THE OFFICIAL
IATSE
www.iatse.net
NUMBER 693
THIRD QUARTER, 2026

Bulletin



TORONTO, ONTARIO

HOME OF THE MID-SUMMER GENERAL EXECUTIVE BOARD MEETING

INSIDE: ▸ PREPARING FOR THE 2026 MIDTERM ELECTIONS

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**

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

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

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

THE OFFICIAL IATSE BULLETIN
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Solidarity at the Ballot Box



@matthewloeb

Dear Sisters, Brothers and Kin:
The U.S. midterm elections are weeks away, and once again, I am calling on every U.S. IATSE member to take action and make a plan to vote for candidates that support workers and their unions. The IATSE Political and Legislative Department created the IATSE Voter Toolkit, accessible at iatse.co/vote, to provide IATSE members with all the information they need to check their voter registration status, register to vote if necessary, and make their voices heard by Election Day, November 3.

In recent years, we have watched freedoms once thought to be guaranteed get stripped away. Our right to join together in union and bargain collectively for better wages, stronger benefits, and safer workplaces exists because generations of workers organized, sacrificed, and fought to put those protections into law. There was a time when forming a union was illegal. We cannot ignore that some elected officials and candidates on the ballot this November would like to see our country revive those outdated systems that kept workers isolated, voiceless, and weak.

In my President's Newsletter published in the *Official Bulletin*: 2024 Q3/No. 685, I warned that Donald Trump's return to the White House would bring efforts to defund and dismantle the National Labor Relations Board, weaken enforcement of wage and hour and health and safety regulations, and appoint judges charged with undoing worker protections and rigging our nation's economy in favor of corporations. It brings me no pleasure to report that each of these attacks against working people, and many others, have come to pass since the 2024 election.

These are the stakes as we prepare to vote this fall. The midterm elections give workers our first tangible opportunity, through our allies in Congress, to check an administration determined to undermine collective bargaining rights and side with corporate interests at every turn. IATSE members know firsthand that we can achieve better outcomes and brighter futures for ourselves and our loved ones by locking arms and working together. Let's take that solidarity to the ballot box.

To be clear, the 2026 elections also provide opportunities to advance IATSE's priorities, not merely play defense. We have built bipartisan momentum for a federal film and television tax incentive that would level the playing field for U.S. workers and return production jobs, and on September 24th, a bill called the Motion Picture, Television, and Entertainment Revitalization Act (H.R. 10582 / S. 5552) to create such an incentive was introduced in the house and senate.

The International's election mobilization program is underway. I urge every U.S.-based Local and interested member to engage with our Political and Legislative Department in the remaining weeks, volunteer in support of AFL-CIO-endorsed candidates, and help your fellow IATSE kin make a plan to vote. Together, we can return power to working people and elect a government that serves us instead of the wealthy and well-connected.

Be safe and stay well.

In Solidarity,

Matthew D. Loeb

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Flamingo Las Vegas, 3555 Las Vegas Blvd S, Las Vegas, NV 89109 at 9:00 a.m. on Monday, January 25, 2027, and will remain in session through and including Friday, January 29, 2027. 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 Flamingo Las Vegas by calling 888-373-9855. Guest room rate for the IATSE is $128.95 USD a night, plus applicable taxes, for both single and double occupancy. Cut Off Date: Friday, January 1, 2027.



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.

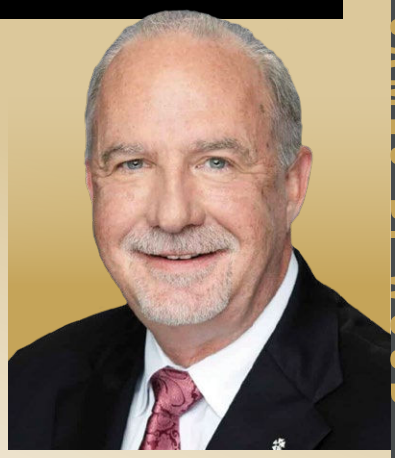
JPEG or TIFF file formats only please.

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.



Why Should I Bother Voting?



This unfortunately is the response you would hear far too often if people were honest when you ask them if they are planning to vote in the upcoming election, whatever that election might be.

