that organizing is not always a linear path. Over the last eight years the Local experienced setbacks and sidesteps, yet the Local has made progress. In 2019, the Local gained success with a nearly unanimous election result among riggers of a multinational company with its jurisdiction.

Following upon this, in 2020 the Local took steps to organize backstage workers at

regional theaters within the Local's territorial area. This first effort was successful inasmuch as 96% of employees voted in favor of union recognition. Significant financial gains were attained for these workers with raises of 16 to 48% with the larger increase helping to bring equal pay for equal work for all crafts. Other theatrical workers organized a separate venue in 2022 with 82% voting in favor of union representation. Through

2024 and 2025, further organizing campaigns drove the Local to attain significant financial gains along with improved conditions.

As was separately reported to the Board recent elections among workers in prominent area performing arts venues and Arena Stage and club venues within the Washington D.C. area.

Overwhelming majorities of workers in these spaces—either unanimously, or exceeding 80% of the personnel—have achieved union recognition. The Local anticipates beginning to represent a different segment of live entertainment in its city and take first steps in these campaigns by empowering workers to demand to be treated with dignity by their employers.

Those reporting noted, on behalf of Local 22, their grateful appreciation for the support of the International and expressed appreciation particularly for International Representative Daniel Little's assistance in these campaigns.

Local Secretary-Treasurer Ruble noted that that during the past nine years, while focusing on organizing

effort and expanding membership, Local 22's membership ranks have increased by 40%. It is expected that there is more continued growth to come. Newly organized workers in the Local's jurisdiction will continue to seek a fair seat at the table with employers.

President Loeb thanked those reporting for their work in creating an organizing culture within the Local together with the other Locals in the region. He specifically noted that a forty percent membership increase will continue to gather greater strength. The members have to be embraced, and should continue to appreciate their solidarity. Strong membership without pediments will likely have people remain active and present. President Loeb commended those reporting and the workers within the Local's jurisdiction for their commitment.

APPEARANCE: LOCAL NO. 44, HOLLYWOOD, CA

Re: Firearms Safety Initiative

Local 44 Business Agent Tobey Bays appeared before the General Executive Board to report on the Firearms Safety

Initiative. He was joined by Local 44 Business Representative Angela Whiting, Local 478 President Brook Yeaton, Local 728 Safety & Training Director Alan Rowe, and Local 44 member Larry Zanoff.

Just over a year ago, President Loeb announced the appointment of Larry Zanoff and Brook Yeaton as the entertainment industry's subject matter experts on prop firearms. That decision ensured that the most experienced and respected professionals would represent the IATSE, establishing a clear distinction from individuals who misrepresented themselves as "experts" and sought to exploit the tragic events that occurred on the set of "Rust".

President Loeb's recognition of the need for such appointments was instrumental in addressing the information void created by that tragedy. It has also played a critical role in helping the industry and Locals across North America rebuild confidence in a craft and an industry that, historically, has maintained an exceptional safety record.



Local 728 Safety & Training Director Alan Rowe, Local 44 Business Representative Angela Whiting, Local 44 Business Agent Tobey Bays, Local 478 President Brook Yeaton, and Local 44 member Larry Zanoff.

This initiative has been particularly significant for Local 44, as well as for property craftspeople, property masters, and armorers nationwide.

Yeaton and Zanoﬀ expressed their pride in being able to share the accomplishments they have achieved in their roles over the past twelve months and to lay out their vision for the future.

It is commonly accepted that the American film industry began in 1903 with *The Great Train Robbery*. And, of course, being a western, the most commonly used props in the film were firearms. Firearms are part of the entertainment industry's culture. This is not a political issue, nor is it a Second Amendment issue. If anything, it aligns more closely with the First Amendment, as firearms serve as props, which are simply a tool for storytelling.

Firearms are ubiquitous in the entertainment industry. Granted, firearms are a more complex prop than a pair of sunglasses or a cell phone, but at their core they remain just that: a storytelling device. They should be no more feared than a functional chainsaw on a set or a well-executed special effects explosion.

Firearms come in a wide array of designs, ranging from simple historic models to imaginative creations that exist solely in movies and TV shows—creations that industry professionals take great pride in crafting. These visually captivating props play a crucial role in visual storytelling. The goal is to use these props in the most dramatic, visually awe-inspiring way possible, while prioritizing and maintaining the safety of cast and crew.

The key is ensuring that qualified, competent, experienced professionals are retained by the production. To this end, Yeaton and Zanoﬀ have been actively instructing firearms safety courses for numerous IATSE Locals across the country. Their work has also led to requests for training seminars from government agencies such as the State Fire Marshal and local law enforcement film units.

It has also sparked interest with SAG-AFTRA and the Directors Guild of America resulting in requests to provide firearms safety training for their members. This past year alone, Yeaton and Zanoﬀ have personally contributed to at least three productions that utilized the involvement of an officially appointed IATSE firearms representative to demonstrate the studios' commitment to on-set safety. In essence, the two positions President Loeb established have become instrumental in safeguarding IATSE members and have made a significant and meaningful contribution to the industry and the craft.

All the course materials are grounded in Safety Bulletin #1 of the Industry-Wide Labor-Management Safety Committee for the Motion Picture and Television Industry, the only universally recognized document in the industry that deals with the safe use of firearms on set. The course materials promote technical skills, on set etiquette, common methodology, and uniform terminology. They are laying the groundwork for what will ultimately become a national standard and, by extension, the international standard.

Industry professionals are often tasked to create an illusion much like a

magic trick. This may involve the use of explosives, stunt drivers operating from a remote pod or wire work with actors against the green screen, and the topic of this report, the use of blank-firing firearms. While some individuals naturally handle firearms with ease and confidence, others may require additional training, particularly with safety protocols for onset firearm use.

The industry relies on armorers to address these safety concerns by conducting themselves with professionalism, providing leadership on all firearm-related matters, projecting confidence, and fostering a calm, safe, and professional environment for the cast and crew.

Over the past year, Yeaton and Zanoﬀ have worked diligently to share the message that the entertainment industry is exceptionally safe compared to others, despite media portrayals to the contrary.

Yeaton and Zanoﬀ are committed to raising the standard of firearms safety across the industry through teaching classes, developing protocols, and, most importantly, by offering their expertise to assist productions in ensuring safety on the set for cast and crew. They could not do this without the support of everyone in the IATSE.

They thanked President Loeb for creating and entrusting them with these important positions. They also recognized the leadership of Bays, who has been leading the charge on this issue, as well as the phenomenal work being done by Whiting and Kent Jorgenson.

Whiting then discussed her work with the Entertainment Services and Technology Association (ESTA).

As a Property Master and currently Local 44's representative for safety in ESTA, Whiting, along with vendors, insurers, risk mitigation experts, fellow craftspeople, representatives from IATSE Locals nationwide, and arts and theater educators, have been meeting in task groups for the last eighteen months to create a very important set of safety standards.

While still a work in progress, a national set of standards for prop weapons, the first of its kind, is currently undergoing its inaugural round of public review. This means that ideally sometime in 2026, for the first time there will be a set of safety standards for all prop weapons in the industry; bladed, blunt, projectile and breakaway, which will span the breadth of performance mediums. Of course, as these things do, this initial standard will evolve. Where in the past institutional knowledge had carried traditions along, now there will be a written road map to follow to keep the crew and the viewing public as safe as possible.

Local 44 has been at the forefront of the effort to keep the Alliance instrumental in this landmark process as it is union professionals on the ground, working on productions every single day who are the subject matter experts on prop weapons, modern "MacGyvers" with cutting edge skill sets, who know the best and safest ways to do the work. Whiting urged her IATSE colleagues around the country who do the heavy lifting of safety monitoring and reporting, to join this effort with ESTA to create and shape safety standards for all aspects of entertainment, with an eye towards inclusion in the union's collective bargaining agreements. More

information can be found on ESTA.org or by reaching out to Whiting, Rowe, or Jorgensen.

Vice President Miller remarked on the important role the Firearms Safety Initiative has had in reminding the industry on who the true experts are in the motion picture production industry.

Vice President O'Donnell thanked Zanoloff and Yeaton for their work and remarked on the quality of the training they have produced.

President Loeb thanked Zanoloff and Yanoff for their work and support for the sanctity of safety. Safety is paramount to everything the Union does, and it is important that everyone returns home safely after a day of work. As the experts, the Union will continue to fight for a seat at the table where decisions in these areas are being made. The motion picture and television industry has a significantly better safety record than other industries, but one avoidable injury is too many. Although workplace safety is ultimately the employer's responsibility, it is vital that the Locals and the members continue to look out for one another.

APPEARANCE: LOCAL NO. 44, HOLLYWOOD, CA

Re: Lean In and Lean On

Local 44 Business Agent Tobey Bays appeared before the General Executive Board to report on the "Lean In and Lean On" initiative. He was joined by Costume Designers Guild, Local 892 Executive Director Brigitta Romanov, Local 728 Business Representative Greg Reaves, Local 706 Business Representative Cheryl Eckert, Local 729 Business Representative/Secretary-Treasurer Robert Denne, International Cinematographers Guild,

Local 600 National Executive Director Alex Tonisson, The Animation Guild, Local 839 Business Representative Steve Kaplan, Local 33 Business Representative Ron Valentine, Local 695 Business Representative Scott Bernard, Art Directors Guild, Local 800 National Executive Director Joel Cohen, Local 871 Business Representative Jim Revis, Local 80 Business Manager Dejon Ellis, Motion Picture Editors Guild, Local 700 National Executive Director Scott George, Local 705 Business Representative Julia Bly, Local B-192 President Nicole Miller, International Representative Thom Davis, Local 728 Vice President Malakhi Simmons, Local 44 Business Representative Angela Whiting, and Local 705 Secretary-Treasurer Angi Ursetta.

This marks the third time the Local has appeared to report on the "Lean In and Lean On" initiative, and it may very well be the last. The initiative was launched in 2022 as a toy drive to support IATSE members and their families impacted by the shutdown of live events due to COVID-19. In 2023, the initiative expanded to assist members affected by the strikes. That year, Teamsters Local 399 and members of the Basic Crafts joined the cause, allowing them to organize a massive turkey drive, a toy drive, and a holiday event to bring much-needed cheer to the members during a challenging time.

In 2024, while the industry strikes had ended, work opportunities had not returned fully. In 2025, southern California faced more challenges after the year began with devastating wildfires, and the economic downturn deepened

further. The need for support was stronger than ever.

Thanksgiving Food Drive

Vice President Emeritus Thom Davis initiated a Thanksgiving food drive, prioritizing members most impacted by the January 2025 wildfires. Partnering with Labor Community Services, 300 families received: turkeys, food boxes, hygiene supplies, 500 gift cards valued at \$20 each, totaling \$10,000.

Despite the rain on the day of the Lean In and Lean On event, fifty volunteers, including City Councilmember Adrin Nazarian and six of his staff members, worked tirelessly to set up and distribute supplies.

Holiday Party and Toy Drive

The event served 400 families, totaling over 1,500 attendees, an increase of 550 attendees compared to the previous year.

The holiday event began at 1:00 PM with a festive entrance featuring a Fisher Dolly sleigh and a reindeer Dolly grip, inviting guests into the “Local Ladies Stage”. The journey started with photos with Santa, followed by a toy room where children could select up to two gifts. Older children received gift cards.

There was a Guitar Raffle featuring three custom-made acoustics and two electrics with amps, thanks to Art Directors Guild, Local 800 member Patrick DeGreve and Assistant Executive Director Andrew Stumme.

First Entertainment Credit Union Support donated ten \$250 home gift cards and fifty \$50 gift cards.

Other items in the raffle included an Apple Watch, television, children’s bikes, makeup and hair gift baskets, Target gift

cards, and an antique bassinet which were all donated by members and union supporters.

A fan favorite was a “Snow Experience” made possible by Local 44 SPFX Noel family.

There were food and treats including 400 cups of hot cocoa and coffee (courtesy of Local 80 member Ali Sayago), 275 pretzels, 500 bags of popcorn, 250 spools of cotton candy, 1,000 churros, and soft-serve ice cream (courtesy of Locals 80 and 600 member Andre Hollins)

The event had a Bounce House, provided by Local 80 Executive Board member Kent Baker; Bubble Fun, courtesy of Local 80 grip Tim Collins; face painting, thanks to Local 706 members Melanie Young, Lygia Orta, Alex Storm, Terry Groves, Laverne Monroe, Brittany Lackey, and Gail Gulino; hair styling courtesy of Local 706 stylists Laura Dusza, Teresa LaVasseur, Deserea Parish, and Victoria Robinson; arts & crafts organized by Local 884’s Michael Resnick and his team of studio teachers.

A new addition this year was a Member Maker Marketplace, featuring 10 member vendors from Locals 80, 399, 706, 800, and 839. The baker even sold out of all his bread!

Volunteer Efforts

This event would not have been possible without dedicated volunteers. Over two days, ninety volunteers contributed their time and energy. Special thanks was extended to Julia Bly for coordinating all volunteers, sending reminders, and ensuring everyone was prepared for their tasks.

Other notable contributions were a remarkable thirty-two full boxes of

toys that were collected for the event. However, to meet the overwhelming demand, an emergency run added an additional \$3,700 worth of toys, ensuring every child received something special.

In addition, the transformation of the event space into a magical wonderland was a team effort. Special thanks to Local 729 Business Representative Bob Denne, Local 705 Secretary-Treasurer Angela Ursetta, and Local 44 Business Representative Ron Shulem for leading the volunteer teams in preparing both the interior and exterior of the venue. Local 44 Business Representative Krystal Donyes once again worked her magic, turning Local 80 into a breathtaking space where kids could engage and families could create lasting memories with photos.

And finally, the costumes, which are the heart and soul of this event, bringing everything together and sparking the biggest smiles. Bays expressed his deepest gratitude to Romanov for curating the costumes. Alongside her incredible support team of Dee Graham, Dana Woods, and Angela Ursetta, they ensured every volunteer was dressed and ready to bring the event to life.

Bays extended heartfelt gratitude to the following individuals and groups who made this event a success:

- Teamsters Local 399 and the Teamster Santa for spreading joy and holiday cheer.
- The International Cinematographers Guild, Local 600 Team: Michael Chambliss, Eric Fischer, James Clark, Robb Rosenfeld, and Milana Burdette, who worked tirelessly throughout the event to ensure every family had

the opportunity to take a photo with Santa.

- Local 80 Business Manager DeJon Ellis for hosting the event with unwavering enthusiasm—“No” is simply not in his vocabulary. Special thanks to Local 80 Business Representative Corey Moore for troubleshooting, taking care of everyone, and ensuring all needs were met during the event.
- Local 728 Business Representative Greg Reeves, Vice President Malikhi Simmons, and VIP volunteer Dan Vetanovetz for providing essential power and lighting support.
- The MVPs of the event: Local 44 Executive Assistant Ashley Scally and Teamsters Local 399 Communication Director Amy Gordon. These two extraordinary individuals are the backbone of this event. Without their dedication, hard work, and unmatched teamwork, this event would not be possible. They are truly an unbeatable force.

Bays expressed his hope that the need for such a member assistance/charity event will wane. Moving forward, this initiative will focus less on charity and more on solidarity. It is the solidarity and daily support that make the IATSE truly invincible. Bays stated that words could not capture his gratitude to everyone who joined him during the appearance, not just for their support of the event, but for the steadfast encouragement they offer each other every single day. Together they have shown that no challenge is insurmountable.

Romanov recognized Bays, his staff, the officers of Local 44, and every member of the Local for making the event a reality.

Vice President Miller remarked that the event has already transitioned into a solidarity event. It provides dignity for members in need of assistance. He personally witnessed the sense of relief experienced by the parents and he wants to be more involved going forward.

President Loeb expressed his hope that this sort of charitable event will not be necessary going forward. The industry and membership have gone through a prolonged rough spell with COVID, strikes, fires, among other challenges. There are always people in need, but recent events have compounded the problem. In addition to all the services it offers, the event provides comfort and security to those who are able to take part and benefit. Nothing can be more gratifying than the result of the hard work by the Locals on the West Coast. President Loeb concluded his remarks by thanking all the Locals who were involved in putting the event together.

**APPEARANCE:
LOCAL NO. 51, HOUSTON, TX
Re: Live Nation House of Blues
Organizing Efforts**

Local 51 Business Representative Mark Grady in Houston, Texas appeared before the Board together with Local 51 member and former District Six Secretary-Treasurer Jonathan Lowe to report on the Local's efforts and successes in organizing, education, and collective bargaining.

It was noted that over the last ten years Local 51 has seen a dramatic increase in internal and external organizing resulting in several successful organizing campaigns. Most recent and notable is with the House of Blues in Houston operated by Live

Nation. Members of this newly organized unit have reported that workers at venues in other jurisdictions are reaching out to learn how they accomplished their recognition. Those reporting noted their efforts will effect other venues and crew members, including those in the State of Texas. While organizing efforts began with this workforce in 2017, several setbacks lengthened this process. It was noted that the International's organizing 2.0 programming in 2019 and the repeated efforts to maintain contact with the workforce led to the Local's eventual success in organizing, with an overwhelming majority of personnel voting for representation by Local 51. The Local continues working with employees to develop contract proposals and will expect more developments in the coming several weeks.

It was recognized that Local 51's organizing successes would not have been possible without the support of President Loeb, the General Executive Board and the invaluable guidance from the Stagecraft Department, Education Department, and International Representative Christopher ('Radar') Bateman. In just the past three years the Local has successfully organized and negotiated initial contracts for workers at a number of prominent Houston facilities, in most cases for the first time in decades.

The report also discussed the Local's long term goals concerning skills and education development for its members. The Local, together with other area labor organizations, through political engagement achieved a generous governmental grant for training funds which will support these matters in the

coming years. It was noted that after much work, the Local's officials have taken significant steps to establish a U.S. Department of Labor recognized apprenticeship program. Those reporting expect to have an active certified program in place within the coming months. They thanked the guidance provided by the Alliance, including Local 122, Local 8, and Local 22 with these efforts.

Finally, it was noted that the Local has encountered challenging negotiations with employers in its jurisdiction, yet has secured significant average wage total increases over the next three years. Many of these negotiations last for many months or longer than expected time periods. With the assignment of Assistant Director Dan'l Cook by President Loeb, it was noted that the Local was able to complete successful negotiations within only a short time with a major employer, and also secured the most favorable wage increases from that employer in decades.

The report closed by reiterating the Local's thanks for the assistance, guidance, solidarity, and support provided over the past several years, and the Local looks forward to upcoming success.

Despite the limited past success in organizing endeavors the Local has become active and successful. However, there are venues—clubs—otherwise, in the Local's jurisdiction that have personnel who need to be represented. He commended the Local for using its leadership and relying upon the vision commitment and courage of workers. The Local will continue to have the support of the International and the Board in the future.



Left to Right: Local 80 Business Manager DeJon Ellis and Assistant Business Manager Marco Robles.

**APPEARANCE:
LOCAL NO. 80,
HOLLYWOOD, CA**

**Re: High Roads Training
Partnership**

Local 80 Business Manager DeJon Ellis and Assistant Business Manager Marco Robles appeared before the General Executive Board to report on the Local's efforts to expand access to training for below-the-line crafts by utilizing a grant program called the High Roads Training Partnership.

At the Mid-Winter GEB meeting in 2023, Ellis heard Vice President Carlson report on Local 2's success in securing state funding to build a training center in Chicago. Local 2's project—using public workforce dollars to expand access to the community and to strengthen Union crafts—lit a fire for him.

The film and television production industry is still largely a “who you know” business. Ellis was fortunate—he knew his father. That connection opened doors for him that many talented, hardworking people never get. That reality shaped how he sees his role as a union leader. The Union should be a gateway where skill,

safety, and solidarity, not just personal contacts, determine opportunity.

Local 80 has been doing this for years. Under the leadership of Ellis' predecessor, Vice President Emeritus Thom Davis, for Local 80 has supported programs like Hollywood CPR, which focused on introducing a broader and more diverse group of people to careers in the film and live event industries.

The High Road Training Partnership builds on that foundation. It allows the Local to formalize outreach, deliver high-quality training aligned with union standards, and—critically—leverage existing government workforce development resources to help fund access to safety and skills training.

These funds support both nonmembers and incumbent members. Incumbent members, particularly those with fewer than three years in the Local, are able to upskill, expand their qualifications, and become more competitive and employable, all while remaining active union members.

Twenty non-members and twenty members were trained in the first High

Roads cohort. The program began with the IATSE Education and Training Department Director Patricia White presenting the IATSE Road Show, “Why Unions Matter.” That presentation set the tone for a training program that included 150 hours of hands-on grip instruction.

The Local is clear and honest with non-member students about expectations. Getting on the Industry Experience Roster is no easy task. Graduation from the program does not guarantee roster placement. What it does provide is a strong foundation in the fundamentals of grip work—from proper lifting techniques and set safety, to walking beams and hanging chain motors. Graduates leave with confidence, skills, and a pathway to gain experience as they work toward eligibility and eventual membership.

Recruitment was a critical component of this effort. The Local partnered with two community-based organizations, Manifest Works and the Group Effort Initiative, that focus on creating pathways into the industry for historically underrepresented communities, including formerly incarcerated individuals, people experiencing homelessness, women, and residents of zip codes with high unemployment. These partners provide preliminary soft-skills training such as set etiquette, budgeting, and an introduction to how the entertainment industry operates.

Robles remarked that he is a second-generation grip, and dual crafted as a first aid worker. Almost thirty years ago, Local 80 organized Western Studios, a warehouse that stored film assets like set walls and movie props. His father worked

as a foreman there, served as steward, and later assisted Vice President Emeritus Davis in negotiations. Their household immediately felt the tangible change in their quality of life after the shop was unionized. His parents were able to purchase and maintain their own home and vehicles and were able to take time off without having to worry about the next paycheck. This kind of quality of life is what Robles desires for all workers.

The Local gained traction through the state-funded High Road Training Partnership Training sessions and worked with community-based organizations to connect them with those workers looking for a better tomorrow. It is not just about getting these people a foot in the door, but the training necessary to take the next few steps to succeed. Robles then shared a video chronicling the Local’s efforts.

Robles thanked his Local 80 predecessor Kent Jorgensen, Vice President Emeritus Davis, and Craig Conover for paving the way for the Local, which is now witnessing the fruits of their labor.

Ellis expressed his pride that the Local has been able to share this funding opportunity with other Hollywood Locals. Locals 695, 705, and 728, and The Animation Guild, Local 839 (TAG) each accessed over \$100,000 in workforce development funding. Those funds allowed industry professionals—members—to be paid scale wages with medical and retirement benefits while serving as instructors through High Roads.

Accessing government funding is not easy. It requires navigating bureaucracy, meeting deliverables, and staying

accountable every step of the way. But when done right, this model strengthens the Union, the workforce, and communities. This work is not just about filling today’s calls. It is about building tomorrow’s workforce, expanding access, increasing diversity, and ensuring IATSE remains strong, relevant, and sustainable.

President Loeb thanked Ellis and Robles for their appearance. In his remarks he emphasized his commitment to a culture of training within the IATSE. The Local’s vision of offering this training to people who are working to enter in the industry is important and a good cause. Their knowledge of safety can only help the Union down the road. The training is an onramp to a Union career and the dignity that comes with that. Exposing more people to the Union and what the Union can provide, which breaks down some misconceptions that can weigh down organizing efforts, is an added benefit. President Loeb concluded his remarks by applauding the Local for this important effort.

**APPEARANCE:
LOCAL NO. 892, HOLLYWOOD,
CA**

Re: All-in Mixer

Costume Designers Guild, Local 892 Executive Director Brigitta Romanov appeared before the General Executive Board to report on the “Hollywood All-in Mixer” and PAC Fundraiser. She was joined by Local 44 Business Agent Tobey Bays, Local 80 Business Manager DeJon Ellis, Local 728 Business Representative Greg Reaves, Local 706 Business Representative Cheryl Eckert, International Cinematographers Guild, Local 600 (ICG) National Executive

Director Alex Tonisson, Motion Picture Editors Guild, Local 700 (MPEG) National Executive Director Scott George, Local 839 (TAG) National Executive Director Steve Kaplan, Local 695 Business Representative Scott Bernard, Local 33 Business Representatives Ron Valentine and John Lehman, Local B-192 President Nicole Miller, Local 729 Business Representative/Secretary-Treasurer Bob Denne, Art Directors Guild, Local 800 (ADG) National Executive Director Joel Cohen, Local 44 Secretary-Treasurer Ashley Swanson, Local 800 (ADG) Associate National Executive Director Andrew Stumme, Costume Designers Guild, Local 892 Assistant Executive Director Doug Boney, and Local 700 (MPEG) Western Executive Director Jessica Pratt.

What started as a small seed of an idea, a question of how the Hollywood Locals could better support the International IATSE PAC, has now grown into an annual event. The fourth annual IATSE ALL IN Mixer and PAC Fundraiser was held this past October. At this point, it is safe to say that the event is no longer an experiment, it is a movement.

ALL IN is a true labor of love. This year, seventy volunteers and twenty paid staff donated their time, energy, and expertise to organize an event that brought together hundreds of IATSE members. There were over 1,300 pre-event confirmations, and between 600 and 700 members attended, not including the guests who came along with IATSE members.

Even though attendance was lower than previous years, what made this night remarkable was the sheer amount of

care, coordination, and chaos-managed-with-love happening behind the scenes. Volunteers and staff stepped up to make sure the event ran smoothly, safely, and with just the right amount of controlled madness that any good union event requires. And, interestingly, while there were fewer IATSE attendees overall, individual donation amounts were significantly higher.

The impact was tremendous.

Collectively, the event raised almost \$32,000 in direct monetary donations, plus an additional \$17,000 in in-kind contributions, the kind that do not always show up on a spreadsheet but make a very real difference. There were also over twenty-one new monthly subscribers to the PAC, which are not included in the final total but ensure that the ripple effect of this night will continue long after the last chair was stacked and the lights went out.

If the IATSE ALL IN Mixer and PAC Fundraiser proved anything, it is that generosity sometimes needs an example. Tobey Bays donated consistently and enthusiastically throughout the year. That moment inspired a few folks to immediately donate additional funds because kindness is contagious and has absolutely no off switch.

ALL IN demonstrated that the IATSE is fully committed to taking care of one another and making sure the Union has a strong voice in Washington, D.C. Romanov concluded her remarks by thanking the many volunteers, the paid staff, the West Coast Office staff, and all twenty Los Angeles Locals who sponsored the event and sent their employees to ensure everything ran as smoothly as

possible. Every Local deserves a heartfelt thank you, but a few deserve special recognition.

Romanov offered sincere thanks to her Local 892 partner, Doug Boney, to Local 728's Greg Reeves and ALL IN member Dan Vanvinoviks who lit the event beautifully. To Local 80's Dejon Ellis and Corey Moore for providing the space and making sure it was ready. To Local 729's Bob Denne for ensuring all printing was completed on time. To Local 706's Cheryl Eckert, Julie Socash, and Patrice Madrigal. To Local 600's Alex Tonisson for providing camera staff and still photographers. To Local 700's Scott George for providing editor Eric Anderson and allowing Jessica Pratt to be Romanov's right hand and keep her organized.

And the Local that deserves the biggest thank you of all: Local 44. Krystal Donyes decorated the event flawlessly, making sure every corner had something to see and something engaging. And to Tobey Bays, who makes the event happen. Bays personally works tirelessly, from helping create the logo, to building the set the week before and breaking it down the week after. His fingerprints are on every part of this event, and without his incredible hard work, ALL IN simply would not exist.

Finally, deepest thanks to the International, President Loeb, and General Secretary-Treasurer Wood, for trusting the Hollywood Locals to host this event. And a very sincere thank you to Vice President Miller for his support and constant check-ins.

Vice President Miller expressed his appreciation for the hard work of everyone

who appeared to report on the fundraiser and remarked on the importance of the significant improvement in solidarity among the Locals in Los Angeles.

President Loeb stated that he was impressed with the group's ability to inject fun into supporting important causes, including the IATSE PAC as well as the California state tax incentive. Members care and are looking for opportunities to get involved. All Locals should think hard about ways to make political fundraising fun and to develop creative ways to get people involved.

**APPEARANCE:
LOCAL NO. USA829, U.S.A.**

Re: Contract Actions Team (CAT)

International Vice President and Local USA829 National Business Agent, Carl Mulert together with Local USA829 Organizer, Natalie Robin appeared before the Board to describe the Local's recent initiatives to implement its organizing and negotiation program the USA829 "Contract Action Team," initiative.

Contract Action Teams have transformed how the Local engages with members.

Through research, and member input, the Local has found solutions that respond to ongoing member engagement. A Contract Action Team is a group of members who serve as liaisons from contract bargaining committees to the membership. The goal is to allow all members of the Local to know that they are an important part of the bargaining process; disseminate information; collect information; and educate the membership on past and current contracts.

Members originally created this idea as a means of creating a conduit

to members in many ways—including skills training, education resources, as well as increased interest in advocacy and contract negotiations. In contract negotiations particularly, a Contract Action Team (CAT) can serve as an extension and expansion of negotiation committees. The CAT engages members more directly through one-on-one reach outs and member-to-member interaction. The report featured many of the Local's members and their respective admiration for this initiative. It was noted that over 120 members of the Local's members have completed the Local's CAT training in the past two years and expanded their knowledge and information in turn to immeasurable others within the Local. It was noted that the Contract Action Teams do not stop organizing after contracts have been negotiated, but rather continue their work after membership ratification of the Local's collective bargaining agreements by educating members about new or revised terms and conditions.

It was noted that a CAT participant, and USA829 member Kristina Perez designed a designated CAT logo which has been prominently displayed and utilized by those wish to take part or inquire about involvement.

In recent contract negotiations, the CAT dedicated its energy to "Read, Ask, Vote" campaign, which effectively encouraged bargaining unit members to read the materials shared from the negotiation committee, including a summary of gains and a proposed agreement. It encouraged townhall participation, and then attendance at a ratification meeting.

There are other current Contract Action Team, members of the Local who are working on upcoming significant negotiations, which are set to begin in the coming days following the report. The outreach that this program has generated has built solidarity and participation among members of the Local. Due to the implementation of this initiative, bargaining survey participation among Local members has grown between 29 and 41 percent, depending upon the year and contract up for negotiation.

Vice President Mulert remarked that without the vision and support of the International this initiative would not be possible. Contract Action Teams within the Local may invest in the education of members, union staff and leadership, and mostly, to listen to members and work to engage them in meaningful ways. Those reporting noted that this is a member led initiative for member engagement that has been very successful.

President Loeb remarked upon the success of this program. It appears clear that encouraging people to become involved will provide informed support for reaching the Local's goals. This brings more people closer and allows employers to know that you have gained bargaining strength through the process. This form of solidarity, he noted, is something Local unions may look at, because it focuses on listening and engagement, and smart strategic thinking. He thanked those reporting for their appearance.

**ARENA STAGE,
WASHINGTON DC**

International Vice President and Director of Stagecraft Michael J. Barnes, International Vice President and National

Business Agent Local USA 829 Carl Mulert, Local 22 Business Representative Ryan Chavka, Local 798 Business Representatives for Commercial and Live Theatre and Southern States respectively Daniel Dashman and Samantha Reese reported on the successful organizing campaign at Arena Stage, a member of the League of Regional Theatres (LORT).

Arena Stage is comprised of three venues and is located in Washington, D.C.

Chavka advised that the organizing was forty years in the making because that was when Local 22 first identified the theatre as a target. The present campaign began in 2022. The Local with capable assistance and guidance from Representative Daniel Little steadily built and maintained worker support, which culminated in an overwhelming vote to unionize. This unit includes stage, audio, video, carpentry, hair, makeup, and wardrobe workers. Chavka extended appreciation to Associate Counsel Adrian Healy for the structure of a private representation election agreement supervised by the American Arbitration Association. He and Local 22 thanked Representative Little for spearheading the campaign. Finally, he extended deep appreciation to President Loeb and General Secretary-Treasurer Wood for Defense Fund assistance. Chavka stated that negotiations will begin for a first agreement in short order.

Vice President Mulert remarked that he began his career at Arena Stage. Dashman noted the controlled and dedicated strategy. Vice President Barnes praised the strategic thinking of all the organizers, observing that solidarity amongst the Locals involved was crucial.

President Loeb remarked that Local 22's campaign at Arena Stage joins the successful organizing at The Public Theater, The Atlantic Theater, The Vineyard, Juilliard, Goodspeed, and The Goodman. There is a lot going on in Stagecraft under the leadership of Vice President Barnes. President Loeb observed that this particular campaign was wall-to-wall including backstage crafts. He implored Stage Locals to take note because there are likely organizing targets in their jurisdictions. President Loeb further noted that this will improve the lives of the workers at Arena Stage. He commended all the Locals on this great success story.

CEIRP

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti and Local 58 President and CEIRP Trustee Justin Antheunis reported on the status of the Canadian Entertainment Industry Retirement Plan (CEIRP) and efforts to establish a new Target Benefit Pension Plan for members.

In an effort to both encourage and assist members to save for their retirement, a CEIRP trustee subcommittee undertook a study in 2024 to investigate the feasibility of possibly converting CEIRP's current group Registered Retirement Savings Plan ("RRSP") framework to a Target Benefit Pension Plan ("TBPP").

CEIRP was first established in 2004 and now has close to 35,000 members from across Canada enrolled in one or more aspects of the plan and over \$1.525 billion in assets. In addition to the group RRSP, CEIRP also currently offers members access to tax free savings

accounts, registered education savings plans, registered retirement income funds and non-registered savings accounts.

The creation of TBPP will provide members with a more reliable source of retirement income. The proposed start date of the TBPP is currently January 1, 2027. The TBPP will operate in tandem with the Group RRSP. The intention is to create a pension plan that will provide members with monthly benefits equal to 12% of contributions paid for life and include RRSP buy-back options, early retirement options, survivor benefit options, portability, a pre-retirement death benefit and cost of living adjustments.

President Loeb congratulated CEIRP on its success in building a strong plan and its pursuit of the TBPP. He observed that this restructuring is long overdue. A targeted, monthly benefit is appropriate. He remarked that this improvement is a major step forward for retirees.

COMMISSION ON ARTIFICIAL INTELLIGENCE REPORT

International Vice President and Assistant Department Director of Motion Picture and Television Vanessa Holtgrewe and Local 695 President Jillian Arnold were joined by General Secretary-Treasurer James B. Wood, International Vice Presidents Michael Barnes, John M. Lewis, Michael F. Miller, Jr., International Trustee Patricia White, Department Directors Fran O'Hern, Steve Belsky, Tyler McIntosh, Jonas Loeb, and General Counsel Samantha Dulaney to report on recent developments related to Artificial Intelligence.

In September, Vice President Holtgrewe was a guest speaker as part of

CAL FED and UC Labor Centers' webinar series "Demystifying AI". Other speakers included a representative from the United Food and Commercial Workers and the International Brotherhood of Teamsters. Vice President Holtgrewe spoke to the importance of creating a culture within the union of reporting the use of AI programs so the union can be well-informed with a view towards future negotiations. She emphasized that having a multi-pronged approach through negotiations and legislation creates the best guardrails. Speaking from a position that IATSE members are often early adopters, innovators and even the creators of new technologies to assist in filmmaking, the IATSE is not anti-technology, but the Union is stridently pro-worker. In the webinar, there were about two hundred attendees, primarily Labor Councils and union staff.

Also in September, Arnold spoke at the A2RU annual conference in Washington, DC. A2RU is a partnership of colleges and universities dedicated to transforming higher education to provide the greatest possible institutional support for arts-led research, curricula, programs, and creative practices in the arts and sciences. A2RU partnered with Amazon Web Services (AWS) to host the Strengthening Arts-Led Leadership and Partnership in AI national summit. Last year's summit focused on empathy and AI. This year's summit emphasized the importance of increased communication and collaboration between Big Tech, Labor, and the Arts sector.

Academia is working progressively to understand how AI will operate in future workplaces. Some institutions are looking

to collective bargaining contracts as a roadmap for implementing guardrails around the new technology. Universities such as The Ohio State University are implementing a freshman-level course called "AI and Society." More universities are requiring degree-focused courses in AI.

One university professor stated that this generation of college creative sector artists is more interested in unions than ever before. The national attention generated by the television and film industry negotiations has sparked a new level of activism under their self-proclaimed name, Generation Union, or "Generation U," for short.

At the beginning of October, President Loeb assigned Arnold to the Bloomberg Beta [Going to Work] conference in Baltimore, Maryland. Bloomberg Beta is a venture capital firm focused on early-stage investments, specifically in the "future of work." This three-day event brought together labor advocates, policymakers, technologists, writers, political influencers, and more from both the political left and the right. This "unconference" conference was a series of curated discussions meant to stimulate thinking and foster relationships. Some of the discussion groups Arnold participated in were on the subjects of taxing AI, unionized efforts in the sports industry, redefining the entry-level position, and up-skilling and reskilling for demographics in the "gray wave." These think tanks, curated by venture capitalists or even billionaires, may become more commonplace, but what sets Bloomberg Beta apart is its unique ability to hold space for

meaningful, purposeful discussions with participants who have the means to make them a reality.

The California Federation of Union Leaders held a one-day conference called "AI at Work." Federation President Lorena Gonzalez and Legislative & Strategic Campaigns Director Sara Flock challenged the sixty participants to consider which legislative initiatives to pursue in the coming year. Gonzalez and Flock announced the "Taking on Tech" conference, scheduled for February 2-3, 2026. The November meeting was the first step in planning this event. The IATSE will continue to work with President Gonzalez on this project.

In early December, the Neural Information Processing Systems Conference held its annual meeting in San Diego, California. NeurIPS is a gathering of more than 10,000 machine learning experts and mathematicians across the AI ecosystem. This year, white paper and workshop submissions were up fourfold from the previous year. The Algorithmic Collective Action workshop brought together participants to discuss the positive and negative effects of collective action in AI.

Algorithmic Collective Action is the study of how coordinated groups strategically manipulate data or their own behavior on digital platforms to influence the outcomes of those platforms' machine-learning algorithms. Common themes throughout the workshop included data transparency, worker input into the development and integration of AI in the workplace, and the need for more comprehensive datasets for policy advocacy. The machine learning world

may appear to outsiders as self-centered and unconcerned, but many people come from working-class backgrounds and fear that their developed technology will be used for harm rather than good. This workshop showed that this collective stands behind labor.

Vice President Holtgrewe spoke about the beginning of the new cycle of negotiations for the film and television industry's majors' agreements with the other Entertainment Unions and Guilds. SAG-AFTRA will first meet with the Alliance of Motion Picture and Television Producers in February, and SAG-AFTRA has been very clear that AI is going to loom large in their negotiations. The Motion Picture and Television Department will be following any developments and newly negotiated AI provisions in the SAG-AFTRA, Directors Guild of America and Writers Guild of America agreements.

One area of shared concern is the new partnership between Disney and OpenAI. This \$1 Billion 3-year deal will license Disney's IP for use with OpenAI's Sora technology to allow fans to create short form videos with Disney characters. The entire Industry is certainly watching this partnership carefully and monitoring any effects it may have on the workforce.

Preparations for the Basic, Videotape and Area Standards Agreements are a key priority and focus for 2026, and advances in AI adoption within the motion picture and television industry is a key concern.

Vice President Holtgrewe and Vice President Miller concluded by asking the Motion Picture Locals to report the use of AI at their members' workplaces. She has met with a few Locals and their technology committees to discuss

potential developments regarding AI implementation and encouraged outreach to discuss this technology.

Trustee White advised that there is an AI playlist on LinkedIn Learning which is provided through the Alliance's Education Department.

President Loeb expressed his appreciation to those reporting. He observed that AI will impact every craft represented by the Alliance. He noted the considerable time the Union devoted to the AI proposals in the 2024 negotiations with the AMPTP. President Loeb reminded those in attendance to claim and take hold of AI work that is covered by/adjacent to the crafts covered by the IATSE. He reinforced that members advise Locals what is happening in their workplaces because this will inform negotiations. President Loeb also highlighted that the International is involved in legislation in Canada, the U.S. as well as globally around AI and its impacts on the Alliance and workers. Finally, he stated that the Alliance will continue to work with colleges, universities, and think-tanks regarding technology and its effect on the Union and those it represents.

GOODSPEED MUSICALS

International Vice President and Director of Stagecraft Michael J. Barnes, Assistant Stagecraft Department Director Joseph Short, and International Representative Amanda Sager reported on the conclusion of collective bargaining negotiations for the initial collective bargaining agreement for Goodspeed Musicals, a non-profit theatrical company in East Haddam, Connecticut.

This effort began several years ago

when retired International Representative Fr. David Garretson was in the early stages of an organizing campaign with the workers including running crews, costume shop personnel, scenic workers, and paint shop employees. This is a predominantly young workforce, though it also includes stagehands who have worked at the facilities upwards of thirty-five years and their collective wages averaged roughly \$18 per hour with sparse benefits.