The answer you usually get is "I definitely am" but unfortunately the statistics do not necessarily bear that out and those statistics are similar whether looking at U.S. or Canadian elections.

Numbers can vary slightly between different studies, but the percentage of eligible voters that vote in national elections in either country is in the mid-sixty percent range. State/Provincial elections have an even lower participation rate, and local elections are even lower than that.

In the 2024 Presidential election, sixty-four percent of the eligible voters participated, which was down from sixty-six percent in 2020, which was the highest percentage in over a century. In the 2025 Canadian Federal election approximately sixty-nine percent of eligible voters cast their ballots which was higher than the average over the past few federal elections. This means that approximately one-third of eligible voters in both countries do not participate in the democratic process.

I understand that the system is far from perfect, and that legitimate frustration exists amongst voters. Those we elect often break their promises and appear to not represent the views of their constituency. It is easy to become disillusioned. However, the one thing that is certain is that politicians want to keep their jobs, and they know that every few years they need to "consult" with the electorate and must survive a "job evaluation" otherwise known as an election. Higher voter participation equates to more responsive politicians.

The spotlight is now on the upcoming midterm elections in the United States. The differences in policies and philosophies of the two political parties have never been starker. The power of the Senate to confirm not only Supreme Court justices, but also court of appeals and district court judges makes the votes we cast in those races particularly impactful.

The opinions you have on various candidates and issues are personal ones, but an opinion does not matter unless you cast a vote. However, before you do, please investigate where the politicians you are considering supporting stand on labor issues and whether they have been a supporter of or an opponent of laws affecting working people. Also consider in what direction the policies of the politicians you are supporting will take our society. Not only in the short term, but in future years when you are retired and your children are trying to raise a family.

In this election and all levels of future ones, I encourage you to make a positive difference by ensuring that you and every voting-eligible person in your household is registered and go to the polls to cast their votes. Make your voice heard. You will be glad you did.

Preparing for the 2026 Midterm Elections

The 2026 U.S. midterm elections are fast approaching (November 3rd), and the International is implementing a comprehensive political program to motivate and empower IATSE members to participate in the country's democratic process.

Elected officials at every level of government make decisions that directly impact the industries in which IATSE members work and our ability to bargain collectively for the wages, benefits, and retirement security we deserve. Some protections can't be negotiated into contracts, they have to be legislated into law. That's why it is incumbent upon us to support pro-worker, IATSE champions that will fight for the economic and social well-being of our members and their families.

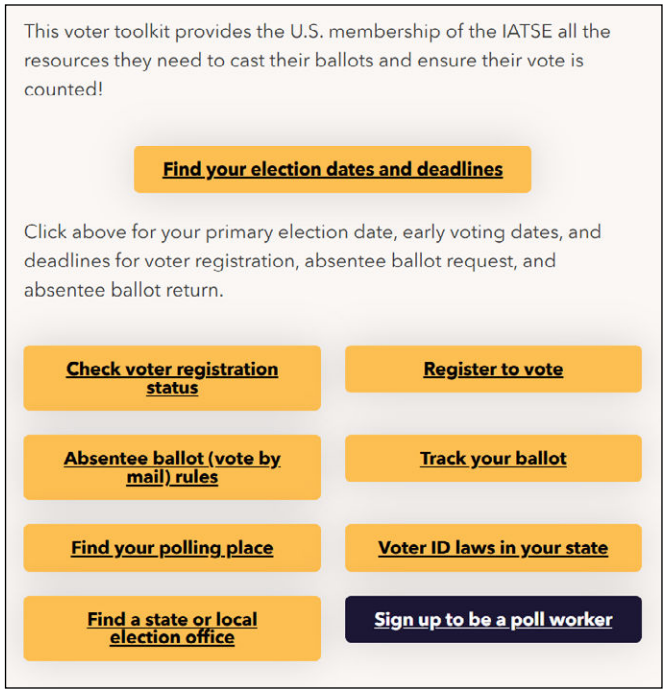
To that end, the International wants to highlight resources available to ensure your voice is heard on Election Day, opportunities to serve as a poll worker and earn additional income while facilitating democracy, and a new initiative inviting members to share their story to inspire IATSE kin to get out and vote.