The unit was certified in October 2023. Bargaining preparations and negotiations began shortly thereafter. It was noted that the workers never stopped advocating for themselves and each other. They organized and reorganized every time the employer created hurdles to a successful agreement.

With the help of Locals 84, 798, and USA829, this initial contract has set the foundation for a better future at Goodspeed. Representation for positions in shops and the show crews were secured. In addition to securing safety policies and a much-needed just cause discipline process, the bargaining parties also increased wages and benefits, attained strengthened recall rights with automatic job renewal, and prioritized housing for seasonal employees.

Those reporting recognized the input of IATSE Local leaders who made this effort successful, and commented that they truly look forward to collaborating with those in the future to grow and support the workers at Goodspeed.

It was noted that this would not have been possible without the support from the International Alliance and Defense Fund. On behalf of the

Goodspeed workers, President Loeb and General Secretary-Treasurer Wood were recognized for their aid, attention, and resources dedicated to this matter. Assistant Department Director Short was also specially recognized as a crucial figure in the final months of bargaining. The report observed that there has been a new and different direction for regional theaters in this and similar markets, and it is important to offer the Alliance's support to workers at the whim of employers willing to exploit them.

President Loeb noted that the Goodspeed musicals have been engaged in this industry for over sixty-five years. The workforce deserves to be represented. President Loeb offered his congratulations to those reporting and noted the Alliance's work here offers an example of any market where people should be treated with dignity.

IATSE STAGECRAFT DEPARTMENT

International Vice President and Director of Stagecraft Michael J. Barnes along with Vice Presidents John M. Lewis, Craig Carlson, Colleen Glynn, Paul Dean, Jr., Toni Burns and Carl Mulert; International Trustee Patricia White, Assistant Directors Stasia Savage and Joseph Short, Representatives Peter Marley, Brian Munroe, Amanda Sager, Steve Lutge, and Amy Stevenson provided an update on the Department's activities since the General Executive Board last convened in Hawaii.

The Department engaged with over fifty individual Locals throughout all the Districts to assist with collective bargaining, completing thirty-seven contract negotiations. The trend of



Left to Right: Stagecraft Assistant Director Joseph Short and International Vice President and Director of Stagecraft Michael J. Barnes.

multi-Local bargaining continues on Off-Broadway with New York Locals, the Goodman Theater with the Chicago Locals and the Goodspeed Theater which will be given as a separate report. Data gathered from negotiating assistance to Locals, International agreements and direct agreements indicate wages and benefits are trending higher along with improved working conditions.

Of particular note is the Department was in direct bargaining for International contracts with Rock Force and Barney Monk for work associated with the FIFA World Cup.

The World Cup, scheduled for 2026, will be a once in a generation extraordinary event. As with other national and international sporting events, FIFA has become an entertainment event as much as it is a competition.

The IATSE work associated with the event parallels the work being performed by Broadcast Technicians at current sporting events and Live Event Workers at concerts and tradeshow.

FIFA games are scheduled for

the following cities: Atlanta, Boston, Dallas, Houston, Kansas City, Los Angeles, Miami, New York/New Jersey, Philadelphia, San Francisco, Seattle, Toronto and Vancouver.

Department Directors Barnes, Carlos Cota, John Lewis and Fran O'Hearn met with FIFA Representatives and the Locals early in the process to gather and share information. An International Representative is assigned to work with each Host City to review game schedules, staffing, review FIFA organizational structure and contact tree, define scope of event, identify strategic partnerships and develop organizing strategies.

The Department continues to work with the Locals to secure the Fanfest and watch party work. FIFA is a high-profile event. The IATSE's involvement will be extensive. The solidarity demonstrated by the Locals that historically perform work like this is essential.

The Department will continue to update the Board regarding the World Cup and the International's involvement. Appreciation was extended to Assistant

Director Short and Representative Stevenson for leading the bargaining with the contractors and Representatives Munroe and Radar Bateman for helping coordinate the Locals.

The agreement between the International and Oak View Group (OVG) expires on February 26, 2026. Negotiations for a successor collective bargaining agreement are underway. Locals covered by the OVG National Agreement were asked to submit proposals and respond to an informational survey.

The last bargaining cycle in 2023 produced a national Master Agreement covering twenty-five Locals. That round of negotiations focused on economic improvements, addendum updates, and the expansion of national coverage to additional facilities. Those priorities will again guide negotiations with input from the Locals.

Local participation is essential. The strength of this national agreement will depend on the quality of information, proposals and solidarity received from Locals who represent workers covered by the agreement. The Department intends to build on the progress made in 2023 and to secure meaningful gains and expanded coverage in this round.

The Department was engaged with several Locals throughout the Alliance to assist with organizing resulting in agreements including at:

- Local 7 Denver Colorado Stage Live Nation/Junkyard Amphitheater Rock Force
- Local 12 Columbus Ohio Schottenstein Arena
- Local 13 Minnesota Stage Farm Aid Festival/Barney Monk

- Local 18 Milwaukee Wisconsin Stage Harley Davidson Festival Rock Force
- Local 28 Portland Oregon Post Malone Concert Rock Force
- Local 38 Ann Arbor Michigan Rock Force
- Local 122 San Diego Snapdragon Stadium OVG
- Local 128 Dallas/Fort Worth Texas FIFA/Rock Force
- Local 251 Live Nation Cold Play Stadium Show/Rock Force
- Local 369 AEG Zach Bryan Stadium Show/Rock Force
- Local 415 Loft Cinema
- Local 750 Chicago Ticket Sellers Shakespeare Theater
- Local 927 Atlanta Georgia FIFA/Rock Force

The Department commended Local 423 NRG Services, Local 500 Miami FIFA/Rock Force, and Local 632 North Jersey Empire Technical Fabrication for successful votes after representation elections. The Department's use of multi-sector, multi-Local bargaining is now entrenched.

The work of Representative Sager from successfully challenging a 1099/independent contractor misclassification to successful grass roots organizing was recognized. Appreciation was also extended to Representative Bryant Preston for jumping in on the project to get it across the finish line.

The Department continues to increase density in club land. It is bringing local unions together to face a common threat while fostering a shared culture of organizing.

To improve Union density and continue success in representing the stage

workforce, the Department introduced Project STAGE—Solidarity Through Action, Growth, and Empowerment which is a multi-year strategic initiative of the Department. It is a national campaign to build collective power for live event workers. Its purpose is to bring unrepresented workers into the IATSE, strengthen existing Locals, and align previously fragmented organizing efforts into a unified strategy. The timeline, benchmarks, and goals for the initiative were presented in detail.

Project STAGE reflects a long-term commitment to building sustainable careers and meaningful worker voice across the live events sector. By strengthening standards, expanding membership, and supporting local union capacity, the campaign positions IATSE as the leading force for professional standards, safety, and worker power throughout the industry.

Appreciation was extended to Representative Daniel Little for spearheading this initiative and to the IATSE Directors for helping with the education, communication, and implementation of the plan and to President Loeb who provided the ideas, inspiration, and support.

The Department continues to engage in administrative activities including mergers, books and records, and leadership mentoring.

Finally, the Department continues its involvement in industry shows including USITT, Conference at Lititz, LDI, and Poll Star.

President Loeb remarked that the breadth of the work is staggering, observing that 250 local unions fall in the

craft jurisdiction of the Department. He further noted that 7 International Vice Presidents and an International Trustee are part of the reporting team. The Department is comprised of excellent, qualified professional representatives. He commended the Department for its work on FIFA while continuing to organize regional theatres, clubs, and traditional shops. Finally, President Loeb noted his excitement about Project STAGE and looks forward to reports about the progress of this strategic plan.

The Department operating under the directives of International President Loeb, maintains a mission grounded in solidarity, strategic organizing, and the empowerment of our Locals across the United States and Canada. Our standard operations include regular engagement with the 250-plus Stagecraft Locals, timely responses to requests for assistance, and strategic coordination to mobilize multiple Locals connected by shared employers or industry segments—advancing efforts toward sectoral standardization. The Department provides comprehensive support to Locals in bargaining and organizing efforts—both internal and external—while also coordinating committee assignments, national agreements, and show coverage across the live performance and event industries. Cross-departmental cooperation remains a key feature of our work, ensuring a unified and effective approach to growing and defending IATSE jurisdiction.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Production

Department Director Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Emeritus Thom Davis, International Vice President and Assistant Department Director Vanessa Holtgrewe, Assistant Department Director Chaim Kantor, International Representatives Wade Tyree, Steve Aredas, Anthony Pawluc, Alyssa Motschwiller, Marisa Shipley, and Joel Galarza reported to the General Executive Board on current developments in the Department.

The Department welcomed a new International Representative in September. Joel Galarza, formerly a Business Representative for Local 80, has been busy assisting International Representative Aredas with organizing drives and other duties in and around the Los Angeles area.

At the end of the year, the Union distributed \$70,000 in funds owed to crew members from two settlements associated with organizing drives on low budget productions. The path to these settlements took longer than any in the Department would like, however, the reward to members demonstrates the dedication of Local leadership, which pays dividends that are worth the process and fight. Vice President Miller encouraged the Locals to stress the importance of reporting any payment concerns to their members, so that any necessary follow up can occur in a timely manner.

On the administrative side, the General Office and West Coast Office continue to assist in the management of payroll deposits, which have at times been problematic as productions lose or fail to

receive promised funding. As an example, Representative Motschwiller worked with Local 478 and the other Locals in Louisiana on cashflow issues related to two low budget features to ensure that the IATSE crews were paid in full and benefit contributions were remitted throughout the drawdown process.

As a reminder, deposits are collected from employers before work begins expressly to protect members from the failure of an employer to adhere to the contract. Currently, the Department has on hold almost fifty-five million dollars for 446 projects. West Coast Office Representative Shipley oversees this process.

There were a number of other agreements negotiated since the last Executive Board meeting. Assistant Department Director Kantor and International Representative Motschwiller, along with Local 52 Vice President Thomas Woods and Local 600 Eastern Region Director Anna Nowlan, successfully concluded negotiations with the Stanford Media Center on behalf of the New York Production Locals covered under that agreement, which covers several talk shows produced by this subsidiary of NBC-Universal.

Per the direction and strategy developed over the summer of 2025, in discussions with the affected local unions, the IATSE and the AICP engaged in limited scope negotiations for a new three-year agreement. The negotiations were led by Vice President Miller, with the assistance of Vice President O'Donnell, Assistant Department Director Kantor, Representative Aredas, and General Counsel Samantha Dulaney.

It was important to approach these negotiations with a strategy that recognized the significant challenges in the television commercial business for the signatory employers and the significant reduction of employment over the last several years. In addition, protecting the significant gains made under the AICP agreement in the last three bargaining cycles was an important priority. With that goal in mind, the focus was on protecting jobs, protecting IATSE members' working conditions, and maintaining economic standards and benefits.

Following a similar limited approach as the AICP negotiations employed, the Low Budget Theatrical Agreement was renegotiated. In both contracts, wages and benefits have increased at an economically fraught time, while giving employers an opportunity to operate with labor stability. The Union will continue to strengthen Union density. The membership must be engaged and buy into the importance of working union, whether it be on a low budget feature or on a television commercial. By only working union, the employers will be required to operate under a union agreement to engage the artists and technicians with the skills necessary to create the amazing content that the members of the IATSE are uniquely qualified to do.

A motion was made for the General Executive Board to ratify the 2026-28 Low Budget Theatrical Agreement. The motion was seconded and passed unanimously.

With the successful renewal of the AICP-IATSE Commercial Production Agreement (CPA), as well as the conclusion of the inaugural

2025 Production Workers' Agreement (PWA) with the AICP, International Representative Shipley worked with Contracts Administrator Gabrielle Yedid and staff member Megan Brock to incorporate the PWA into the Department's signatory processes.

The Department created a packet of documents for the IATSE Representatives organizing commercials to help explain the new Agreement covering members of Local 111. The packet includes a summary of the terms of the new PWA, a summary of the daily cost of benefits for that unit, and Consent documents. When commercials are now organized, they now cover all IATSE crafts, including the new crafts covered by Local 111.

Assistant Department Director Kantor continues to assist Local 161 with their ongoing negotiations with Apple as they seek to expand their coverage of the work performed by Accountants.

Warner Animation Group (WAG) covers Animation in Los Angeles for Warner Brothers. Their agreement expires at the end of January, and negotiations for a successor agreement have begun.

Supporting and fostering organizing across the country remains a critical role of the Department. As work has contracted around the globe, members must continue to call in their non-union projects. We must ensure that projects are made Union so that our position at the bargaining table remains strong and inviolable. Any weakness can cast a long shadow through reduced contract gains and increased "clawback" proposals. Fortunately, the Department continues to have organizing successes all over the U.S. particularly in the six months prior

to the meeting of the Board. Dozens of commercials, music videos promos and low budget features have been organized from Los Angeles to Chicago to New York.

Music video production is having a bit of a resurgence and it is important to organize these producers. As an example, as the industry was winding down for the holidays, on Sunday before Christmas, International Representative Galarza and Locals 80, 600, and 728 successfully organized a music video after a brief hour-long strike. Rain or shine, weekday or weekend, the IATSE will rally to organize.

Representative Tyree assisted Locals 161, 477, 600, and 798 in organizing a comedy special. These specials are generally quick shoots and it is critical that members call these projects in when they are hired. Vice President O'Donnell provided guidance and support as the Locals successfully organized a Cadillac commercial in Atlanta, while Vice President Holtgrewe helped facilitate an agreement in that same city for an unscripted competition program, which attempted to produce season one without an agreement.

Unionized commercial production is especially threatened. There is much less union work done under the AICP agreement than in years past. In 2016, there were 446 commercial production companies signed to the Commercial Production Agreement. Today there are 298, a decrease of 33%. Like music videos, these are quickly executed productions and consistent, early reporting from members to their Local will provide the Union with the best tools to organize.

It is important to organize consistently outside large production centers, as well. Low budget features in Arkansas and West Virginia were brought under contract only because the workers were steadfast in their support of the Union and in working under an IATSE agreement.

In the interest of future organizing and education of current production trends, Representative Shipley attended a 3-day event in Los Angeles called VertiCon focused on 'Verticals'. Verticals consist of content shot and presented in a 9:16 aspect ratio, which are also called 'micro-dramas' or 'mini-dramas'. Average principal photography is short - 7 days is standard, with 10 days on the longer end. Productions film 10-16 pages a day and most budgets seem to be in the range of \$150-\$250k per series.

Verticals have become huge business in China and India particularly, and it is the four main Chinese Apps that are slowly coming to dominate and produce in the United States: DramaBox, Reel Short, NetShort, and Goodshort.

The production flow seems most similar to commercial content. Production companies are often hired on a production service agreement to produce specific content for an app/client. The app acts the role of the client, like in commercial production, where the creative and production team are limited to the script and the budget they are given. Many Verticals move from idea to shoot, edit, and publish in two months.

The Department encourages all Locals to ask their members to report these types of productions. The larger studios, such as the Walt Disney Company, are beginning

to infuse money into this new form of production.

The state of the industry continues to have challenges that all Entertainment Unions and Guilds must analyze and address. The gold rush years for film and television production ended in 2023. Funding through advertising, a true and tested formula, returned, and most streamers introduced lower-cost ad supported viewing options. In fact, 45% of Subscription Video on Demand viewers are subscribed to an ad tier.

Production numbers shrunk around the globe, and more aggressive overseas tax incentives drew more projects away from North America. At the same time, YouTube viewership has exploded, and is currently the most consumed entertainment company, and everyone else falling substantially after that.

Hours of employment under the Motion Picture Industry plans and days of employment under the National Benefits Funds show the contraction. In 2025, hours into the MPI were down 15% from 2024, which was down 26% from 2022. The amount of employment has leveled out, however, and the Department will carefully be watching the first quarter of 2026 to see if some of the new and expanded state tax incentives help bolster domestic production.

The film and television industry has been deeply affected by company mergers. More mergers mean fewer productions, fewer employees and fewer streaming platforms that need to be populated with content. When Disney merged with 20th Century Fox, more than 3,000 Disney employees lost their jobs and the combined production slate of

the new mega-company was substantially smaller. The industry will now see how a potential Netflix / Warner Brothers merger (including HBO properties) or Paramount / Warner Brothers merger impacts the entertainment industry and those who depend on it for work.

The commercial industry has also been impacted by consolidation. The handful of major agencies have created one or more of their own non-union production companies that control the bidding process that puts IATSE signatories at a significant disadvantage at winning bids and producing commercials. This is why organizing non-union companies is so important.

Recently, Omnicom acquired Interpublic, creating the largest advertising company in the world. When announcing the deal, the company mentioned they plan to "...harness the significant opportunities created by new technologies". Locals and members must be vigilant and gather data about how Artificial Intelligence will be utilized within the ad business, from ideation to creation of content to delivery mechanisms.

Theatrical releases have not rebounded to levels seen before the pandemic. The domestic box office was slightly above 2024's \$8.6 billion, but down 27% from 2018.

There are some "green shoots", however. IMAX closed out 2025 with \$1.28 billion at the global box office. This is its best year ever, up 40% year over year. It seems moviegoers are seeking more "premium experiences" and the trend points towards more films such as "F1", "Sinners", and the upcoming "Odyssey" shot on IMAX in the future.

The Department continues to collaborate with the Political and Legislative Affairs Department on the push for a federal film incentive, providing technical expertise and data to support the efforts in Washington, DC. As reported by the Political and Legislative Affairs Department, IATSE and several entertainment unions have contracted Ernst & Young to conduct a research study and produce a report on the geographic distribution of film/TV productions over time. At the direction of Department Director Miller, International Representative Shipley and Contracts Administrator Gabrielle Yedid were engaged with Department Director McIntosh to compile and provide available MPTV Department data on productions over the last decade for anonymized use in the study modeling.

The Department has, and continues to, supported the initiative being led by the Political and Legislative Affairs Department to overhaul and scale IATSE PAC payroll deduction check-off. Assistant Directors Holtgrewe and Kantor provided expertise and existing contract language in MPTV agreements to help formulate the strategy and resources being rolled out at this meeting. The Department is committed to working with the Political and Legislative Affairs Department and the MPTV Locals to further implement IATSE PAC payroll deduction check-off across the Department and in its agreements.

Vice President Miller traveled to New York in December, where he presented an updated version of the Motion Picture and Television Caucus state of the industry report to members of Local 161, 600, 764, 798, and USA829. The two 2-hour

presentations were hosted by Locals 600 and USA829.

This presentation will continue to be updated with a focus on organizing and the importance of vigilance in the face of a changing Industry. The new presentation draws a clear line between the ability of the union to negotiate strong contracts and the need to maintain and foster a highly unionized film and television industry. Leaders from the film and television Locals reviewed the presentation during the 2026 Mid-Winter General Executive Board meeting and provided feedback. Vice President Miller reiterated that this presentation is available to Locals across the U.S. and encouraged Locals to reach out and schedule a visit.

Looking forward, 2026 will be a year of planning, preparation, and collaboration. The next cycle of industry-wide negotiations with the AMPTP begins with SAG-AFTRA in February, followed by the Writers Guild of America and the Directors Guild of America. The IATSE will be carefully monitoring those discussions while beginning to plan for negotiations for the Basic, Videotape, and Area Standards Agreements in 2027. Committees representing all the affected Locals across the country will begin to meet while engaging with members. Data will be gathered and examined, sub-committees will be formed to deeply examine issues and proposed solutions, and the strategy for 2027 will be developed as a result of all of this collective work. The IATSE has many shared issues to address such as wages and inflation, level of employment, Artificial Intelligence, subcontracting and maintaining and funding health and pension benefits.

The IATSE, its Locals, leadership, and members will rise to this challenge and be well-prepared to bring the workers' priorities to the bargaining table in 2027.

President Loeb thanked the Department for its report. Regarding the upcoming industry-wide negotiations, he observed that industry stability seems to be prioritized amongst everyone involved. For the IATSE, he sees major issues regarding subcontracting, Artificial Intelligence, benefits, and wages, though conditions of the industry will no doubt influence discussions at the bargaining table. In the same regard, the Union is being tested in the field. President Loeb strongly urged the local unions to make the membership aware of this test. At the end of the day, the membership will not succeed unless it sticks together and the local unions must explain to the membership that a lack of solidarity is a gift for the employers that will threaten the hard-fought pay and benefits enjoyed by the membership. President Loeb concluded his remarks by emphasizing that the Alliance must continue to do the political work necessary in support of tax incentives in North America to bring motion picture and television work back.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President and Tradeshow Department Director Carlos Cota, Assistant Department Directors Dan'l Cook and Bryant Preston and International Representatives Ben Hague, Jason Taylor and Cindy Jennings provided an update on Tradeshow Department activities since the mid-Summer General Executive Board meetings in Honolulu, Hawai'i.

State of The Industry

The convention and tradeshow industry continues to operate in an environment defined by economic uncertainty and shifting global conditions. Fluctuating trade policies, visa and immigration issues, instability, inflation, and rising travel costs continue to affect show organizers, exhibitors, and venue operators across the country.

According to the Center for Exhibition Industry Research Quarterly Index Survey, organizers consistently identify inflation, tariffs, geopolitical tensions, travel costs, and federal funding uncertainty as the primary factors negatively impacting event performance. These pressures have translated into tighter exhibitor budgets, reduced sponsorship spending, and more cautious corporate travel decisions. While the industry has continued to recover from the pandemic, that recovery remains uneven. The CEIR Index closed 2024, reflecting renewed activity; however, by the third quarter of 2025 it declined, signaling a softening in demand. Many shows have experienced smaller exhibitor footprints, slower registration growth, and reduced production scope.

These trends have real consequences for IATSE members. Smaller shows and compressed schedules have led to smaller crews, shorter calls and downward pressure on available hours. In addition, prolonged trade and travel policy uncertainty creates risk that international producers will increasingly shift events outside the United States and North America, which directly threatens long-term jurisdiction and market share for organized labor. At the same time,

consolidation across the audiovisual, production, and venue services sectors continues to accelerate. As national companies expand through mergers and acquisitions, decision-making becomes more centralized and increasingly driven by cost-cutting priorities. This has placed additional pressure on labor standards, working conditions and Local agreements, reinforcing the need for coordinated national organizing strategies and stronger contract enforcement across markets.

Despite these challenges, the Tradeshow Department is also seeing opportunity. Economic uncertainty and consolidation have driven increased interest in union representation. More workers across audiovisual, exhibit installation, rigging and venue operations are seeking IATSE representation as a way to secure stability, benefits access and enforceable workplace standards. In response, the Tradeshow Department has prioritized organizing, workforce development and contract modernization. Recent bargaining efforts have focused on eliminating outdated trainee classifications, standardizing benefit structures and ensuring wage increases keep pace with inflation while maintaining employer competitiveness. These improvements strengthen existing agreements and make union contracts more accessible to new workers entering the tradeshow industry. The Department is also expanding partnerships with facilities, high schools, community colleges and workforce agencies to build clear career pathways into convention and tradeshow work. These programs help address labor shortages, improve

technical skill development and ensure a steady pipeline of qualified workers ready to meet evolving production demands.

Looking ahead, major global events such as the 2026 FIFA World Cup and the 2028 Olympic Games present critical opportunities to stabilize work volume, expand jurisdiction and demonstrate the value of union labor at scale. Strategic engagement with host committees, venue operators and public agencies will be essential to ensuring these events generate lasting labor standards and long-term employment opportunities for IATSE members. Moving forward, continued investment in organizing infrastructure, training pipelines, political advocacy and employer accountability will remain central to protecting jurisdiction, sustaining work volume and positioning the Department's members to benefit as the convention and tradeshow market stabilizes and grows.

State of the Department

In January 2025, the Tradeshow Department convened a comprehensive strategic planning session to assess current operations and to establish a three-year roadmap aligned with organizing, jurisdictional expansion, workforce development and contract enforcement priorities. As part of this effort, the Department began implementing improvements to internal workflows and data tracking tools to better support Locals. These enhancements are designed to streamline communication and provide Locals with more consistent access to departmental support. Key growth markets within the convention, tradeshow and live events sectors were identified and prioritized. The Department is actively

working with targeted Locals to support market expansion, assist with employer engagement and develop organizing plans. The Department is implementing updated contract administration procedures to ensure locals remain in compliance with U.S Federal Mediation and Conciliation Services filing requirements and other regulatory obligations.

The Department is also expanding education and outreach resources to support local leadership, staff and members. Training initiatives are aligned with organizing strategies and workforce development. At the same time, the Department is actively supporting Locals in strengthening political engagement with convention facilities, municipal governments, tourism authorities and city councils to ensure labor standards, jurisdictional protections and workforce investments are incorporated into public policy and facility governance.

The Tradeshow Department continues to coordinate with the Stagecraft Department to align inter-departmental strategies, organizing campaigns and employer engagement efforts in markets where production, theatrical, and exhibition work increasingly overlap. This collaboration is focused on reducing overlap and internal conflicts, presenting unified labor standards to employers, coordinating large-scale event staffing strategies, and ensuring consistent contract enforcement across shared venues and event types. Joint planning efforts will be especially critical in preparation for major upcoming events and convention center expansions, where both departments play an integrated role in workforce deployment and operational coverage.

Looking ahead, the Department will continue to focus on building internal capacity, improving service delivery to Locals, strengthening organizing infrastructure and positioning the Tradeshow Department as a central coordinating body for growth across the convention and exhibition industry.

Encore and International National Agreement

As the current International collective bargaining agreement with Encore is nearing expiration, the Department is developing its bargaining strategy with input from signatory Locals to prepare for the 2027 negotiations. These meetings have provided an important forum for Locals to share contract language, identify common issues and establish a unified approach to challenges facing members in both the United States and Canada. Following extensive discussions with Encore, the Department is encouraged by the progress of talks and changes. The Department extends thanks to President Loeb for championing member and Department concerns.

Looking ahead, the Department will distribute surveys to Locals regarding the International's collective bargaining agreements with certain signatory employers. Locals with a direct Local agreement with Encore are encouraged to contact the Tradeshow Department before entering negotiations.

Local Agreements

Assistant Department Directors Preston and Cook and Department Representatives Hague and Cook as well as Stagecraft Representatives Peter Marley and Amanda Sager assisted the following

local unions in the renegotiation of their collective bargaining agreements with industry employers: Locals 7, 13, 15, 30, 50, 51, 99, 336, 415, 423, 504 securing annual wage increases, improvements in conditions, amongst other gains. Sincere appreciation was extended to local officers including Local 13 Business Representatives Kellie Larson and Mathew Terwilliger; Local 30 Business Representative Donald McFarland, Local 51 Business Representative Mark Grady, Local 336 Business Representative Tomas Huitron, Local 415 Business Representative Ian Fritz, Local 423 President Paul Caleagno and Business Representative Sharon Myer and Local 504 Business Representative Brad Marlowe.

Industry Shows

IAEE Expo! Expo - Department Director Cota, Assistant Department Director Preston and Representatives Taylor and Guidugli attended the annual Expo! Expo! conference in Houston, Texas in December 2025. During their attendance, they met with Shepherd Exposition Services to review various matters including labor requirements, training and workplace standards. Department Director Cota and Assistant Department Director Preston also attended Exhibition Services Contractor Association (ESCA) Labor Management Committee where Assistant Department Director Preston presided over the meeting as ESCA's newly elected co-chair.

LDI: Assistant Department Director Cook and Representatives Eaves, Gorey and Hague attended the annual LDI conference in Las Vegas, Nevada in December 2025. Representative Hague

attended the Entertainment Services and Technology Association (ESTA) board meeting as their newly elected President. Department representatives also had an opportunity to meet with training providers A.C.T. and ROBE to discuss partnerships for training and education in both the United States and Canada.

The Conference: Representative Hague joined Vice Presidents Barnes and Thorne, Communications Department Director Jonas Loeb and Assistant Director Short and Amy Stevenson at The Conference in Lititz, Pennsylvania in December 2025. The attendees were able to engage in constructive discussions with many employer representatives from companies such as Live Nation, PPI, Barney Monk, Rhino, Rock Force and Bigger Hammer as well as board members from the Event Safety Alliance.

Education and Outreach

The Department continues to develop training and outreach classes for Locals including steward and customer service classes. The Department is currently developing a Respectful Workplaces class and a tradeshow collective bargaining class. The Department is also currently coordinating in-person classes for tradeshow Audio, Video, IT and Rigging available which will be available to Locals throughout the year.

University of California San Bernardino (UCSB): Representative Eaves was invited to a career symposium at UCSB along with Local 122 Assistant Business Representative Shay Funk and Local 614 Business Representative Gaberial Valdez. from Local 614 where they spoke to high school students

expressing interest in pursuing careers in media and entertainment.

Bannering Class: Representative Eaves led a bannering class for Local 15 members.

Tradeshow Stewarding Class: Representative Eaves led a stewarding class in Palm Desert, California with Local 122 Assistant Business Representative Funk. The class was attended by members of both Local 122 and Local 614. Representative Eaves and Local 122 Executive Board member Sergio Chavez hosted a Stewarding Class during their Winter Workshop Training week as well.

Training Trust Summit: Department Director Cota, Assistant Department Director Cook and Representative Eaves attended the Training Trust Education Summit. While at the Summit they had the opportunity to meet with training directors from across the IATSE to discuss how the Tradeshow Department can better support its educational and contractual objectives.

President Loeb commended the Department for its continuing efforts to expand the IATSE's jurisdiction in the tradeshow and display industry and for its representation and servicing of the Locals active in the industry.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb, Communications Strategist Steven Chaussee, and Communications Strategist and Assistant Editor of the Official Bulletin Megan Greene reported on the notable activities of the Communications Department for the second half of 2025 and January 2026. The report detailed the Department's work to strength-

en IATSE's public and member-facing communications and support the campaigns of Departments, committees, and local unions.

The Communications Department continued to refine its tools, tactics, and strategies across social media, press relations, email outreach, text messaging, video production, print publications, and website management. The Department emphasized prioritizing speed, clarity, and coordination in support of the International's strategic objectives.

The Department reported modest overall growth in engagement across the International's social media platforms during the reporting period, with several platforms experiencing notable increases. Instagram continued to emerge as the International's primary social media platform due to member demographics and the visual nature of IATSE crafts.

The Department highlighted the increasing strategic importance of Instagram's collaborative posting feature which have been among the strongest performing content during the reporting period and have been used effectively for joint statements, solidarity actions, and coordination with Locals, committees, and allied unions.

The Department also reported successful use of retroactive collaborative posting to ensure timely coordination with Locals following major statements. In several instances, this allowed International statements to appear directly on Local accounts shortly after publication, strengthening message alignment and visibility.

Instagram's repost function, introduced in August 2025, was noted as a

separate feature from collaborative posting and was incorporated into the Department's content strategy where appropriate.

With respect to emerging platforms, the Department reported that accounts on newer Twitter-style platforms experienced early growth that has since stabilized. Despite this, maintaining a presence on these platforms continues to offset follower losses on X and remains strategically worthwhile.

The Department briefed the Board on public controversy surrounding Elon Musk-founded xAI's Grok artificial intelligence platform, which faced sustained criticism after users demonstrated the ability to generate sexualized images of individuals without consent. The Department noted that the function remained available for an extended period despite public reporting, raising concerns about oversight and platform governance.

The Department also reported on recent changes to TikTok ownership structure under U.S. control. While it remains too early to assess long-term impacts, the Department noted concerns that changes in ownership and governance may affect the visibility of labor-focused or critical content. The Department continues to monitor platform developments.

The Communications Department reported continued expansion of in-house video production capacity. All video production work was performed by staff members who hold IATSE membership cards. Projects during the reporting period included convention videos, educational content, member

stories, rally and event recaps, presidential updates, and presentations related to General Office renovations.

The Department also reported effective use of broadcast monitoring tools to identify and lawfully repurpose television news coverage featuring IATSE members and allied elected officials. Select clips were shared on social media to amplify earned media coverage. A new content room within the General Office was reported as operational. The space supports rapid, flexible video production and is equipped with modest but sufficient production gear to scale ongoing efforts.

The Department continued to support the Canadian Affairs Department in managing its social media presence. This work included launching new accounts, maintaining existing platforms, deprecating X, and developing bilingual posting best practices. Growth on Canadian social media accounts exceeded that of U.S.-based accounts during the reporting period. The Department noted the importance of sustained content development as these accounts mature.

The Department reported thousands of media mentions during the reporting period, with sentiment trending slightly higher than earlier in 2025. The Department identified Substack as an emerging publication platform used by several Locals and noted that its potential applications will be evaluated further.

The Department summarized major press days tied to organizing victories, contract ratifications, union elections, and solidarity actions.

The Department reported continued promotion of the Wins Form as a tool for celebrating organizing victories and

first contracts. Since its creation, dozens of wins from more than fifty Locals have been submitted and amplified across IATSE communications channels.

The Department addressed the importance of rapid digital organizing tools in light of recent events in Minnesota. Tools such as Action Network and mass texting platforms were identified as critical infrastructure for mobilization, mutual aid coordination, and rapid response. The Department encouraged Locals to engage with available training and support.

Best practices for email deliverability and mass texting were also reviewed, emphasizing platform selection, content discipline, and ongoing monitoring to ensure effective member outreach.

Website and microsite maintenance remained a significant focus. The International published dozens of statements, bulletins, and press releases during the reporting period, with additional publications released in January 2026. The Department also reported the initiation of automated posting of press releases to Reddit, resulting in increased visibility within that platform's IATSE-focused community.

The Communications Department, in collaboration with the DEI Committee, released statements recognizing Hispanic Heritage Month and Indigenous Peoples Day. The Member Story Program reached a milestone of more than one hundred sixty profiles.

In collaboration with General Secretary-Treasurer James B. Wood, the Department continued production of the Official Bulletin. Recent issues included General Executive Board minutes,

convention highlights, and feature articles focused on collective bargaining and organizing. The Official Bulletin and related content received multiple awards and external republications during the reporting period.

Also in collaboration with General Secretary-Treasurer Wood, the Department also completed selection of photographs for a permanent mural installed in the General Office, highlighting IATSE members across the United States and Canada.

The Communications Department reported that IATSE received multiple honors from the International Labor Communications Association for work produced during 2024, marking the second consecutive year of recognition across numerous categories.

The Department reported representation on the board of the Sidney Hillman Foundation and outlined upcoming priorities, including expanded liaison programs, recorded trainings, development of a communications field manual, and assumption of feature article writing responsibilities following staff transitions.

The Department concluded by reaffirming its commitment to supporting strategic organizing and bargaining campaigns and maintaining readiness for rapid response communications in a challenging political environment.

President Loeb asked the Executive Board if there were any comments and International Vice Presidents Michael Barnes, Damian Petti, and Craig Carlson, commended the Department on its work on behalf of local unions.

Vice President Carlson highlighted the communications tools provided to

local unions. Similarly, Vice President Petti commended the work of the Department on behalf of Canadian Locals.

Vice President Barnes noted that the Department has helped with our organizing efforts in the Stagecraft Department.

President Loeb congratulated the Department on the number of awards received over the years. Social media and communication are part of the foundation of organizing and political activities among other aspects of union actions. President Loeb continued his remarks by saying that this is about strategic use and solidarity in helping Locals achieve their goals. He observed that although we live in a technological age with Artificial Intelligence and numerous social media platforms, the IATSE will be a trusted source of information for Alliance members.

President Loeb thanked the Department for its hard work and dedication.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Department Director Patricia White and International Representatives Jennifer Halpern, Hannah D'Amico, Liz Pecos, and Jeff Kennedy presented the report of recent activities of the IATSE Education and Training Department and announced plans for upcoming learning opportunities for IATSE leaders and workers.

Leadership Training

Leadership training is central to the work of creating a culture of continuous education within the IATSE.

At the 70th Quadrennial Convention, the education session: "Building Resilient Local Unions" was held as the very first official convention event and exceeded attendance expectations, filling the training room to standing room only capacity. Presented by Kate Ragon, Assistant Clinical Professor and Labor Educator at the Labor School at Penn State University, and Robyn Cavanagh from the IATSE, the session focused on building a shared understanding of the dynamics of multigenerational local unions and provided strategies for building solidarity, security and prosperity.

At the convention, delegates demonstrated their appreciation for the many educational resources available to them. Those who visited the Education Department booth or gave suggestions in the suggestion box will see some of their comments and ideas reflected in this year's training.

Training for Local Leaders at the San Antonio General Executive Board Meeting

During the week of the General Executive Board meeting, popular accountant James Heinzman (Schultheis & Panettieri, LLP), and cyber security expert Eugene Ng (MNP), presented an educational session for IATSE leaders on Cyber Security. The training provided an overview of the most common cyber threats and best operational practices that individuals and organizations can apply immediately to counter these threats. The session concluded with structured, actionable checklists designed to strengthen overall cybersecurity resilience.

Local Union Trustee Training

Local Union Trustee Training is being offered this year as part of Leadership Development Week, with enrollment for this particular class limited to those serving their local union as Trustees. The course supports the important role of Trustees in helping their Locals comply with applicable laws, avoid problems involving fraud, and support good financial practices. General Secretary-Treasurer Wood leads some of the course modules himself, along with expert accountants, and Trustees receive a wealth of knowledge.

IATSE Advanced Officer Institute (2.0) Secretary-Treasurer Training

The 2.0 course for Secretary-Treasurers provides leaders in this critical role with education on books, records, finances, minutes, and government filings, as well as the policies and procedures of the International. General Secretary-Treasurer James B. Wood and General Counsel Samantha Dulaney join experienced educators and practitioners to form an expert cohort of instructors. The next session of this course will be November 16 – 18, 2025.

The training held this past fall, from October 15 – 17, 2025 at the offices of Local 798 in New York, NY had twenty-nine graduates from twenty-five local unions. Since its inception in 2016, 319 officers have graduated from this course.

IATSE Officer Institute

Since the board meeting in Honolulu, fifty-three graduates from thirty-nine different local unions made up the 30th class of the IATSE's flagship training, the IATSE Officer Institute, which was held

in St. Louis, Missouri from October 6-10, 2025.

Sessions of the Officer Institute 1.0 planned for 2026: April 13 - 17 in Calgary, Alberta, Canada; and October -19 - 23 in Denver, Colorado. Even with larger and more frequent classes, sessions of the Officer Institute sell out quickly, and Local leaders are encouraged to apply early. Since the first Officer Institute in 2014, 1,456 Local leaders have graduated from this flagship course, which provides the knowledge leaders need to effectively lead their local unions.

Applications are on the IATSE website, and in the Bulletin. A limited number of financial subsidies are available for small local unions each session. All sessions are open to both U.S. and Canadian local unions.

Essentials of Union Leadership Series with the University of Wisconsin School for Workers

Because schedules and finances often make travel to in-person classes impossible, online leadership education is also available for IATSE Local leaders. Presented in partnership with the University of Wisconsin School for Workers and taught by popular instructor Don Taylor, the Essentials of Union Leadership series is a collection of four online, asynchronous classes that focus on effective leadership principles and tools to help attendees build high-capacity local unions, effectively represent workers, communicate clearly, and set and achieve long term goals. The IATSE-specific coursework can be completed anytime within the week, allowing leaders to study at their own pace. Currently serving local union officers, officials, trustees, and

executive board members may take as many or as few of the courses as they like, there are no pre-requisites.

The continuation of these free week-long virtual courses ensures that Local leaders whose schedules and finances make travel impossible still have access to educational opportunities that strengthen their local unions.

Webinars for IATSE Leaders and Members

As of January 7, 2026, 171 webinars have been presented to a total of 17,126 attendees on a range of topics that are important to strong healthy unions. New webinars for leaders and members are being launched every month and promoted through the Communications Department, via email, newsletters, and social media. Since the mid-Summer GEB Meeting in Honolulu, the Department has presented 15 webinars to 2,072 attendees:

The recordings are available at all times on our two webinar channels, on demand, accessed either through iatse.net/education, or directly at <https://www.gotostage.com/channel/iaeducationforall>. For access to leadership training webinars, email officerinstitute@iatse.net.

Labor Education Assistance Program (LEAP)

The Labor Education Assistance Program (LEAP) continues to provide reimbursement for Union leaders and officials who enroll in labor studies courses. In 2025 Local leaders were reimbursed \$20,696.47 in Canada and \$28,405.23 in the United States. The IATSE will continue to offer support for this important program, which began

in 2009 and has reimbursed a total of \$641,049.49 since then. Online courses are also eligible for reimbursement, and specifics can be found on the IATSE website.

IATSE International Staff Training

Leaders at all levels of the IATSE participate in our culture of continuous education, including President Loeb, General Secretary-Treasurer Wood, all the International Vice Presidents, Representatives, and key staff. The next Staff Training is scheduled for April 8 – 10, 2026.

Customized Training for IATSE Departments

As has become customary, the Department works with other IATSE Departments on requests to deliver customized training to fit specific needs and occasions. In September, Department Director White presented a session at the 2025 Broadcast Summit called “Running Effective Union Meetings”, which taught participants practical methods for planning and running local union meetings. The Department continues to work with IATSE craft departments on requests to present targeted Collective Bargaining training courses to prepare committees for negotiations. In March, Representative Halpern will deliver a lecture for the Massachusetts AFL-CIO Women’s Committee, on the “Bread and Roses” strike at the request of Vice President Glynn, who first saw the session at the IATSE Women’s Committee event at the 2025 convention.