THE IATSE VOTER TOOLKIT

IATSE's perennial election resource, the IATSE Voter Toolkit has everything IATSE members need to cast their ballot and ensure it's counted. Found on the Political/Legislative tab of IATSE.net or accessed via the link iatse.co/vote, the toolkit includes links to find your election dates and deadlines, check your voter registration status, register to vote, learn absentee ballot/vote-by-mail rules, track your ballot, find your polling place, and more. Each button redirects to a dynamic tool providing real-time election information unique to the user.

The unpredictable nature of work in the entertainment industry often necessitates traveling on short notice, or unexpectedly joining an all-day call. This can easily impede our members' ability to vote on Election Day. The International recommends utilizing the IATSE Voter Toolkit to learn how to vote early or by mail to avoid a scenario in which we are forced to decide between work and participating in the democratic process.

The toolkit also provides a phone number for the Voter Protection Hotline if you encounter any difficulty casting your ballot and encourages IATSE members to vote for pro-worker candidates by utilizing the AFL-CIO Legislative Scorecard along with the slate of endorsed candidates released by their AFL-CIO State Federations and Central Labor Councils.





IATSE AND POWER THE POLLS

The International has renewed its partnership with Power the Polls, a nonpartisan initiative for recruiting poll workers. 1,290 IATSE members have signed up to serve as poll workers in their local communities through this partnership since 2020, joining local election officials to uphold the democratic process and make sure every vote is counted.

IATSE members can sign up by visiting iatse.co/powerthepolls. During this period of decreased work opportunities, particularly in the film and television industry, working as a poll worker can provide members with an opportunity to get paid while protecting the rights of their neighbors. After filling out the online form, Power the Polls will provide more information about the application process and what to expect when becoming a poll worker. Following an accepted application, follow-up will come from your local election administrator.

The ability to vote and have a say in the conditions that affect our lives and livelihoods is the beating heart of trade unionism. It is how we express our voice as citizens and the ultimate defense against the power of wealth and privilege. Serving as a poll worker is another way for us to protect the right to vote and seek fair elections with access to the ballot box for all Americans.

IATSE VOTES 2026

A longtime staple of the IATSE political program, we've used the hashtag #IATSEVotes on social media during election season to collect and amplify photos of IATSE members exercising their right to vote and encouraging their kin to do the same. This year we're expanding the #IATSEVotes campaign to video.

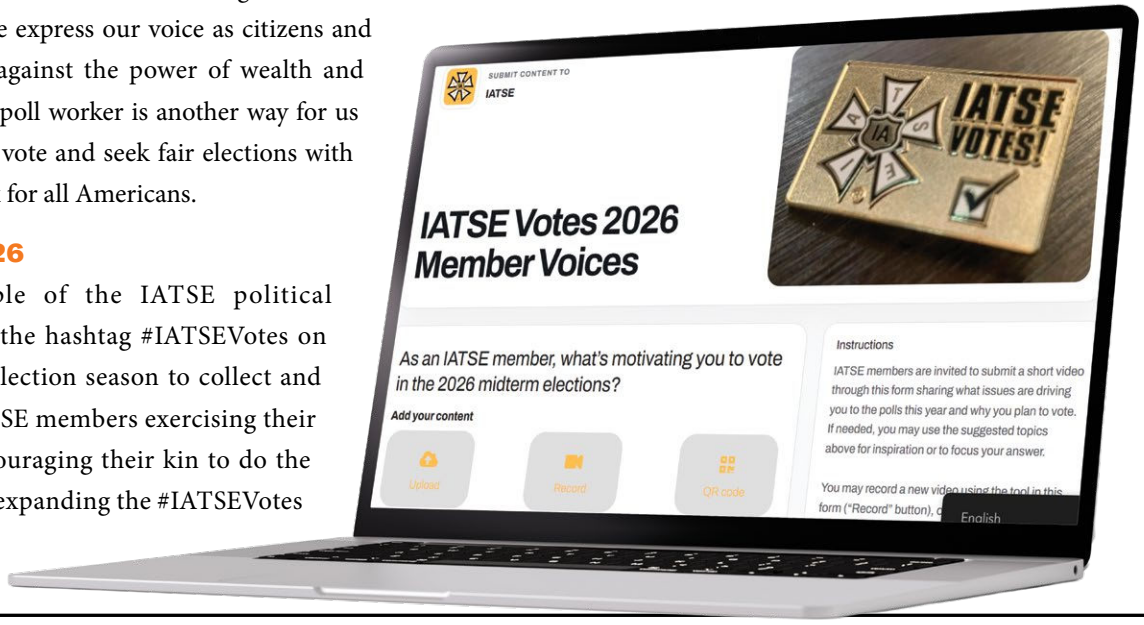
A lot is at stake for entertainment workers in this election cycle. We want IATSE members to share the issues most important to them in the 2026 midterm elections and why they plan to vote.

We've launched the IATSE Votes 2026 webpage at iatse.net/iatsevotes26, where members are invited to submit a short video sharing what's motivating them to vote in the 2026 midterm elections. If needed, several suggested topics are provided for inspiration or to help focus on submissions.

Here are some sample topics from the site:

- Has the film and television industry contraction and the loss of jobs to international competition impacted you? Would passing a federal film/TV tax incentive help?
- Is federal funding for arts and entertainment – which creates IATSE jobs – important to you? Have you worked on a production in a nonprofit theater or other venue that has benefited from federal funding?
- Is there another issue – perhaps the cost of living, healthcare, voting rights, or caring for a loved one – that's driving your vote in the 2026 midterms?

We invite you to help us build a movement of member stories and authentic IATSE voices to contextualize the importance of our union's political engagement. Videos will be reviewed by the IATSE Political/Legislative and Communications Departments and potentially shared across the International's social media platforms to help inspire other IATSE kin to action this November.



UNDERSTANDING MPIPHP PENSION SUSPENSION RULES FOR RETIREES

Many IATSE members who retire under the Motion Picture Industry Pension Plan later consider returning to work. Some return for a short call, a limited engagement, or a job outside a collective bargaining agreement. Before doing so, retirees should understand that certain work after retirement can cause their monthly pension benefit to be suspended, or, for Early Retirees, even cancel their early retirement until age 65.

A retiree may think the issue is only whether the job is union or non-union, or if the work is full-time. Under the Plan, the analysis is more specific. The Plan looks at the type of work, the industry, the retiree's trade or craft, and the number of hours worked during a "payroll month."

Under the Plan's suspension rules, a retiree's monthly pension benefit may be suspended, that is, forfeited for a given month, if the retiree works (or is guaranteed) fifty hours or more in a payroll month in what the Plan calls "suspendible service." In general, suspendible service includes two categories of work. The first is covered work that requires contributions to the Plan. The second is certain non-union work in the motion picture industry in the same trade or craft for which the retiree previously earned Plan contributions.

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MOTION PICTURE INDUSTRY
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This means a retiree should not assume they can work non-union without triggering suspension of their pension benefits. If the work is in the motion picture industry, and meets the Plan's other requirements, it may count as suspendible service even though no pension contributions are being made.

The fifty-hour threshold is measured by a "payroll month," not necessarily by a regular calendar month. A payroll month begins on the Sunday before the last Thursday of a calendar month and ends on the Saturday before the last Thursday of the following calendar month. Retirees who are considering working after retirement should be careful about how hours fall within that payroll month period.

This timing matters. A retiree who works fewer than fifty hours in a calendar month may still need to confirm how those hours fall within the Plan's payroll month. Likewise, work performed at the end of one calendar month and the beginning of the next may fall within the same payroll month for Plan purposes. A chart showing the payroll months through the end of 2026 is available on the MPIPHP's website: https://www.mpiphp.org/assets/files/forms/pension/2025-2026PayrollCalendar.pdf.

Non-union work can trigger suspension if it falls within the Plan's definition of work in the "Industry." In general, this means work in motion picture or commercial production, or work furnishing materials or services for those productions, in a category and geographical area covered by the Plan.

The suspension rules do not apply to work performed on or after April 1 of the year following the year in which the retiree reaches age 70½. Retirees who are near that age should still confirm with the Plan how the rule applies to their individual situation before accepting work.

If a retiree performs suspendible service, pension benefits do not resume immediately after the work stops. Benefits resume only after the retiree has two consecutive months without suspendible service. In addition, if benefits were paid for months in which they should have been suspended, future payments may be reduced to recover those amounts.