The IATSE Road Show: Why Unions Matter

One of the Department’s oldest

resources for local unions is The IATSE Road Show: Why Unions Matter. This presentation teaches IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes economic dignity for all. In addition to the U.S. Roadshow, a Canadian version is available in both English and French. Contact the Education Department to bring this training to your Local, either in person, or as an online session.

Training Resources for Presentation by local unions

IATSE Worker Bootcamp/ IATSE Steward Training

The IATSE Worker Bootcamp and IATSE Steward Training curricula remain available to all local unions upon request. Released last summer, IATSE Worker Bootcamp was designed as a standardized orientation template for the IATSE and can be used as a tool for Local trainers to provide fundamental information to their members about the IATSE, their local union, and the entertainment industry. IATSE Steward Training, which was updated in 2024, was developed to cover the fundamental knowledge essential to performing the duties of an IATSE steward. Both resources were designed for use by local union trainers and can be used as is or customized to meet each Local’s needs. Each training has a U.S. version and a Canadian version, and the IATSE Steward Training Canadian curriculum has been translated to French. A French-Canadian version of IATSE Worker Bootcamp is currently in the works. For access to either training, contact Representative D’Amico.

Passion and Pay: Why Unions Matter

Some people do not understand what a union is, or if they do, they believe unions are a thing of the past and are not relevant anymore. Passion and Pay was developed by the IATSE Education and Training Department as a resource for local unions to use to inform and enlighten unrepresented workers and other members of their communities and is available on request from the Education Department. This training is also a recommended tool for outreach by local unions to students.

Student Outreach

Today’s workers are entering their crafts under conditions that differ from those of previous generations. Many of them recognize the role labor unions play in supporting long term employment sustainability and the broader health of the working class. The IA’s student outreach initiatives increase awareness of the union’s role within the industry and clarify pathways to membership these efforts support workforce development by connecting students with IATSE members who serve as mentors and instructors, strengthening the long-term capacity and diversity of the technical theater workforce.

Local unions throughout North America have begun programs large and small to reach out to the next generation.

As previously reported, the International maintains a robust connection with New York’s Roundabout Theatre Company and their student outreach programs. Both the Theatrical Workforce Development Program (TWDP), now in its eighth cohort, and Hidden Career Path Days serve as models

for local unions wishing to engage in similar student outreach. Sixteen program alumni have become IATSE members and recently, five of them participated in a panel discussion that shared practical guidance with newer fellows about securing work and navigating the pathway to union membership. These workers who benefited from the programs themselves have become part of the chain of knowledge, passing it on.

AFL-CIO Safety and Health Committee

On Thursday, January 22 Director White and Representative D'Amico traveled to Washington D.C. to attend the AFL-CIO Safety & Health Committee's annual in-person meeting. The committee includes representatives from many unions, is tasked with informing them about safety and health policy changes at the federal, state, and local level, supporting the passage of key safety legislation, and combating anti-union, anti-worker policies that seek to erode occupational safety and health protections. Regular attendance at the committee's meetings and events has ensured the Department was notified about any significant changes made during this tumultuous time.

Last April, the current U.S. presidential Administration's Department of Government Efficiency (DOGE) delivered crippling staffing cuts to the National Institute for Occupational Safety and Health (NIOSH). The AFL-CIO Safety & Health Committee provided opportunities to voice public support for NIOSH, eventually resulting in the reinstatement of some NIOSH employees and programs. The Department is

pleased to announce that its hard work and collaboration with the AFL-CIO Safety & Health Committee has paid off further. On Tuesday, January 13, 2026, it was reported that the U.S. Department of Health and Human Services planned to reverse its destructive staffing cuts to the agency and reinstate hundreds of NIOSH employees. This win is a testament to the power of organized labor, and proof that workers can triumph over this administration when they stand together.

The research IATSE kin depend on covering occupational hearing loss, fall prevention, heat and cold stress protocols, and regulations on exposure to so many other workplace hazards will move forward.

Many thanks to Director Tyler McIntosh and Assistant Director Jackson Rees of the IATSE Political Department, and Director Jonas Loeb and the whole Communications Department Team for activating IATSE membership on this issue. Worker voices are powerful, and as President Loeb has said many times before, when workers fight back, we win!

But the larger fight is far from over. In early July the Department was informed of several deregulatory efforts released by the Occupational Safety and Health Administration (OSHA), including a newly proposed rule that would limit the scope of its General Duty Clause in entertainment workplaces. OSHA's General Duty Clause, found in Section 5(a)(1) of the Occupational Safety and Health Act, requires employers to provide a workplace free from recognized hazards. If passed, the proposed rule would add a provision in the General Duty

Clause that would prohibit OSHA from regulating hazards arising from normal activities that are intrinsic to professional, athletic, or entertainment occupations. This could potentially threaten the IATSE's ability to cite the General Duty Clause when defending workers' right to a safe workplace. In opposition to this potentially devastating proposal, the IATSE posted a public comment in opposition to OSHA's proposed rule. The comment was submitted to the Federal Register in late October and is available to view online: <https://www.federalregister.gov/>. The Department is monitoring this situation.

USITT-IATSE-OSHA Alliance

Despite the many recent political challenges, the USITT - IATSE - OSHA Alliance remains strong. During the reporting period April 1 to September 30, 2025, the IATSE and the IATSE TTF sent 125 safety-related communications and held 31 events, totaling 156 safety and health-related communications and events for the six-month period.

Representative D'Amico attended OSHA's Annual Alliance Forum held in Washington D.C. this past September, which provided some insight on the direction of OSHA's Outreach Initiatives. Our OSHA Alliance also holds several virtual meetings throughout the year to discuss administrative updates and upcoming safety observations, such as 2025 OSHA's annual Safe + Sound Week 2025.

Upcoming safety observances for 2026 include Workers' Memorial Day (U.S.)/National Day of Mourning (Canada) (April 28), Safety and Health Week (May 4 - 9), OSHA's Heat Illness

Prevention Campaign, and Safe + Sound Week 2026 (August 10 - 16). Safety and health webinars for these observances are in the planning stages and Locals are encouraged to host training, share resources, and promote these events to their members.

Entertainment Services and Technology Association (ESTA)

While the AFL-CIO Safety & Health Committee and the Department's OSHA Alliance focus on broad safety challenges, the Entertainment Services and Technology Association (ESTA) maintains some of the entertainment industry's most valuable safety programs including the Technical Standards Program (TSP) and the Entertainment Technician Certification Program (ETCP). The IATSE is deeply committed to the success of ESTA and its programs. As of January 2026, International Trustee Andrew (Roo) Oyaas completed his first year as ESTA's Treasurer and Representative D'Amico was re-elected to her second, three-year term as ESTA's Organizational Director. Of special note, International Representative Ben Hague has been elected President of ESTA. As the U.S. governmental sands shift regarding worker safety, ESTA and its programs are even more important to maintaining a safe industry for IATSE workers. Locals are encouraged to become members of ESTA, promote ETCP certification, and identify subject matter experts to sit on TSP Working Groups.

The Entertainment Technician Certification Program (ETCP) recognizes individuals who have demonstrated the highest levels of knowledge, skills, and abilities in specific entertainment

technology disciplines such as rigging and electrics.

As of January 2026, the number of ETCP certifications is as follows:

Total ETCP certification holders:
2,224

Total IATSE certification holders:
1,337

Percentage IATSE: 60%

The Technical Standards Program is the only ANSI-accredited standards program geared toward the Entertainment Technology Industry. Manufacturers, employers, installers, and workers across the industry utilize these standards to prevent accidents, injuries, and ultimately save lives. TSP standards directly impact IATSE work, and workers must be involved with their development. Participation in TSP Working Groups ensures that the International has a voice in safety standards used in our industry. More information about the TSP can be found on ESTA's website: <https://esta.org/>.

The National Conference on Worker Safety and Health (COSHCON 2025)

Representative D'Amico attended the National Conference on Worker Safety and Health (COSHCON) which was held at the University of Illinois-Chicago from October 8-10, 2025. Organized by the National Council for Occupational Safety and Health, the conference gathered union leaders, members, community activists, and safety and health professionals from across the labor movement to network, learn from each other, and discuss current safety and health trends affecting workers. Notable workshops explored topics like winning health and safety language in union contracts, fighting back against federal rollbacks on occupational

safety and health protections, and using hazard mapping to identify safety and health issues at work. The new Leadership Development Week course, "Bargaining for Safety and Health," will feature many trainers and topics sourced from COSHCON sessions.

United States Institute of Theatre Technology (USITT) 2026

IATSE Representatives from several Departments will be in Long Beach, California from March 18-21, 2026, to attend the United States Institute of Theatre Technology's (USITT) annual conference and tradeshow. As in year's past, Representatives will attend meetings, and events, manage the Union's booth at the stage expo, and network with theatre technology students and young professionals entering the industry. New this year, the Education Department will partner with colleagues at AVIXA to present, "Applying Your Technical Theatre Skills to the AV Industry and Beyond." The panel will focus on the transferable skills that exist between the technical theatre and AV industries.

AVIXA & InfoComm 2026

The IATSE Training Trust Fund and AVIXA celebrated fifteen years of partnership at the 70th Quadrennial Convention in Honolulu. Through this long-standing partnership, IATSE workers receive free elite-AVIXA membership through the TTF, with exclusive access to audiovisual training, webinars, and educational resources. Members can take a deep dive into the AVIXA partnership and its offerings by watching the Education Department's new webinar "Your AVIXA Membership

with IATSE: Building the Future of Pro AV from Stage to Screen,” available on the IATSE Education for All webinar channel. The Union also remains an active participant in the AVIXA Live Events Council, which is open to any interested worker.

InfoComm, AVIXA’s premier conference and tradeshow, will return to Las Vegas, NV on June 13 – 19, 2026. Representatives from the Education, Stagecraft, and Tradeshow Departments annually attend this conference to staff our booth, present panels, attend education and networking sessions, and meet with AVIXA contacts. IATSE workers receive free entrance to the InfoComm show floor through our AVIXA partnership. Members are encouraged to attend to witness the new and emerging technologies on display and visit our Representatives in IATSE booth.

InfoComm is marketed as the largest pro-AV show in North America, but it is also a technology show that features educational content and products that go far beyond traditional AV work. In recent years, the Broadcast AV sector has grown significantly within the AVIXA community, and this shift has prompted the Education and Broadcast Departments to team up in developing a new panel for InfoComm’s Broadcast AV track, “A Conversation with a Sports Broadcast Technician.” The panel will feature IATSE Broadcast technicians as they discuss what a career in sports broadcast looks like, transferable skills between traditional AV and sports broadcast work, advances in Broadcast AV technology, and more. More information about this session, AVIXA,

and the InfoComm show is available through the Education Department.

Mindful of its three main focus areas, Leadership Development, Craft Skills and Safety Training, and Student Outreach, the Education and Training Department has been able to broaden and deepen our programs and connections to provide a comprehensive menu of opportunities to IATSE Locals and workers, so that every person can benefit.

Vice President Mulert extended his appreciation to the Department for collective bargaining trainings for Local USA829 which were curated for and tailored to the Local’s negotiation committee.

President Loeb thanked Director White and the Department for their consistently stellar work and course offerings observing that their work has been incredible. He remarked that the Department did not exist prior to 2008 placing into perspective how impressive the trainings and educational offerings are to the membership. He noted that the benefits of skills and safety training are evident. Better leadership translates into better contracts and representation.

IATSE BROADCAST DEPARTMENT

Broadcast Department Co-Directors Steve Belsky and Francis O’Hern together with International Representative Rachel McLendon reported recent updates concerning the industry and developments since the Board’s last meeting. Turmoil and change in the sports broadcast sector continues. Over the past ten years, a once stable industry has experienced continual variations. Most recently, the largest single owner

of U.S. regional sports networks decided to replace its long-time labor provider with one who has limited contracts and interaction with the Alliance, and had been hostile to the Union in the past. This change presented the Department with mounting challenges as significant changeovers occurred between October 2025 and January 1, 2026. The Department allocated significant resources to working with the regional sports network proprietors and their new labor provider to complete new collective bargaining agreements covering fifteen different U.S. markets.

The Department also engaged with the broadcast Locals to help improve their internal processes to prepare them for this change and also provide tools to withstand challenges to their contracts and jurisdictions that ongoing change in the industry is likely to produce. Due to the diligent work of the Locals, the changeover in new employer relationships more smoothly than anticipated, and the Locals and Department are better positioned to deal with future challenges.

In addition to the work needed to protect Alliance members during the changeover in employers, the day to day work of the Department continued. It was noted that in Chicago previously non-union sports broadcast work at various venues around the city, was secured under IATSE jurisdiction through a private, third party election. Those technicians voted overwhelmingly for IATSE representation and the work of bargaining a contract for the various classes of work involved has begun.

Separately, the Department has worked with the International’s Education

Department and the Training Trust Fund to develop a SafetyFirst! Program for broadcast workers. Modeled after similar programs developed for wardrobe and costume workers, this program speaks to the unique hazards and conditions present in live broadcast environments.

In Michigan, broadcast technicians working at facilities within major universities ratified their first contract to cover that work. While Detroit-area technicians now work shows under Alliance contracts, this marked an alignment in Michigan among other sports broadcast work within the Midwest U.S..

In Los Angeles, the Department collaborated with representatives from various Hollywood Locals and the West Coast Office, to organize and gain a contract for studio work done for a major streaming service's studio coverage. The work in question is high profile, and with this new relationship the Alliance is well positioned to capture future work as live sports coverage in this format increases.

As the sports broadcast industry continues to evolve, the Department continues to prepare itself and broadcast Locals for whatever that change should bring. As teams and leagues look to become more involved in the production of their broadcasts; and centralize rights deals; these efforts will become more important. Streaming bundles, over-the-air broadcasts, and cable channels are all part of the strategy to monetize this product. What is yet to be determined is whether the individual owners of major sports franchises can invest in their personnel in order to achieve centralization of broadcast rights in an

ever-changing sector. The Department continues to work with broadcast Locals to strengthen our position in the labor marketplace. By being organized and prepared we can ensure that broadcast technicians across the country will continue to receive their fair share of the profits this industry continues to produce.

President Loeb noted, as has been noted to the Board by the Department in the past, the broadcast industry has encountered significant changes. The Alliance will continue to seek expanding its growth and support for technicians in this area. Those reporting will have the support of the General Executive Board collectively with the local unions that have significantly enhanced the conditions and solidarity among people within this sector.

IATSE CANADIAN AFFAIRS

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representatives Jason Vergnano, Jeremy Salter, Cindy Jennings and Isabelle Lecompte, Canadian Labour Congress Delegate Amanda Bronswyk and Canadian Legal Counsel Ernie Schirru reported to the General Executive Board on Canadian matters (not covered in separate reports).

Servicing – Collective Bargaining Assistance

The Department continues to service the IATSE membership across Canada in a variety of different ways, the most significant of which continues to be providing Locals with assistance in their collective agreement negotiations.

Currently, the Department is involved in sixty-three bargaining assignments, forty-two of which relate to stage craft, six which relate to animation and visual effects, ten which relate to front-of-house and five which relate to film and television. To date, twenty-nine of these bargaining assignments have concluded, with five resulting in first collective agreements.

Special note was made of the ongoing bargaining taking place by the International for a first agreement with Double Negative (DNEG), one of Canada's largest animation and visual effects employers which operates in Montreal, Toronto and Vancouver. Special note was also made of the recently finalized and ratified first collective agreement the International secured with Sunbelt Film and Television Rentals (formerly known as William F. White International). Highlights of that first agreement include annual wage increases that keep pace with inflation over the three-year agreement retroactive to June 1, 2024, a new minimum wage set at \$23.00 per hour (which represents substantial percentage increases to the lowest paid classifications in the bargaining unit), a signing bonus, just cause discipline language, layoff and recall language and language that maintains pre-existing programs and working conditions for the duration of the agreement. This agreement will be administered by newly chartered Local 939 that was chartered in October of 2025. An update of the efforts of the International and Local 411 to represent set medics working in Ontario was also discussed.

The Department provided an update on its efforts to renew the Pink Contracts

in Canada and confirmed that sixty-four percent of Canadian Pink Contract signatory employers have agreed to collective agreement terms that reduce the disparity between the wage rates set out in the Pink Contracts and what members working under the Pink Contracts have historically actually been paid.

Organizing

Since the Mid-Summer General Executive Board meetings, the Department confirmed it continues to work with Locals across Canada to identify organizing opportunities and to also revive campaigns which may have stalled over the years. The Department's efforts in this regard include the creation of three online webinars available to Canadian Locals which provide detailed information and strategies on how to identify and pursue organizing opportunities. Currently, the International is actively pursuing thirty-eight organizing campaigns across the country that are in various stages and include sixteen related to animation, visual effects and/or gaming workers, four related to film and/or television workers, eight related to front-of-house workers and ten related to stage craft and/or tradeshow workers.

The Department confirmed that eight of its organizing campaigns have translated into bargaining rights since the Mid-Summer General Executive Board meetings. These include Local 680 securing bargaining rights for stage and front-of-house workers at the Highland Arts Theatre in Sydney, Nova Scotia, Local 56 securing bargaining rights for stage workers at the National Theatre School of Canada located in Montreal, Quebec,

Local 822 securing bargaining rights for wardrobe and wardrobe shop workers at the Young People's Theatre in Toronto, Ontario, Local 357 securing bargaining rights for stage workers at Sir Wilfrid Laurier University in Waterloo, Ontario, Local 212 securing bargaining rights for stage workers at Vertigo Theatre in Calgary, Alberta and Local B-778 securing bargaining rights for front-of-house workers at both CICA and the Rio Theatre located in Vancouver, British Columbia. The Department also made specific note of Local 118's organizing campaign relating to over two-hundred stage workers working at Universal Staffing Solutions, a stage worker staffing agency operating in the lower mainland of British Columbia and the Local's application for certification formally seeking to represent those workers that was filed in January of 2026. This application is currently in the midst of litigation but is expected to result in bargaining rights for Local 118 in the coming months.

IATSE Jurisdiction

The Department provided the General Executive Board with an update on the status of ongoing jurisdictional disputes the IATSE as well as Local 212 in Alberta and Local 514 in Quebec are currently engaged in with the Directors Guild of Canada under federal Status of the Artist legislation.

IATSE Training HUB

The Department reported on its efforts to highlight and promote the work of the IATSE at the Canadian Institute of Theatre Technology (CITT) 'Rendez Vous' conference held in Ottawa, Ontario in late 2025. This included the inaugural

launch of the IATSE Training Hub in conjunction with the CITT conference. The 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 International delivered an arena rigging training module with the assistance of Local 680 member Scott McRae. International Representative Vergnano also delivered a course on bridal dynamics and basic load calculations while Local 856 member Brenda Johnson delivered a comprehensive hands-on training module covering the techniques of working with textured hair. International Representative Jennings also delivered a 'lunchbox' presentation on bystander intervention. Participant feedback on these HUB training initiatives has been overwhelmingly positive.

Activism

The Department reported that it continues to see an increased interest amongst Canadian Locals to identify and pursue various forms of activism. Examples include more active engagement with provincial labour federations by Locals across the country which has led to the election of IATSE Local officers to these federations, participation in the 'Behind the Scenes' multi-media lobbying event hosted by the Canadian Motion Picture Association in partnership with the IATSE which promoted, among other things, the creative talents of IATSE members working in Canada and participation in lobbying day with federal government representatives to discuss the creation of a live performance tax credit. Special note was made of the participation of IATSE Locals in a protest

in Montreal in November 2025 which was aimed at raising awareness of concerns over legislation the Quebec Provincial Government is considering which will weaken worker rights and collective bargaining protections in the Province of Quebec and Local 212's efforts to protest the Alberta Provincial Government's actions which trample the rights of citizens and, in particular, the rights of members of the trans-gender community in the Province.

President Loeb congratulated the Department on its continued diligence in representing the IATSE's membership in Canada and thanked the Department members for their collective efforts.

IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, Canadian Counsel Ernie A. Schirru, Associate Counsel Adrian Healy, Associate West Coast Counsel Jacob White and Registered In-House Counsel Michael Short provided an update on significant legal developments since the General Executive Board's Mid-Summer meeting in Honolulu, Hawai'i.

Counsel Schirru reviewed the status of various outstanding litigation proceedings involving the International as a defendant as well as ongoing jurisdictional dispute proceedings involving the Directors Guild of Canada currently proceeding before the Canadian Industrial Relations Board and the Quebec Labour Relations Board. Counsel Schirru also reviewed the British Columbia Labour Relations Board (BCLRB) November 2025 decision reconsidering its 2024 decision to dismiss IATSE Locals 669 and 891 application seeking to eliminate the 'Safe Harbour' regime that governs the collective

bargaining relationship between the British Columbia Council of Film Unions (BCCFU) and the Alliance of Motion Picture and Television Producers (AMPTP). In the application, Locals 669 and 891 asserted the 'safe harbour' regime, which limits the Council's ability to engage in strike action against productions that are actively engaged in film production in the Province when impasse in bargaining is reached, is a violation of the Canadian Charter of Rights and Freedoms. The BCLRB reconsideration decision remitted the 2024 application to a new panel of the BCLRB to determine the claims afresh having regard to rights set out in the Charter and the statutory objectives of the British Columbia Labour Code. The Canadian portion of the legal report concluded with a review of some recent Duty of Fair Representation decisions involving IATSE Locals and various lobbying efforts undertaken by the IATSE in Alberta.

Counsel White updated the Board on developments at the National Labor Relations Board (NLRB). As reported at the last Board meeting, in July President Donald Trump nominated Scott Mayer and James Murphy to be members of the NLRB. Mayer was chief labor counsel at the Boeing Company, and Murphy is a former career NLRB lawyer, who worked most recently as chief counsel for former NLRB Chairman Marvin Kaplan. Mayer and Murphy received affirmative Senate confirmation votes on December 18, 2025, giving the NLRB a quorum for the first time since January of last year.

On the same day, the Senate confirmed Crystal Carey to be the new NLRB General Counsel. Prior to her

appointment, Carey was an attorney at Morgan Lewis & Bockius LLP, an aggressive anti-union law firm. Since the Board has been without a quorum for most of the time since the last Board meeting, there have been no significant NLRB decisions to report. However, the Department expects the Board to issue significant anti-union decisions in the near future.

In April of last year, the so called "Coalition for a Democratic Workplace," an anti-union trade association, sent a letter to Attorney General Pam Bondi urging her to invalidate fifteen NLRB decisions issued during the Biden administration. These decisions are the most likely to be targeted by the new Trump NLRB and include the following:

- Amazon.com Services, LLC, 373 NLRB No. 136 (2024), which held that employers violate the Act when they compel employees to attend anti-union captive audience meetings;
- Home Depot USA, Inc., 373 NLRB No. 25 (2024), which held that an employer committed an unfair labor practice when it prohibited employees from wearing "Black Lives Matter" buttons on their work aprons;
- Thryv, Inc., 372 NLRB No. 22 (2022), which expanded the remedies available to employees subjected to employer unfair labor practices to include the direct and foreseeable financial harm flowing from such conduct;
- Miller Plastic Products, Inc., 372 NLRB No. 134 (2025), which expanded legal protections to employees who make individual complaints that suggest group concerns;

- McLaren Macomb, 372 NLRB No. 58 (2023), which held that employers violate the Act when they offer severance agreements with broad confidentiality and non-disparagement clauses;
- American Federation of Children, Inc., 372 NLRB No. 137 (2023), which expanded legal protections for employees when they advocate for co-workers that may not be employees protected by the Act, including interns and undocumented immigrants;
- Cemex Construction, 372 NLRB No. 130 (2023), which created an avenue for union recognition without the need for an election when an employer commits unfair labor practices in response to a demand for recognition;
- American Steel Construction, Inc., 372 NLRB No. 23 (2022), which made it easier for unions to obtain elections in their preferred bargaining unit; and;
- The Atlanta Opera, 372 NLRB No. 95 (2023), which expanded the number of workers protected by the Act by limiting an employer's ability to claim such workers are independent contractors.

The constitutionality of job protections for NLRB members and NLRB administrative law judges continues to be the subject of ongoing litigation throughout the country. The U.S. Court of Appeals for the Fifth Circuit, which covers Texas, Louisiana, and Mississippi, has essentially stopped the NLRB from operating in those states by freezing unfair labor practice cases while constitutional challenges to the National Labor Relations Act are litigated.

In-House Counsel Michael Short

provided an update on the federal judiciary to the General Executive Board. Short noted that in 2025, the United States Senate has confirmed twenty-seven judges nominated by President Trump: six judges to the U.S. Courts of Appeal and twenty-one judges to the U.S. District Courts.

President Trump has appointed an additional six judges to the U.S. District Courts that are awaiting a Senate vote. Also, legal eyes are on the United States Supreme Court for a possible retirement, especially Associate Justices Alito and Thomas, this year while the Republican party controls the Senate. A few possible candidates include Emil Bove, currently a judge for the Third Circuit Court of Appeals, U.S. District Court Judge Aileen Cannon, and U.S. Senator Mike Lee of Utah.

The United States Supreme Court began its new term on October 6, 2025, and this term includes a case involving tariffs and birthright citizenship.

Counsel Healy advised the Board that his part of the Department's report focuses on the U.S. Department of Labor. He observed that since the Board's last meeting, the DOL had not engaged in any activity that would impact the Alliance. President Loeb remarked that given the hostility of the Trump administration towards workers this was a positive development.

General Counsel Dulaney closed out the report by reminding the Board of the number of cases pending before the Supreme Court and/or federal appeals courts challenging the independence of federal agencies and protecting commissioners on those agencies from

being removed during their terms of office. She stated that it has been settled law that commissioners on those agencies could only be removed for cause. Nonetheless, a panel on the U.S. Court of Appeals for the D.C. Circuit recently held that job protections for NLRB members are unconstitutional. The plaintiff in that case, Gwynne Wilcox, who was terminated from her NLRB member position in January by President Trump, has asked the full D.C. panel to review that decision. The dispute has cast considerable doubt as to the validity of legal protections for workers under the NLRA. Ultimately the matter will likely need to be resolved by the U.S. Supreme Court, which has strongly signaled that it views NLRB member job protections, as well as protections for commissioners of other federal agencies, to be unconstitutional.

The Legal Department will continue to monitor developments at the DOL, NLRB, and the courts and will update the Board as appropriate.

Vice President Lewis noted that challenging the "Safe Harbour" system and arguing that it takes away a union's a fundamental right to strike took a lot of courage for the two IA Locals which are bringing that challenge.

President Loeb agreed, noting that in Vancouver, B.C. the trade for labour stability is a contract and the so-called "Safe Harbour" removes from union's what is fundamental to labour-management relations—the right to strike.

Regarding U.S. labor, President Loeb remarked that the inaction of the NLRB ostensibly meant that the status quo

in decisions and rulemaking had been maintained at the Board for most of 2025.

He further remarked that this administration is focused on loyalty, fealty, transactions, and politics of personality. He observed that the Alliance will continue to advance worker rights and is focused on the midterm elections which may stem some of the most egregious anti-worker attacks, legislation, and litigations. Finally, President Loeb concluded his remarks by thanking the Legal Department for its update and hard work.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Affairs Department Director Tyler McIntosh and Assistant Department Director Jackson Rees reported on fighting back against political attacks on IATSE jobs, advancing IATSE legislative priorities, continued impacts of the second Trump administration, the longest U.S. federal government shutdown in history, 2025 U.S. election results, and U.S. nationwide redistricting ahead of the 2026 midterms.

In late-July, Congressional Republicans voted to approve H.R. 4, the Rescissions Act of 2025, revoking \$1.1 billion in funding for public media. IATSE and the arts, entertainment, and media industry (AEMI) unions within the Department for Professional Employees (DPE) of the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) denounced the bill asserting that “more than 19,000 people who work in public radio and [television] broadcasting now face an uncertain future with looming job

losses and economic pain.” As a result of the Rescissions Act and the Senate Fiscal Year 2026 appropriations bill excluding funding for Corporation for Public Broadcasting (CPB), CPB announced on August 1st that it will close. Hundreds of public television and radio stations across the country will be forced to reduce staff, cut programming, or shut down. This action by the Congressional Republican majorities is going to cost IATSE members jobs.

The Department remains focused on the introduction of a bipartisan, bicameral federal film incentive and is actively lobbying in Washington. IATSE worked with Senator Adam Schiff on a proposed bill. Senator Schiff tapped Representative Laura Friedman (D-CA) to lead the bill in the House. The legislation has not been introduced, as Republican cosponsors in both chambers of Congress are necessary. The Department reported that a Republican lead has been identified in the House to join Rep. Friedman – Rep. Brian Jack (R-GA). Rep. Jack has informed the White House that he would like to introduce bipartisan federal film/tv incentive legislation if the President will support the issue. In September, President Trump again called for one-hundred percent tariffs on foreign films and IATSE reaffirmed its position from a statement issued in May. Rep. Jack and key stakeholders are asking President Trump to voice support for a federal incentive bill. Once introduced, the International will launch a robust advocacy campaign. IATSE and several entertainment unions have engaged Ernst & Young to produce a study on the geographic distribution

of film and television productions. In August, a bipartisan group of legislators - Rep. Judy Chu (CA-28), Rep. Nicole Malliotakis (NY-11), Sen. Raphael Warnock (GA) and Sen. Marsha Blackburn (TN) - introduced H.R. 4840, the Creative Relief and Expensing for Artistic Entertainment (CREATE) Act, a top legislative priority on the IATSE Federal Issue Agenda. The bill would extend and expand Section 181 expensing for film and television productions. IATSE endorsed the CREATE Act and International President Matthew D. Loeb stated that the bill is an important first step to maintaining film and television jobs in America. The Department is actively working with coalition partners to pass the CREATE Act.

On September 16th, the IATSE-endorsed Faster Labor Contracts Act was introduced by Reps. Don Norcross (D-NJ) and Pete Stauber (R-MN), with twelve Democrats and eleven Republicans. It is the House companion bill to the Senate version introduced in March. The legislation mirrors provisions of the PRO Act to speed up first contracts for new unions. On September 8th, Senator Schiff reintroduced the IATSE endorsed Empowering Striking Workers Act. The bill would ensure that workers exercising their right to strike can access unemployment insurance. On September 11th, Senator Ruben Gallego (D-AZ) and nine Democratic Senators introduced the IATSE endorsed Tax Cut for Striking Workers Act. The bill would provide relief for striking workers by excluding compensation a worker receives from a union’s strike fund from a taxpayer’s gross income.

The IATSE Federal Issue Agenda was on hold for forty-three days during the longest federal government shutdown in history. One hundred eighty million Americans were facing a health care cost spike due to the expiration of Affordable Care Act (ACA) premium tax credits. Congressional Democrats proposed a funding agreement that included an extension of ACA premium tax credits; reversal of the One Big Beautiful Bill's Medicaid cuts; an end to billions of dollars in unilateral spending rescissions by the White House, and restoration of public-broadcasting funds that Republicans eliminated. Several moderate Republicans showed support for an ACA subsidies extension, the primary goal of Democrats and supported by IATSE. If millions of Americans lose coverage everyone will pay more for health care. The Trump administration and Republican majorities in Congress chose to shut down the federal government on October 1st rather than negotiate. Essential government services were halted. 750,000 federal workers were put on leave or forced to work without pay. White House Office of Management and Budget Director Russ Vought used the shutdown to illegally fire over 4,000 federal government workers. IATSE joined the AFL-CIO advocacy campaign pushing Congress to get to work and fix the looming health care cost crisis. The Department urged Political Coordinators to promote the campaign with Local membership. Eight Senate Democrats joined Republicans to pass a stopgap agreement funding the federal government until January 30th. The bill reversed the Trump administration's mass firing of federal

workers during the shutdown, barred future layoffs through January 30th, and ensured that government workers received full backpay. The legislation did not extend the enhanced ACA health care premium subsidies. Republican Senate Majority Leader John Thune made a commitment to hold a vote on extending the ACA subsidies by mid-December. On December 11th, the Senate rejected legislation to extend the expiring ACA subsidies for three years. In the House, four House Republicans joined Democrats to force a vote on a three-year extension of the ACA tax credits. On January 8th, seventeen House Republicans broke ranks to pass the three-year extension. The bill could push the Senate to produce its own ACA solution.

On October 15th, the AFL-CIO released the Workers First Initiative on Artificial Intelligence (AI). The Initiative includes guiding principles and resources for the responsible development and use of AI, and a nationwide education and mobilization program. It will be integrated into the AI task force of state AFL-CIO leaders to coordinate advocacy at the state and Local levels. IATSE input is reflected directly in the third principle, "Support Copyright and Intellectual Property Protections." The full AI principles include: (1) Strengthen Labor Rights and Collective Bargaining; (2) Advance Guardrails Against Harmful Workplace AI; (3) Support Copyright and Intellectual Property Protections; (4) Develop Worker-Centered Workforce Training; (5) Institutionalize Worker Voice in AI Research & Development; (6) Require Transparency and Accountability; (7) Model Best Practices

in Government Procurement; (8) Protect Civil Rights and Democratic Integrity.

Big Tech escalated its attempts to roll back and ban state AI protections by pressuring Congress to put federal preemption into the National Defense Authorization Act (NDAA) and urging the White House to draft an Executive Order (EO) directing the Justice Department to sue states that regulate AI. On December 8th, IATSE and the DPE AEMF unions applauded the decision by Congress to exclude an AI moratorium from being forced into the NDAA and urged the Trump Administration to reconsider similar attempts. On December 11th, President Trump signed an executive order seeking to block state laws on AI through litigation and withholding federal funds. IATSE issued a statement of alarm regarding the Trump EO. IATSE agreed that the Trump Administration must act with Congress to establish a national framework for AI regulation and a federal policy is needed to ensure copyrights are respected, but preventing states from passing and enforcing AI protection before Congress acts is an invitation for lawlessness that directly threatens IATSE members. The EO cannot create federal preemption, but is designed to intimidate states that have passed laws protecting workers and undermine progress to enact common sense AI protections. The Department continues to urge policymakers to reject any attempt to strip states of their rights to protect working people and to ensure that AI regulation at all levels prioritizes fairness, transparency, and accountability.

On December 11th, a bipartisan majority in the House of Representatives

voted to pass the Protect America's Workforce Act (PAWA) to reverse President Trump's union-busting EO. IATSE activated in support of the AFL-CIO campaign, urging members to call and email their representative and ask them to pass PAWA and restore union rights to a million federal workers. Introduced by Reps. Jared Golden (D-ME) and Brian Fitzpatrick (R-PA), the bill came to the floor by a rare discharge petition and passed 231-195 with support from twenty Republicans and all 211 Democrats. It is the first time the House of Representatives has voted to overturn a Trump EO during his second term. A bipartisan companion bill has been introduced in the Senate with forty-eight original cosponsors, and the Department will be in touch with the Locals about opportunities for advocacy.

The National Labor Relations Board (NLRB) has the quorum it needs to operate after the Republican Senate majority confirmed Republican former NLRB staffer, James Murphy, and Boeing chief labor counsel, Scott Mayer, as Board members and Crystal Carey as General Counsel on December 18th. This establishes Republican control of the agency. In December, the Court of Appeals for the District of Columbia upheld President Trump's firing of former NLRB Chair Gwynne Wilcox and the Supreme Court is likely to rule in favor of Trump this term. The Trump administration has pushed to bring independent agencies like the NLRB under its direct control. It is unclear whether the NLRB will wait for a third GOP member before beginning to unwind Biden-era rulings.

Democrats outperformed expectations in every significant race in the 2025 state elections. Mikie Sherrill (NJ) and Abigail Spanberger (VA) won gubernatorial races by double-digit margins and Zohran Mamdani won the New York City Mayoral race resoundingly. Democrats picked up thirteen seats in the Virginia House of Delegates, held all three seats on the Pennsylvania Supreme Court, and flipped two seats on the Georgia Public Service Commission. Pro-worker candidates focused on cost-of-living issues have strong momentum going into the federal election year. The results of these elections point to vulnerability for the GOP Congressional majorities in the 2026 midterms.

California's Proposition 50 passed with sixty-four percent of the vote. The ballot measure modifies the state's congressional map and will help Democrats flip three to five House seats. The ballot measure was unanimously endorsed by the California Labor Federation and IATSE Locals were active with the California labor movement advocacy campaign in support of Proposition 50. The California map was drawn in response to a Trump-directed gerrymander of the Texas map that carved out five Republican seats. The labor movement locked arms with Texas kin to fight the redistricting scheme nationally. President Trump is attempting to circumvent the will of voters by manipulating electoral boundaries and eliminating the accountability elections bring. Fifteen states have considered gerrymandering new maps. At this point Trump's redistricting war is a wash, with neither party netting seats due to redistricting. Republicans have passed more favorable maps in Texas, North

Carolina, and Missouri. Ohio's bipartisan commission compromised on a new map. California and a new court-ordered map in Utah have offset the new Republican-drawn maps. Indiana, Kansas, New Hampshire, and Nebraska rebuffed Trump demands to redistrict. Florida and Virginia will not draw new maps until next year and could cancel each other out. If the Supreme Court eliminates Section 2 of the Voting Rights Act in *Louisiana v. Callais*, which protects majority-minority representation districts, Republicans could pick up at least a dozen House seats by gerrymandering across southern states. It is not clear if these states would have time to redraw their maps to benefit Republicans ahead of 2026.

Vice President Miller noted that, among labor unions, IATSE members had the second highest voter turnout in California in support of the redistricting efforts there. He also remarked on recent difficulties the Motion Picture and Television Production Department has had with certain members of the Democratic Party and their failure to use union labor.

President Loeb thanked the Department for its report. He expressed his frustration that the Democratic Party failed to hold the line during the shutdown of the U.S. federal government. The Union's priority remains focused on a federal tax incentive for the motion picture industry, but the details from The White House continue to be vague. The actions by the Trump Administration concerning Artificial Intelligence continue to be extremely concerning, as are the administration's efforts to take control of independent

agencies within the federal government. It is going to take a long time to repair the profound damage that is being done by the Trump Administration. But the Union will continue to marshal resources in Washington D.C. and throughout the country in support of IATSE members.

IATSE DISASTER RESPONSE COMMITTEE

Committee Chair and International Trustee Andrew Oyaas, International Vice President Damian Petti, International Representative Wade Tyree, Senior Communications Coordinator Steven Chaussee and Committee member Dawn Arevalo presented a report about the Alliance's Disaster Response Committee.

It was noted that those attending the 70th Quadrennial Convention encountered a possible tsunami, and the response and impact of the Committee were enormous. It became more apparent then that Locals, whenever possible, should develop their own response committee(s). Members of the Alliance's Committee were approached after the event and asked about how to form one.

After internal discussions with those who inquired, it became clear that any Local committee, should it be established, should tailor their needs based upon their own territorial jurisdiction. Based on regional differences, a singular approach is not always applicable. Localities can be affected by tsunamis, earthquakes, wildfires, or any variety of natural disasters. Mapping, identifying the location of members, reserving supplies and identifying those with special skills or emergency training can advance regional efforts.

This becomes especially important in areas which can be isolated, such as Puerto Rico, Hawaii and Alaska. The Committee has reported on discussions with officers of Locals 494 and 665 about their responses to past events. As previously mentioned – quick, concise communications are crucial. Accurate information to members is vital. Local committee and executive board members should have up-to-date membership lists and contact information. Access to a text messaging service will expedite communications and seems to work well when regular cellular service or landlines are unavailable. The Committee stressed the need to know where Local resources are located and how to mobilize them. This is more acute in remote areas yet nonetheless important in all areas. It was noted that training and education concerning mental first aid guidance among members have also been useful in calming fears and anxieties.

Locals in the Los Angeles area were specially recognized for their responsiveness and attention to natural disasters. Locals in major cities are stronger when they work together and coordinating responses can be useful. Lastly on the topic of Local committees, Vice President Petti has been contacting Canadian Locals to discuss formation of Local committees. His suggestion to overcome the objection of the time it takes, as a proposal, is that the Vice President or similar officer of the Local become chair of their committee. In many cases, eager members will be up to the challenge.

With a Local committee in place, training can prepare for helping members

and family both at home and in the workplace. CERT (In Canada, Certified Emergency Response Training, In The USA, Community Emergency Response Team) training and resources can educate to assist people in an emergency. CERT programs train volunteers in basic emergency response skills. Online courses, awareness sheets or sessions culminating with a disaster response drill will inform people how to effectively support and protect lives and property in their communities.

The Federal Emergency Management Agency in the United States has faced significant upheaval since the start of this year. It was noted that the imposition of additional effect on U.S. states' abilities to provide disaster assistance, makes it clearer that the Alliance's members should be aware of the importance of looking out for ourselves and remaining self-reliant.