There is one additional point for retirees returning to covered work. If the work requires contributions to the Plan, the retiree may continue to earn additional pension benefits if they work at least 870 hours in a year. For pensioners younger than

65, those additional benefits are paid beginning at age 65. For pensioners who are already 65 or older, the additional benefits are generally paid the year after they are earned. Non-union work in the Industry does not earn additional pension benefits.

The issue is larger than individual compliance. However, when retirees take work that does not require Plan contributions, while also receiving pension and health benefits funded by those contributions, it undermines the Plans that active and future participants rely on. Those contributions are what help sustain the health and pension plans. Avoiding them has an immediate and harmful effect on the Plans and shifts the consequences to members.

All of us have a responsibility to protect these Plans for current retirees, active participants, and future participants. If we expect the Pension and Health Plans to remain strong, covered work must be performed in a way that secures required funding and follows Plan rules. The Directors of the Plans also have a fiduciary responsibility to see that those rules are followed.

The practical takeaway is simple: retirees should check before they work. Anyone receiving a pension from the Motion Picture Industry Pension Plan should contact MPIPHP before accepting work that may be covered by these rules, especially if the work is in the motion picture or commercial production industry, is in the retiree's prior trade or craft, or may reach fifty hours in a payroll month.

Clearly, these rules are nuanced and layered. Let's breakdown the process for determining the impact of working a job after retiring. Here are three things retirees should do before returning to work:

- Confirm whether the work is suspendible service. Ask MPIPHP whether the job falls within the Plan's rules before accepting the work.
- Track hours by payroll month. Do not rely only on a calendar month. The Plan's payroll month schedule may place hours from two calendar months in the same measurement period.
- Keep records. Save call sheets, time records, deal memos, and correspondence showing the nature of the work, the employer, the location, and the hours worked.

These rules can affect a retiree's monthly income, but they also affect the long-term strength of the Plans. Asking questions early protects the retiree, protects the Plans, and protects the members who will depend on them in the years ahead.

Locals can help members understand when they should contact MPIPHP, but the Plan is the source for determining how the pension suspension rules apply to a specific retiree and a specific job. More information about the MPIPHP's rules and how to contact the Plan is on the website, www.mpiphp.org.



UNDERSTANDING PENSION SUSPENSION RULES FOR IATSE NATIONAL BENEFIT FUNDS RETIREES

Many IATSE members who retire under the IATSE National Benefit Funds later consider returning to work. Some may return to motion picture and television, stage or other work under Plan B or Plan C. Before doing so, retirees should understand that certain work after retirement may cause their monthly pension payments to be suspended.

If a retiree returns to covered employment under Plan B or Plan C after retirement, but before age 70½, pension payments may be suspended if the retiree works sufficient days in what the Plan calls "disqualifying employment." The Plan looks at the nature of the work, whether it is covered employment, the retiree's trade or craft, and the geographic area and industries covered by the Plan.



In general, disqualifying employment includes self-employment or employment requiring contributions to Plan B or Plan C ("covered employment"). The work must be in the trade or craft in which the retiree was employed at any time while participating in the Plan, and within the geographic area and industries covered under the Plan when benefits began or would have begun but for the suspension of benefits. The amount of work that will result in suspension depends on whether you have reached normal retirement age (usually age 65).

Before age 65, one day of work in disqualifying employment results in a suspension for that month plus an additional six months. Failure to notify the Pension Fund that you returned to work can result in a suspension for yet an additional six months. After age 65, work in disqualifying employment for eight days or more in a month will result in suspension of benefits for that month.

This means a retiree should not assume that returning to a familiar job, accepting a short call, or working only a limited number of days will have no effect on pension payments. If the work falls within the Plan's definition of disqualifying employment and the retiree works a sufficient amount of days, pension payments may be suspended for the applicable period.

At the same time, work after retirement does not automatically result in a suspension. If the employment is not considered disqualifying employment under the Plan, the retiree may continue to receive pension payments without penalty, regardless of earnings. When additional benefits are earned through covered employment, the retiree's pension is recalculated annually to take those additional benefits into account.

The practical takeaway is straightforward: retirees should check before they work.

Because these rules depend on the specific facts of the job and the retiree's age, members should contact the IATSE National Pension Fund before accepting work that may be covered by these rules. Confirming the rules in advance can help retirees avoid unexpected suspension of pension payments and ensure that any additional covered employment is properly credited.

Before returning to work, retirees should consider the following steps:

First, retirees should identify whether contributions will be due to Pension Plan B or C for the work.

Then retirees should confirm whether the work is disqualifying employment. Before accepting the job, they should ask the IATSE National Pension Fund whether the work falls within the Pension Plan's suspension rules.

Retirees should consider the trade, craft, geography, and industry involved. The Plan looks at whether the work is in the retiree's prior trade or craft and within the geographic area and industries covered by the Plan.

Finally, retirees should keep records. Deal memos, call sheets, time records, correspondence, and other documents can help show the nature of the work, employer, location, and days worked.

These rules can affect a retiree's monthly income, but they also provide a process for determining when pension payments may continue without penalty. Asking questions early protects the retiree, helps ensure compliance with the Plan, and supports the accurate administration of benefits for all participants. More information about the rules of IATSE National Pension Plan B and Plan C, including the summary plan descriptions and how to contact the Plan is on the website, www.iatsenbf.org.

IATSE LAUDS INTRODUCTION OF MOTION PICTURE, TELEVISION, AND ENTERTAINMENT REVITALIZATION ACT, URGES SWIFT PASSAGE

On September 24, the International Alliance of Theatrical Stage Employees (IATSE) applauded the introduction of the bipartisan Motion Picture, Television, and Entertainment Revitalization Act (MPTERA), which would create a federal incentive to level the playing field and bring film and television jobs back to the United States. The bill follows years of IATSE advocacy for a competitive, labor-based federal production incentive.

The Motion Picture, Television, and Entertainment Revitalization Act would:

- Provide a 20% base tax credit on qualified compensation for qualified film and television productions.
  - Eligible productions include feature films, television pilots, and television seasons with total costs above $1 million and at least 75% of principal photography days occur within the United States.
  - Qualified compensation is defined as payments for labor-based services (including pre-production, and post-production work) performed in the United States.
- Provide a 20% base credit for qualifying traditional post-production and visual effects work when at least 75% of the total costs for the respective VFX and TPP services are incurred in the United States.
- Offer bonus credits of 5%, up to a maximum total credit of 30%, for productions that meet specified domestic investment requirements. Productions could qualify for bonus credits by:
  - Filming in a rural qualified opportunity zone or federally declared disaster area.
  - Meeting the bill's requirements for qualifying as an independent production.
  - Conducting at least 50% of principal photography in 10 or more states, with at least $10,000,000 in qualified compensation.
  - Taxpayers who increase their number of domestic productions relative to a historical foreign base amount

"The over 170,000 behind-the-scenes entertainment workers of the International Alliance of Theatrical Stage Employees (IATSE) are proud to endorse the Motion Picture, Television, and Entertainment Revitalization Act," said International President Matthew D. Loeb. "IATSE has long called for a globally competitive, labor-based federal production incentive to level the playing field for American workers, return middle-class film and television jobs to America, and keep them here at home.

"This legislation would achieve that goal, addressing the dramatic loss of tens of thousands of American jobs in motion picture production and post-production. IATSE praises Senators Scott, Schiff, Cornyn, and Warnock and Representatives Moran, Sanchez, Jack, Friedman, Carey, Chu, Kustoff, and Suozzi for leading this bipartisan effort. IATSE calls on all members of Congress to support and pass this critical jobs bill before the end of the year," Loeb continued.

IATSE is engaging members, allies, and partner organizations in a nationwide advocacy campaign to pass the Motion Picture, Television, and Entertainment Revitalization Act by the end of this year. To send a letter to Congress, visit: iatse.co/mptera

Swift passage of this bill is IATSE's foremost federal legislative priority, as it would be transformative for our members' future work opportunities and economic well-being after years of scarcity. We urge all members of Congress to cosponsor this legislation and push for it to become law.



On this 25th Anniversary of 9/11, we again express our gratitude to those individuals who gave their time and service towards the rescue and recovery in the days and weeks following that tragic day.