Finally, it became apparent after the 70th Quadrennial Convention that an expansion of the International Union's Disaster Response Committee should be explored. The sole Canadian representative of the committee, Vice President Petti was sincerely commended for his dedication. However, the press of other matters makes this difficult for him alone. The Committee also commended the resources of the Canadian Office. However, having someone fluent in French would add additional resources. To that end, the Committee welcomed Sylvain Bisailon, President of Montreal Local 262 with "bienvenue a bord."

President Loeb thanked those reporting for their work and noted that the International Alliance continues support for the members of the

Committee, Union members, and any advisory suggestions that the Committee may make. He expressed his appreciation for this Committee and the people who are on it. He noted that as events happen, regional responses may well be more appropriate. If events happen locally, people from the impacted area should be available. It was noted that the Walsh/Di Tolla/Spivak Foundation has transformed to provide needed benefits. President Loeb expressed appreciation to the people who contribute to the Foundation because increasingly those funds are used to provide financial assistance to members suffering after natural and people-made disasters.

IATSE DIVERSITY, EQUITY & INCLUSION COMMITTEE

International Representative and Diversity, Equity, and Inclusion Committee Co-Chair Liz Pecos, along with International Vice President Toni Burns, International Trustee Tuia'ana Scanlan, Assistant Director for Stagecraft Bryant Preston, Communications Outreach Strategist Megan Greene and Committee members DeJon Ellis (Local 80), Neftali Nieves Reyes (Local 494) and Malakhi Simmons (Local 728) updated the Board on the Committee's activities since the mid-summer meeting.

The IATSE Diversity, Equity, and Inclusion Committee celebrated a milestone this past September as the reconstituted committee turned five. The Committee consists of twenty-five members and twenty-five is also the average number of years Committee members have spent working as IATSE members across stagecraft, tradeshow, and film, and television. Several of Committee

members were the first BIPOC leaders to serve their Locals in their respective positions. Most of Committee members serve their Locals in union officer positions as business representatives, presidents, vice-presidents, executive board members, secretary-treasurers, and trustees. The Committee proudly includes an International Vice President, International Trustee, International Assistant Department Director, and several International Representatives and staff. They serve on state labor federations, union and industry committees, advisory panels.

This year, the Committee recognized and celebrated the historical election of several firsts to the International Executive Board and Trustees, including the election of Toni Burns, Carlos Cota, and Carl Mulert to the Executive Board and Tuia'ana Scanlan to the International Trustees. The Committee championed inclusivity with the elections of Vice Presidents Vanessa Holtgrewe and Marielle "Apple" Thorne as they thanked Vice Presidents C. Faye Harper and Joanne Sanders for helping to pave the way.

The Committee acknowledges diversity in this way because the Alliance grows stronger as a Union in equity and inclusion and belonging with these firsts. Firsts are evidence that pre-existing structural barriers are being broken down, and progress towards equality in leadership and representation is making its way. Every person on the DEI Committee, or pretty much any IATSE member with an intersectional background can share stories of overcoming structural barriers or access, persevering through

discrimination or harassment, and working in a workforce that not too long ago systematically excluded them, offered them lesser conditions or pay and equal access to leadership positions. The Committee acknowledges moments and highlight the Union's diversity to illustrate changes the Union is making.

Equity does not mean that a marginalized or underrepresented person gets to "jump the line" or automatically gets access or opportunity just by inherently being visibly diverse or intersectional. Equity is about eliminating barriers, sometimes obvious and sometimes harder to see, and to expand outreach and access individuals and communities that for systemic exclusionary reasons, have not had the same pathways or even awareness to pursue these types of jobs.

Solidarity is strong when all members have a sense of belonging and believe they are seen, their experiences and voices are legitimate, and they trust their leadership and organization to confront uncomfortable truths when they come to light. This lends itself to the significance of IATSE having a DEI Committee, as well as committees for Pride and Women.

The DEI Committee was reconstituted and rebooted in 2020 by President Loeb, but those who have been around may know that the original IATSE DEI Committee was formed as a result of convention actions at the 65th Quadrennial Convention held in 2005. Five members of the International Executive Board were originally appointed to the committee and tasked with reviewing diversity initiatives of the AFL-CIO and other nonprofit organizations. They discussed

the establishment of diversity policies and benchmarks for the International to achieve and explored opportunities where initiatives could be of assistance to local unions' organizing efforts. The original committee established relationships with Hollywood CPR and the New York City's Mayor's Task Force on Diversity to foster education and training of underrepresented groups within the crafts. Much of the groundwork for inclusive outreach, organizing and training that remain tenets of the IATSE and that are reported on was laid by the committee members who served over the past twenty years.

In 2020, after the murder of George Floyd and the viral expansion of the Black Lives Matter movement, IATSE stood with other unions and guilds to reflect honestly in ways they could better achieve equity. When the General Executive Board issued the statement titled "The Ground We Stand On," the Union acknowledged failings of the past and pledged to do better through hard work and coming together as a community to create real and lasting change.

The Committee has been able to:

- Establish a clear voice and presence through communication channels like the IATSE Bulletin, committee social media handles, a Visibility Matters campaign Member Spotlight program, and publishing of committee statements on topics from visibility days like MLK Jr. and Juneteenth, to responses to political or violent attacks targeted at BIPOC individuals. The Committee has issued thirty statements. To read them you can visit the DEI page on the IATSE website.

Over the past five years, the Committee has been able to:

- Establish a DEI page on the IATSE website that includes resources, information on the committee, links to archived statements from the committee.
- Collaborate with other IATSE committees to redraft the IATSE Equality Statement into a more inclusive Equity statement.
- Collaborate with the IATSE Education & Training Department on numerous initiatives such as updating the "IATSE Roadshow, Why Unions Matter" to be more inclusive of union history through an intersectional lens, develop webinars focused on DEI-related topics, offer educational resources such as the IATSE 21-day racial justice habit-forming challenge and Diversity.
- Develop and facilitate the IATSE Member Census—a Union first.
- Support local unions by providing guidance on setting up Local DEI committee frameworks.
- Support for strengthened DEI language in IATSE collective bargaining agreements.
- Support development and roll out of joint training programs, outreach efforts, and mentor programs.
- Facilitate and/or host in-person events at Quadrennial Conventions and GEBs such as the DEI committee luncheons, DEI mixer events and educational sessions.

Looking ahead, the Committee is committed to upholding Visibility Matters, continuing to develop education and training for members and leaders,

accomplishing more goals from the work plan, continuing to support Locals in their DEI efforts and initiatives and continuing to represent the diverse membership, and facilitating opportunities to connect, share, and develop relationships amongst IATSE kin.

70th Quadrennial Convention:

The Committee's presentation for the Convention included an education session by Dr. Leslie Lopez from the University of Hawai'i on Hawaiian labor history, and mini presentations by DEI Committee members on the history of the IATSE through a DEI lens, DEI efforts, initiatives and resources, and the IATSE Member Census. The Committee was proud to launch for sale its DEI pin.

The Committee received positive feedback from delegate attendees, including moving testimony from members who shared personal experiences about working in Locals and the industry during a time when discriminatory practices and segregation were a part of society at large and the Union's history.

The Committee was proud to have so many members serving as delegates for their Locals at the convention, and for many to step up to serve as DEI event presenters, to run the DEI Committee booth at the trade show and speak on the convention floor on DEI-related items. The diversity and intersectionality of representation of delegates at the convention is a testament to the measurable change the union is committed to and the committees often refers to.

Since the summer, the Committee has issued statements for Canada's National

Indigenous People's Day, Juneteenth, Hispanic Heritage Month, Canada's Truth and Reconciliation Day, Indigenous People's Day, and Martin Luther King, Jr. Day. The Committee partnered with the Education & Training Department to facilitate webinars on the impact Latino and Chicano workers on union labor and tribal sovereignty. These are available on the DEI page and the member webinar channel.

In February, look for the next webinar collaboration "Syncopated Stages: 200 Years of Black Performers on Broadway" and the 2026 version of the IATSE 21-Day Civil and Human Rights Equity Challenge. The theme this year is intersectionality, so expect to find options covering racial and ethnic stories and experiences, intersectionality, women, LGBTQIA+, disability justice and access, neurodiversity, colorism, identity, multiculturalism, wealth inequality, environmental and climate justice and more.

The Committee acknowledged that Neftali Nieves Reyes received President's Award at Convention:

- Toni Burns reelected as Vice President on the International's GEB;
- Tui'a'ana Scanlan reelected as a Trustee to the International's Board of Trustees;
- Bryant Preston elected/re-elected as President of Colorado AFL-CIO and President of Local 7;
- Andy Flexner-Garner elected to the executive board of The Animation Guild Local 839;
- Manny Diaz elected to the Local One Board of Trustees;
- Malakhi Simmons reelected Vice President of Local 728;

- Jonquil Garrick-Reynolds – elected Vice President of Local 471; and

- Robert Score appointed as a consultant to New York's Encore Community Services Labor initiative.

DEI Committee members activities and DEI highlights:

DEI Committee member and Communications Strategist Megan Greene, DEI Committee Co-Chair Kimberly Butler-Gilkeson, Local 764 Vice President Vangeli Kaseluris, and Local 764 Trustee Carmia Marshall-David attended a conference in honor and memory of Dr. Martin Luther King Jr.'s birthday. The IATSE was proud to be represented at this 2026 conference celebrating the life and legacy of Dr. King.

On the west coast, the Alliance was represented by International Vice President Holtgrewe, International Vice President Emeritus Thom Davis, and International Representatives Joel Galarza, Marisa Shipley, and Peter Marley at the Los Angeles Federation of Labor's annual Martin Luther King Jr. Day Breakfast. Also present were members and or officers from IATSE West Coast Locals 33, 44, 80, 600, 705, 706, 728, 839, 871, and 892. This year's theme, Back To Our Roots, focused on returning to the roots of the labor movement, and its intersection with Dr. King's Civil Rights work, fighting for worker protections, as well as members' civil and human rights.

On January 19, Local 728 marched with the Los Angeles Federation of Labor in the Kingdom Day Parade. Local 728 has marched in this parade since 2007 as part of its ongoing commitment to building strong community partnerships.

This year's contingent included several "firsts", including Karen Weilacher, the first woman elected Vice President of Local 728 and the founder of the Local 728 DEI Committee. Also present were Christina Stallard and Jane Kruger, two of the first five women to join Local 728, as well as Cordell Boyd, the first Black member to receive a Local 728 Gold Card.

Local 27 continues its commitment to creating membership pathways for underrepresented communities. Vice President Burns has organized ongoing rigging classes with Rocket Arena in Cleveland, Ohio including Head Rigger, Ground Rigging, High Rigging, and JLG Articulating Boom Lift training.

These efforts have resulted in eight new riggers becoming union members, including Daroni Williams, Warren Parker, and Benjamin Butler, all from underrepresented ZIP codes. Each new member has been paired with a mentor to support their growth and success.

This progress strengthens diversity and inclusion within the Union.

Local 891 has launched a REDI Steering Committee; held a course for members called Authentic Indigenous Representation in Film with Doreen Manuel; sponsored the Junior Black Achievement Awards summer picnic; sponsored a GEMS Directors Intensive 4-day workshop for femme identifying directors focused on effectively working with crew members; and supporting Creative Pathways in a new mentorship program, pairing new film workers from equity deserving groups with established workers from the same department

President Loeb expressed deep appreciation to the Committee,

particularly Committee Co-Chairs Pecos and Butler-Gilkerson. He observed that these are challenging times in the U.S. and there are blatant efforts to undo progress that has been made. In the face of abandonment of efforts to welcome and support all people, it is crucial for labor and for the Alliance to step into the void that is left. He implored local unions to keep pushing for progress. President Loeb remarked further that visibility matters and highlighting the accomplishments of the Committee brings credit to, and raises the profile of, the International which makes the Union stronger. He observed that those reporting included representatives from the far reaches of the continent from Hawai'i to Puerto Rico and all points in between in Canada and the U.S. and remarked that the table included accomplished leaders.

IATSE GREEN COMMITTEE

Assistant Stagecraft Department Director Stasia Savage and Local 892 Costume Design Guild ("CDG") Executive Director Brigitta Romonov and reported on the environmentally-protective activities of local unions' since the Summer 2025 General Executive Board Meetings:

During the August–December reporting period, Local 892's Sustainability Committee advanced environmentally responsible practices across the Guild through collaboration, outreach, and member-facing initiatives. That committee:

- Conducted quarterly textile recycling drives for members, providing accessible opportunities to responsibly divert costume and fabric waste from landfills.

- Participated in quarterly Inter-Local Green Committee meetings hosted by the Producers Guild, strengthening cross-union collaboration and information sharing on sustainability best practices.

- Represented the Guild by co-hosting the Sustainability Booth at the IATSE All-In Mixer, in partnership with other Los Angeles Local Green and Sustainability Committees, increasing visibility and engagement around sustainable production practices.

- Partnered with the Local 600 Sustainability Committee to facilitate textile and electronics recycling at the CDG Flea Market, resulting in:

- Clothing donations to a local mutual aid organization, and
- Clothing contributions directed to disaster relief efforts in Jamaica.
- Electronics recycling amounted to 97 pounds of goods that were kept out of landfills.

- Collaborated with EcoSet to recycle soft plastics commonly generated by costume departments, including dry cleaning bags, plastic wrap, and bubble wrap.

These initiatives reflect the Green Committee's continued commitment to practical, scalable sustainability efforts that support both our members and the broader entertainment industry.

The Local 600 Sustainability Committee reports two new regional Co-Chairs. Local 600 Director of Photography Jendra Jarnagin of New York is the Eastern Region Co-Chair, and Local 600 Camera Operator Stephanie Dufford of Chicago is the Central Region Co-Chair. Local 600 Camera Operator

Allison Elvove continues her role as the Western Region Co-Chair.

Under this new leadership, Local 600 has hosted three major events since last summer. In September, the Chicago branch hosted a sustainability-themed member Friday event with trivia focused on sustainability. There was a sustainable caterer who provided hospitality and electronics were collected for recycling.

In November, the New York Committee hosted their first Local 600 Adopt-a-Highway Cleanup. Local 600 members and their families cleaned up trash along a 1-mile stretch of Route 9 in Irvington, New York. It was a wonderful event celebrating solidarity while keeping the community safe and clean. The Local is proud that there is dedicated sign along a major stretch of highway in New York, 24 hours a day, 7 days a week that names "IATSE Local 600" as a sponsor of Adopt-a-Highway. Local 26, in West Michigan also sponsors a quarterly highway cleanup and this is one example of activities a local can take on to encourage a greener future.

IATSE Local 728 has made a decisive pivot towards marketing their clean energy practices, including joining the Sustainability Entertainment Alliance ("SEA"), a consortium of the world's leading film, television, and streaming stakeholders dedicated to advancing sustainability initiatives through advocacy, education, and innovation while reducing the entertainment industry's overall environmental impact.

At the Cinegear trade show in Los Angeles, Local 728 co-sponsored the first ever Clean Tech Pavilion where Local members spoke both on panels as well as demonstrated equipment. Following the

success of this event, the SEA sponsored the Local's Techquity Showcase in October that presented members with the various green options available to them, many of which are already in practice.

This cross-industry alignment has led to the Local's developing a Battery Energy Storage System (BESS) presentation that it launched in December at the Live Design International (LDI) convention in Las Vegas. Headed by Local 728's Standards and Codes Committee chair Hans Lau, the presentation included Safety and Training Director Alan Rowe, industry expert Richard Cadena, and Contract Services' Mike Skinner. Only a few days later the same presentation was given at the Safety Advisory for Fire & FX in Entertainment (SAFFE) meeting held at Netflix. The BESS systems represent a strong step forward in how to save time, money, members' backs as well as creating a greener set.

In Canada, the Local 709 Green Committee was established in June 2024 and has convened once a quarter since. During this time, the committee has developed a Green Report template to support productions in formally communicating their sustainability efforts to crew members, while simultaneously being used to encourage the implementation of green initiatives on each production. In addition, the committee has compiled an ongoing list of local vendors, organizations, and industry partners with sustainability resources and tools to assist productions in adopting environmentally responsible practices.

Local 709 became a member of econext which is a not-for-profit association with a mission to accelerate clean growth

in Newfoundland and Labrador. With a membership of over 150 businesses, research institutions, governments, and organizations – econext is Newfoundland and Labrador's leading voice on the green economy.

It has published a report which can be found here: <https://econext.ca/discussion-paper-sustainable-film-and-television-production-in-newfoundland-and-labrador/>

Local 709's leadership continues to partake in the Stakeholder Sustainability Committee which meets regularly to discuss sustainable film and television practices and research. Picture NL is planning to host a third Clean Energy Series ("CES") in the spring of 2026 in which Local 709 will continue to assist in the planning and execution of the event.

Local 709's leadership also continues to meet with the The Faculty Researcher of Film Sustainability at the College of the North Atlantic who is responsible for developing a research agenda on sustainable film production, partnering with industry stakeholders, mentoring students, and securing funding for projects.

The International Green Committee reports that, Green Committee Chair, Stasia Savage has been appointed to the Broadway Green Alliance Advisory Council. This inaugural group includes performers, producers, creatives and other stakeholders in the Broadway community who are committed to seeing the mission of the BGA grow and succeed.

The committee emphasizes the urgent need for everyone to take meaningful action on climate change. Since early

2025, trends have shown that climate change is no longer receiving the attention it once did in the U.S., which has withdrawn from many of its climate initiatives. Additionally, politicians have stopped prioritizing environmental issues, and corporations are scaling back or canceling their sustainability goals.

Now more than ever, it is vital that sustainability remain at the forefront of public conversation and Local action. Even Locals without sustainability committees can make an impact—host recycling drives, use digital projection instead of printed materials, organize beach cleanups, encourage biking or carpooling, and promote in-office recycling and climate friendly purchasing. When considering political endorsements or voting, ask candidates about their stance on climate change and its impact on people and the planet.

Many members have expressed interest in training and resource opportunities. The Green Committee will update its materials and research new initiatives for 2026 to make available to the membership.

President Loeb began his remarks by noting that he appreciates the Locals that have become active in this important issue. He stated that green initiatives must start at the Local level with help from members engaging in best practices. President Loeb continued his remarks by saying he was impressed by the "Broadway Green Alliance" and its efforts. He expressed a desire to see the Young Workers Committee get involved in sustainability and environmental activities, which he will address with the YWC in Toronto.

President Loeb concluded his remarks by thanking the committee for its report and important work on this issue.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Carlos Cota, Chris O'Donnell, Carl Mulert and International Trustee Patricia A. White presented to the Board a report on the IATSE National Benefit Funds.

Contribution for the six-month period ending December 31, 2025 were \$504,644,302 million. This amount, compared to the same period in 2024, was 8.45% lower, however, looking at the same period in 2023, there was an increase of 22.45%. Contribution receipts from motion picture production were 51%, with the balance coming from live theater, amusement parks, trade shows and exhibition, broadcast and more.

As of December 31, 2025, net assets of the Funds have reached \$3.4 billion. Compared to total net assets of approximately \$2.3 billion as of December 31, 2020, asset levels have increased by 47.53% over the past five years. Comparing year-end 2025 to year-end 2024 the market value of assets has increased by 9.45%.

As of January 1, 2026, the IATSE National Health & Welfare Fund provides health coverage to 52,704 lives in one of its eight different Plan options: Plan A, Plan C1, Plan C2, Plan C3, C4, the Medical Reimbursement Plan, the Retiree Only Medical Reimbursement Plan and Triple S for the Plan's Puerto Rico residents.

The IATSE Annuity Fund now holds balances for approximately 100,000

participants. Accounts are held in various options provided by The Principal. The Principal has an easy to use app that allows participants to check their balances and plan for retirement with a retirement calculator.

The IATSE National Pension Fund continues to provide monthly retirement benefits to just over 4,200 pensioners and/or beneficiaries from Plans B & C (and the former Plan A). There are approximately 15,400 active workers and approximately 9,900 inactive participants who are vested in the Plan and will be eligible at retirement age 65 for a benefit from the Fund.

The Fund Office continues to work on a new database system. It is estimated that this project will continue until 2030 at which time the present system will have been entirely replaced.

The Fund's new website launched at the end of February 2025 and has been well received. Some of the new features which aid participants: pension vested status, pension credit history, real time annuity balances from The Principal, easy to find forms and documents, updated Health and Welfare information and payment screens for Plan C, and a scaled down version of the full site for mobile users. The ability to view, change or add beneficiaries to each Fund that the participant is enrolled in will be added soon.

The Funds will also soon be introducing the ability to allow employers and payors to make contribution remittances via ACH rather than paper checks.

■ There continues to be numerous ways to contact personnel at the Fund

Office but the fastest way is through email and through the website www.iatsenbf.org.

- For participant services assistance, psc@iatsenbf.org
- For assistance with appeals, appeals@iatsenbf.org
- For assistance with Annuity Fund, annuity@iatsenbf.org
- For assistance with Pension Fund, pension@iatsenbf.org
- For assistance with claims matters, claims@iatsenbf.org
- For assistance with contract matters, contracts@iatsenbf.org

International Vice President Michael F. Miller, Jr. added that we have specific issues at the plans, and specifically for participants to watch their cap accounts because they must have activity or they will forfeit their account.

President Loeb began his remarks by noting that the growth of the Funds speaks for itself but along with growth comes increased responsibility and more work. He continued his remarks by saying that 100,000 annuity participants is a significant milestone and important because more people will retire with dignity. President Loeb further observed that pension payments will increase as the participants continue to receive contributions.

President Loeb concluded his remarks by thanking the Funds' Trustees for their important work in helping participants secure and maintain health and retirement benefits.

IATSE PAC PAYROLL DEDUCTION CAMPAIGN

Political and Legislative Affairs Department Director Tyler McIntosh,

Assistant Department Director Jackson Rees, International Vice President and Local 720 Business Representative Marielle “Apple” Thorne, Tradeshow Department Assistant Director and Local 7 President Bryant Preston, and Local 631 Business Agent Paul Cox reported on the launch of an IATSE PAC payroll deduction check-off campaign, the successful IATSE PAC fundraising of Locals 7, 631, and 720 using payroll deduction check-off, and resources developed to support Locals with implementing a PAC payroll deduction check-off program.

Director McIntosh reported on the launch of an IATSE PAC payroll deduction check-off campaign that has been a goal of the Political and Legislative Affairs Department. The campaign came to fruition thanks to the success of Locals 7, 631, and 730 implementing payroll deduction check-off programs with their employers.

IATSE PAC fundraising is increasing under International President Matthew D. Loeb’s leadership. IATSE PAC raised \$65,844.13 in 2009, \$308,597.80 in 2019, and \$384,321.88 in 2025, the largest annual total in IATSE PAC history. Director McIntosh thanked the Locals for engagement in IATSE PAC fundraising. Director McIntosh stated IATSE must emulate sibling unions with million-dollar PAC funds by establishing robust PAC payroll deduction check-off programs union-wide. Check-off allows a member to authorize recurring, voluntary contributions to be deducted from their paycheck and sent directly to IATSE PAC. The approach requires a small commitment from each member

to accumulate large sums of money as a group.

Director McIntosh shared the achievements of Locals 7, 631, and 720 over the last five years. Local 631 has had a payroll deduction check-off program for over a decade. Local 631 raised \$3,987.75 in 2021 and \$12,265.02 in 2025. Local 720 raised \$1,530 in 2021 and \$8,543.68 in 2025. Local 7 did not have any contributions to IATSE PAC in 2021. Local 7 raised \$430.00 in 2024 and \$7,741.72 in 2025.

Local 631 Business Agent Paul Cox reported on the Local’s strategy to put IATSE PAC language in every collective bargaining agreement and present the PAC check-off form to every worker the Local represents at the same time as union assessment or dues check-off paperwork. IATSE PAC is presented as a normal part of union participation. The ask of twenty-five cents a week, or one dollar per paycheck, is a small amount for members to say yes to, but powerful when aggregated across the workforce. The strategy has made IATSE PAC participation easy and consistent with no hard sell. The Local executes the authorization directly with the employer. At Walt Disney World, the approach has propelled strong participation among full-time members and the Local is now focusing on the non-full-time workforce. IATSE PAC check-off is included in all onboarding packets. Cox stated the takeaway is simple: access drives participation. When Locals normalize PAC engagement and remove friction, members step up. Local 631 remains committed to this model and believes it is scalable across Locals and contracts.

International Vice President and Local 720 Business Representative Thorne reported on Local 720 implementation of IATSE PAC payroll deduction. Local 720 members were not interested in signing up for a monthly IATSE PAC contributions on a credit card. The Local thought the breakthrough would be to get away from credit cards. The Local negotiated PAC payroll deduction language into its contract with Encore almost a decade ago and it did not help. The Local found it was encouraging workers to contribute a set number of dollars per week when the number of hours offered every week was not steady. International Vice President Thorne worked with the Department and IATSE PAC to revise the deduction form and contract language to allow for a percentage of wages instead of a flat rate. Local members were used to a percentage deduction for working dues and voluntary annuity contributions. The Local could get more members to participate and raise more funds if it offered very small percentage options. In 2023, Local 720 began inserting updated PAC language into all contracts with a new form allowing voluntary IATSE PAC payroll deduction contributions as small as a quarter of a percent of gross wages. Members and nonmembers alike who work under Local 720 contracts were willing to sign up. The Local is adding the language to each contract as they come up for negotiation. Members must complete authorization forms with each employer and there is room for growth. Local 720 has its employers include IATSE PAC payroll deduction check-off forms in new hire packets. Most new workers sign up but the Local is focused

on encouraging the legacy workforce to complete authorization forms as well.

Tradeshow Department Assistant Director and Local 7 President Preston reported on Local 7 implementation of IATSE PAC payroll deduction. Prior to 2024, only the officers of the Local were making contributions to the PAC. The Local identified existing contract language in one of its contracts, and decided to launch a campaign, with assistance from the Political and Legislative Affairs Department, to have the language included in its other agreements. This effort has resulted in the inclusion of PAC payroll deduction language in nearly all of the Local's contracts. Local members across the political spectrum are now contributing to the IATSE PAC.

The Political and Legislative Affairs Department began an overhaul of the IATSE PAC payroll deduction check-off resources. The Department met with the craft departments, the Legal Department, and Locals 7, 631, and 720 to produce a strategy and resources for the campaign. Director McIntosh recognized General Counsel Samantha Dulaney, Associate Counsels Adrian Healy and Jake White, International Vice President and Motion Picture and Television Production Department Assistant Directors Vanessa Holtgrewe, and Motion Picture and Television Production Department Assistant Director Chaim Kantor for their input. Director McIntosh thanked Stagecraft Department Assistant Director Stasia Savage for her engagement throughout and credited her for helping standardize the contract language and check-off template.

The campaign is a hybrid approach to best align with Locals' existing payroll deductions. Locals can opt for a small percentage-based approach or a small dollar-based approach. Contributions are only deducted when members are working. Members sign up one time with each employer and IATSE PAC support is deducted when a member works under the contract. The initial campaign priority is uniform IATSE PAC language in International and Local contracts and providing IATSE PAC payroll deduction authorization in employer start paperwork or Local onboarding paperwork with other payroll deductions.

The Political and Legislative Affairs Department has produced resources to facilitate International and Local implementation of IATSE PAC payroll deduction check-off. The IATSE PAC Contract Language template provides for automatic IATSE PAC payroll deduction when authorized by IATSE members. The provision is subject to negotiation. If an employer offers payroll deduction for its own PAC, by law the employer must provide the same service to IATSE. Either the IATSE PAC Payroll Deduction Authorization Check-Off Language or the IATSE PAC Payroll Deduction Authorization Form must be included in start paperwork provided by the employer, payroll company, or local union. An individual may simultaneously authorize deductions of membership dues or fees and IATSE PAC contributions. The design of the solicitation materials must distinguish between the required dues or fees and the suggested voluntary IATSE PAC contribution. The preferred method is to add IATSE PAC Payroll Deduction

Authorization Check-Off Language to existing forms that authorize union dues check-off, or other deductions from gross wages made by the employer. The IATSE PAC Payroll Deduction Authorization Form can be used to achieve the same authorization. Copies of executed forms must be remitted to IATSE PAC prior to any deductions. The form and template language have increments of one percent, a half of a percent, and a quarter of a percent with an option to select a different percentage or dollar amount. Locals can also use small dollar-based increments or decide upon a set amount. The Department and IATSE PAC can assist Locals with creating a custom form or check-off language. The IATSE PAC Payroll Deduction Employer Instructions provide guidance to employers and payroll companies on how to implement IATSE PAC payroll deduction.

The Department will work with President Loeb and the craft departments to disseminate the resources and provide guidance. Director McIntosh thanked President Loeb for making the initiative a priority for the International and urged all affiliated U.S. Locals to do so.

President Loeb thanked Director McIntosh and the others for their report on this important campaign. The Alliance is trying to make it as easy as possible for workers to participate in the PAC. All International Officers and Department Directors are expected to include the template language as a proposal in any negotiation involving a contract held by the International, and to encourage its inclusion in local union collective bargaining agreements and when International Representatives have

been assigned to assist a Local with a negotiation.

IATSE PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Craig Carlson, Carlos Cota, and Carl Mulert, and Political and Legislative Affairs Department Director Tyler McIntosh reported on recent activities by the IATSE Political Action Committee (PAC).

For the period July 1, 2025 to December 31, 2025 the IATSE PAC received \$232,874 in contributions and made disbursements of \$85,500. The State and Local PAC received \$15,000 in contributions and made \$5,500 in disbursements. The Federal Speech PAC had receipts of \$90,000 and made disbursements of \$50,000.

There were eleven significant one-time contributions. These were \$46,374 from the PAC event held prior to the 70th Quadrennial Convention, \$8,970 from Local 2, \$680 from Local 21, \$780 from Local 84, \$920 from Local 476, \$10,541 from Local 798, \$7,914 from Local 839 Post-It Show, \$31,825 from the Hollywood Locals All In Mixer, \$1,750 from the Broadcast Summit, \$5,495 from District 2 and \$1,770 from District 10 for a grand total of \$135,185.

There are presently 1,743 monthly credit card and payroll contributors which is an increase of 239 from the previous six-month period. Members from 201 different local unions made contributions to the PAC.

The disbursements of \$85,500 from the IATSE PAC were contributed to thirty different campaigns and the disbursement of \$90,000 from the Federal Speech PAC

was contributed to one campaign and the \$5,500 disbursement from the State and Local PAC was contributed to one campaign.

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

The IATSE PAC Committee announced the recipients of the 3rd Annual IATSE PAC Local Solidarity Awards and plaques were awarded. Local unions qualify for the awards annually based on the total dollar amount contributed to IATSE PAC by members of a Local, or the percentage of individuals from the total membership of a Local that contributed to IATSE PAC. Twenty-eight IATSE Locals achieved an IATSE PAC Local Solidarity Award in 2025, an increase of two from the twenty-six Locals awarded in 2024.

With either five percent of their membership contributing or \$5,000 total contributed, the following Locals were recognized at the Bronze level: Locals 26, 28, 53, 66, 476, 491, 764, 798, 839, and 892. With either seven and a half percent of their membership contributing or \$7,500 total contributed, the following Locals were recognized at the Silver level: Locals 7, 14, 16, 720, 784, 800, and USA 829. With either ten percent of their membership contributing or \$10,000 total contributed, the following Locals were recognized at the Gold level: Locals

21, 44, 52, 84, 592, 600, 631, 700, and 728. With both fifteen percent of their membership contributing and \$15,000 total contributed, the following Locals were recognized at the Platinum level: Locals 2 and 8.

The Committee highlighted eight new award recipients in 2025 – Locals 7, 14, 53, 66, 84, 700, 784, USA 829 – and thanked the twenty repeat award winners. The Committee applauded three repeat award winners that increased their award level in 2025. Locals 52 and 728 went from Silver to Gold. Local 720 went from Bronze to Silver.

The Committee congratulated the twenty-eight Locals receiving an award and the Committee thanked all the awardees for their commitment to IATSE PAC. The Committee looks forward to growing the number of Locals awarded next year and encouraged all U.S. Locals to prioritize the significant role IATSE PAC plays in the advancement of the economic and social well-being of the IATSE membership. U.S. local unions can contact the Political and Legislative Affairs Department with any questions regarding this award program.

The Department has created numerous resources to assist local unions with promoting IATSE PAC support. The IATSE PAC Guide is a booklet with detailed information about IATSE PAC including who can participate, ways to contribute, FEC guidelines and compliance rules, and how to engage Local membership. IATSE PAC: Join the Fight! is a video that lays out what IATSE PAC is and how the International utilizes it to deliver political and legislative victories for the members. In early December, the

Department released an updated IATSE PAC One Pager – a flyer answering the most common questions about IATSE PAC and detailing its utilization. The updated version incorporates “Key IATSE PAC Wins” to demonstrate what has been achieved for the membership using IATSE PAC resources.

The Department is launching an IATSE PAC Payroll Deduction Check-Off campaign with accompanying resources, the subject of a separate report. All resources can be found on IATSE PAC.net.

President Loeb expressed his appreciation for the report and the work of the Committee and the Political and Legislative Affairs Department. Improvement is happening, albeit slowly. Considering the current political environment, which is impacting the Union’s members more than ever before, more local unions should be represented on the PAC Local Solidarity Award list. When the Locals ask their members to get engaged, the results are clear – they do.

IATSE PRIDE COMMITTEE

International Vice President Carl Mulert, International Representative Rachel McClendon, Local 892 Assistant Executive Director Doug Boney, Local 631 member Kim Holdridge, and Local 479 Executive Board member Paige Jarvis presented to the General Executive Board its report.

During our previous report at the Mid-Summer GEB in Honolulu, the Committee unveiled the Alliance’s seven new pride regions, with five based in the U.S. and two based in Canada. At the time, Canadian Regional Coordinator positions were still being filled, but the

Committee was pleased to report that we now have two great activists confirmed in those roles.

The first is the Western Canadian region, which encompasses District 12. The new coordinator is Amy Dyck who is the Local 212 Pride Committee Chair and based in Calgary. The other is for the Eastern Canadian region, which encompasses District 11. That new coordinator is Jake Ivany who is the Operations Manager from Local 849 and based in Halifax. The Committee now has its first complete contingent of regional coordinators, which is important as the LGBTQ+ community continues to be politically attacked across both countries.

The Committee updated the Board on Kim Davis, a former Kentucky county clerk who, in 2015, was sued after refusing to issue marriage licenses to gay couples. Even though the U.S. Supreme Court had ruled 5-4 in the Obergefell v. Hodges case that same-sex marriage was a constitutional right, Davis argued that same-sex marriage conflicted with her religious beliefs.

A lower court ordered her to pay compensation to the couple after rejecting her claim that the First Amendment shielded her from liability. In 2025, after ten years and many failed appeals, the Committee anxiously waited to see if the Supreme Court would hear Davis’ bid to overturn the 2015 decision. With a 6-3 conservative majority on the court, and the recent overturning of Roe v. Wade, there was a real fear that marriage equality rights could also be taken away.

Thankfully, on November 10, 2025, the Supreme Court announced that it

had decided not to revisit its decade-old ruling that legalised same-sex marriage.

While the U.S. was able to protect same-sex marriage rights, unfortunately Canada, or more specifically the province of Alberta, was trying to take away the rights of its trans citizens. In November, Alberta Premier, Danielle Smith, invoked the notwithstanding clause for three pieces of legislation pertaining to transgender Albertans. The three items were:

1. Prohibiting transwomen from competing in women’s sports (with no mention of trans men),
2. Restricting gender-affirming health-care to trans Albertans under the age of 18, thereby removing healthcare decisions from the patient, their parents and their physicians, and instead allowing the government to dictate what they want done.
3. Requiring mandatory reporting to the parents of any student under 18 who asks to be called by a name or set of pronouns that does not match what the government thinks their gender should be.

While those three pieces of legislation were being appealed in court, Premier Danielle Smith invoked the notwithstanding clause because she said the court process would take “years and years” to resolve.

The notwithstanding clause is an override clause in the Canadian Constitution which allows Provinces and territorial Governments to temporarily override or bypass certain Charter rights. Use of this clause has historically been very rare as it is seen as an emergency or “nuclear” option. Recently, however,

populist leaders have used this clause to bypass court decisions and democratic debate.

This should terrify all Canadians as this is not only about trans people, but the erosion of LGBTQ+ rights to appeal to the conservative base. Premier Smith chose to do this on December 10th which is Human Rights Day.

Local 212 members in Calgary and their allies attended various rallies to protest against this overreach. Local 212 President and International Vice President Damian Petti sent an email to the Premier, which was tabled at the Provincial Legislature, and said in part:

"It is clear to me that this action by the Government of Alberta is being used to undermine and take away the constitutional rights of trans youth in our province. It is appalling to me that this group of vulnerable people is being targeted and further subjugated by a government that should be protecting and supporting their constitutional rights.

These actions are disgraceful. Please be and do better!"

Despite the struggles happening in Alberta, Local 212 has been consistently showing up for the LGBTQ+ community.

With the support of their Vice President of Film, Steph Muir, the Local 212 Pride Committee hosted *History With a Drag Queen: It's Giving Trade (Union)*. *History With a Drag Queen* is an educational live performance series hosted by local drag celebrity Karla Marx. Karla Marx is the stage persona of Victoria Bucholtz, PhD, who holds a BA and MA from the University of Alberta, and a PhD from the University of Calgary in History and Women and Gender Studies. She is

currently a sessional instructor at Mount Royal University.

The event focused on teaching the history of trade unionism in North America in an entertaining yet informative way and included several drag performances. It raised \$2,055 for Skipping Stone, Alberta's one-stop shop for anyone who identifies anywhere under the trans umbrella or loves someone who does. Also at the event, queer Members of the Legislative Assembly presented Karla Marx with the King Charles III Coronation Medal, in honor of her fighting for the trans community and speaking up for human rights.

But they are not the only Local that has been doing the work. Local 798 in New York has let us know that for a while now, they have included our popular video explaining pronouns as a mandatory part of their membership orientation class.

A U.S. Local advised that on a recent 85-person call, transgender workers accounted for at least 17% of the call, which is 28 times the national average of working age transgender people. Additionally, cisgender men were in the minority amongst the load in grips and the show call. This shows a significant change in workplace culture, and the Committee congratulated the Local for their work at attracting LGBTQ+ individuals and employing them in good union jobs and that the makeup of the entertainment industry is evolving to be more inclusive.

At the International level, Chair Richmond travelled to Ottawa in early December to take part in the Canadian Labour Congress' Solidarity and Pride Meeting. As this was the last one prior to the CLC's Convention happening in

May 2026, the CLC's Pride Meeting spent time discussing the planning for the CLC's upcoming Convention. In addition to the regular Pride caucus and election, the CLC's Pride Meeting have begun planning an after-hours event that plans to celebrate both labour and queer culture.

As the holidays approached, the Committee hosted a gathering over Zoom on the afternoon of Sunday, December 7, 2025, for anyone who wanted to drop by. Northwestern U.S. Regional Coordinator Pete Rush also prepared an online game for the attendees. A retired Local One member expressed his gratitude that our committee exists and is helping to move things forward.

In conjunction with this online event, the Committee revamped its Holiday Resources document. First put out in 2020 during the first holiday season during COVID, the Committee updated and expanded it to include additional resources. The document is available on the IATSE Pride website.

The committee continues to engage members online via the website, mailing list and Facebook and Bluesky accounts. It has recently been given access to an existing IATSE Pride Instagram account which allows outreach a new audience. Unfortunately, a few comments have been negative particularly when the Committee posted about the Trans Day of Mourning. Overall, the comments were generally supportive

The Committee congratulated its very own Kim Holdridge, who in late 2024, was elected as the Interim President of the Florida AFL-CIO. The Committee was pleased to announce that in September she was unanimously re-elected by the

delegates to her first full term as President. Kin Holdridge was quoted as saying, “*I am so confident that working together, the Florida AFL-CIO and our allies can rise to meet this moment, overcome our challenges and fight at the ballot box and in the halls of Tallahassee and Washington D.C. to build brighter futures for all workers and their families.*”

The Committee knows that Kim is the right person to lead that charge and is grateful she is part of the Committee.

President Loeb remarked that these are trying times, and the new IATSE Pride regions will have a great effect regarding representation of all members. He noted that rights are at risk, and the attacks on people based on who they love or what they wear are deeply troubling. He observed that the work of the Pride Committee will help to blunt the impact of some of these attacks—at least for members of the Alliance.

President Loeb expressed his appreciation to the Committee for its courage and its support of this vulnerable population.

IATSE WOMEN’S COMMITTEE

International Vice President and Women’s Committee Chair Colleen Glynn was joined by International Vice President Marielle “Apple” Thorne, Assistant Director for Stagecraft Stasia Savage and Representative Cindy Jennings to update the Board on the Committee’s activities since the Board met in Honolulu. Vice President Glynn quoted the following line from the poem Bread and Roses by James Oppenheim “...We must have bread, but we must have roses too...” This sentiment has been the guiding light of the IWC for the past two years and the Committee’s new logo was born from this idea. The new logo was introduced at the 70th Quadrennial Convention Women’s Committee Event in Honolulu. The wheat in the new logo symbolizes strength, determination, and resilience – the battles 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.