REFLECT. REMEMBER. UNITE.

"On September 11, 2001, we saw ordinary New Yorkers display an extraordinary level of courage. But most of all, we saw strangers who took the clothes off their back and gave them to New Yorkers who were injured and covered in dust; people who cooked meals or bought supplies and carried them down to the pile, just trying to help in any way that they could. We saw the lines to donate blood that went around the block; the people who lent their services, their tools, their time, their sweat and never sent a bill."

He then concluded:

"When we say, "Never forget," we do not mean it in the abstract. It is a sacred vow to those we will always mourn, the heroes who ran toward horror so that others could run toward home and to every New Yorker who showed such immeasurable solidarity and courage 25 years ago."

ZOHRAN MAMDANI, MAYOR OF NEW YORK CITY

"Twenty-five years after the 9/11 attacks, we remember not only the lives that were lost, but the countless people who answered the call to serve others when our country faced one of its darkest hours.

For IATSE, that spirit of solidarity is deeply familiar. It is a reminder that when we stand together, whether it's on the job, in our communities, or in times of crisis, we have the strength to carry one another through.

We honor those we lost by remembering their lives, supporting the families who continue to bear that loss, and carrying forward the spirit of service and solidarity that defined those days."

MATTHEW D. LOEB, INTERNATIONAL PRESIDENT

IATSE Members who donated their time in the rescue and recovery relief at Ground Zero at the World Trade Center in New York City.

Greg Addison
Richard Audino
Paul Bailey
Rodney Bauer
Kelly Beaton
John Begley
Sam Bender
Timothy Berg
Michael Berg
Tim Berg
Laurent Blanchette
Hugo Bonilla
Gary Brink
Sam Burrell
Bill Cassidy
Samuel Chase
Fred Chesterman
Archangelo Ciotti
Jack Coffen
Peter Colavito
Charles Colon
Steve Comesky
Patrick Cousins
Ralph Crowley
Paul Daley
Jeremiah Dalton
Andy Day
Chris De Titta
Gerald De Titta
Guido De Curtis
Moira Demos
Keith Devlin
James Dillinger
James A. Dolan
James P. Dolan
Thomas Dolan
Jesse Dublanica
John Duvall
Scott Eberle
Thomas Farmer
John Farraday
Greg Farrell
Gregory Farrell
George Feldbauer
Edwin Figueroa
Kenneth Finlay
John Finnerty
Dan Fisher
Martha Fishkin
Joseph Fittipaldi
Ray Fortune
Jay Fortune
Michael Fradianni
Steven Fratianni
John Fundus
Richard Galante
Jamie Gallagher
James Galvin
William Geiger
Carolyn Gershenson
Don Glenn
Damian Gonzales
Charles Goodman
Timothy Guinness
James Harris
Tim Healy
Thomas Hill
Thomas Hocking
Anthony Iulo
Jenny Kane
Kathleen King
William Klatt
Eric Kutner
Ross La Terra
Sal Lanza
Alan Lebow
Maddy Ledermann
Charles Libin
Martin Lowry
Todd Mac Nicholl
Dan Mahoney
Carmen Maldonado
Dennis Malone
James V. Malone
Sean Malone
James Manzione
Charles Marroquin
Rick L. Marroquin
Michael Maurer
David McAllister
Francis McBride
John McCabe
Sean McCague
Sean McCardell
James McCullagh
James McMillan
John Merriman
James Miller
Jeff Naparstek
Mark Newell
Andrew Niceberg
Jon Nussbaum
George Ellas Ortiz
Rocco Palmieri
Rudolph Pelikan
Balint Pinczehelyi
Richard Porta
Noah Prince
Jonathan Ramirez
Michael Rattinger
Michael Reed
Jim Reid
Malcolm Reid
James Richards
Kevin Roach
Mathew Rohn
Nat Russell
Philip Saad
Klaus Schreiber
Jeremy Schroeder
Lowell Schulman
Tristan Sheridan
James Silverstein
David Skutch
Alan Stetson
Derrick Still
Bob Stocklin
John Suriano
Alexander Toles
Irma Vando
Peter Vietro-Hannum
Thomas Von Rauchhaupt
James Walsh, Jr.
James Walsh, Sr.
Paul Wardwell
Thomas Yostpille

The IA individuals who donated their services at Yankee Stadium for the Prayer for America service on September 24, 2001.