The new logo design was a true collaboration with input from the IWC Steering Committee, the Communications Department and artist Brother Patrick Glynn of Local 11. The final product captured the very essence of what the Committee envisioned: feminism for everyone—with just the right amount of edge to reflect the fierce, unstoppable women of IATSE. Thank you all!

IWC Aloha Spirit Campaign

The Committee extends heartfelt gratitude to the Delegates who joined the Aloha Spirit Campaign. They invited delegates 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 were encouraged to bring Post Cards from their home cities and many



Assistant Director of Stagecraft Stasia Savage, International Vice President and Women’s Committee Chair Colleen Glynn, International Vice President Marielle “Apple” Thorne, and International Representative Cindy Jennings.

included special thank you gift cards to show gratitude for Hawaiian Ohana, Local 665. In total, the IWC presented over 90 postcards and approximately \$4,500 in gift cards to Sister Irish Barber, Business Representative of Local 665. These gifts of connection and generosity were shared with members across the Hawaiian Islands as a reminder that the IATSE ohana's bond is unbreakable.

Post convention, local union's Women's Committees across the Alliance have been busy with a wide variety of activism.

The Women's Committee of Local 484 started a childcare reimbursement fund for any member needing a sitter to attend a meeting or Local 484 event. Local 484 ran Best Gals: Women in Grip and Electric Class. In October, Sisters launched a campaign for Breast Cancer awareness month creating flyers with information for the awareness of detecting breast cancer. Collections of donations and their period poverty drive continues and increased communication connecting rank and file with the IWC activities have been a priority.

In the Northeast Region Women's Committees participated in clothing drives for homeless Shelters, food drives, and fundraising campaigns including one to help fund a community dining room for the holidays. The Northeast also celebrates the addition of a new Local Women's Committee in Local 919.

North & Northwest Region Sisters have activated volunteers to fight the illegal ICE activity in their region. IATSE Sisters have been attending trainings, sharing training materials including whistles. The Political activists are gearing up for

the "boots on the ground" work needed for the upcoming midterms. Several Locals participated in holiday food, toy and clothing drives, and the activism continues with sisters joining Starbucks workers on their picket lines.

The Motion Picture Editors Guild Local 700 proudly celebrated the Emmy nominations of more than fifty Local 700 women from Los Angeles and New York. Spanning classifications including picture editing, dialogue and SFX editing, re-recording mixing, and Foley and ADR recording and editing. These nominees were honored at the Women's Steering Committee's 7th Annual Emmy-Nominated Women's Tea.

The Art Directors Guild Local 800 held a "Made by 800" art show in November of 2025. This successful show received support from Heritage Auctions, MorYork, and multiple vendors that donated raffle prizes. The amazing volunteers from the local and staff of ADG helped with setup and sales. Over 140 unique art pieces were shown, and one hundred percent of the sales proceeds went directly to the artists who showed their work.

The Local also had an informative presentation from CalCare about how the organization can help in the overall effort to bring work back to their communities.

In Canada, Local 168 hosted a "Mingle Jingle" meet and greet, open to all full and permittee members.

Local 667, Local 873, and Sunbelt Rentals partnered with Women in Film and Television Toronto to present their Lights! Camera! Learn! Program.

Local 873 Women's Committee focused on both advocacy and tangible,

member-facing initiatives, with a major emphasis on the in-person annual International Women's Day Meet & Greet. The Committee undertook research and resource development in critical care areas affecting members' ability to work, including childcare, eldercare, and menopause support, with vetted resources prepared for publication on the Local's website and distribution at Committee events.

Local B-173 Women's Committee, participated in a Fill a Purse for a Sister Drive, bringing comfort, hope and dignity to women and youth in crisis with the gift of purses filled with personal necessities. The filled purses are directed to domestic violence shelters, women's shelters, rape crisis centers & social services that support women.

In June and again in November of 2025, International Representative Jennings and the Canadian Women's Committee sponsored a Lunch and Learn, Domestic Violence seminar that focused on how to talk to members about intimate partner violence, how to respond when members confide in leadership, and what resources leadership can provide for members. The Seminar was presented by the Canadian Labour Congress but was open to all in the U.S. and Canada, with over 50 attending between the two sessions.

The IWC

The IWC continues building a powerful network of Sisters across the Alliance with the continuation of its quarterly Sunday Coffee Klatch virtual meet ups.

Anyone who is not currently receiving emails from the IWC and

would like to, please send an email to iatsewomen@iatse.net and to be added to the distribution list.

District Conventions

District Women's Committee Events surrounding the District Conventions will continue. The Committee is grateful to all districts that make space for the Women's Committee reports. The IWC is grateful to the regional coordinators who plan the Women's Committee events, meet monthly on zoom to help with communications.

Sister Spotlight Project

The sister spotlight project continues, with remarkable IATSE women being profiled in the Bulletin each quarter and on social media. The IWC encourages members to identify the amazing women in their local unions and nominate them for a Sister Spotlight by sending an email the committee.

Women's History Month is March - The IWC is currently working on a project for Women's history month that highlights issues women working in the entertainment industry experience in a fun and informative way.

International Women's Day (IWD) has been around for over a hundred years, as have many issues still impacting women's advancement. Since 1911, IWD has belonged to all who care about gender equality, celebrate women's achievement, and are committed to raise awareness about discrimination and take action to forge gender parity. IWD is celebrated each year during Women's History Month on March 8th. The theme for 2026 is #Give to Gain.

The Give To Gain Campaign encourages a mindset of generosity and collaboration. When people give generously, opportunities and support for women increase. Giving is not a subtraction, it's intentional multiplication. When women thrive, we all rise.

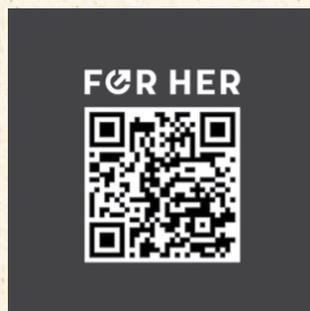
Whether through donations, knowledge, resources, infrastructure, visibility, advocacy, education, training, mentoring, or time, contributing to women's advancement helps create a more supportive and interconnected world. In the IATSE we know, when we give, we gain.

The IWC is supporting the charity For Her in San Antonio. For Her is a women's non-profit that offers counseling, peer support circles, wellness resources, economic empowerment pathways, and practical support that include a stocked hygiene closet and childcare during group programming. Every program is rooted in dignity, connection, and the understanding that women thrive best in community.

For Her's mission is to build equity for women by providing a network of support and responsive resources that promote self-sufficiency and holistic well-being.

<https://iamforher.org>

For donations you are welcome to use this QR code:



The Committee extended special thanks to Local 76 Women's Committee and Sister Ashley McBride for lifting up For Her and bringing the work of this vital organization to the Committee's attention.

The Wednesday Women's Committee Networking & Mentoring Meeting featured the founder of For Her for a presentation followed by a fun-filled interactive activity.

The IWC social event "Happy Hour" followed and everyone was welcomed to attend.

Vice President Glynn expressed appreciation to President Loeb and General Secretary-Treasurer Wood for ongoing support and encouragement. She noted her privilege and honor to chair the Committee. She extended heartfelt thanks to Vice President Thorne, Stagecraft Assistant Director Savage and Representative Cindy Jennings.

President Loeb remarked that the new logo is appropriate. He commended the excellent work of those who designed it. He observed that the work of the Committee has expanded dramatically and he is always impressed with the charitable work of the IWC. President Loeb observed that there is no IATSE without the women of the Alliance. He expressed his gratitude to Vice President Glynn for her ingenuity, leadership, and creativity, stating that the Committee's vision is the IATSE's vision.

IATSE YOUNG WORKERS COMMITTEE

Communications Department Director Jonas Loeb, Communications Strategist Steven Chaussee, Communications Strategist and Assistant Editor of the Offi-

cial Bulletin Megan Greene, International Representatives Wade Tyree, Marisa Shiple, and Human Resources Coordinator Vanessa Stacey reported on the activities of the Young Workers Committee.

Director Loeb briefly reported he was assigned to attend the first gathering of UNI MEI's (Media, Entertainment & Arts) Youth Council in Lisbon, Portugal, reserving further details for the dedicated UNI MEI Conference Report.

The Committee discussed ongoing planning efforts around the upcoming Young Workers Committee Conference (YWCC), where active young members gather to learn about the history and structure of the IATSE, gain valuable leadership skills, and network with IATSE kin across the United States and Canada. The next Biennial YWCC was announced for July 22-24 in Toronto, Ontario. This marks the second time a YWCC has been held in Canada in the program's 14-year history, and the second time the conference will be attached to the front-end of a General Executive Board Meeting, which is expected to again decrease cost and administrative tasks around scheduling and booking rooms and events.

Following standard practice, all YWCC attendees must be nominated by their Local Executive Board to attend. It was reported Locals would receive further instructions and a letter/email template to facilitate the process when nominations open in the first half of February 2026. However, Locals were instructed to begin considering candidates based on the requirements that Young Workers are generally 35 years of age or younger, should have or be able to get a passport

if traveling from the United States, and there is a limit of two young workers per Local.

In terms of regional IATSE Young Workers groups, Committee chairs across Locals in the Los Angeles area continue to meet on a monthly basis to discuss the activities of each of their committees at their Local level and discuss potential interlocal activities including community volunteering. Each month they rotate which Local serves as host and they closed out 2025 with a mixer meetup for the various area Young Workers Committees. Young Workers across several New York Locals and ACT similarly hosted an Interlocal Holiday Mixer with hundreds of attendees.

The Committee then provided an update on the tool that will allow Locals to designate committee heads and liaisons through the finance database, and in turn their emails will be added to an always-up-to-date Action Network list to allow for meetings and dissemination of information. This improvement will improve regional and cross-Local coordination going forward. The Committee distributed an email to Local Officers in January requesting they appoint up to five liaisons per Local. The Communications Department and the IATSE Young Workers Committee are first in a pilot program of this technology, but other committees and working groups have expressed interest in using the tool down the line. Please contact comms@iatse.net for more information. President Loeb observed that the young workers will inherit the IATSE and their activism and energy need to be supported by the Union. Young workers need to learn

the skills that it takes to be good union members, to build strong memberships and build upon the foundation for the Alliance to continue to grow and succeed. President Loeb reminds Locals that the Toronto YWCC will be limited to 100 people, which Locals must heed.

President Loeb concluded by saying the International will continue to support the young workers and thanked the Committee for its important work.

LOCAL NO. 212, CALGARY, ALBERTA

Re: Vertigo Organizing Effort

International Vice President Damian Petti, Local 212 Business Representative for Stagecraft Rebecca Solly, and Local 212 member Lee Proudlock reported to the General Executive Board on Local 212's successful organizing campaign to represent stage technicians at the Vertigo Theatre located in Calgary Alberta, a venue that has three performance stages: The Playhouse (350 seats mainstage); The Vertigo Studio (150 seats black box theatre); and the Rehearsal Hall.

In the heyday of live performance in Calgary, Alberta from (1911-1955), Local 212 represented the vast majority of technicians working in the downtown theatres. However, by the 1990's, the Local's representation of technicians in Calgary had eroded as public appetite to attend live performances weaned. Over the last five years, the Local resolved and took active steps to reclaim its jurisdiction over the live performance industry in Calgary, with the Vertigo Theatre being the last remaining non-IATSE venue in the downtown Calgary.

The Local's organizing campaign followed the Union's best practices. The



Left to Right: Local 212 Representative, Lee Proudlock, Local 212 Stage Business Agent, Rebecca Solly, and International Vice President and Local 212 President, Damian Petti.

Local's efforts culminated in the filing an application for certification in July of 2025. Despite numerous challenges filed by the employer, the Alberta Labour Relations Board granted a certification on August 28, 2025. The Local will now begin the process of negotiating a first collective agreement and will provide an update on its efforts in this regard to the General Executive Board in due course.

President Loeb congratulated Local 212 on its organizing success. In doing so, President Loeb encouraged all Locals to identify their own organizing targets and pursue their own organizing campaigns.

LOS ANGELES CONVENTION CENTER

International Vice President Carlos Cota updated the Board on efforts made in support of the Los Angeles Convention Center Expansion. He was joined by International Vice President Emeritus Thom Davis, International Representatives Peter Marley and Dan'l Cook, and Local 33 Business Agents Ron Valentine and John Lehman.

From early planning in 2020 through final City Council approval in September

2025, the IATSE played a leading role in advancing the Los Angeles Convention Center Expansion, a \$2.6 billion infrastructure project critical to the City's preparation for the 2028 Olympic and Paralympic Games. Over nearly six years, the IATSE and its allied labor partners helped shape the project framework, protect jurisdiction, overcome legislative and regulatory obstacles, and secure strong labor standards tied to both construction and long-term operations.

Early in the process, IATSE leadership worked with Local 33 and the Los Angeles County Federation of Labor to position labor as a central stakeholder before formal planning began. Using the San Diego Convention Center labor framework as a model, IATSE emphasized labor peace agreements, coordinated craft oversight, and strategies to recapture non-union audiovisual and event production work.

After the pandemic paused project activity, momentum resumed in 2023 with the formation of a labor-business coalition that reframed the expansion as part of Los Angeles' downtown recovery

and LA28 Olympics preparation. During a multi-year public review process, IATSE helped align jurisdiction among affiliated trades, strengthen coalition support, and establish the foundation for early construction work agreements.

In 2025, the project faced major financial and political challenges, including rising costs, a record City budget deficit, and federal compliance issues tied to project financing. Through sustained advocacy at City Hall and coordinated legislative engagement in Sacramento, IATSE helped secure supplemental construction funding and supported the passage of corrective state legislation to keep the project on track.

Final approval passed the Los Angeles City Council by an 11-2 vote, following strong labor mobilization and visible union solidarity. Construction is scheduled to make the facility Olympic-ready by March 2028, creating long-term union work opportunities and establishing a new model for labor engagement on large public infrastructure projects.

Vice President Emeritus Davis remarked on the solidarity shown by IATSE Locals throughout the process. The Locals answered the call each and every time. International Representative Marley noted the importance of the IATSE's participation in, and on, the Central Labor Council. International Representative Cook thanked the leaders of Local 33 for their efforts. Business Representatives Lehman and Valentine thanked the International and the Locals for their support and remarked on the importance of developing, maintaining, and using relationships to get things done.

Vice President Miller praised the leadership of Local 33, and Vice President Cota and Vice President Emeritus Davis for shepherding the effort.

President Loeb thanked Vice President Cota and the others for their report. Vice President Cota was indefatigable and never gave up. The current leadership of Local 33 are the ones who recognized the issues and were willing to solve the problems. The important roles that solidarity within the labor movement and the relationships that the Union has been developed over decades played in this campaign cannot be understated.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr. and Vanessa Holtgrewe, International Vice President Emeritus and co-chair of the plans for the labor side Thom Davis, and the other IATSE Directors of the Motion Picture Industry Pension and Health Plan (MPIPHP), including Local 695 Business Representative Scott Bernard, Local 839 (TAG) National Executive Director Steve Kaplan, Local 729 Business Representative/Secretary-Treasurer Bob Denne, Local 44 Business Agent Tobey Bays, International Cinematographers Guild, Local 600 (ICG) National Executive Director Alex Tonisson, and Motion Picture Editors Guild, Local 700 (MPEG) National Executive Director Scott George reported to the General Executive Board regarding the status of the MPIPHP.

The Directors reported that Local 700 (MPEG) National Executive Director Scott George has been assigned by

President Loeb to serve as a Director after the retirement of his predecessor at Local 700, Cathy Repola, maintaining 11 of the 16 labor Director seats. From IBT 399, Jason Ide has replaced Kenny Farnell. On the employer side Helayne Antler and Krysten Brennan have been replaced by Yeerik Moy and Alliance of Motion Picture and Television Producers President Greg Hessinger.

Plans' investments have grown to nearly \$14 billion in assets even as there have been liquidations. Preliminary investment returns for 2025 are 13.9% Pension, 12.7% IAP, 11.3% Active Health and 7.3% Retiree Health, which will adjust as numbers continue to come in for the end of the year. That growth is driven by equity except in the case of Retiree Health which is all interest. The 13.9% return for the Pension Plan will exceed the annual target return of 7.25%. Even with the positive earnings in Active Health investments, there is still a decline due to liquidations which are necessary because of the lower work levels that result in fewer hourly contributions. Despite positive earnings, the Plans liquidated \$235 million to fund the Active Health and another \$130 million for IAP benefit payments.

The Directors previously reported residual receipts were down but are now on the rise. Residual collections currently sit at \$594 million, which fall 1% short of the bargaining party assumption of \$600 million in residual receipts. Post-60s residuals continue to decline. It is anticipated that 2026 will be the first year the Plans see returns on the new residual streams negotiated in the 2024 Basic and Videotape

Agreements, with the new "High Budget SVOD" residual receipt category. It is estimated that those new residuals will bring in \$15 million a quarter and the Directors will report as the Plans begin to see those reflected. 2023 had \$620 million in residuals, 2024 was at \$604 million for the year, and 2025 currently sits at \$594 million. The Directors will continue to track if those decreased residual levels are an anomaly or a trend downward and how the new residual streams impact that.

The Directors reported at the Summer 2025 GEB that hours into the Plans were down 20% from the same year-to-date period in 2024. That year over year gap improved steadily to a 14-15% decrease and held steady at that level for 14 weeks, with year-to-date average weekly hours around 1.53 million. While hours into the Plans are down 15%, contributions are only down 5% primarily due to annual rate increases. This is up from a previously reported 21% decrease from the first half of 2024 to the same period in 2025. Forecasted hours for the full year are expected to land at approximately 79 million, which is 6 million short of the 85 million bargaining party assumption. Falling short of that threshold has short- and long-term ramifications.

Early retirements continue to remain elevated after the sharp rise in eastern retirements seen in 2022. New retirements are at a monthly average 20% over those in 2024 and 38% over those in 2021, still largely driven by early retirements which have risen 35%. The monthly average through the December payment cycle decreased to 163 due to lower retirements in November, despite an increase in

December. Total 2025 retirements are 1,957, exceeding the full year of 2024 by almost 300 retirees. Pension payments were up 7.5%, totaling \$41.5 million in December 2025, up from \$38.6 million in December 2024.

The Plans have seen an increase of 1,745 retiree health participants since 2023 and currently stands at nearly 19,000 participants. As reported previously, when a participant reaches regular retirement age their primary health insurance is Medicare, and MPI health is secondary, which results in lower costs to the health plans. With early retirement all health costs are borne by the Plans, while no hourly contributions are coming in for that participant. Since the full obligation of benefit costs is on the Plans it results in a disproportionately higher cost to the Plan for these participants. Retiree Health-only participants, who have reached retirement age and have Medicare as their primary provider but have not taken retirement may still have hourly contributions coming in, have more than doubled since 2020. The cost to the Plans for Retiree Health-only participants are lower because Medicare is acting as the primary.

The level of Active Retiree Participants remains a statistical representation of the anecdotal experience of the Locals. The Plan is down 15,794 participants from the 2022 peak which is a 25% reduction in covered active participants. Since the end of premium free COBRA in 2024 there has been a significant drop in the number of folks covered there. With fewer participants there are fewer costs, so while there are 6 million fewer hours than the bargaining party assumption

there is also a proportionate amount less in liabilities.

With the decline in eligibility it results in lower Active Health costs. The Retiree Health Plan had a higher population of participants offset by benefitting from higher prescription drug rebates, subsidies, and performance guarantees.

Both the Active and Retiree Health Plans reserves continue to decline, a reflection of lower contributions, cost inflation, and higher utilization. As the structure of the Plan allows for eligibility through six-month Eligibility Period, Bank of Hours, or COBRA there can be ongoing costs for covered participants without current corresponding contributions. As discussed with the increased levels of retirements, Retiree Health Plan participation continues to grow, while both hourly and Post '60s contributions decline. The second quarter 2025 Projections assumed \$68.0 million Supplemental Market Residuals allocation to maintain 8 months reserves in the Retiree Health Plan, though forecasts have since increased this need to ~\$95 million. As of September 2025, \$45 million had been allocated to the Retiree Health Plan.

Despite the significant industry changes and challenges, the Plans are in good shape. It continues to be critical that Locals are diligent about getting hours into the Plans by policing their jurisdictions, organizing, and aggressively pursuing misclassification and other contract enforcement issues that can result in additional hours into the Plans. To conclude the report Vice President Miller thanked the labor directors on the plans for all of their efforts.

President Loeb thanked the Directors for their report. The Directors remain focused on sustaining the Plans with quality benefits and reasonable eligibility requirements. President Loeb remains hopeful that the new residuals negotiated in 2024 will stack over time and provide relief for the Plans, as rising healthcare costs continue to be a challenge in negotiations. President Loeb concluded his remarks by thanking the Directors for their hard work on behalf of the membership.

OFF-BROADWAY REPORT

International Vice Presidents Michael J. Barnes, Paul F. Dean, Jr., and International Representative Brian Monroe appeared before the Board to provide a further update concerning the ongoing Off-Broadway organizing campaign.

As was previously reported to the Board, this effort began in 2023 with a series of town hall meetings, social media outreach, and one-on-one grassroots efforts by representatives of the International Union alongside New York area Locals, including Locals One, 764, 751, 798, ATPAM, and USA829.

Since that time there have been multiple Off-Broadway productions and Off-Broadway producing theaters organized through National Labor Board Elections, voluntary private election agreements, and other forms of voluntary recognition. After over half a dozen successful organizing efforts, much interest remains among the personnel of numerous other employers. To date, dozens of workers have also made application to the Associated Crafts and Technicians (ACT) department of the International Alliance.

The Off-Broadway campaign has also inspired other New York production workers at various venues institutions to organize. While not specifically an Off-Broadway venue, the workers at a prestigious performing arts school based in the Lincoln Center performing Arts complex, won an NLRB election and are currently in negotiations for a first agreement.

In some instances, theatrical productions that completed Off-Broadway runs are now moving to Broadway this season. We anticipate that several of the Off-Broadway crew will make transitions to the Broadway productions. It was noted specifically by Vice President Dean that over a dozen new people have been sworn in as members of Local One as a result of these efforts. There is an expectation that this organizing model will be repeated in the future and other local unions may engage in this process.

One Off-Broadway production in particular is now in its second year with an IATSE- represented production crew. The personnel there recently received their first negotiated yearly increase, and full-time crew members have covered health insurance provided by the IATSE National Benefit Funds

In other facilities, the IATSE and affiliated local unions remain intent on building positive labor-management working relationships through multiple joint labor-management committee meetings to ensure that collective bargaining terms are equitably maintained by both parties. In all, meaningful fringe benefit contributions and wage increases for all represented workers have been

achieved and satisfied by the employers. Those reporting noted that many other Off-Broadway productions and venues are currently being evaluated for further organizing.

President Loeb noted that there is tremendous momentum in this sector. The entire Off-Broadway community has been looking very closely at these matters as they unfold. These productions and venues have been around for a long time, and workers are concluding that they deserve union representation. This is an example that can be replicated in other jurisdictions. This can be done, and there is a tremendous opportunity to provide growth and security. These efforts will continue to have the full support of the General Executive Board.

POLITICAL AFFAIRS: CANADA

International Vice President and Director of Canadian Affairs John M. Lewis provided the General Executive with an update on political and legislative affairs in Canada since the Mid-Summer General Executive Board meeting in Honolulu, Hawaii.

Vice President Lewis reviewed the current state of affairs in Canada and, in particular, the impact of various geopolitical Trump Administration pursuits including the imposition of tariffs, threats of annexation and the upcoming renegotiation of the Canada, United States and Mexico free trade agreement. Vice President Lewis also provided an update on the status of provincial separatist campaigns which have emerged and gained momentum in the Provinces of Alberta and Quebec.

Vice President Lewis then provided an update on the status of the IATSE's various lobbying efforts.

On-Line Streaming Act

IATSE's lobbying efforts with Canadian Radio and Television Commission (CRTC) in connection with the On-Line Streaming Act and the definition of 'Canadian Content' have recently resulted in the CRTC adopting a more modern definition of 'Canadian Content' which now includes many of the worker classifications represented by the IATSE, including costume designers as well as hair and make-up artists.

Live Performing Arts Industry Labour Tax Credit

IATSE continues to lobby the Federal Government to introduce a labour tax credit for the live performing arts industry along side other industry stakeholders including the Canadian Actors Equity, the Canadian Federation of Musicians, the Associated Designers of Canada IATSE Local 659, the Professional Association of Canadian Theatres (PACT), Canadian Live Music Association, the National Dance and Opera Associations and some of the largest theatre producers in Canada. To date, the IATSE's efforts in this regard have included meetings with the Department of Heritage, the Finance Ministry and the Office of the Prime Minister and have resulted in public support for the introduction of the proposed tax credit from the Department of Heritage.

Artificial Intelligence (AI)

IATSE continues to meet with Federal Government representatives including the Minister of AI and Digital Innovation,

Evan Solomon, regarding AI regulation. IATSE has also taken part in round table discussions with the Heritage Department as it starts its review of possible amendments to Canada's copyright laws to address AI implementation. In each instance, the IATSE continues to assert that workers and unions must be at the table for these discussions and that any approach to AI must be worker focussed.

Telefilm

IATSE continues to meet Telefilm, the funding arm for domestic feature film productions, to lobby for the imposition of conditions attached to any funding productions may receive from Telefilm. In particular, IATSE is seeking a requirement that productions in receipt of Telefilm funding must be filmed under the terms and conditions of a union collective agreement or at least match the prevailing wages and conditions contained in those agreements.

Vice President Petti commended Vice President Lewis for his work in Ottawa which has raised the profile and influence of the Alliance. President Loeb thanked Vice President Lewis for his report, observing that Canadian politics is important to the IATSE. He remarked that the Canadian Department has developed an extensive political program that addresses issues not only in Canada but touch upon geopolitical issues as well. President Loeb confirmed the IATSE will continue to represent members working in Canada and the United States with one single and unified voice for the betterment of members throughout North America and despite the divisiveness that is otherwise rampant in the geopolitical world.

TITMOUSE VANCOUVER AGREEMENT

International Vice President and Director of Canadian Affairs John M. Lewis and Local 839 National Business Agent Steve Kaplan reported to the General Executive Board on Local 938's efforts to secure a first collective agreement with Titmouse Canada Animation.

The Local successfully concluded negotiations of a renewal collective agreement with Titmouse with the assistance of the International and Kaplan. Highlights of the collective agreement include the restoration of accrued vacation, the addition "Leads" to job classifications with a pay increase, increased layoff notice, the separation of sick and personal PTO days in accordance with provincial laws and the introduction of meal and rest breaks with penalties that are similar to the IATSE's live action agreements. The new agreement now also better recognizes employee experience and includes "return to work", artificial intelligence, subcontracting and bereavement leave language. Vice President Lewis commended the knowledgeable and capable assistance provided by Kaplan who was described as an absolute resource.

President Loeb congratulated Local 938 on its success in securing a first collective agreement. He remarked that there is tremendous potential for growth in this genre and the International will continue its support in organizing in these areas.

UNI-MEI LISBON

International Vice Presidents John M. Lewis and Colleen Glynn, and Director of

Communications Jonas Loeb presented to the Executive Board their report on the UNI-MEI meeting in Lisbon, Portugal.

UNI is a global union consisting of affiliated unions from 150 countries representing 20 million workers largely in the services industries. UNI's mandate is to create solidarity amongst workers and unions globally to address areas of common concern such as enhancing the rights of workers to legally organize, to build union capacity in many developing nations, improve working conditions and health and safety and to push back against the rise of anti-democratic governments.

UNI is broken down into a number of sectors such as:

- Health care
- Commerce
- Agency workers
- Finance
- Gaming
- Media, Entertainment and the Arts

UNI Media, Entertainment & Arts (UNI-MEI) unites unions and guilds to raise standards and enforce rights for creatives, technicians and freelance workers. It focuses on building union capacity, fighting for the legal right to organize, addressing low pay, long hours and unsafe working conditions, and campaigns for freedom of expression and association, equality, diversity and a just digital transformation.

The IATSE is a leading voice within UNI-MEI. President Loeb is the President, Vice President Lewis sits on the executive and various officers and representatives of the IATSE participate in various working groups of UNI-MEI.

President Loeb has clearly indicated the goal of UNI-MEI to raise working

standards for entertainment workers globally is an objective of the IATSE. The interaction with labor leaders from across the globe is both inspiring and humbling. Hearing some of the horrific stories of brutal repression from governments against workers and against those trying to give workers a voice gives one to pause and offer sober reflection. But to then also hear of how these same workers are overcoming these obstacles and organize and to fight for recognition and negotiate improvements to not just their working conditions but to their lives is inspiring.

UNI-MEI recently held a Global Meeting of its affiliates.

President Loeb chaired the meetings of the UNI-MEI Executive. The agenda of the meetings show the wide range of topics in discussion. They included:

- Prevention of violence and harassment
- Organizing and capacity building in Turkey, Poland, Colombia and Thailand
- Social condition in Portugal
- Diversity efforts with presentations from Australia, Argentina, Spain and Canada
- Mental Health advocacy and support
- A wide-ranging presentation from a representative of the International Labour Organization on the future of work in the arts and entertainment sector, statistics on collective bargaining and mapping of remunerations and working hours
- Recent negotiated settlements in the Asia-Pacific sector in broadcasting and Social dialogue taking place in Europe with an emphasis on copyright regulation to address generative AI.

Vice President Glynn attended the

Global Women Working Group and Director Loeb attended the Global Young Workers Working Group.

The final day of the meetings was a full day working group on generative AI in the audiovisual sector. In addition to labour leaders, attendees also heard from the representative of ACT which is the Association of Commercial Television and Video on Demand in Europe.

There was a presentation of an assessment impact report on AI on workplaces which mainly focused on Europe. Attendees also heard from representatives from various countries on the economic and social impact of generative AI. Both sessions were more speculative or focused on the fear of impending changes to workplaces rather than what was taking place right now.

The final session focused on regulatory measures to protect audiovisual works and mitigate risks. This was largely focused on copyright protections which are viewed as a guardrail to AI implementation. There is clearly a need to work collaboratively with unions across the globe to fight to maintain strong copyright protections.

Vice President Lewis was part of a panel that discussed collective bargaining to shape the use of AI at work. He reviewed the gains achieved by the IATSE during the last round of collective bargaining of the film term agreements in both the U.S. and Canada and the direction of President Loeb to incorporate similar AI provisions in all IATSE film agreements so that the Alliance tackles this issue collectively. A representative from Ver.di, the German film union (and a Local 52 member) (Warwick Hempleman) presented its recently concluded negotiations which

also touched on AI protections. It was clear from several speakers from the various countries present that they have not been able to achieve similar gains in collective bargaining as the International has to secure any meaningful protections from the implementation of AI. It was also clear that the IATSE is being looked upon by other unions across the globe for leadership and support in this area.

Vice President Lewis also attended a separate meeting of the European affiliates where the discussion focused on piracy and in particular the impact digital piracy was having on live streaming of sports events. Canada and the EU have now passed Dynamic Site Blocking which is a form of common law injunctive relief that attaches to any related sites to a Piracy Site.

Next, Vice President Glynn reported on the UNI-MEI Global Women Working Group.

Twenty-Two Women from fifteen different countries convened in the UNI-MEI Global Women Working Group. Their "round table" discussion included news from their respective countries about topics including gender equality, updates on governmental and legislative changes, progress with collective agreements, initiatives that improve gender equality in the MEI sector. The panel discussed the impact of elections on women's issues at work and in society in general. Argentina has a governmental crisis very similar to what is happening in the U.S.; Spain has a progressive government with reported improvements in all areas. Australia has a Labor Government in power but the country with the most progress in gender equality is Iceland. For the first time in

their history, women currently hold all key national leadership roles. Including the President (Halla Tómasdóttir) Prime Minister (Kristrún Mjöll Frostadóttir), Bishop (Guðrún Karls Helgadóttir), National Police Commissioner (Sigríður Björk Guðjónsdóttir) and State Prosecutor (Sigríður J. Friðjónsdóttir). Throughout Iceland's history, these roles have typically been held by men.

The Women's Working Group heard from UNI's Head of the Equal Opportunities Department, Veronica Feenandy Mendez who shared an update on the department's initiatives and priorities including highlighting their successful mentoring program, their anti-violence and harassment campaign, which now includes online anti-violence and anti-harassment modules, and the expansion of women's health priorities campaign regarding the 3 M's: menstruation, maternity and menopause – and adding in 2025 the fourth M: mental health. Mental health is a fundamental right of all workers, yet stress, inequality and harassment contribute to a growing mental health crisis at work that impacts women is proportionately.

The UNI-MEI Women's Working Group Sisters are from very different places and speak many different languages, but what all participants share is the desire to help combat the issues facing working women, including gender equality, diversity, inclusion and prevention of violence and harassment to name a few.

Those reporting expressed their appreciation to President Loeb for their assignments to represent the International in UNI-MEI. They reported that it is

inspiring to see the work that is taking place around the globe and experience true friendships and solidarity.

President Loeb remarked that UNI-MEI is the Alliance's conduit to the larger international community because the entertainment industry is global. He stressed the importance of building relationships abroad because labour is one movement of working people. President Loeb observed further that global standards are needed to protect workers in entertainment.

President Loeb thanked International Vice Presidents Lewis and Glynn, and Director of Communications Loeb for their report.

VFX AND VIDEO GAME ORGANIZING

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Vice President and Assistant Motion Picture Director Vanessa Holtgrewe, Assistant Motion Picture Director Chaim Kantor, and International Representative Anthony Pawluc reported on recent organizing and negotiating wins in the visual effects ("VFX"), practical effects, and gaming sectors to the General Executive Board.

Special Representative Ben Speight advises the VFX and games organizing team in targeting new leads, developing workplace activists, and coordinating with IA leadership around organizing strategy. The organizing team led by Representative Speight consists of Chrissy Fellmeth, Em Patch and Maggie Kraissamutr.

Representative Patch has been engaged in organizing work, both

externally and internally. This includes fostering organizing committee meetings of VFX members who are reaching out to their coworkers and helping to source contact information for leads on other shows at the same employer, organizing and hosting Zoom events such as the VFX Community Forums, and maintaining regular contact with new leads and previously assessed workers. Representative Patch is currently working on two organizing target studios which have yet to be publicly announced but will be reported on in greater detail at future Executive Board meetings.

Representatives Pawluc and Patch continue to provide member services including resources and support to new and current members, who as first-time union members are being integrated into the Union membership structure, healthcare and pension plans, and working together to expand the Union into new studios and workplaces. This also includes ongoing work with future IATSE members and negotiating committee members employed at or representing the unit of contracts we are currently negotiating with gaming employers.

Representative Patch also continues to create and promote annual VFX workers' surveys, contract priority surveys, and semi-annual update surveys to track workers moving between or off of current projects, and processing and presenting the data to be shared with VFX workers and the press once procured. Work also includes promotional or agitational interviews and appearances for print outlets and podcasts and coordinating with IATSE Communications Director Jonas Loeb for collaborative posts on

Instagram and YouTube. This messaging reinforces the level of commitment IATSE has devoted to the organizing of VFX departments at both the client-and-vendor sides of the industry. Other communications work is focused on promoting and recapping previously won contracts in order to build enthusiasm and confidence for new organizing drives.

Negotiations for 2K's Motion Capture crew in Petaluma, California, are ongoing. The unit is comprised of 18 motion capture stage technicians, fabricators, production staff and animators who work on some of Take-Two's top grossing titles including NBA 2K and WWE 2K. Vice President Vanessa Holtgrewe, Legal Counsel Jacob White, Representatives Anthony Pawluc, Chrissy Fellmeth are working with and building relationships with the crew.

The negotiations are continuing. The workers are steadfast in their support and are working hard toward a solid first contract for the Petaluma stage.

Representatives Fellmeth and Kraissamutr are headed back to the Game Developers Conference ("GDC") in 2026. The IATSE has been offered a partnership with GDC to allow IATSE representatives and members free access to the event, as well as an on-site event promoted by GDC and the IATSE.

In visual effects, Saturday Night Live's 51st season has begun and the VFX workers have returned to the show, now under an IATSE agreement that covers fifteen VFX artists. Each VFX artist has been offered health insurance as was secured in the first contract agreement and has also returned to wage increases. David Eber, VFX Lead Artist, was

appointed as shop steward for the group. Representative Alyssa Motschwiller has visited the set to meet with the workers and introduce herself as an IATSE Representative as well.

Vice President Miller asked the locals and members to encourage video game workers to reach out to the IATSE at gameworkers.org to begin the process of organizing.

Representatives Kraissamutr, Speight, and Pawluc continue to provide ongoing support to these new IATSE members from the gaming craft.

To further expand union visibility and strengthen relationships within the practical effects community, the IATSE will be exhibiting at the Monsterpalooza Convention in May 2026. The union's presence will allow representatives to engage directly with artists and shop workers, establish credibility within the industry, and promote the IATSE's commitment to representing practical effects professionals across the field.

President Loeb began his remarks by noting the organizing and negotiation successes. President Loeb continued his remarks by saying that with this momentum, the Alliance can achieve VFX and gaming agreements industry wide.

President Loeb concluded his remarks by thanking the Motion Picture Department for its work in organizing video game employees and VFX employees.

RETIREMENT OF THOM DAVIS

Vice President Emeritus Thom Davis advised President Loeb of his retirement. Describing himself as one of the luckiest



Left to Right: Vice President Emeritus Thom Davis and International President Matthew D. Loeb.

people, Davis recounted that his journey in entertainment began right out of high school when he "met a guy who knew a guy." He remarked that throughout his 50-year career, he has been "lucky" enough to meet helpful people, including George Palazzo, Anthony Pawluc, and Dale Short. He has been "lucky" to see the Alliance grow from an insular organization to a global powerhouse. He recalled numerous organizing drives (some of which resulted in handcuffs!) including "The Biggest Loser" which led to the International gaining a foothold in reality television.

Davis recalled hearing a young organizer, Matthew Loeb, give reports at General Executive Board meetings about union campaigns in the southeast. He told those in attendance that anyone who makes a living as a film technician in the southeast, outside of New York and California can thank now President Loeb, who along with an intrepid team of organizers, took on what was a Herculean task and organized that work under the

Alliance. He noted that those agreements are some of the strongest in the labor movement.

He highlighted the structural changes in the IATSE including the Training Trust Fund, Officer Training Institutes, Womens'/Pride/DEI Committees, etc. which did not always exist. He noted with satisfaction the solidarity amongst the west coast local unions, which had not been the case early in his career. Now, however, the cooperation, collegiality, and congeniality amongst the Locals is heartening and is a benefit to the members.

He stated that he was "lucky" to have worked under President Emeritus Thomas C. Short and General Secretary-Treasurer James B. Wood whom he considers a friend.

Davis described Vice President Michael F. Miller, Jr. as the glue holding many parts together, and "one of the most competent people [he] knows, and one of [his] best friends."

Davis recounted that none of this is happenstance and would not have come about without a visionary—the leadership of his friend Matthew D. Loeb. He observed that "under Matt, the leadership

is more transparent and stronger than it ever has been."

Recounting again his career "luck", Davis bid an "In Solidarity" farewell to the Officers, Representatives, Staff and Union Kin.

Those in attendance saluted Davis with a rousing, sustained standing ovation.

Vice President Miller remarked that trade unionism and helping working people are in Davis' DNA—owing to his grandfather who was an organizer, and Davis' father who was a union representative. Miller told those in attendance that "the International's political program in California exists due to Thom; the California tax incentive for film, television and motion picture production was created by Thom; Thom's leadership at the L.A. County Federation is unsurpassed and unparalleled. Thom sits on the executive board of the California State Federation of Labor. He has sat on the Motion Picture Industry Plans since 2001 and been chair since 2013." Miller expressed deep gratitude to Davis for all he has done for the members of the Alliance as well as for his friendship,

mentorship, and support Miller said that Davis has been an invaluable partner and ally.

President Loeb observed that the sentiment shared by Vice President Miller is the same from all. President Loeb stated that he always asks that leaders lead with members' interests at the forefront, which Davis has always done. Davis has always been activist, intelligent, and compassionate; a diligent worker who has consistently placed the interests of members first. President Loeb remarked that Davis' political acumen is second to none. He noted that Davis always understood the long game. President Loeb thanked Davis for his kind words which "are humbling" noting that he is honored to be Davis' friend. On behalf of the Alliance, President Loeb extended heartfelt gratitude to Davis for all that he has done for the Union specifically and for the Labor Movement generally.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on January 30, 2026.

**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
RIVERWALK WESTIN HOTEL - SAN ANTONIO, TX - JANUARY 27, 2026**

Since the last meeting of the Defense Fund Committee in Honolulu, HI on July 22, 2025 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. One, New York, NY, Article Fourteen, Section 8(d)	\$437.50	Local No. 311, Middletown, NY, Article Fourteen, Section 8(d)	437.50
Local No. 4, Brooklyn, NY, Article Fourteen, Section 8(d)	1,787.50	Local No. 339, Missoula, MT, Article Fourteen, Section 8(d)	11,716.07
Local No. 7, Denver, CO, Article Fourteen, Section 8(d)	17,252.62	Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d)	1,130.00
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d)	862.50	Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d)	45,445.01
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d)	16,700.50	Local No. 421, Herrin, IL, Article Fourteen, Section 8(d)	1,612.18
Local No. 28, Portland, OR, Article Fourteen, Section 8(d)	16,588.30	Local No. 423, Albuquerque, NM, Article Fourteen, Section 8(d)	1,378.95
Local No. 30, Indianapolis, IN Article Fourteen, Section 8(d)	2,400.00	Local No. 442, Santa Barbara, CA, Article Fourteen, Section 8(d)	9,163.53
Local No. 31, Kansas City, MO, Article Fourteen, Section 8(d)	8,257.00	Local No. 480, Albuquerque, NM, Article Fourteen, Section 8(d)	25,559.94
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d)	69,906.48	Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d)	75,184.15
Local No. 59, Jersey City, NJ, Article Fourteen, Section 8(d)	29,075.00	Local No. 514, Montreal, QC, Local No. 631, Orlando, FL, Article Fourteen, Section 8(d)	650.00
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d)	14,421.64	Local No. 632, Northeast, NJ, Article Fourteen, Section 8(d)	1,804.00
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d)	4,200.00	Local No. 680, Halifax, NS, Article Fourteen, Section 8(d)	31,022.41
Local No. 114, Portland, ME, Article Fourteen, Section 8(d)	1,032.50	Local No. 750, Chicago, IL, Article Fourteen, Section 8(d)	3,915.00
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d)	2,519.72	Local No. 798, New York, NY, Article Fourteen, Section 8(d)	10,522.50
Local No. 154, Ashland, OR, A rticle Fourteen, Section 8(d)	13,531.97	Local No. 822, Toronto, ON, Article Fourteen, Section 8(d)	4,876.82
Local No. 161, New York, NY, Article Fourteen, Section 8(d)	16,380.00	Local No. 856, Province of Manitoba, MB, Article Fourteen, Section 8(d)	28,417.56
Local No. 306, New York, NY, Article Fourteen, Section 8(d)	53,250.00	Local No. 863, Montreal, QC, Article Fourteen, Section 8(d)	2,845.64

Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d)	60.00
Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d)	2,251.31
Local No. 10832, New York, NY, Article Fourteen, Section 8(d)	12,826.00
Local No. B192, Hollywood, CA, Article Fourteen, Section 8(d)	68,334.12
Local No. B778, Vancouver, BC, Article Fourteen, Section 8(d)	453.60
Local No. USA829, New York, NY, Article Fourteen, Section 8(d)	32,193.75

SUBTOTAL : \$643,441.56

INTERNATIONAL

IATSE – Atlantic Theatre Company/Defamation Claim (The King Tide)/DNEG/Julliard/Live Nation/Mass Mutual Center/Met Opera/Neuro Tour/PAC 12 Broadcast/Sugarhill Nutcracker Unpaid Wages/Wilfrid Laurier Univ. Application for Certification/William F. White Application for Certification– Legal	\$ 109,400.93
IATSE – Miscellaneous – Legal	33,453.23

SUBTOTAL : \$142,854.16

LOBBYING AND CONSULTING

Kathy Garmezy	\$24,000.00
State & Broadway, Inc.	36,000.00
Thorsen & French Advocacy, Inc.	75,000.00

SUBTOTAL : \$135,000.00

EDUCATION

LEAP Reimbursements to Locals/Officers	\$8,375.00
Misc. Training/Instructors	217,901.36

SUBTOTAL : \$ 226,276.36

GRANDTOTAL \$1,147,572.08

Respectfully submitted by:

Matthew D. Loeb
Colleen A. Glynn
John M. Lewis
Paul F. Dean, Jr.
Marielle “Apple” Thorne

Contract Milestone New Orleans Local

Local 39 has negotiated an agreement with Mahalia Jackson... for the Performing Arts and the Saenger Theatre, which includes... shows, Louisiana Philharmonic, Concerts, and Dance Recitals. The... in effect from September 1, 2013 to August 31, 2017, and includ... increases in each of the 4 years.

Alan Arthur, Business Agent of Local 39 and David... General Manager, Arts Center Enterprise

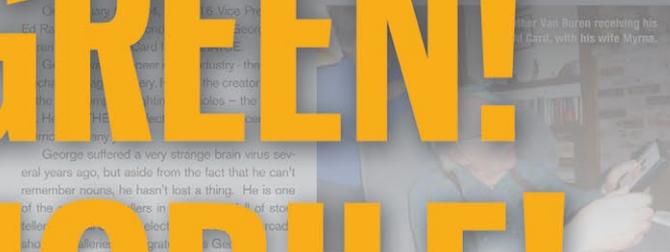
NIA STAGE LOCAL HONORS LONG

Local 50 honored its long-time members at a luncheon, presenting Brothers Robert Kern and Dennis Gallagher with... and acknowledging members with 30 or more years of service.



From left to right: Back row; Michael Hunter, Michael Perry, Mark Mauricio, Robert Kern, Dennis Gallagher, Dennis Cox and... Middle row; John Cox, Charles Kohler, Jim Pisano, Ted Kimura and Alan Turner. Front row; Steve Tidwell, Tim Gallagher, Ray... and Jimmy Loveless.

On March 25, 2014, during a speaking engagement at the New Hampshire Works Development, Vice President Biden took time out of his schedule for a photo opportunity with supporters of the NH Works. Pictured here with the Vice President is Joyce Cordova, Business Agent of Local 195.



George suffered a very strange brain virus several years ago, but aside from the fact that he can't remember nouns, he hasn't lost a thing. He is one of the... in the... of st... t... elect... road... who... galleries... grat... Ge...

On Thursday, 27, 20... President Matthew B. Loeb with International Vice President Anthony DePaulo attended the monthly membership meeting of New York City Treasurers and Ticket Sellers Union Local 751.

At that meeting, President Loeb paid tribute to retiring Local 751 President Gene McElwain. President Loeb also swore in the recently elected Business Agent Peter Altanasio, Jr.



GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

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

admin.iatse-intl.org/Bulletin.aspx

Local Union Responsibilities Under

Article Nineteen - Powers and Duties of Local Unions - Section Nine

Accident Reports

under the jurisdiction of the local union."

The official union newspaper...

INSIDE: MID-WINTER GENERAL EXECUTIVE BOARD MINUTES

San Antonio, Texas

HOME OF THE MID-WINTER GENERAL EXECUTIVE BOARD MEETING

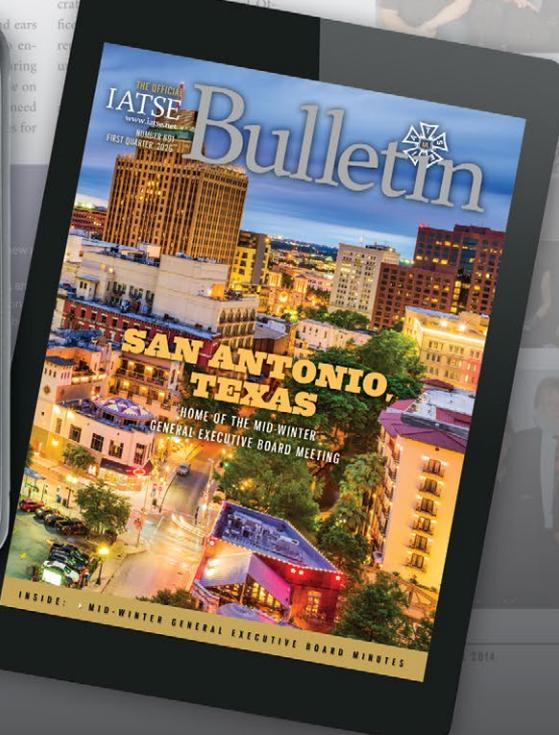
INSIDE: MID-WINTER GENERAL EXECUTIVE BOARD MINUTES

NEW HAMPSHIRE LOCAL MEETS VICE PRESIDENT BIDEN

On March 25, 2014, during a speaking engagement at the New Hampshire Works Development, Vice President Biden took time out of his schedule for a photo opportunity with supporters of the NH Works. Pictured here with the Vice President is Joyce Cordova, Business Agent of Local 195.

LOCAL HONORS GOLD CARD MEMBER

Local 50 honored its long-time members at a luncheon, presenting Brothers Robert Kern and Dennis Gallagher with... and acknowledging members with 30 or more years of service.



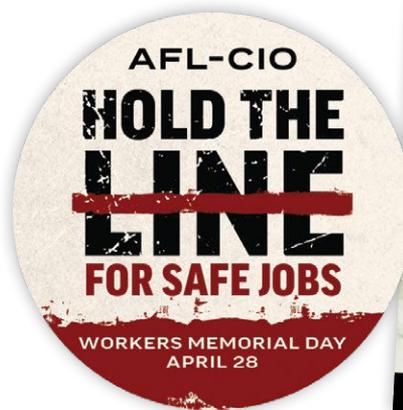
LOCAL UNION NEWS
WWW.IATSE-INTL.ORG

The IATSE Education Department's 2026 Spring Safety Checklist

Training doesn't have to be complicated. This checklist includes five simple things you and your Local can do to expand your safety and health awareness this spring. Make it a goal to check at least three boxes before your next IATSE Official Bulletin arrives!

TAKE A MOMENT TO REFLECT

April 28th is International Workers' Memorial Day (Workers' Memorial Day in the U.S.A./ National Day of Mourning in Canada). As is our custom, on Tuesday, April 28, 2026, at 10:00am PDT/1:00pm EDT, our union will unite to remember those who have been killed or injured on the job, and their families. Information will be sent to Locals through the Communications Department as the day approaches. Workers who cannot attend the scheduled observance can pause to reflect on their own, or with a group of workers on their job.



WATCH A WEBINAR

May 4-9, 2026, is Safety and Health Week in North America. Preventing workplace injuries and illnesses is at the heart of this annual observance, and the Education Department will host webinars to increase safety consciousness during the week. All IATSE workers are welcome to tune-in live with us, but those who cannot attend a live webinar can always watch our webinars on-demand through the IA Education for All webinar channel: <https://www.gotostage.com/channel/iaeducationforall>. The channel has over thirty recorded webinars dedicated to safety and health topics like ergonomics, hearing loss prevention, safety awareness while working at heights, stress reduction strategies, and more!

PREPARE FOR THE HEAT

May 22, 2026, is “Don’t Fry Day” – the unofficial start to OSHA’s Heat Illness Prevention Campaign. IATSE workers can prepare for the summer heat by learning ways to prevent heat illness at work, how to recognize symptoms of heat illness, and how to respond if a heat illness occurs. The IA Education for All webinar channel even offers two different webinars on Heat Exposure and Heat-related Illness at work! All workers should also have unexpired, broad-spectrum sunscreen (SPF 15 or greater), a protective hat, and a refillable water bottle to use during the summer months. Visit OSHA’s heat illness prevention webpage to learn more: <https://www.osha.gov/heat>.

Heat Illness Prevention

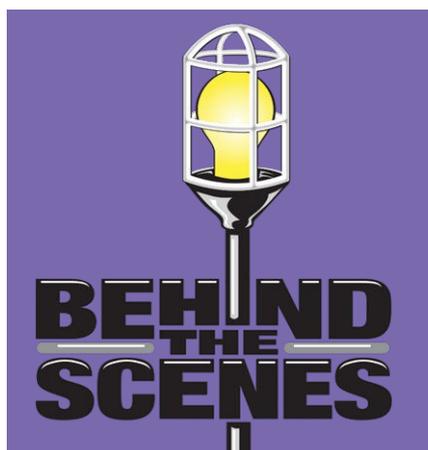


ATTEND A TRAINING

May is Mental Health Awareness Month and June is National Safety Month. Use this time to attend a training! The IATSE Training Trust Fund has something for everyone, including their new, online bi-weekly OSHA 10-hour trainings and Instructor-Led TTF Safety First! webinars. More information about the course offerings, training dates, and all TTF programs can be found on the TTF website: <https://www.iatsetrainingtrust.org/>. The IATSE TTF Certification Reimbursement program also reimburses eligible workers for the successful completion of approved industry certifications like Mental Health First Aid, First Aid/CPR/AED, ETCP, and more: <https://www.iatsetrainingtrust.org/certification-reimbursement>.

PLAN AHEAD

OSHA’s annual Safe + Sound Week is scheduled for August 10-16, 2026, and the Education Department is starting to brainstorm webinar ideas for the event. Stay informed about upcoming webinars, training, and safety observances through the IATSE Communications Department. Visit the IATSE website to sign-up for the IATSE Weekly Newsletter: <https://iatse.net/>. You can also visit the IATSE Education webpage for more information about training resources: <https://iatse.net/education/>.



MENTAL HEALTH INITIATIVE

btshelp.org/mentalhealth

Mental Health First Aid and Bystander Intervention

Build skills that matter on set, backstage, and beyond. Join Behind the Scenes for two impactful virtual trainings this spring: Mental Health First Aid, April 24th at 12pm EDT and their free Bystander Intervention webinar focused on preventing workplace bullying, which will also be held on April 24th at 12pm EDT.

Register now: <https://wp.behindthescenescharity.org/mentalhealth/>

EDUCATION AND TRAINING

Leadership Development Week



BARGAINING FOR SAFETY & HEALTH - FEBRUARY 11, 2026

Jessica Acevedo, Local B-192
Brad Greenspan, Local 798
Irene C. Hartmann, Local 798

Corey L. Moore, Local 80
Sandy Phillips, Local USA829
Ben Pinc, Local 13

Heather Richardson, Local 798
Fred Steiniger, Local 764



COLLECTIVE BARGAINING - FEBRUARY 9-10, 2026

Matthew R. Albrecht, Local 482
Leonard Applefeld, Local 487
Justice C. Bigler, Local 354
Julia Bly-Mason, Local 705
Chaz Carroll (not pictured), Local 839
Sergio Carlos Chavez, Local 122
Justin S. Cragin, Local 38
Deb Dalton, Local 913
Christopher J. De Titta, Local 52

Molly K. Diers, Local 13
Cheryl J. Eckert, Local 706
Sarah R. Fales, Local 487
Matthew A. Gedwellas, Local 322
Kevin C. Gilligan, Local 52
Ashley Hawkins, Local 322
James L. Heyward III, Local 333
Jeanette Kleinbard, Local 706
Sharon Kozen, Local B-192

Jorge Muralles, Local B-192
Sebastain T. Rey, Local 478
Christopher J. Ritter, Local 38
Jaime L. Rosegren, Local 479
Rory Stimpson, Local 21
Frannie Tull, Local B-192



LABOR LAW - FEBRUARY 11, 2026

Matthew R. Albrecht, Local 482
 Leonard Applefeld, Local 487
 Justice C. Bigler , Local 354
 Jennifer M. Bullock, Local 798
 Katherine C. Carney, Local 784
 Chaz Carroll (not pictured), Local 839
 Sergio Carlos Chavez, Local 122
 Justin S. Cragin, Local 38
 Christopher J. De Titta, Local 52
 Cheryl J. Eckert, Local 706

Daniel R. Gallarza , Local B-192
 Kevin C. Gilligan, Local 52
 James L. Heyward III, Local 333
 Alexander B. Hill, Local 161
 Sara Hilton, Local 333
 Jeanette Kleinbard, Local 706
 Danyela M. Marks, Local 913
 Nick Mostris , Local 19
 Alyssa Motschwiller, Local IATSE
 Brandon Wayne Noack, Local 484

Kay F. Parker, Local B-192
 Sebastain T. Rey, Local 478
 Christopher J. Ritter, Local 38
 Jaime L. Rosegran, Local 479
 Steve Saada, Local 487
 Joel Salkowitz, Local 100
 Rory Stimpson, Local 21
 Jordan R. Sullivan, Local 122
 Frannie Tull, Local B-192
 Angi Bell Ursetta , Local 705



MANAGING WITH LABOR'S VALUES - FEBRUARY 9 -10, 2026

Jessica Acevedo , Local B-192
 Ramsey Alkaysi, Local 100
 Kevin Amick, Local 479
 Jennifer Bacon, Local 15
 Katherine C. Carney, Local 784
 Ryan Chavka, Local 22
 Paul D. Cox, Local 631
 Daniel R. Gallarza , Local B-192
 Alexander B. Hill, Local 161
 Abby Hilton, Local 479

Sara Hilton, Local 333
 Danyela M. Marks, Local 913
 Charles E. Meere III, Local 52
 Nick Mostris , Local 19
 Alyssa Motschwiller, Local IATSE
 Brandon Wayne Noack, Local 484
 Andrew C. Oyaas, Local 491
 Kay F. Parker, Local B-192
 Sandy Phillips, Local USA829
 Ben Pinc, Local 13

Sara Riney, Local 479
 Kenny Savoca, Local 161
 Richard Shumberger, Local 354
 Angi Bell Ursetta , Local 705
 Gregory E. Waddle, Local 479
 Nathan R. F. Woods, Local 122

EDUCATION AND TRAINING

Leadership Development Week (continued)



POSITIONING FOR THE FUTURE: SOLIDARITY, LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING; FEBRUARY 11-12, 2026

Ramsey Alkaysi, Local 100
Kevin Amick, Local 479
Jennifer Bacon, Local 15
Julia Bly-Mason, Local 705
John Brasseux, Local 22
Ryan Chavka, Local 22
Paul D. Cox, Local 631
Manny Diaz, Local One
Molly K. Diers, Local 13

Jessica Dolan, Local 896
Sarah R. Fales, Local 487
Matthew A. Gedwellas, Local 322
Ashley Hawkins, Local 322
Kimberly B. Johnson (not pictured),
Local 481
Sharon Kozen, Local B-192
Terry LaVada, Local 764
Charles E. Meere III, Local 52

Jorge Morales, Local B-192
Roo Oyaas, Local 491
Sara Riney, Local 479
Kenny Savoca, Local 161
Richard Shumberger, Local 354
Martha L. Smith, Local 764
Candice Stephenson, Local 839
Gregory E. Waddle, Local 479
Nathan R. F. Woods, Local 122



WEINGARTEN RIGHTS - FEBRUARY 12, 2026

Justice C. Bigler, Local 354
Jennifer M. Bullock, Local 798
Chaz Carroll (not pictured), Local 839
Sergio Carlos Chavez, Local 122
Cheryl J. Eckert (not pictured),
Local 706
Daniel R. Gallarza, Local B-192

Brad Greenspan, Local 798
Irene C. Hartmann, Local 798
James L. Heyward III, Local 333
Alexander B. Hill, Local 161
Jeanette Kleinbard, Local 706
Danyela M. Marks, Local 913
Corey L. Moore, Local 80

Brandon Wayne Noack, Local 484
Kay F. Parker, Local B-192
Heather Richardson, Local 798
Rory Stimpson, Local 21
Jordan R. Sullivan, Local 122



THE CHART: A TOOL TO GUIDE SUCCESS IN ORGANIZING, BARGAINING, AND BUILDING YOUR LOCAL; FEBRUARY 13, 2026

Ramsey Alkaysi, Local 100
 Kevin Amick, Local 479
 Len Applefeld, Local 487
 Jennifer Bacon, Local 15
 Justice C. Bigler , Local 354
 Julia Bly-Mason, Local 705
 Kaethe Carney, Local 784
 Chaz Carroll (not pictured), Local 839
 Sergio Chavez, Local 122
 Paul Cox, Local 631
 Justin Cragin, Local 38
 Chris De Titta , Local 52
 Manny Diaz, Local One
 Jessica Dolan, Local 896
 Sarah R. Fales , Local 487
 Matthew A. Gedwellas , Local 322

Kevin Gilligan , Local 52
 Brad Greenspan , Local 798
 Ashley Hawkins , Local 322
 James L. Heyward III, Local 333
 Alexander B. Hill , Local 161
 Abby Hilton, Local 479
 Sara Hilton, Local 333
 Karen C. Johnson, Local 839
 Sharon Kozen , Local B-192
 Terry LaVada, Local 764
 Charles Meere, Local 52
 Corey Moore, Local 80
 Jorge Morales, Local B-192
 Alyssa Motschwiller, IATSE
 Brandon Noack, Local 484
 Roo Oyaas, Local 491

Sandy Phillips, Local USA829
 Ben Pinc, Local 13
 Sebastain Rey, Local 478
 Sara Riney, Local 479
 Chris Ritter, Local 38
 Jaime Rosegran, Local 479
 Steve Saada , Local 487
 Kenny Savoca , Local 161
 Rich Shumberger, Local 354
 Martha Smith, Local 764
 Jordan Sullivan, Local 122
 Frannie Tull, Local B-192
 Angi Ursetta , Local 705
 Gregory Waddle, Local 479
 Nathan Woods, Local 122



TIME MANAGEMENT - FEBRUARY 12, 2026

Jessica Acevedo , Local B-192
 Leonard Applefeld, Local 487
 Katherine C. Carney, Local 784
 Justin S. Cragin, Local 38
 Christopher J. De Titta, Local 52
 Kevin C. Gilligan, Local 52
 Abby Hilton, Local 479

Sara Hilton, Local 333
 Karen C. Johnson, Local 839
 Valarie LaMour, Local One
 Alyssa Motschwiller, Local IATSE
 Sandy Phillips, Local USA829
 Ben Pinc, Local 13
 Sebastain T. Rey, Local 478

Christopher J. Ritter, Local 38
 Jaime L. Rosegran, Local 479
 Joel Salkowitz, Local 100
 Frannie Tull, Local B-192
 Angi Bell Ursetta, Local 705

EDUCATION AND TRAINING

Leadership Development Week (continued)



LOCAL UNION TRUSTEE TRAINING, FEBRUARY 9-10, 2026

Nakesha Chong, Local 634
 Rachael M. Cohen, Local 839
 Hector J. Corona, Local 728
 Jay Czajczynski, Local 8
 Manny Diaz, Local One
 Jessica Dolan, Local 896
 Kevin Thomas Garcia, Local 798
 Allison C. Helms, Local 22
 Valarie LaMour, Local One

Terry LaVada, Local 764
 Ted Mayer, Local 80
 Ryan Morris, Local 8
 Christopher M. Nielsen, Local 21
 Camil F. Rochon, Local 634
 Kristen M. Roth, Local 22
 Mario A. Serruto, Local 19
 Edard Slater, Local 487
 Candice Stephenson, Local 839

Jacob M. Sturgis, Local 19
 Jordan R. Sullivan, Local 122
 John L. Vennema (not pictured),
 Local 161
 Mo Waid, Local 21
 John Yowler, Local 8
 Michael P. Ziegler, Local 19

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

Applicant Name _____

Applying To: 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 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).



ORLANDO OFFICER INSTITUTE 1.0, MARCH 2-6, 2026

John K. Ackerina, Local 100
 Zachary Hayden Alexander, Local 417
 Callie Fay Appleyard, Local 112
 William H. Barnes, Local 631
 Jessica G. Bednarek, Local 31
 Shekhar Bharti, Local 634
 Katie Brunel-Whiting, Local 363
 Jeff Burton, Local 504
 Kevin Campbell, Local 12
 Ryan Chavka, Local 22
 Marche Cooper, Local 600
 Miguel A. DeJesus, Local 631
 Vince Donato, Local 873
 Willaim T. Ford Jr., Local 33
 Donald N. Gervasi, II, Local 10
 Miguel A. Gomez, Local B-192
 Tomango Goodson, Local 938

Samantha G. Grantham , Local 647
 Sarah May Guenther, Local 600
 Heather M. Haluska, Local 470
 Jeremy Harris, Local 23
 Elfonso Hernandez, Local 128
 Alexander B. Hill, Local 161
 Joshua Hood, Local 856
 Heather A. Klausner, Local 417
 Brett P. Koren, Local 216
 Valarie LaMour, Local One
 Ian Lipner, Local 306
 Allison E. Lopes, Local 800
 Tatiana N. MacGregor, Local 504
 Manifest Mallasch, Local 470
 Anne Marie Morgan, Local 491
 Cliff Newkirk, Local 115
 Kevin O'Brien, Local 632

Jillian Orr, Local 113
 Jason Puga, Local 729
 Larry M. Rayburn, Local 631
 Manuel Ning Razon, Local 665
 Alexander Robinson, Local B-192
 Kenneth Savoca, Local 161
 Kaipu Seales, Local 665
 Robert T. Sharon, Local 777
 Nick Sico, Local 12
 Shannon L. Sigman, Local 784
 Trenton D. Spears, Local 31
 Justin M. Staats, Local 217
 Kenneth W. Stubblefield, Local 115
 Gary Tripp II, Local 938
 Clayton D. Uselton, Local 46
 Sarah Warland, Local 667



Officer Institute attendees connecting and building the skills and tools needed to strengthen their Locals.

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		MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE (Circle One)	
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE AND TABLE TENT:			Women's S M L XL 2XL	
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"/> 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

Facebook: @iatse Twitter: @iatse

I.A.T.S.E. ADVANCED OFFICER INSTITUTE 2.0 FOR SECRETARY-TREASURERS

November 16 - 18, 2026 | Chicago, IL

FOR U.S. AND CANADIAN LOCALS

PRE-REQUISITE SECRETARY-TREASURER 2.0: You must currently hold office in your local union as Secretary or Treasurer OR (regardless of office) be a graduate of a prior IATSE Officer Institute 1.0, held in Philadelphia, Chicago (2014 or 2024), Los Angeles (2014 or 2024), Calgary (2014 or 2026), New York City, Atlanta (2015, 2018, or 2024), Las Vegas, Toronto (2015, 2018, or 2024), Cambridge (2016 or 2025), Austin, Vancouver, Linthicum Heights, MD (2017 or 2024), Denver (2017 or 2026), Orlando, Nashville, San Francisco, Minneapolis, Phoenix, Astoria, NY, Cleveland, San Diego, or St. Louis.

APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 3 WEEKS PRIOR TO THE BEGINNING OF COURSE. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE THEIR CERTIFICATE.

APPLICATION			
PLEASE PRINT LEGIBLY			
1. APPLICANT			
LAST NAME	FIRST NAME	MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, IF DIFFERENT FROM ABOVE:			
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE/TABLE TENT:			
STREET ADDRESS			HOME PHONE
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE
EMAIL ADDRESS (PLEASE PRINT)			CELL PHONE
2. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
3. 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
4. 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 2.0.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:

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

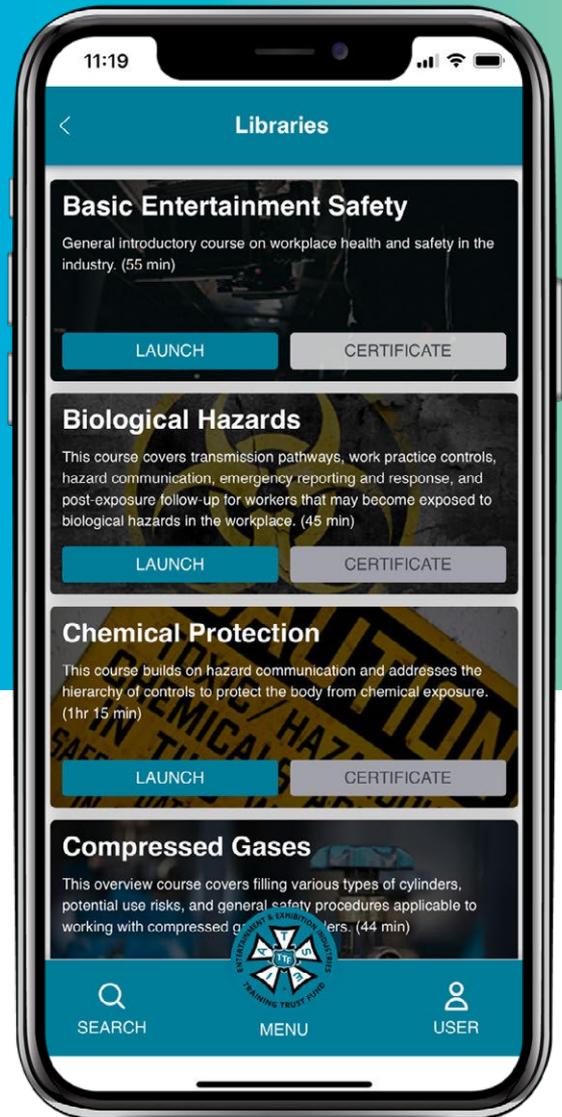
Email: officerinstitute@iatse.net Facebook: @iatse Twitter: @iatse



Download the IATSE TTF Courses & Resources App!



SCAN ME



Access Training Libraries

Explore the TTF Safety First!, Train the Trainer, and Craft Skills online courses and workplace safety resources at your fingertips.

Streamlined Learning

Log in to your account and pick up where you left off—perfect for busy professionals in the entertainment and exhibition industries.

Mobile-Friendly Experience

Learn on the go and easily access safety and craft skills courses anytime, anywhere from your phone or tablet.

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

TRAINING SCHEDULE

VIRTUAL OSHA CLASSES

March 10-11: OSHA 10 Construction

March 15-16: OSHA 10 General Industry

March 28-29: OSHA 10 Construction

April 12-13: OSHA 10 General Industry

April 21-22: OSHA 10 Construction

May 5-6: OSHA 10 General Industry

May 16-17: OSHA 10 Construction

June 6-7: OSHA 10 General Industry

June 16-17: OSHA 10 Construction

June 28-29: OSHA 10 General Industry

Apply: www.iatsetrainingtrust.org/osha

TTF SAFETY FIRST! WEBINARS

March 5: Chemical Protection

March 19: Electrical Safety

April 2: Ergonomics

April 16: Fall Prevention and Protection

April 30: Hazard Communication: Workplace
Chemicals

May 14: Hazard Identification & Safety in the
Work Environment

May 28: Mobile Elevating Work Platforms

June 11: Rigging Safety

June 25: Wardrobe and Costume Department
Safety

Register: www.iatsetrainingtrust.org/webinars

ADDITIONAL TRAINING GUIDE

We assembled a list of no-cost and low-cost training courses, videos, tutorials, and other online resources for you to continue to develop your safety and craft skills. Topics include:

- Audio
- Design Tools
- Hair & Make-Up
- Lighting
- Mental Health & Well-Being
- Networking
- Rigging & Automation
- Safety & Health
- Scenic Artistry
- Stagecraft
- Video & Camera
- Visual Production
- Wardrobe & Costumes

www.iatsetrainingtrust.org/additional-training

CREW SHOTS



The touring crew from Locals 354 and 904 gathered for a crew shot to kick off the opening weekend for the 1st National Tour of *The Outsiders* at the Tulsa Performing Arts Center in Tulsa, Oklahoma. Photo credit: Local 354 Business Representative Justice C. Bigler.



Shout out to the talented crew of the Pre-Broadway Premier of *Purple Rain* in Minneapolis, MN. Pictured here includes the full Stagehand, Wardrobe, and Hair and Makeup crews for this run. Locals represented include: One, 2, 3, 13, 22, 66, 67, 311, 764, and 798. Photo credit goes to AEA PSM Amanda Spooner.



Celebrating the first stop in Portland! The Paw Patrol cast and road crew team up with Local 28 for a fun crew shot to kick off the tour.



Hats off to the Local 205 rail crew for Ballet Austin's 2025 Nutcracker at Dell Hall, The Long Center for the Performing Arts, in Austin, Texas. In 2025, Ballet Austin celebrated its 63rd annual production of The Nutcracker, making it the longest-running professional Nutcracker in Texas. From near to rear: Dillon Schuh, Jason Webster (Head Fly w/ headset), Daniel Hudgens, Shawn Duncan, Matt Becktol. Photo credit: House Head Carpenter, Martin Blacker.



Local 395 of Ann Arbor Michigan had an incredible week in January with Chaliwate and Focus Companies from Belgium presenting "Dimanche" at the Power Center for Performing Arts. This was another in university Musical Society's 145-year history of world class shows. Local 395 members are with the company who are showing off their new IA shirts which will now travel with them all around the world! Front row L to R: Julie Dacquín - Christine Heyraud, Lola Van Dessel, Sicaire Durieux - Rochelle Clark and Justin Saylor. Middle row L to R - Greg Schmidt, Charlotte Persoons and Amanda LaGuirre-Quinn. Back row L to R - Gregg Horvath, David Alonso Morillo, Dean Neeb, Leonard Clarys and Alex Gay.



Lights, camera, crew! The Wiz Road Crew joins Local 28 in Portland for a snapshot of teamwork in action.

CREW SHOTS



SUPER CREWS

Big shoutout to all the IATSE Locals who made Super Bowl LX a total touchdown! From kickoff to the union-made halftime show, you're the real MVPs behind the scenes!



Building Careers in the Growing Tradeshow Industry

The tradeshow industry can provide members with consistent employment and opportunities for benefit contributions year-round. Traditional tradeshow events serve as central networking hubs for their respective industries. These events require skilled workers to perform every aspect of work involved, from carpet to camera. Tradeshow events require a wide range of skills, including exhibition booth construction, rigging, audiovisual services, and support for live, interactive broadcasts, general sessions, and educational events. Locals can utilize partnerships through the Training Trust Fund (TTF) in order to provide members with access to training opportunities to ensure Locals are ready to meet the demands of this growing industry.

For instance, the TTF's partnership with the Audiovisual and Integrated Experience Association or AVIXA is an invaluable resource to help Locals provide inexpensive training and build relationships within the AV industry. AVIXA is the industry leader for professional collaboration, information and community worldwide. They provide an extensive training catalog of webinars and training programs developed by professionals for professionals. Their

certification programs are instrumental in demonstrating a technician's technical expertise.

They also host several national and regional events throughout the year, both online and in person. These events provide opportunities for our members to participate in training and to expand their professional network. One of their most popular events, InfoComm is coming up soon and Locals are encouraged to support their members in attending.

InfoComm will be held on June 13 -19th at the Las Vegas Convention Center in Las Vegas, NV.

The Tradeshow department also participates in the Live Events Council to ensure that the working and training standards of the industry are in line with the IATSE values. If there are any Locals who are interested in participating, please reach out to your Tradeshow Representative.



Left to Right: Jim Lordon and International Vice President and Tradeshow Department Director, Carlos Cota, presenting at InfoComm 2024

Building the Bench: Local 317's Utility Boot Camp Strengthens the Sports Broadcast Workforce

When fall sports ramp up in central Indiana, the pace is relentless. NCAA and NFL football, the NBA, IndyCar, and college basketball often overlap, placing heavy demands on the local sports-broadcast workforce. For Local 317, that seasonal crunch exposed a recurring challenge: a shortage of skilled utilities just when they are needed most.

Out of that challenge—and a clear-eyed assessment of what it takes to sustain a strong local workforce—Local 317 developed its Utility Boot Camp (UBC), now in its third year. The program has become a model for hands-on, realistic training that both prepares new technicians for real-world work and demonstrates the value of union membership in a right-to-work state.

A PRACTICAL RESPONSE TO REAL NEEDS

The initial motivation for the Utility Boot Camp was straightforward. Each

fall, many experienced utilities in the Indianapolis market are pulled onto national packages, leaving local shows understaffed. Rather than relying on last-minute solutions, Local 317 chose to invest in building depth from within the market.

At the same time, the Local recognized that training itself is a form of organizing. In a right-to-work environment, Local 317 must continually demonstrate the tangible benefits of union membership. Structured training opportunities and the camaraderie that comes with

volunteering, mentoring, and learning together provide a compelling reason for workers to become members.

TRAINING THAT MIRRORS THE JOB

This year's boot camp focused on realism. Stations were laid out to replicate an actual NBA broadcast, from bus arrivals to courtside and postgame positions. Participants rotated through stations including handheld cable coiling, bus arrivals, two-person ENG setups, postgame scrums, announce table builds, and hard camera construction with box lenses.





Eric Koller, 317 Member and Training Coordinator



The emphasis on coiling cable for handheld camera operators stood out as particularly impactful. It is a deceptively simple skill that, when done well, makes an immediate difference on a live show. Not surprisingly, participants consistently cited coiling as the most valuable takeaway—This year culminated in an impromptu coiling competition that showcased both skill and team spirit.

COLLABORATION AND CREDIBILITY

The boot camp is made possible by a core planning team and a larger group of member volunteers—camera operators, experienced utilities, and A2s—who donate their time to teach. Roughly a month of preparation, spread across several days, leads up to an event

day staffed by about 20 volunteers overseeing five to six stations.

BEYOND SKILLS: CONFIDENCE AND COMMUNITY

While technical skills are central to the curriculum, the boot camp's broader goal is confidence. Participants arrive as they would on a real call—meeting on a loading dock, receiving “tech book”-style instructions, and navigating an environment where they may not know anyone. They learn to introduce themselves, ask questions, and step forward rather than waiting passively for direction.

Equally important is what happens between stations. Many participants—often college juniors and seniors—cite informal lunchtime conversations as highlights of the day. Seasoned

members share stories from their careers, answer questions about freelancing, and demystify the industry. Those conversations frequently lead to immediate networking opportunities and, in some cases, work referrals.

MEASURABLE IMPACT

For Local 317, the Utility Boot Camp is more than a training day. It is a strategic investment in workforce development, a bridge between education and employment, and a clear expression of what a union can provide. As the demands on sports broadcast crews continue to grow, programs like this ensure the next generation is not only ready—but confident and connected—when they step onto the floor.



Solidarity in Action

For the Stagecraft Department, our mission is clear: to make the IATSE the standard across the live event industry. From theaters and concert halls to festivals and corporate events, we commit to organizing new workers, supporting our brothers, sisters, and kin, and raising standards for wages, benefits, safety, and job protections across North America.

There are those who work ceaselessly to divide and weaken us. Dubious promoters actively undermine the conditions we have fought for. Companies lobby for the erosion of our rights. Fair compensation and safe working conditions are not accidents; we fought for them, shoulder to shoulder, arm-in-arm, sister, brother and kin. “Solidarity” is not a slogan; it is the foundation of our power. Yet it is only meaningful when we act together.

Across the live event sector, we face threats to our hard-won protections. Corporate consolidation concentrates decision-making away from workers. Technological changes put pressure on schedules and safety. Employers use non-union labor to test our resolve. Yet data from IATSE campaigns show that workplaces with active, engaged members have better outcomes. When workers show solidarity with each other, they win.

Recently, across four major Washington, D.C. concert venues, production and box office workers chose to unionize to improve their working conditions. At the 9:30 Club, The Anthem, The Atlantis, and the Lincoln Theatre, stagehands, audio engineers, lighting technicians, and ticket sellers

organized together to join IATSE Local 22 for production and Local 868 for box office. More than three hundred workers united around shared demands for better wages, safer workplaces, and stronger protections, and their collective action delivered a successful union vote that put them in a far stronger position to win improvements on the job.

At Denver’s iconic Casa Bonita, Front of House employees, including servers, bartenders, and guest services staff, organized and voted to join Local 7 after a sustained campaign for a collective voice at work. The effort brought cast and crew together in partnership with Actors’ Equity Association and IATSE, uniting performers and behind-the-scenes workers in a shared push for fair treatment on the job. Despite management’s attempts to undermine the effort, a strong majority of the 183-worker unit voted for union representation in an NLRB election. Their cross-craft solidarity gave them real leverage and showed that workers who organize together achieve stronger outcomes than they ever could alone.

In New Mexico, live event workers are organizing NRG Staging with Local 423 to end widespread employee misclassification and the aggressive

union-busting tactics used by their employer to deny them basic rights. By coming together across crafts to defend themselves from a bad boss and demand recognition as employees with full protection, these workers are reclaiming control over their work and future. Their solidarity in the face of anti-worker forces shows that collective action can overcome attempts to divide and silence labor.

And presently, across the touring live-music industry, workers are organizing to secure healthcare and benefits in a job defined by short engagements and constant travel. Through IATSE, technicians and crew are building a collective benefits model that allows employers to contribute to health and retirement funds across tours. By organizing across employers and productions, they are turning gigs into careers. Their solidarity shows that when workers act together, they can achieve protection and stability that would be impossible alone.

How? First, solidarity is not one-way; it is mutual. It is built on trust and the willingness to show up for each other, even when there is no immediate reward. And second, solidarity requires action: stepping up, standing with coworkers, and

addressing problems directly. It means sharing your knowledge and building confidence in others. It means coming to another's mutual aid. By defending each other's dignity and speaking as "we," we strengthen the culture of solidarity that empowers our entire Union.

As our International President reminds us, "Solidarity is our only path forward."

Every member has a role in making solidarity real. Participate in local union meetings, craft training, and organizing initiatives. Mentor new members. Share your skills and experience to grow our leadership from within our ranks. When we lead by example and defend fairness and respect on every call, we ensure our collective voice is heard. Solidarity is not abstract; it is visible on the shop floor, in the parking lot after work, and throughout our communities. Every act of support grows our power.

What small act of solidarity can you take today to build a future where union membership is the standard and collective action is the rule?

TEN WAYS ENTERTAINMENT WORKERS CAN DEMONSTRATE SOLIDARITY

1. Attend union meetings.
Presence matters. Decisions are made by the people who show up.
2. Participate in union training and education sessions.
Knowledge is power and sharing it strengthens everyone.
3. Wear union gear. Visit <https://iatseswag.net/>
Visibility signals unity and confidence.
4. Talk to coworkers and colleagues about the union.
Honest conversations build trust and break isolation.
5. Join a union committee.
Collective action starts with committed workers stepping up together.
6. Volunteer in your community
Solidarity doesn't stop at the jobsite. It connects us to a broader movement.
7. Sign petitions
Even small actions show collective resolve.
8. Share on social media.
Tell your story. Normalize worker voices and worker wins.
9. Donate to relief funds like the Walsh/Di Tolla/Spivak Foundation
Mutual aid is solidarity in practice.
10. Show up to support picket lines.
Nothing says "you're not alone" like standing shoulder to shoulder.

LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
7	CASA BONITA	FOH
22	IMP CONCERTS	PRODUCTION
51	HOUSE OF BLUES HOUSTON	PRODUCTION
59	SMG EXPOSITION SERVICES, MEADOWLANDS EXPOSITION CENTER	PRODUCTION
423	NRG	STAGEHAND
632	EMPIRE TECHNICAL FABRICATION	PRODUCTION
720	PLANET HOLLYWOOD HOTEL & CASINO	AV TECHNICIANS
868	IMP CONCERTS	BOX OFFICE
IATSE	ARENA STAGE	PRODUCTION

PRIDE COMMITTEE

WE WANT TO MAKE YOU PROUD!

Now that the Pride Committee has been part of IATSE for a few years, we've had the opportunity to grow from an idea into an active, engaged presence within the organization. During that time, we've hosted events and marched in Pride, contributed to conversations around inclusive workspace practices, highlighted LGBTQ+ members, collaborated with union leadership on equity issues, and created space for connection and dialogue across both of our countries. As we look ahead to the committee's next chapter, we want to make sure our work continues to reflect the needs and priorities of the members we serve.

That's where YOU come in!

We've launched a quick survey to help shape what comes next for the Pride Committee and we want to hear from you!

Whether you're LGBTQ+ or an ally, this committee is here for you. So, tell us: what would actually be useful? More education opportunities? Ways to better connect with other members across Locals? Resources you can bring back to your own Local? Or, something we haven't thought of yet?

The survey is short, confidential, and open to members and permittees across the U.S. and Canada. Our union covers a lot of crafts, workplaces, and lived experiences, and we know they're not all the same. The more we hear from you, the better we can focus our energy where it counts.

At the end of the day, this committee works best when it reflects the people it represents. Please take a few minutes to fill out the survey at the link below and help us shape the direction of our work.

You can find it at: www.iatsepride.net/have-your-say

And this isn't just about us. We also want to hear what you're doing. If your Local is working on something interesting, important, or just plain fun, let us know! Sharing ideas and successes across Locals helps all of us learn from one another, build stronger connections and stay motivated to keep pushing this work forward.

It takes the entire crew to put on a show, so let's work together to make it a great one!

PINK SHIRT DAY

Pink Shirt Day is an annual anti-bullying event held on the last Wednesday in February, where people wear pink to promote kindness, inclusion, and respect. It began in Canada in 2007 after students supported a classmate who was bullied for wearing a pink shirt. The students bought pink shirts and encouraged everyone to wear them in solidarity. Now celebrated internationally, the day raises awareness about bullying and encourages safe, supportive communities. This year it fell on February 25th and members of the Pride Committee joined in to show their support for the movement.



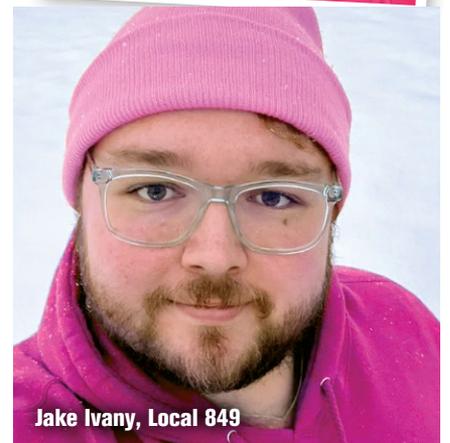
Chris Cipriano, Local 720



John "Jack" Curtin, Local 798



Paige Jarvis, Local 479



Jake Ivany, Local 849

CLIMATE CHANGE IS NO LONGER ON THE BALLOT, BUT IT SHOULD BE

Since the 2024 U.S. election, climate change has not been a priority at the ballot box—but that doesn't mean there's no cost to ignoring the crisis. As the nation approaches crucial midterm elections, voters would be wise to ensure that politicians put climate issues back on the table.

A 2025 Yale University study found that only twenty-nine percent of Americans are “very worried” about climate change. Among that group, most believe global warming will cause the greatest harm to plant and animal species, while their largest immediate concern is how extreme weather events will affect their own communities.

Yet, despite these concerns, almost no one is talking about it.

In today's political climate, headlines are dominated by issues like economic instability, immigration reform, and global conflicts. As a result, climate concerns have been pushed to the sidelines—or left out entirely. President Trump's renewed emphasis on “drill, baby, drill” and expanded oil exploration underscores how the conversation around environmental policy has shifted and how this crucial issue is being dismissed.

Voters can help refocus attention on the climate by holding candidates accountable and asking direct questions:

- What actions will you take to protect our communities from climate-related threats such as air pollution and poor air quality?
- How will you safeguard local water sources and wetlands?
- What plans do you have to modernize infrastructure and make it more resilient against extreme weather events?
- What are your views on fossil fuels and the transition to renewable energy?
- How do you plan to address environmental justice, particularly for vulnerable socioeconomic groups?
- Will you encourage state and federal agencies to prioritize a climate agenda?

Raising these questions—at town halls, on social media, or through calls and letters to elected officials—can help bring climate change back to the forefront of political debate. Doing so is essential to securing a sustainable, healthy, and prosperous future for everyone.

WICKED IS GREEN ONSTAGE AND OFF

In late 2025, both the Wicked Broadway and Munchkinland tour companies completed the extensive project of converting their lighting systems to LED. We applaud the crews, designers, and stakeholders of the production for prioritizing this important step toward a more sustainable future. Although the initial investment was significant, the long-term benefits—including lower energy consumption, reduced maintenance, and decreased operating costs—will undoubtedly pay off for a long-running production like Wicked.

Wicked has long been a leader in theatrical sustainability, implementing initiatives such as using rechargeable batteries in microphones, upcycling and recycling costumes and props, and participating in the Broadway Green Alliance's Green Captain program. In fact, back in 2007, the Gershwin Theatre—home to Wicked on Broadway—hosted the first gathering of theater professionals focused on sustainability, which later gave rise to the Broadway Green Alliance.

The Wicked films have also embraced this commitment by integrating sustainable practices both on set and throughout the design process. Through its “Green for Good” campaign, Wicked continues to inspire theatergoers to take action and contribute to a greener future. Learn more at BeGreenforGood.com.



DIVERSITY, EQUITY AND INCLUSION

SAN ANTONIO GEB ROUND-UP AND COMMITTEE UPDATES

International President Matthew D. Loeb opened this year's mid-winter meeting of the General Executive Board (GEB) by reflecting on San Antonio's rich labor history. In the wake of widespread outrage over increased racial profiling and escalating violence by ICE agents while many immigrants are being persecuted, President Loeb emphasized that San Antonio's early unions laid the groundwork for broad organizing in a city whose working class was largely Mexican and Mexican American. He underscored that all of labor owes a debt of gratitude to these workers and what they contributed to the broader labor movement.

That legacy reached its peak during the 1938 Pecan Shellers' Strike, when roughly twelve thousand pecan shellers, mainly women of Mexican descent, walked off the job to protest poverty wages and unhealthy working conditions. Led by Mexican American labor organizer and civil rights activist, Emma Tenayuca, and later supported by CIO organizers, the workers endured mass

arrests and police violence. These workers would later win wage increases, and the strike became a symbol of Mexican American women's leadership in labor and helped anchor San Antonio's ongoing tra-

dition of union and community organizing.

At this year's mid-winter GEB, reports from multiple departments and local unions highlighted continued efforts to support diversity, equity, and inclusion initiatives, as well as pathway programs to IATSE-covered jobs across the IA. International Vice President Michael J. Barnes spoke about the early success of a stagecraft pathway. Local 2 shared a progress update on their new training facility, which was fully funded by a five-million-dollar state grant. Local 80 presented their Highroads Training Program made possible through workforce

development funding from the state and noted that several other Hollywood Locals have also received state grants to support similar training efforts.

The Diversity, Equity and Inclusion (DEI) Committee's report highlighted new and ongoing successful training and outreach programs across the IA, where members and partners are helping young people find their place in many of the crafts represented by the IATSE, proving that solidarity, education, and inclusion remain at the heart of our story. The report reflected on the last five years of work the DEI Committee has accomplished, and reviewed who currently sits on the committee, acknowledging the depth and breadth of skill, achievement, service and leadership of committee members.

The report also included an update to the Visibility Matters campaign, renaming the member spotlight program to "Our Members, Our Voices," with the first member posts being shared during Black History Month. Recently published statements, information on newly available webinars, and the announcement of the 2026 IATSE 21-Day Human and Civil Rights Equity Challenge rounded out the report.

Looking ahead, the committee is committed to upholding Visibility Matters, expanding education and training for members and leaders, supporting Locals in their DEI initiatives, representing IATSE's diverse membership, and creating opportunities to connect, share, and develop relationships amongst IATSE kin.

For DEI Committee resources, members can visit the committee page on the IATSE website at <https://iatse.net/dei/>. All committee statements are accessible on the page, as well as catalogs of DEI-related courses including 2026 versions of the IATSE DEI webinar catalog and the LinkedIn Learning DEI catalog.

The DEI Committee invites all locals to send updates about their local union DEI or Social Justice Committees, outreach initiatives, and submissions for Our Members, Our Voices to deicommitee@iatse.net. The committee is proud to highlight the work of our locals and diversity of our membership.



Local 80 Business Agent DeJon Ellis, Assistant Director of Tradeshow Bryant Preston, Communications Outreach Strategist Megan Greene, Committee Co-Chair Liz Pecos, Local 728 Vice President Malakhi Simmons, International Trustee Tuia'ana Scanlan, International Vice President Toni Burns, and Local 494 Business Agent Neftali Nieves Reyes.

MONTHLY CONTRIBUTOR PAC PINS



PRESIDENT'S CLUB

\$40.00 PER MONTH



LEADER'S CLUB

\$20.00 PER MONTH



ACTIVIST'S CLUB

\$10.00 PER MONTH



OUR PAC SUPPORTS CANDIDATES AND ELECTED OFFICIALS THAT STAND WITH WORKERS, REGARDLESS OF PARTY AFFILIATION. CONTRIBUTORS MUST BE UNITED STATES CITIZENS OR LAWFUL PERMANENT RESIDENTS OF THE UNITED STATES. SCAN THE QR CODE OR VISIT IATSEPAC.NET TO CONTRIBUTE ONLINE AND ACCESS ADDITIONAL RESOURCES.

FOR RECURRING MONTHLY CONTRIBUTIONS VIA CREDIT/DEBIT CARD IN THE AMOUNTS ABOVE. GO TO WWW.IATSEPAC.NET TO SIGN UP.

IATSE WOMEN'S CONNECTION

DOMESTIC VIOLENCE IN THE WORKPLACE

According to surveys conducted in Canada, one third of workers have experienced intimate partner violence in their lifetime. Female, transgender, and Indigenous respondents, those with disabilities, or a sexual orientation other than heterosexual experience higher rates. This has a cascading effect on individuals' workplaces and society as a whole.

The ratification of ILO 190 in Canada initiated the passing of legislation in all provinces that makes paid leave for interpersonal violence mandatory for employers. Leave that can be taken in hours or days with little or no notification to enable a victim to deal with the situation in a safe manor.

This behavior affects not only individuals involved but can put an entire workplace at risk. Legislation also requires employers to develop safety plans in the event that an employee is experiencing intimate partner violence to keep them and their co-workers safe. This relies on disclosure and disclosure relies on trust.

Unions have a role to play in all of this and awareness is key. Being able to identify patterns of behaviour, frequent

tardiness, lack of focus, changes in mood and behaviour, and most importantly being a trusted resource, can help us help our members. In June of 2025 and again in November the Canadian Women's committee sponsored a Lunch and Learn seminar that focused on how to talk to members about IPV, how to respond when members confide in us, and what resources we can provide for members. The Seminar was presented by the Canadian Labour Congress but was open to all in the US and Canada, with over fifty attending between the two sessions.

IF YOU OR SOMEONE YOU KNOW IS EXPERIENCING IPV FURTHER RESOURCES CAN BE FOUND AT:

Canada Family and Intimate Partner Violence
Canadian Association of Social Workers

US; Domestic Violence Support
National Domestic Violence Hotline

FOR HER

At the San Antonio GEB the Women's committee supported the local non-profit charity, For Her. For Her is a local non-profit that offers counseling, peer support circles, wellness resources, economic empowerment pathways, and practical support that includes a stocked hygiene closet and childcare during group programming. Every program is rooted in dignity, connection, and the understanding that women thrive best in community. The efforts of the GEB attendees raised over \$3,600.

www.iamforher.org



Each quarter the WC would like to highlight a woman that has done extraordinary things in their local or community. To be considered for this special spotlight in the Bulletin or to nominate someone

please send the following information to iatsewomen@iatse.net

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

SISTER SPOTLIGHT

Deborah Lipman is a member of Local 600. A member for thirty-five years Sister Lipman has worked as a first AC and currently serves as the Local's First National Vice-President

WHAT IS AN ACCOMPLISHMENT YOU ARE MOST PROUD OF?

Starting in 2001 after I won my first election as a regional officer in New York, I began working on the NY State Entertainment COBRA Subsidy Bill, which I'm proud to say is still active today. Throughout the years. It's always been important to build internally and externally politically on issues that affect the members in both their livelihood and Collective Bargaining agreements.

Currently, I am seated as a Vice President on the Executive Board of the Atlanta North Georgia Labor Council of the AFL-CIO, and I also serve on the Georgia AFL-CIO Selection Committee. This also has extended throughout the Central Region in other states.

WHAT INSPIRES YOU TO KEEP GOING IN THE INDUSTRY?

Working people have serious battles ahead, and we can't be complacent about the changing landscape of Employers and Technology.

When we work to find common ground and combine our efforts, we can protect our interests and build the future. I have seen the power we have when members



get involved with their union. Together, we can get things done. A Union's greatest strength is its rank-and-file members; apathy is our greatest weakness. We must build new leaders with the tools to take this on.

IS THERE ANYONE WHO INSPIRES YOU TO CARRY ON WITH YOUR WORK?

I have been inspired by many wonderful women mentors, especially lately by Stacey Abrams.

WHAT ADVICE WOULD YOU GIVE OTHER WOMEN IN THE IA?

Make every effort and opportunity to network and learn from others to further your knowledge, as well as taking advantage of education programs.



LOCAL UNION NEWS

LOCAL 53 MEMBER RECEIVES 50-YEAR SCROLL



Fifty years strong! On November 25, 2025, at the Local 53 union meeting, Brother Richard Riberdy was honored with the IA's 50-Year Scroll. A proud member since October 19, 1975, Richard's dedication spans five decades of solidarity and service. Here's to an incredible milestone!

LOCAL 4 DELIVERS JOY WITH ANNUAL HOLIDAY TOY DRIVE

The holiday magic may have passed, but the impact remains. Local 4's annual toy drive, in partnership with Forest Hills Stadium and Queens Community House, helped spread joy to kids across the community during the 2025 holiday season.

Pictured: Local 4 Vice President Mark May, Brother Antonio Deangelis, and Jeff Gagliardo.



MOMENTUM BUILDS AS LOCAL ONE WELCOMES ATLANTIC THEATRE GROUP MEMBERS

On August 21st 2025, Local One proudly swore in eight new members from the Atlantic Theatre Group. With The 2025 and 2026 season in full swing, the relationship has never been better with the Atlantic Theatre Group and the IATSE. Going forward this relationship will only grow with IATSE and Atlantic.



LOCAL 631 ELECTS PAUL COX AS INTERIM BUSINESS REPRESENTATIVE

In December, Paul Cox was elected to the role of interim Business Representative for Local 631.

Paul attended The Theatre School at DePaul University in Chicago, where he became involved with the Goodman Theatre. Witnessing staff fight for fair treatment, he joined their strike in 2001, despite not being in the bargaining unit. His dedication caught the attention of IATSE Local 2's Business Agent, leading to him joining the IATSE union. Over the next seven years, Paul worked on Broadway openings, held a house gig at Navy Pier, and remained active in the corporate circuit. When the 2008 recession hit, he moved to Florida with his girlfriend, soon to be his wife, who had secured a job at Walt Disney World.

Now firmly settled in Central Florida, Paul has become a key figure in Local 631, serving in various leadership roles, including President, and now Business Representative. In 2020, he was appointed as the International's principal representative to the Service Trades Council Union at Walt Disney World, and in 2024, he was elected to the Executive Board of the Central Florida Labor Council.



LOCAL UNION NEWS

ALBERTA GOVERNMENT USES THE “NOTWITHSTANDING CLAUSE” TO SUPPRESS THE CONSTITUTIONAL RIGHTS OF WORKERS AND TRANS-GENDER PEOPLE

WHAT IS THE NOTWITHSTANDING CLAUSE?

Section 33 of the Canadian Charter of Rights and Freedoms has a notwithstanding clause. It is essentially an override clause in the Canadian Constitution which was negotiated in 1982 and allows Provinces and territorial Governments to temporarily override or bypass certain Charter rights. Use of this clause has historically been very rare as it is seen as an emergency of “nuclear” option. More recently populist leaders have used this clause to bypass court decisions and democratic debate and lean into their base.

WHAT TOOK PLACE?

In November 2025, Alberta Premier, Danielle Smith, invoked the notwithstanding clause for three pieces of legislation pertaining to transgender youth and adults (Bill 9). This came a few weeks after Smith had used the clause as the government introduced Bill 2, the back-to-work bill, passed the Alberta forcing 51,000 striking teachers back to work under a sub-standard agreement that they had previously voted down.

WHAT HAS BEEN THE RESPONSE?

A number of well attended rallies were organized to voice



support for people being marginalized by the legislation. Additionally, legal challenges to Bills 2 and 9 are now underway. Local 212 Pride Committee members and allies were in attendance at the rallies. The following email from International Vice President and Local 212 President, Damian Petti, was tabled at the Provincial Legislature:

Dear Premier Smith

I am writing to express my disgust towards the use of the notwithstanding clause to foist Bill 9 onto Albertans and marginalized youth.

It is clear to me that this action by the Government of Alberta is being used to undermine and take away the constitutional rights of trans youth in our province. It is appalling to me that this group of vulnerable people is being targeted and further subjugated by a government that should be protecting and supporting their constitutional rights.

These actions are disgraceful. Please be and do better!

Damian Petti

President IATSE 212

International Vice-President

IATSE



LOCAL B27 HOSTS ANNUAL HOLIDAY CELEBRATION

On December 17, 2025, International Vice President and Local B27 Business Manager, Toni Burns, kicked off the 2nd annual holiday celebration for the Local B27 members at Wild Eagle Downtown in the heart of Cleveland. With great food, festive décor, and a DJ keeping the energy high, the night was filled with laughter, dancing, gaming, and unforgettable moments.



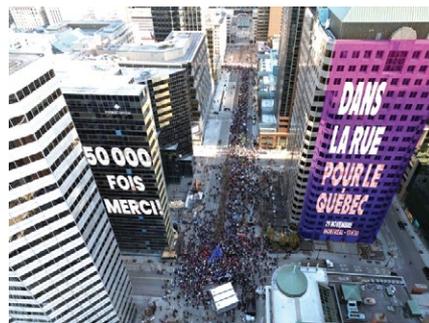
IATSE LOCALS JOIN MASSIVE PROTEST IN MONTRÉAL AGAINST PROPOSED QUEBEC LABOUR LAW

IATSE Locals demonstrated strong solidarity on November 29 in Montréal, joining more than fifty thousand people at a national protest opposing “Bill 3,” a piece of legislation proposed by the Quebec government that we believe

would weaken workers’ rights and collective bargaining protections.

Delegations from Locals 56, 262, 863, and 514 marched together, led by their Presidents—Natalie Goyer (Local 56), Sylvain Bisailon (Local 262),

Bernard Larivière (Local 514), and Sophie Boivin (Local 863)—alongside many engaged members and International Representatives Jason Vergnano and Isabelle Lecompte.



LOCAL 589 CELEBRATES THREE 50-YEAR MEMBERS

First Photo Left to Right: Mike Jackson, Secretary Treasurer, Claude Riptoe, 50-year member, Alan Harrison, 50-year member and President, Leonard Jenkins, Gold Card Recipient, Bo Howard, International Representative, Daniel Clack, Vice President, and Gary Robbins, Business Agent.

Second Picture Left to Right: Bo Howard, International Representative, Claude Riptoe, 50-year member, Leonard Jenkins, Gold Card Representative, Alan Harrison, 50-year member and President, and Daniel Clack, Vice President.



LOCAL UNION NEWS

IATSE REPS AND LOCAL 764 ATTEND 2026 AFL-CIO DR. MARTIN LUTHER KING JR. CIVIL AND HUMAN RIGHTS CONFERENCE

In honor of Dr. Martin Luther King Jr.'s birthday, IATSE was proud to be represented at the 2026 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference by Communications Strategist Megan Greene, DEI Committee Co-Chair Kimberly Butler-Gilkeson, Local 764 Vice President Vangeli Kaseluris, and Local 764 Trustee Carmia Marshall-David.

Held in Baltimore, Maryland, the conference brought together hundreds of union members, activists, and labor leaders for a week of discussions, workshops, and community service focused on the pressing challenges facing our movement and the tools needed to create lasting change.

With the theme "Honoring Our History, Fighting for Our Future," the conference centered on advancing Dr. King's vision, building on hard-won victories, and continuing the fight for economic and racial justice within the labor movement.

Shout out to the talented Local 19 crew who also helped make this conference a success!



Crew member names from left to right: Roger Easter, Daniel Lee, Jim Posedenti, Darryl Ruffin, Mark Sellman, Anthony Weibking, Michael Ziegler and Larry Jackson.



Left to Right: AFL-CIO President Liz Shuler, Communications Strategist Megan Greene, Local 764 Vice President Vangeli Kaseluris, DEI Committee Co-Chair Kimberly Butler-Gilkeson, and Local 764 Trustee Carmia Marshall-David.

LOCAL 411 HOST FIRST-EVER UNION SOCIAL EVENT

On September 14th, 2025, at The Society of Drinking Ladies Clubhouse in Toronto, Local 411 hosted its first union social event bringing members together for an evening of fellowship and fun.



STAGE ORGANIZING IN CANADA

In 2025, the Canadian Department of the IATSE identified stage organizing as a priority for the department. In recent years, there had been a noticeable decline in the amount of organizing being done by stage and mixed locals across Canada. Organizing was still happening, but not at the same level as previously seen. The first step in this initiative was to identify why this decline was happening.

In order to determine what issues were impeding our Stage Locals from organizing, the Canadian Department launched a survey to designed to identify several key areas; what was the current level of knowledge our Stage Locals had regarding the tactics of organizing, what issues at the Local were directly impacting their ability to organize, and what training did they need to address these issues and be successful at organizing. Participation in the survey was high and based on the results a plan was put in place to provide Locals with what they needed kickstart organizing at their Local.

The results of the survey were presented to a Canada-wide meeting held for all Stage Locals, where they had an opportunity to provide addition feedback and ask questions and discuss what support they needed from the International. Following the initial meeting, the Canadian Department launched a series of three online training webinars to cover the issues identified. The webinars were: Organizing 101 – which covered why organizing

was important, how to get started and the basics of labour law, Organizing 102, the Campaign – which covered how to map your jurisdiction, how to talk to non-union workers and what to expect from the employer, and Organizing 103 – Successes Now What – which covered strategies for first contract negotiations, bringing in new members and celebrating our victories. All three webinars were well attended, and the results became apparent right away.

In 2025 there was an increase in the amount of organizing done by Stage Locals in Canada. Local 56 organized at Theater Jean Duceppe and at le Monument National in Montreal Quebec, Local 680 organized stage hands, and in a separate certification FOH workers at the Highland Arts Theater in Sydney Nova Scotia, Local 357 organized student stage hands at Wilfred-Laurier University in Waterloo Ontario, and Local 822 organized Wardrobe workers at Younge People's Theater in Toronto Ontario.

**** If timing allows – and Local 118 successfully organized over 200 stagehands at Universal Show Services in Vancouver British Columbia, the largest organizing drive by a stage Local in Canadian history.****

The Canadian Department looks forward to maintaining and increasing this momentum of organizing in 2026.

CANADIAN DELEGATIONS PARTICIPATED IN KEY PROVINCIAL LABOUR FEDERATION MEETINGS THIS FALL 2025

This fall, IATSE was represented by several Canadian delegates at key provincial labour-federation gatherings across the country.

- Nova Scotia Federation of Labour Convention (October 26-28)
- Newfoundland & Labrador Federation of Labour Convention (November 16-19)
- Ontario Federation of Labour Biennial Convention (November 17-21)
- PEI Federation of Labour Convention (Nov. 21-22)
- Québec Fédération des Travailleurs et Travailleuses du Québec Convention (November 24-27).

These events strengthened our ties with labour partners, allowed us to share perspectives from our sector, and reinforced our commitment to national solidarity. We would like to highlight the election of Natasha Jeffery, Business Agent at Local 709, to the position of General Vice-President of the Newfoundland and Labrador Federation of Labour. Congratulations, Natasha!



Left To Right: International Representative, Isabelle Lecompte, President AQTIS 514, Bernard Larivière and General Manager AQTIS 514, Nathalie Paré.

LOCAL UNION NEWS

JAPANESE CULTURAL WORKSHOP – EDO PERIOD

By Alex Kavanagh, Etheline Joseph and Miyuki Mori

Hollywood has often misrepresented foreign cultures, especially through makeup, hair, and costume — the very departments that shape storytelling on screen. The IATSE 873 Edo Japan Masterclass workshop dove into Edo Period Japanese life to show how people truly looked, lived, and behaved. It aimed to bridge the gap between older Hollywood stereotypes and younger generations influenced by anime and the internet. By learning authentic culture, we can create more believable films and stronger collaboration in a diverse industry. The cultural master class isn't only new knowledge & skills, but also a pathway to DEI (diversity, equity, and inclusion).

An important aspect was learning how to adjust “authentic” to “realistic” in our work. Day one offered live model demonstrations by experts; IATSE 873 member Miyuki Mori presented the culture commentary, then gave a makeup demonstration, master Tetsuya Chi-Na and his team from Japan (and founder of Chi-Na Academy) gave a Japanese traditional hairstyle demonstration, and Hiroko Puopolo, of Solonde Tea Plus Kimono, conducted a detailed demonstration on dressing modern versus Edo period Kimono.

The focus was on learning authentic methods, materials, and tools, and how to adapt them for film work. We explored how to recreate Edo-Period looks within

the tight timelines and repetition required on set. The goal is to bring authenticity to screen while staying practical for production demands.

Day two brought it all together with hands-on training: one model moved through all three departments, styled head-to-toe in an authentic Edo look, finishing with a professional photoshoot. It was a unique chance to practice, collaborate, and walk away with images that showcase our skills. It was exciting learning new techniques and products that can be applied to other projects, like science fiction and avant-garde. It was a rare opportunity to gain new understanding of each other's process between the different departments.



IATSE SHINES AT MPA-CANADA'S "BEHIND-THE-SCENES" EVENT!

The IATSE was out in full force at this year's MPA-Canada's "Behind-the-Scenes" event on Parliament Hill.

Twenty IATSE Leaders from across Canada attended the event to help raise the profile of our industry amongst Federal officials who help support us.

The IATSE exhibit was a huge hit, with members demonstrating their creative talents in Makeup, Costumes and Scenic Art.

Based on feedback from the Federal officials in attendance, the MPA-Canada's "Behind-the-Scenes" event, with the support of the IATSE, has quickly become the "best reception on the Hill"



Above: Local 212 Makeup Artists Gail Kennedy and Chase Cardinal in the process of applying prosthetics to Brandan Rowe, Chief of Staff to the Minister of Internal Trade Dominic LeBlanc with Minister Guilbeault.

Left: Local 849 Scenic Artist Kevin Lewis demonstrating Scenic Artistry.

LOCAL 611 TURNS 100!

100 years strong! Local 611 celebrated its centennial with International Vice President and Motion Picture and Television Production Department Director, Michael F. Miller, Jr., International Vice President and Tradeshow Department Director Carlos Cota, International Representatives Peter Marley, Steve Lutge, Dan'l Cook and retired International Representative Sandra England. A snapshot for the history books!



International Vice President Michael F. Miller Jr. with Local 611 President Doug Mueller.



WHAT HAS ORGANIZING A UNION MEANT FOR YOU?

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



LOCAL UNION NEWS

INDUSTRY LEADERS UNITE TO CHAMPION LIVE PERFORMANCE TAX CREDIT

On November 25th, 2025. Representatives Jason Vergnano and Cindy Jennings, together with Local 58 President Justin Antheunis joined other members of the Creative Industries Coalition for a day on parliament Hill to lobby for a new Live Performing Arts Tax Credit. The Creative Industries Coalition is comprised of the IATSE, Canadian Actor's Equity Association; the Canadian Federation of Musicians, Union des Artistes, and the Associated Designers of Canada; the Professional Association of Canadian Theatres, the Canada Live Music Association, Orchestra's Canada as well as representatives from many of Canadas leading cultural institutions and producers, and is an unprecedented concept. Speaking with one voice towards a common goal, coalition representatives met with Members of Parliament, Senators and staff of all parties to emphasize the need to implement a tax credit system for Live Performance similar to those that exist for film, and similar to systems that exist in the UK, France and some US Border states.

In 2017 *Come From Away* the musical portraying how the citizens of Gander, N.L., rallied together on 9/11 to welcome air travellers from around the world, opened on Broadway and, according to the *New York Times*, will be this season's most produced show in the US. A Canadian story, written and workshopped in Canada, but fully realized south of the border because our own country lacked the incentives needed to secure Canadian financial backing.

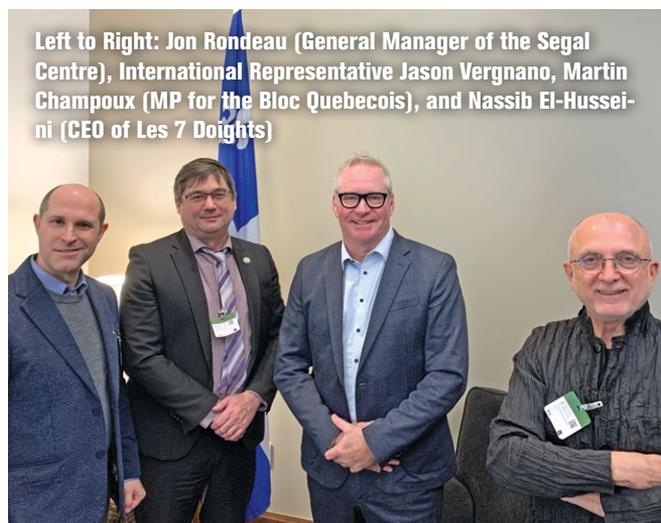
By investing in a tax credit or rebate assessed against the cost of labour, Government will be making an investment in Canadian Cultural Sovereignty and jobs. Producers would

be able to create more work with less financial risk, allowing Canadian talent to remain in Canada, creating more job security, and creating the opportunity for Canadian stories to be exported abroad. Every dollar invested in this industry generates an estimated \$10 in economic activity, fostering innovation and regional growth—cornerstones of a globally competitive Canadian economy.

The full day of meetings on Parliament Hill was followed up with an evening reception featuring an address and performance by Canada's legendary Newfoundlander Alan Doyle, which saw an impressive turnout from all political parties.



International Representative Cindy Jennings, Anita Gaff Executive Director Stratford Festival, Senator Daryl S. Fridhandler, Michael Rubinoff Artistic Director/ Producer Musical Stage Company, Valerie Shantz, Executive Director Winnipeg Folk Festival and Elena Tupyseva Executive Director Royal Winnipeg Ballet.



Left to Right: Jon Rondeau (General Manager of the Segal Centre), International Representative Jason Vergnano, Martin Champoux (MP for the Bloc Quebecois), and Nassib El-Husseini (CEO of Les 7 Doights)



Jeremy Webb, Artistic Director, Neptune Theatre Halifax, Tony Baldinelli, Member of Parliament, Niagara Falls- Niagara-on-the-Lake. (CPC) and Justin Antheunis, President Extraordinaire, Local 58 Toronto Stagehands.

INTERNATIONAL LEADERSHIP VISITS LOCAL 51 AND EXPO EXPO IN HOUSTON



In December, International Vice President Carlos Cota joined Assistant Director Bryant Preston and International Representative Thomas Guidugli in Houston, Texas, to attend EXPO EXPO and the ESCA Winter Board meetings. While in the city, the delegation also visited Local 51's state-of-the-art Training Center at the invitation of Local 51 Business Agent Mark Grady, highlighting the continued collaboration between Locals and the International to strengthen training, workforce development, and industry standards across the convention and tradeshow sector.

LOCAL 52 WELCOMES 23 NEW OFFICERS

On January 13th, Local 52 proudly welcomed twenty-three new officers! These dedicated members are ready to step into leadership roles, strengthen the Local, and continue the union's tradition of excellence. Here's to a bright future and strong representation for all members!



IN MEMORIAM

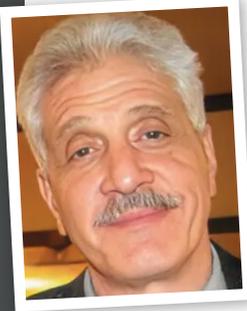
REMEMBERING JAMES “TRAPPER” MCEVOY

James “Trapper” McEvoy was a vital part of Local 478, but also the entertainment industry at large. He joined IATSE in March 2005, after starting his career on tour with the Rolling Stones. Originally from upstate New York, James found his way to New Orleans working in live entertainment, film/television, and employed for a time by SGPS Showrig New Orleans.

Always willing to serve, he was first elected as Trustee for Local 478 in 2008-2014, then serving as Executive Board Member-at-Large from 2017-2023. He was passionate about continual learning which bled into teaching his fellow crew members by becoming an OSHA Authorized Instructor in 2013, helping to create some of the first Entertainment industry focused

OSHA training with Bill McCord. He went to Train-The-Trainer, Officer’s Institute, and to JLG University to become a MEWP instructor.

The IATSE and entertainment community is better for having him be a part of our world. He helped sculpt the OSHA program we all enjoy today. He leaves a legacy of laughter, a list a mile long of those he trained, and a massive hole where he no longer sits. Our only hope is practices will become safer across the country and his death serves to instigate change that will be long reaching.



REMEMBERING NICHOLAS H. MARINO

Local 27 mourns the loss of Brother Nicholas Marino, aged 68, whose nearly five decades of dedication to the International Alliance of Theatrical Stage Employees exemplified the highest standards of union service, craftsmanship, and brotherhood.

Brother Marino was initiated into Local 27 Stagehands on August 9, 1980, beginning what would become almost 50 years of unwavering commitment to the trade, the union, and his fellow members. He spent the majority of his career at Playhouse Square’s State Theatre, where he served as Flyman for 35 years. For the final 10 years of his career, he

served as Head Carpenter, continuing to set the standard for professionalism and mentoring those who worked alongside him.

In recognition of his extraordinary dedication, Playhouse Square recently honored Nick with an award celebrating 45 years of service in the theatre district.

Brother Nicholas Marino’s legacy is one of service, leadership, and loyalty to the Alliance. His contributions helped shape Local 27, strengthened its institutions, and left a lasting mark on the Cleveland arts community. He will be remembered with gratitude and respect by all who had the privilege to call him a union brother. Rest in Power, Brother.

REMEMBERING SAMUEL C. FALZONE

It is with great sadness that we announce the passing of Brother Sam Falzone.

Sam devoted fifty years to Local B-90, serving twenty-eight of those as President. CMAC (outdoor concert venue) was one of his favorite places, where he supervised ushers and ticket takers for many years.

His contributions to the community were equally impactful. He served on the Board of Camp Good Days and Special Times. This is an organization that helps kids with childhood cancer. Sam was a proud member of the American Legion as

a 54-year veteran of the Army and Army Reserves ultimately achieving the rank of Chief Warrant Officer 4.

If he wasn’t leaving you inspired, he was making you laugh. He treated his community like family—and to his family, he was a generous father, grandfather, uncle, and husband.

Sam’s legacy of service, leadership, and love leaves a void that will be filled by many and will be missed by all who knew him.



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Nelson Ferrer December 16, 2025	1	William T. Barron, III November 9, 2025	33	Walter Nichiporuk December 18, 2025	56	M. David Cormalleth October 11, 2025	476
Dennis Hamlin December 27, 2025	1	Mark Brayton November 29, 2025	33	Nick Ekonomidis October 22, 2025	58	Caleb Kelley November 28, 2025	476
Michelle L. Hout November 18, 2025	1	Denise L. Hansen December 24, 2025	33	Cassandra Miller November 14, 2025	58	Orrin Shatava November 16, 2025	476
John J. Kells November 2, 2025	1	Joe A. Herring October 1, 2025	33	Scott Beckwith October 19, 2025	74	Mitchell Etheridge October 1, 2025	479
William E. King December 4, 2025	1	Bernie Rubin October 1, 2025	33	David Macdonald December 15, 2025	80	James M. Floyd November 26, 2025	479
Nicholas Knox November 26, 2025	1	Joseph Achatz December 16, 2025	38	Walter T. Pawloski December 23, 2025	84	Paul Vistocco December 27, 2025	479
James P. Mcwilliams November 21, 2025	1	Edward R. Allen December 23, 2025	38	Lubomyr M. Weselyj October 15, 2025	84	Kristin M. Gonzales October 24, 2025	480
Michael J. Murray December 20, 2025	1	Michael D. Tobin October 8, 2025	38	Mike Buck November 23, 2025	85	Scott Plunket October 25, 2025	480
Frank Oliva Sr. December 4, 2025	1	Robert D. Gouzien December 23, 2025	39	Preston Spence November 7, 2025	87	Thomas M. Davis October 26, 2025	481
Eugene G. Rudolph November 26, 2025	1	Steve Robertson October 11, 2025	42	Charles Reynolds November 8, 2025	97	Nicholaus William Bunting December 5, 2025	487
Eric E. Smith November 29, 2025	1	Dennis Mic Butterworth November 7, 2025	44	Jerry Hanlon December 28, 2025	119	Theodore J. Lubonovich II December 4, 2025	487
William C. Taylor October 23, 2025	1	Stanley W. Cockerell October 11, 2025	44	William F Hemphill December 5, 2025	128	Jonathan Arroyo December 30, 2025	494
Maynard Dubow November 2, 2025	2	Robert L. De La Garza October 1, 2025	44	Larry Rosales December 19, 2025	128	Howard Hinchie Jr. October 20, 2025	500
John Morgan October 14, 2025	3	Allan J. Gordon October 19, 2025	44	Richard T. L. Dallaway November 27, 2025	129	Mark Moore November 3, 2025	500
Robert L. Olinger December 1, 2025	3	Brad Halvorson October 1, 2025	44	Steve Robertson October 11, 2025	151	Al Reiners October 28, 2025	500
Phil Kraft November 23, 2025	4	Augustine Mendez Jr. October 15, 2025	44	Rick Fresquez October 18, 2025	191	Christopher West December 21, 2025	500
Leonardo Raphael November 28, 2025	4	William M. Mitchell III October 29, 2025	44	Conrad R. Loy November 18, 2025	197	Michael C. Chase December 7, 2025	504
Max C. Devolder October 31, 2025	6	John B. Robles November 23, 2025	44	Nick Kuchera November 27, 2025	210	Gary Huddleston November 6, 2025	600
Lewis M. Rowan December 21, 2025	7	Earl V. Thielen December 6, 2025	44	Kirsten Kehoe December 18, 2025	212	Otto R. Nemenz November 3, 2025	600
Frank Grandizio November 29, 2025	8	Eli Aharoni November 11, 2025	52	Anne Schmidt December 13, 2025	212	Peter Norman December 2, 2025	600
Dennis Moore November 6, 2025	8	Harold Horn October 24, 2025	52	Kelly Wills December 28, 2025	212	Sara Terry October 15, 2025	600
Allen Schaaf November 18, 2025	16	Eileen M. Kennedy December 7, 2025	52	James P. Mcwilliams November 20, 2025	251	Marvin Zenziper December 2, 2025	600
Frances Selover November 1, 2025	21	John A. Mitchell October 28, 2025	52	Harvey Midgette October 7, 2025	285	Peter Daprato November 4, 2025	634
Nicholas Amitrano November 28, 2025	23	Frank Oliva Sr. December 4, 2025	52	Barry Garfman December 15, 2025	306	Guy Aiu October 7, 2025	665
Nicholas Marino December 1, 2025	27	William Vonblomberg December 6, 2025	52	Gregord D. Rambo December 30, 2025	306	Mike Brown November 15, 2025	665
Lee Stone November 1, 2025	28	Danny Weiss November 24, 2025	52	Roberta S. Harvey December 2, 2025	321	Patricia A Gura November 21, 2025	665
John Baldwin November 9, 2025	30	Russell Prusak October 8, 2025	55	Germaine Knight December 7, 2025	471	Caroline A. Cirino December 16, 2025	675

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John Lawrence December 27, 2025	680	Thomas R. Bozanich December 27, 2025	729	Rob Greene December 1, 2025	798	Stephen K. Machan November 18, 2025	891
Ted Karounos October 3, 2025	695	Thomas E. Antes November 15, 2025	747	Wade Hampton December 1, 2025	798	Gary Mcvarish October 7, 2025	891
Jeffrey Wexler December 9, 2025	695	Donna J. Mincer October 11, 2025	747	Michael Bryant Renfroe December 1, 2025	798	Barbara L. Mercer December 25, 2025	891
Frank G. Zaragoza October 30, 2025	695	Fernando Vega November 24, 2025	750	Charlotte Taylor December 4, 2025	798	Lavone K. Napier December 15, 2025	891
David A. Behle October 25, 2025	700	Albert Bilotti October 6, 2025	751	Scott Herbertson October 18, 2025	800	Valentine Pavuls November 19, 2025	891
Rich Kaht December 3, 2025	700	Robert Ricchiuti December 12, 2025	751	Christine V. Ishimine December 10, 2025	839	Michael D. Shmyr October 25, 2025	891
Greg Cannom January 1, 5042	706	Ronald D. Le Platte October 1, 2025	764	Allan Collette December 20, 2025	849	Erika Zonderland November 8, 2025	891
Allyson M. Carey October 10, 2025	706	Kelly Unotti December 10, 2025	764	Rick Selmanovic October 16, 2025	856	Herbert Scholder December 13, 2025	18032
Jose Martinez December 18, 2025	720	Ann G Kelleher October 15, 2025	768	Robert Stewart December 10, 2025	856	John Alan Nixon November 1, 2025	B18
Daniel Robustelli November 18, 2025	720	Aerielle Levy November 30, 2025	784	Susanna C. Erdos November 26, 2025	857	Kathleen Coughlin October 15, 2025	USA829
Michael Rogers December 25, 2025	720	Francis Mcvetty December 24, 2025	794	Peter C. Daprato October 4, 2025	873	Ed Stauffer November 21, 2025	USA829
Kenneth Taber October 5, 2025	720	Eileen P. Barrett December 1, 2025	798	Gary Flanagan October 7, 2025	873	Scott Traugott December 10, 2025	USA829
Daniel Dorowsky November 13, 2025	728	Joseph Cranzano December 1, 2025	798	Marika Nitski October 10, 2025	873		
Jack E. Golden October 28, 2025	728	Christophe Farrell December 1, 2025	798	Doug Novis October 10, 2025	873		
Richard P. Kamins October 6, 2025	728	Helen M Gallagher December 1, 2025	798	John D. Harris November 28, 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.

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George Mc Donald
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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
MPSFLT Motion Picture Studio Electrical Lighting Technicians
MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)
MPSP&SW Motion Picture Set Painters & Sign Writers
MPSPT Motion Picture Studio Production Technicians
MPST Motion Picture Studio Teachers and Welfare Workers
MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees
MT Mail Telephone Order Clerks
O Operators
PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators
PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists
PWG Production Workers Guild
S Stage Employees
S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers
SM Studio Mechanics
SM&BT Studio Mechanics & Broadcast Technicians
SS/C,C,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists
GuildSS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants
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 210 EDMONTON, AB – Mel Geary, treasurer@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: John White, iaba210@iatse210.com.
S 212 CALGARY, AB – Peter Hawrylyshen, treasurer@iatse212.com; 212 62 Avenue S.E. Calgary, AB T2H 2E6 (403 250 2199) (Fax: 403 250 9769) Bus. Reps.: (Mot. Pic.) Alex Free, filmba@iatse212.com. (403 710-7271); (Stage) Rebecca Solly, stageba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC – Peter Gordon, treasurer@iatse118.com, 2940 Main St #206, Vancouver, BC V5T 3G3, Bus. Agt.: Joe Sawan, businessagent@iatse118.com.
S 168 VANCOUVER ISLAND, BC – Laurie Edmundson, sec-treas@iatse168.com; P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Kristen Iversen.
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ICG 669 WESTERN CANADA – Mike Sankey, secretary@icg669.com; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Wendy Newton.
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AG&AOE&GA 938 – Kari Nakken secretary@cag938.ca, 1055 W Georgia, #2400, Vancouver, BC, V6E 3P3, (604-355-6733); contact@cag938.ca. Rowan Guay, businessagent@cag938.ca.

T 8778 VANCOUVER, BC – Nadia Santoro, 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

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

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

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

SASKATCHEWAN

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

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

UNITED STATES

ALABAMA

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

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

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ARIZONA

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

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

ARKANSAS

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

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

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

PWG 111 United States – General: info@pwg111.org; Interim National Business Director: Colleen Donahue, cdonahue@pwg111.org; 2210 W. Olive Ave, Burbank, CA 91506 (310-269-0577)

TBSE 119 SAN FRANCISCO BAY AREA – James Milleta, P.O. Box 884651, San Francisco, California, 94188. Bus. Agt: Andrew Bennett, businessagent@iatse119.com.

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

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

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

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

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRICOUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES) – Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Ray Hinton Jr.

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

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaella Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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

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

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

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

MPC 705 HOLLYWOOD – Angi Ursetta, 5127 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Julia Bly, jily@mpc705.org.

MAHSG 706 HOLLYWOOD – Leslie Devlin, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Cheryl Eckert.

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

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

TWU 768 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA/CERRITOS – International Trustee Marisa Shipley; 1023 N. Hollywood Way, #201, Burbank 91505. (818-843-8768) International Trustee: Peter Marley.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD – Margaret Heaman, 466 Geary St. #M101 San Francisco, CA 94102. (415-861-8379). Bus. Agt.: Bobbi Boe, ba@twu784.org.

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

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

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

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

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

SS/C,C,A&APSG 871 HOLLYWOOD – Emma Danoff, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Jim Revis, Jim@ialocal871.org.

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

MPST 884 HOLLYWOOD – Amanda Norton, treasurer884@gmail.com; Linda Stone, recordingsecretary884@gmail.com. P.O. Box 461467, Los Angeles, 90046. (310-905-2400) Bus. Agt.: Marcy Brooks, businessrep884@gmail.com

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

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

S&FMT 923 ANAHEIM – Brian Pereyra, secretary@iatse923.org; P.O. Box 9031, Anaheim, 92812-9031. Bus. Agt.: John Romstedt, Jr., businessagent@iatse923.org.

T B18 SAN FRANCISCO – Diane Burkert, 450 Harrison Street #208, San Francisco, 94105. (415-932- 8218) Bus. Agt.: Johnny Moreno.

T B32 SAN JOSE-SANTA CLARA COUNTY – Jennie Santana, jennsantana@yahoo.com; P.O. Box 2832, Santa Clara, 95055.(408-710-9011) Bus. Agt.: Ralph Occhipinti, rocchipinti@earthlink.net.

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

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

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

COLORADO

S 007 DENVER – Douglas Taylor II, treasurer@iatse7denver.org; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Randy Mitchell, businessrep@iatse7denver.org.

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

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

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

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

CONNECTICUT

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

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

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT – Joseph P. Gates, 114t5 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

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

DELAWARE

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

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

DISTRICT OF COLUMBIA

S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA – Christopher Ruble, P.O. Box 92820, NE, Washington, DC 20090. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

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

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

TBSE 819 WASHINGTON – Mark Gardner, secretary@iatse819.org; P.O. Box 5709, Bethesda, MD. 20824, (202 966 4110) Bus. Agt.: Robert A. Richardson

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

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

FLORIDA

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

M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE – Clifford A. Newkirk, cnewkirk@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

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

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG – Tiffany Gans, secretary@iatse321.org ; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813931-7503) Bus. Agt.: Nelson Alicea, ba321@iatse321.org.

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

SM 477 STATE OF FLORIDA – Nancy Flesher, sec-treas@ia477.org; 4101 Ravenswood Road, Suite 108-109 Fort Lauderdale, FL 33312. (305 594 8585) Bus. Agt.: James Roberts, II.

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

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH – William H. Barnes, 605 East Robinson Street, Suite 240, Orlando, 32801. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Paul Cox, ba@iatselocal631.com.

S 647 NAPLES/FT. MYERS/MARCO ISLAND – Samantha Grantham, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

MPVT/LT/AC&GE 780 (See also Illinois) – Jaroslaw Lipski, jerry@iatsse780.com; 6141 N. Courtenay Pkwy, Suite D, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mngr.: Jerry Lipski

EE 835 ORLANDO/DAYTONA BEACH – Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

AE AE938 JACKSONVILLE – Charles Lucas, 1000 Water Street, Jacksonville, 32204 (904-304-9235) Bus. Agt.: Tomango Goodson.

GEORGIA

M 320 SAVANNAH – Amanda Kulkoski, P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, business@iatsse320.org.

TBSE 444 – International Representative, Rachel McLendon, rmcclendon@iatsse.net, P.O. Box 584, Kennesaw, GA 30156.

SM 479 STATES OF ALABAMA AND GEORGIA (Except Savannah and Vicinity) – Abigail Hilton, ahilton@iatsse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, makins@iatsse479.org.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA – Andrew Dyaas, sectres@iatsse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

S 629 AUGUSTA – Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaella Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

MAHS 798 ATLANTA REGIONAL OFFICE (See also New York) – Samantha Reese, sreese@local798.net; 4220 International Parkway, Atlanta, 30354 (770-855-0601).

M 824 ATHENS – Peter Elliott Fancher, 824dues@gmail.com; P.O. Box 422, Athens, 30603. (706-296-2136) Bus. Agt.: Kyle Anne Judson, iatselocal824ba@gmail.com.

EE 834 ATLANTA – Anthony Gantt, agantt@iatsse834.com; 4220 International Pkwy, Suite 200 Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Anthony Gantt.

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

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

HAWAII

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

IDAHO

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

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO – Chris Manor, finsec@ialocal99.org; 526 West 800 South, Salt Lake City, UT 84101. (801 359 0513) (Fax: 801 532 6227). Bus. Agt.: Aaron Thompson, BA@Ialocal99.org.

ILLINOIS

S 002 CHICAGO – Frank Taylor, 4300 W Montrose Avenue Chicago, IL 60630. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL – Lynnette Frutiger, lynnfrutiger@iatsse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatsse85.org.

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

S 124 JOLIET – Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Mark Brow, m_brow@msn.com.

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

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

M 217 ROCKFORD – Kim Whitmore, P.O. Box 472, Rockford, 61105. (779-772-7619) (Fax: 815-484-1085). Bus. Agt.: Alix Villiere.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO – James Helfrich, iatsse421treasurer@gmail.com; P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.:Kendel Heifner, iatsse421@gmail.com.

SM 476 CHICAGO – Anthony Barracca, 6309 N. Northwest Highway, Chicago, 6066310490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Anthony Barracca.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR – Andrew Hall, treasurer.iatsse.local482@gmail.com ; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Matt Albrecht, lightthestage@gmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaella Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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

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

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

MPVT/LT/AC&GE 780 CHICAGO (see also Florida) – Jaroslaw Lipski, 6141 N. Courtenay Pkwy, Suite D, Merritt Island, FL 32953 (773-775-5020) (Fax: 773-775-5771) Bus. Mngr.: Jerry Lipski, jerry@iatsse780.com.

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

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

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

INDIANA

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

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

S 102 EVANSVILLE – Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-589-1584) (Fax: 812-467-0287). Bus. Agt.: Scott VanMeter, Joe Newman; ba@iatsse102.com.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE – Alica Taylor, Artatman@Yahoo.Com; P.O. Box 265 Roselawn, IN 46372. (219-252-4794) Bus. Agt.: Thomas Mcnorton Jr., tmac3955@hotmail.com.

S 146 FORT WAYNE – Christopher M. Holt, iatselocal146@gmail.com; P.O. Box 13354, Fort Wayne, 46868. (260-409-5155) Bus. Agt.: Michael Barle, mbarle152@comcast.net (260-402-3257).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI – Melissa Bialko, local187sectres@gmail.com, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Joshua Evans, localba187@gmail.com.

TBSE 317 INDIANAPOLIS – Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Lance Coler.

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@iatsse618.org

TWU 893 INDIANAPOLIS/BLOOMINGTON – Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA – Destiny Stark, secretary@iatsse42.org; 5418 S. 27th Street, #1, Omaha, NE 68107. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatsse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY – Elizabeth Crawford, recsecretary@iatselocal67.org; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: Aaron Bowen.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL – Jeff Garnica, jeffgarnica@iatsse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatsse85.org.

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE – Scott Alan Wiley, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-582-2913). Bus. Agt.: Josh Medina, iatse191ba@gmail.com.

M 690 IOWA CITY – Charles A. S. Scott, iatse690sec@gmail.com; P.O. Box 42, Iowa City, 52244 0042. (319-594-2690) Bus. Agt.: Gregory A Wicklund, iatse690biz@gmail.com.

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

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

KANSAS

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

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

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

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE – Benjamin Madden, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Gregory Campbell.

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

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

TWU 897 LOUISVILLE – Greer Lee, greerlee@hotmail.com; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Virginia L. Hosono, iatselocal897@gmail.com.

LOUISIANA

S 039 NEW ORLEANS – Ashley Boudreaux, aboudreaux@iatse39.org; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Israel James Jr, ijames@iatse39.org.

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

S 298 SHREVEPORT – Jason Tynes, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Catherine Breittling, stagelocal298@att.net.

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

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

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

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

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR – Nathaniel Dombek, secretary@ia114.com, P.O. Box 993, Portland, 04104 (207-841-5616) Bus. Agt.: Devon Medeiros, businessagent@ia114.com.

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

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

MARYLAND

S 019 BALTIMORE – Nick Mostris, recseclocal19@gmail.com; PO Box 50098 Baltimore MD 21211. (443-823-4950) Bus. Agt.: Michael Mixter, businessagent19@gmail.com.

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

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

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

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

TWU 913 BALTIMORE – Danyela Marks, RecordingSecretaryTWU913@gmail.com; 4874 Melody Lane, Manchester, 21102 (410-239-6835). Bus. Agt.: Mary Beth Chase, mcb625@aol.com

MASSACHUSETTS

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

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

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

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

M 232 NORTHAMPTON/AMHERST – Jo Bartley, iatselocal232@gmail.com PO Box 1026, Northampton, MA 01062 (413) 523-2239, Bus. Agent: Cathleen O'Keefe.

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

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

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

T B4 BOSTON – Karen D. Murphy, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-893-0119) (Fax: 617-868-8194) Bus. Agt.: Beth Kurth.

MICHIGAN

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

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON – Shawn Michael Harrington, shawn.harrington@iatse38.org; 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Justin S. Cragin, ba38@iatse38.org.

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI – Bobby King, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Jean Scheid, local187ba@gmail.com.

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

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

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

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

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

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

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

MIDATLANTIC AREA

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

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/BRainerd/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL – Ben Pinc, Recording_Secretary@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Kellie Larson, business_agent@iatse13.org.

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

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

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

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

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

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

MISSISSIPPI

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

SM 492 STATE OF TENNESSEE/KENTUCKY/NORTHERN MISSISSIPPI – Theresa Morrow, tm-squared@charter.net; 310 Homestead Road e, Nashville, TN 37207. (615-386-3492). Bus. Agt.: Peter Kurland.

M 589 JACKSON/VICKSBURG/NATCHEZ – Walter Cooper, 432 Shadowood Dr, Ridgeland, Mississippi, 39157. (601)-506-8822) Bus. Agt.: Conner Owens, iatselocal589ba@gmail.com.

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

MISSOURI

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

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

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

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

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

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

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

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

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

MONTANA

M 240 BILLINGS – James Rott, iatselocal240@gmail.com; PO Box 2337 Billings, MT 59103 (406-591-0038). Bus. Agt.: Benjamin Valdez; bvaldez@iwks.net.

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA – Joseph Bakly, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Neil Sheldon

NEBRASKA

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

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

TW,MA&HS 831 OMAHA, NE/COUNCIL BLUFFS, IA – Alice George Holmes, 3909 N. 157th St. Omaha, NE 68116 (402-690-2217) Bus. Agt.: Rebecca Reed, rebecca@reed@gmail.com.

NEVADA

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

M 720 LAS VEGAS – Clifford Paschall, General@iatse720.net, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

NEW ENGLAND AREA

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

NEW HAMPSHIRE

M 195 LOWELL, MA./NEW HAMPSHIRE – Emily "EJ" Hall, P.O. Box 6642, Manchester, NH 03108.(603-402-0099). Bus. Agt.: Steven Kocsis, business@iatse195.org.

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

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

NEW JERSEY

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

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

SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA. – Charles Meere Iii, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820 Bus. Mgr.: Kevin Gilligan.

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

M 077 ATLANTIC CITY/VINELAND – John Jones, jones.iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609)335-2348) Bus. Agt.: Thomas Bambrick, Jr.secbamiatse77@gmail.com

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

M 536 RED BANK/FREEHOLD – Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-213-3209) Bus. Agt.: John Gormley, Jgormley536@gmail.com

M 632 NORTHEAST NEW JERSEY – Vincent D'Ornellas, dornellas.vincent@gmail.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201 262-4182) (Fax: 201 262-4138) Bus. Agt.: Kelly D Stout, businessagent@local632iatse.com.

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

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

NEW MEXICO

M 423 ALBUQUERQUE/ROSWELL/SANTA FE – El-nora Keller, office@iatse423.org; PO Box 30423, Albuquerque, NM 87190-0423. (505-250-0994) Bus. Agt.: Sharon Meyer, elisigma1964@msn.com.

SM 480 STATE OF NEW MEXICO – Jonah Heckler, 1900 Randolph Road, Albuquerque, NM 87106 (505 986-9512) Bus. Rep.: dooner, businessrep@iatselocal480.com.

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

NEW YORK

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

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

S 009 SYRACUSE/ROME/ONEIDA/UTICA – Cathy Hynson, SecretaryIATSE9@gmail.com; P.O. Box 617, Syracuse, 13201-0617. (315-751-1930) Bus. Agt.: Keith Russell.;karuss01@aol.com

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

S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY – Derek Kirkaldy kirkaldyderek017@gmail.com, PO Box 11-074, Albany NY 12211, Bus Agt; Bruce Coonley 518-331-9280 iatse14ba@gmail.com.

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

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

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

TBSE 100 NEW YORK – John Ackerina, iatselocal100@optimum.net; 111 Smithtown Bypass, Suite 206, Hauppauge, 11788 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Charles Cushing.

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

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

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT – Kenny Savoca, sec-treas@local161.org; 630 9th Avenue, #1103, New York, NY 10036. (212 977-9655) (Fax: 212-977-9609) Bus. Agt.: Victor Rieman, victor@local161.org.

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

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON – Malinda Miller, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

MPP,O,VT&AC 306 NEW YORK – Diana Diaz, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Michael Fewx; (Stage) Carol Bokun.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE – Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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

M 524 GLENS FALLS/SARATOGA – Courtney Harwood, 11 Berkley Ave., Cohoes, NY 12047. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Colleen Grignon.

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

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonison; Western Region Director Michaela Bursalyan, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Eastern Region Director Anna Nowlan (New York: 212-647-7300); Central Region Director Joey Brenner (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

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

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

M 749 MALONE – Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

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

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

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

T&T 788 ROCHESTER – Emily Gesleson; MailForEBG@gmail.com, (585-203-5367). 885 East Main Street, Rochester, NY, 14605. Bus. Agt.: Edward W Solorzano, Edwardsolorzano@gmail.com

TBSE 794 NEW YORK – Donna Biglin, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Nick Kroudis.

MAHS 798 NEW YORK REGIONAL OFFICE (See also Georgia) – John Curtin, 70 West 36th Street, New York, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina) – Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

EE/BPBD 829 NEW YORK – Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON – Kevin James, 25 Crestmont Terrace, Oneonta, NY 13820. (607-437-0218). Bus. Agt.: Kevin James, kevin.d.f.james@gmail.com.

TWU 858 ROCHESTER – Melanie Berl, melanieberl@gmail.com; 73 Alliance Avenue, Rochester, NY 14620 (585) 737-5875. Bus. Agt.: Karin Eckert, mskarineeckert@gmail.com.

ATPAM 18032 NEW YORK – Rina Saltzman, RSaltzman@atpam.com; 14 Penn Plaza, Suite 1407, New York, 10122. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

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

T 890 ROCHESTER – Rick Welch, rwelch0313@gmail.com; 5692 McPherson Point, Livonia, 14487. (585-415-8585) Bus. Agt.: Laura Honan, lhona1@yahoo.com.

MT 8751 NEW YORK – Lawrence Kleiber, 520 8th Ave 11th flr, New York, 10018. (917-715-7707)(Fax: 212-239-5801) Bus. Agt.: Katherine Lowell.

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

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

NORTH CAROLINA

M 278 ASHEVILLE – Kathryn Smith, iatse278@gmail.com; P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Erik McDaniel, iatseba278@gmail.com.

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

M 417 DURHAM/CHAPEL HILL/RALEIGH – Zach Alexander, secretarytreasurer@iatse417.org P.O. Box 91329, Raleigh,

27675. (919-422-0866) Bus. Agt.: Greg Love, iatseba417@gmail.com.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery

M 574 GREENSBORO/BURLINGTON/HIGH POINT – Susanne Daves-Brown, susanne@iatselocal574.org, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatselocal574.org.

M 635 WINSTONSALEM/LEXINGTON/THOMASVILLE – Alex Bond, secretary@iatse635.net; P.O. Box 24864, Winston Salem, 27114-4864. (336-399-7382) Bus. Agt. Adam Cranford, businessagent@iatse635.net.

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York) – John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

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

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD – Scott Berkley, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE – David Snider, sec_treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Thomas Sico, tnsico@gmail.com.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY – Noel C Keesee, P.O. Box 1180 Sylvania, OH. 43560. (419-215-4166) (Fax: 419-244-6325). Bus. Agt.: Andrew Todd, ba@ia24.org.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY – Steven Stuckert, steve@iatse27.com 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: James J. Holden, jimmy@iatse27.com.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD – Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Irene Mack-Shafer, businessagent@ialocal48.com.

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

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES – Emily Junker, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Jeff Junker, balocal66dayton@gmail.com.

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

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

TBSE 216, CLEVELAND – Robert Gross, rgross61@gmail.com, P.O. Box 31876 Independence, OH 44131. Bus. Agt.: Brett Koren.

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

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

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

TWU 864 CINCINNATI – Cheryl Beyersdoerfer, beyersdoerfercheryl@yahoo.com; P.O. Box 14743, Cincinnati, Ohio, 45250. Bus. Agt. Noelle E. Wedig, noelle.wedig@gmail.com.

TWU 883 CLEVELAND – Diane Burke, 4689 Georgette Avenue, N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Joanna Anthony, janthony883Cle@gmail.com.

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

T B27 CLEVELAND – Jermaine Burns, jburnsb27@gmail.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

T B38 CINCINNATI – Trustee Terry Keller, 237 Ludford St. Ludlow, Kentucky, 41016 (513-491-1400)

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

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

OKLAHOMA

S 112 OKLAHOMA CITY – Elizabeth Rescinito, iatse112.finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.

S 354 TULSA/PONCA CITY – Emerson Parker, iatse354secty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Justice Bigler, bsn-srep@iatse354.org.

SM 484 STATES OF OKLAHOMA/TEXAS – Susan McGill, smcgill@iatse484.org 4818 E Ben White Blvd, Suite 204 Austin TX 78741 (512-385-3466) Bus. Agt Brandon Noack brandon.noack@iatse484.org.

TW,MA&HS 904 TULSA – Shiloh Thaxton, twulocal904@gmail.com; P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Maegan Swick, (918-406-1593); twulocal904ba@gmail.com.

OREGON

M 028 PORTLAND/SALEM – Emily Horton, secretary@iatse28.org, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Rep.: Rose Etta Venetucci.

S 154 ASHLAND – Donna Memmer, secretary@iatse154.com; P.O. Box 141, Ashland, 97520 (503-881-9077) Bus. Agt.: Breena Cope, ba@iatse154.com.

SM 488 PACIFIC NORTHWEST – Tiffany Ayers, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Sierra Bay Robinson, southernBA@iatse488.org; (Washington) Michael Vukas, northernBA@iatse488.org.

M 675 EUGENE/CORVALLIS/BEND – Virginia Sands, P.O. Box 12217, Eugene, 97440. Bus. Agt.: James Flynn, iatse675@gmail.com.

TBR&SE 793 PACIFIC NORTHWEST – Taylor Quigley, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Derek Jones (Washington).

T B20 PORTLAND – Sandra Rosenfeld, 5105 SW 45th #201, Portland, 97221. (503-880-9953) Bus. Rep.: Kristina Chapman.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Sierra Bay Robinson, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

TBR&SE 793 PACIFIC NORTHWEST – Chris Taylor, P.O. Box 94282, Seattle, WA, 98121. (206-992-2910). Bus. Agt.: Joel Berhow (Oregon).

PENNSYLVANIA

S 003 PITTSBURGH/NEW CASTLE – Shawn Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Michael Lohrer.

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ – Reuben Starr, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Matthew McIntyre.

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

S 082 WILKES BARRE – Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570824-4260).

S 097 READING – Joshua Huntley, secretary@iatse97.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Jason Wingenroth, ba@iatse97.com.

S 098 HARRISBURG/HERSHEY/CARLISLE – Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Justin B. Fife, ialocal98@yahoo.com.

S 113 ERIE – Jillian Orr, P.O. Box 557, Erie, 16512. (814-440-8612) Bus. Agt.: Barry Lacastro, business@erieiatse.com.

M 152 HAZELTON – Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Dr-ive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM – Susanjoy M. Checksfield, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Matthew Calleri, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN – John Breznik, johnbrez@epix.net; ; 62 N. Bridge Street, Ringtown, 17967. (570-590-1766) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA – Irvin King, local26unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724 (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY – Judi S. Miller, iatsepejudi@yahoo.com; P.O. Box 21585, York, 17402. (717-424-4439). Bus. Agt.: Robert Hooker, zouba@yahoo.com..

M 329 SCRANTON/PITTSTON – Benjamin Spager, bspager@gmail.com; 431 Wyoming Avenue Scranton, PA 18503. Bus. Agt.: Michael G Swan. (570-237-0024).

SM 489 GREATER PITTSBURGH AREA – Bobbi-Jo Napoletano, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-926-6490) Bus. Agt.: Michael Matesic.

S 501 LITITZ – Amanda Merrill, Secretary@iatse501.com; P.O. Box 56, Lititz, PA 17543 (717-208-1054). (215-952-2106). Bus. Agt.: Joshua M Keller

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander) – Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

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

T&T 752 PHILADELPHIA – Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus. Agt.: Stephen Nawalany.

TWU 787 PITTSBURGH – Jody Clair-West, pghlocal787@gmail.com; P.O. Box 101847, Pittsburgh, 15237. (412-973-1952) Bus. Agt.: Jody Clair-West.

TWU 799 PHILADELPHIA/CAMDEN, NJ – Katherine Halloway, Kfoster54@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

TBSE 804 PHILADELPHIA – Marc Bress, iatse804.treasurer@gmail.com, 511 Michell Street, Ridley Park, 19078 (610-532-1038). Bus. Agt.: Edwin Diaz, 1diaz1@comcast.net.

TBSE 820 PITTSBURGH – David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Joseph Belak, jtblak@yahoo.com.

T&T 862 PITTSBURGH – Maria McIntyre, 914 53rd Street, Pittsburgh, 15201. (412-606-3298) Bus. Agt.: Timothy Smith.

T B29 PHILADELPHIA – Regina Kline, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Lawrence Williams, lawrence_williams@msn.com.

PUERTO RICO/VIRGIN ISLANDS

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

RHODE ISLAND

M 023 STATE OF RHODE ISLAND – David Allen, secretary@iatse23.org; P.O. Box 23044, Providence, 02903. (818-415-7018) Bus. Agt.: Charles Ryan.

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

TW, MA&HS 830 STATE OF RHODE ISLAND – James Ferreria, P.O. Box 16171, Rumford, 02916. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; 10 South Bend Street, Pawtucket, RI (401-527-5009).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH – Cran Ohlandt, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843744-4434) (Fax: 833-873-9573) Bus. Agt.: James L. Heyward Iii.

M 347 COLUMBIA – Rufus Carson, ia347business@gmail.com, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Jacob Cosentino.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA – Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON – Jon J. Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpaterson1910@yahoo.com.

M 731 RAPID CITY/BLACK HILLS AREA – Zachary Coyle, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Steve Owen.

TENNESSEE

S 046 NASHVILLE – David Crist, 211 Donelson Pike, #202, Nashville, 372142932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Patrick Hutchison.

S 069 MEMPHIS – Andrea Hoffman, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Andrea Hoffmann.

S 140 CHATTANOOGA – Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-490-5439) Bus. Agt.: Nicole Price, businessagent@local140.rocks.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG – Rose Sampley, P.O. Box 946, Knoxville, 37901. (423-994-1864) Bus. Agt.: Matthew Kryah

SM 492 STATE OF TENNESSEE/KENTUCKY/NORTHERN MISSISSIPPI – Theresa Morrow, tm-squared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) . Bus. Agt.: Peter Kurland.

M 632 NORTHEAST NEW JERSEY – Vincent D'Ornellas, dornellas.vincent@gmail.com, 300-1 Route 17 South, Suite 6 Lodi, NJ 07644. (201-262-4182). Bus. Agt.: Kelly Stout, kelly.stout@ymail.com

M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA – Walter Hughes, earlhughesace@gmail.com; P.O. Box 442, Unicoi, TN 37692. 423-262-3174. Bus. Agt.: Edwin Skinner, iatse699@gmail.com.

TWU 825 MEMPHIS – Jennifer Auvenshine, 1903 Young Ave, Memphis, TN 38114, (901-262-8288) Bus. Agt.: Brenda Anderson, swngddss1h@aol.com.

TWU 894 KNOXVILLE – Susan Elford, susyelford@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com

TWU 915 NASHVILLE – Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Nashville, 37076 (615-883-8023) Bus. Agt.: Connie R Clark, ccr4670@aol.com.

TEXAS

S 051 HOUSTON/GALVESTON – Jim Capfer, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Grady.

S 076 SAN ANTONIO – Jonathan Zitelman, secretary@iatse76.org; P.O. Box 690430, #306, San Antonio, 78269 (210 857 4868) Bus. Agt.: Ian Campos.

M 128 DALLAS-FORT WORTH-ARLINGTON METROPOLITAN AREA – Radar Bateman, Officer In Charge, 2710 Live Oak Street, Dallas, 75204. cbateman@iatse.net.

M 183 BEAUMONT/PORT ARTHUR/ORANGE – Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

M 205 AUSTIN – William L. Blome Jr., secretary@iatse205.org; 4818 East Ben White Blvd., Suite 204, , Austin, 78741. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE – Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO – Holly Serfass, ltsrf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: Sanford Gilzow, sandy@shurigg.com.

M 378 WICHITA FALLS – Richard Lehman, 3208 Rifle Range Road, Iowa Park, 76367. (940-232-2113) Bus. Agt.: Richard Lehman.

SM 484 STATES OF TEXAS/OKLAHOMA – Susan McGill, smcgill@iatse484.org 4818 E Ben White Blvd, Suite 204 Austin TX 78741 (512-385-3466) Bus. Agt Brandon Noack brandon.noack@iatse484.org.

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

TWU 803 DALLAS/FORT WORTH – Ava Gibbs, avamariamua@gmail.com, VRC Perrin@gmail.com P.O. Box 542932, Grand Prairie, 75054. Bus. Agt.: (Fort Worth) John Hanby, john.hanby45@gmail.com; (Dallas) Mary Allen-Henry, maryallenhenry@gmail.com.

M 865 ODESSA/MIDLAND/LUBBOCK – Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618). Business Agent: C Stefan L Williams, local865ba@gmail.com

TWU 896 HOUSTON – Isidro Rodriguez, Jr., P.O. Box 130774, Houston, 772190774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

T B184 HOUSTON – Donna Tatman; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Omega C. Villanueva, ovillanueva@fcch.net.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO – Chris Manor, finsec@ialocal99.org; 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227). Bus. Agt.: Aaron Thompson, BA@IALocal99.org.

VERMONT

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

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

VIRGINIA

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

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON – John Overstreet, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: Greg Huffman, ghuffmanlocal55@gmail.com; (540-632-3570).

S 087 RI CHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA – Preston Spence, info.local87@gmail.com; P.O. Box 100, Sandston, 23150. Bus. Agt.: Pat Lowery, iatse87businessagent@gmail.com, 804-921-1097.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG – Hilary Magoteaux, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. (757-237-5058), Bus. Agt.: William J. Clark, III. businessagent@iatse285.com, (757-675-5768).

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

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPOUR, TN – Walter Hughes, P.O. Box 442, Unicoi, TN 37692. (423-741-8353) (Fax: 423-743-0945) Bus. Agt.: Edwin Skinner, iatse699@gmail.com.

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. BURNON/SEDRO WOOLEY/ PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW – Kcarie Cunnigham, secretary@ia15.org, 5030 1st Ave. S. #204 Seattle, WA 98134. (206-441-1515) Bus. Rep.: Laura McGreevy, businessagent@ia15.org.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID – Anthony Calabro, secretary@iatse93.org; P.O. Box 1266, Spokane, WA 99210.(509-230-5455) Bus. Agt.: Maria Sorce. (509-230-5455).

SM 488 PACIFIC NORTHWEST – Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) cdaivid cotttrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

TBR&SE 793 PACIFIC NORTHWEST – Jeremy Wilson, P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Derek Jones (Washington).

TWU 887 SEATTLE – Christina Hobbs, secretary@iatse887.org, 5030 1st Avenue South, #204, Seattle, WA, 98134. (206-402-1930) Bus. Agt.: Kelly Caffey, bus.rep@iatse887.org.

WEST VIRGINIA

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

S 271 CHARLESTON – Craig Colhoun, P.O. Box 75323, Charleston, 25375. (681-781-7677) (Fax: 304-357-7556). Bus. Agt.: Jasmine Gilmer.

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

M 578 NORTH CENTRAL WEST VIRGINIA – Raquel A. Nethken, iatse.local578@live.com; P.O. Box 293, Morgantown, WV 26507 (304-296-7549). Bus. Agt.: Raquel A. Nethken, HiringHallLocal578@gmail.com.

WISCONSIN

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL – Ben Pinc, Recording_Secretary@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Wendell Bell, business_agent@iatse13.org.

S 018 MILWAUKEE/WAUKESHA – James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Anthony Puglielli.

M 251 MADISON/COLUMBIA/SAUK COUNTY – Rachelle Fenster, secretary@iatse251.com; 1602 South

Park Street, #224, Madison, 53715. (608-558-7315) (Fax: 608-251-6023) Bus. Agt.: Justina Vickerman, ba@iatse251.com.

TBSE 414 MILWAUKEE – Kenn Kaye, treasurer@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus Agt.: David Larson businessagent@iats414.com.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/ WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU – Joshua Cobbs, ia470secretary@gmail.com; P.O. Box 2421, Appleton, 54912. (920-479-5959) Bus. Agt.: Ryan Graham, BA@iatse470.com.

T B46 CHICAGO, IL/MILWAUKEE, WI – Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661.

(312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

WYOMING

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

M 426 CASPER – Carrie Hagen, iatse426@gmail.com; P.O. Box 353, Casper, 82601 (307-235-5159) Bus. Agt.: Lorenzo Maffin.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska) – Jennifer Bacon, 5030 1st Ave S., Suite 204, Seattle WA, 98134. (206-859-0940) Website: www.iatsedistrict1.org; Email: secretary@iatsedistrict1.org.

District No. 2 (California, Nevada, Arizona & Hawaii) – Anthony Pawluc, 4400 Riverside Drive Suite 110-825 Burbank, CA 91505, (818-303-4351) Website: www.iadistrict2.org; Email: anthonyawluc@iadistrict2.org.

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut) – Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: pkeogh@iatse11.org

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia & District of Columbia) – David O’Ferrall, 2301 Russell Street Baltimore, MD 21230. (410-732-0414) (Cell: 410-960-5162) Email: district4iatse@gmail.com.

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

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

District No. 8 (Michigan, Indiana, Ohio & Kentucky) – Tom Guidugli, 35 East Seventh Street- Suite 501, Cincinnati, OH 45202, 859-653-0311 Email: Tguidugli@iatse.net.

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas) – Frank Taylor, 216 S Jefferson St Suite 400 Chicago, IL 60661 (312-705-2020) (Cell: 773-771-8242) (Fax: 312-705-2011) Email: FTaylor@iatselocal2.com.

District No. 10 (New York & New Jersey) – Greg R. Hancox, P.O. Box 3122, Secaucus, NJ 07096 (201-757-6846) (Fax: 201-863-8551). Email: hancoxgreg@aol.com.

District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland & Labrador) – Zoe Dempster, 55 Elizabeth Ave St. John’s, NL A1A 1W9. (709-979-1419) Email: secretary-treasurer@iatsedistrict11.ca.

District No. 12 (Manitoba, Saskatchewan, Alberta, British Columbia, Yukon, Northwest Territories & Nunavut) – Amanda Bronsnyk, IATSE Local 891 1640 Boundary Road Burnaby, BC V5K 4V4 (779-995-8916) Email: iatsed12@gmail.com.

NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who informs the union by making a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the

union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must specify the person's full name and home address and be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection and specify the person's full name and home address. Objections may be renewed annually or considered continuing in nature if specified by the objector. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

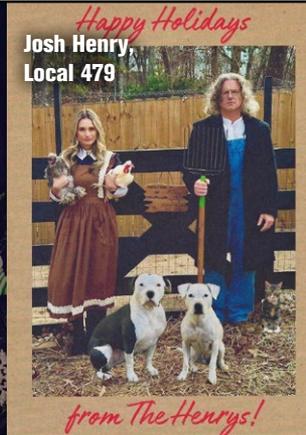
10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

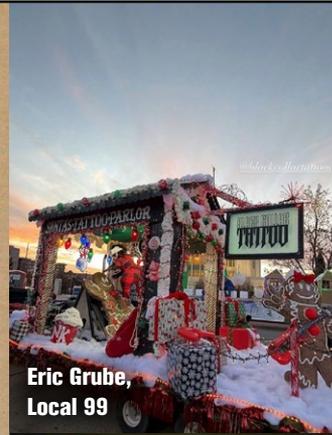
12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.



Jordan Pacheco,
Local 481



Josh Henry,
Local 479



Eric Grube,
Local 99



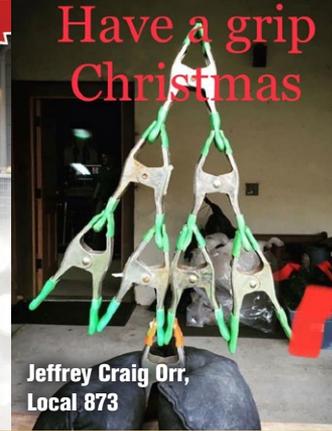
Tasha Minami,
Local 665



Irish Barber, Bruno Stempel
and family, Local 665



Alan Denton,
Local 839



Jeffrey Craig Orr,
Local 873



Crystal Platas,
Local 700

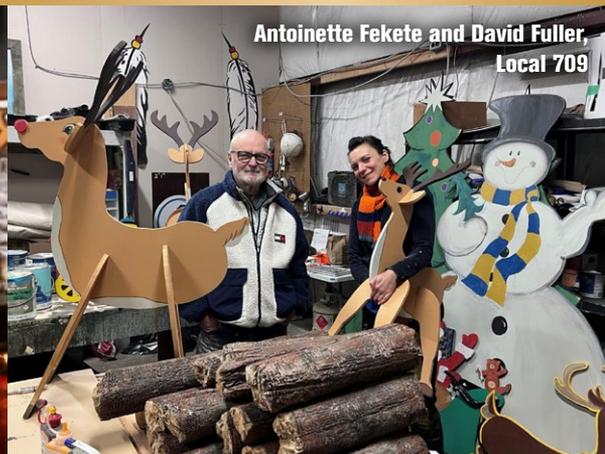
CONGRATULATIONS TO ALL THE WINNERS OF THE 6TH ANNUAL HOLIDAY PHOTO CONTEST



Samantha Cobb,
Local 488



Ron Gramm,
Local 479



Antoinette Fekete and David Fuller,
Local 709