Glenn Acosta
Frank Alter
Carl A. Baldasso
Steve Beers
Scott Bender
Robert Borch
Jonathan Bracken
Anne E. Bradford
Josh Braun
James E. Brien
Kenny Brock
Stephen Burns
Bryan F. Chebetak
Andrew S. Claffey
James J. Claffey, Jr.
Gary Cohen
Charles Copper
Paul Davila
Marcial E. Davis
Tracy DeMarzo
Kevin Dessisso
Francis P. DeVerna, Jr.
Manny Diaz
Michael Donnelly
Edward J. Donohue
George A. Donohue
Richard E. Donohue
George Dummitt
Ephraim Dunsky
Frank Dwyer, Jr.
James Edmiston
Ryan Ensser
Thomas Fedigan
Michael R. Fedigan
Edmund B. Fisher
Raymond Frederick
Lonnie Gaddy
Alejandro C. Galvez
Philip Giller
Antonio Goncalves
Ronald Gort
Angelo Grasso
Arthur Grillman
Michele Gutierrez
Holly P. Hanson
Hugh Hardyman
James Harris
Joseph Harris
Freeman Hawes, II
Chris Higgins
Chad Holly
Ray Howell
Steven J. Jones
Jaki Johnsen
Brad Kaplan
Christopher P. Kelley
Michael W. Kelly
David Kidd
Deirdra Kragnes
Frank Linn, Jr.
John Magliula
Robert Matzler
Timothy McCulloch
Robert McDonough
Kevin McElligatt
David J. McKennan
Paul Merkle
Stuart Mildener
Kevin Nesbitt
German Pavon, III
Matthew Pheffer
Ron Rebentisch
Michael Ross
John Santagata
Christopher Schubert
Robert Score
John B. Senter, III
Jennifer Sharpe
Jay Silverstein
Donna M. Smith
Bob Somerville
Helen Toth
Albert Toth
Glenn Treubig
Emilio P. Uriarte
Jerry Valenzuela
Gilbert Velez
John F. Warburton
Stewart Wagner
James J. Whelan
Richard J. Wirth
Erik Yans

Equipment Suppliers

Angel Aerial
Available Light
Camera Service Ctr.
Feature Systems
Hello World Comm.
Kaufman Astoria Studios
Luna
Musco Lites
Navesync Sound
Panavision
Paramount Prod. Support
Paris Lighting
Silver Trucks
State Supply
Steven Zuch Enterprises
Third Watch
Xeno Lights, Inc.

25 YEARS LATER: IATSE REFLECTS ON ITS RESPONSE TO 9/11 WITH MAYOR MAMDANI

On September 1, International Special Representative Dan Mahoney joined Mayor Mamdani and Deputy Mayor Julie Su at New York City Hall for a roundtable discussion focused on the workers impacted by the September 11, 2001, attacks.

The meeting brought together a small group of ten individuals from the labor movement and the local community, including a teacher from Stuyvesant High School and a small business owner from Lower Manhattan. Dan was invited to discuss Local 52's response at the World Trade Center (WTC) and the marshaling area at Shea Stadium on September 11, 2001. He also took the opportunity to broaden the conversation, highlighting the efforts of IATSE local unions across the country that stepped up "behind the curtain" to support New York City and the nation during one of its greatest hours of need.

Twenty-five years later, as we reflect on September 11, 2001, it is important to remember not only the impact the attacks had on workers and communities, but also the solidarity and service that emerged in the days that followed. Dan offered important reflections on the experiences of workers in the aftermath of 9/11 and IATSE's response to the attacks, including the union's efforts to support and assist those affected. His perspective provides a firsthand look at how IATSE members, leaders and industry kin answered the call during one of the nation's darkest moments. Here's a closer look at Dan's responses and reflections from the roundtable discussion.

WHAT I WISH MORE NEW YORKERS KNEW ABOUT HOW IATSE SHOWED UP AFTER 9/11

The International Alliance of Theatrical Stage Employees, or IATSE, represents the "behind-the-scenes" technicians, craftspeople, and artisans who make the entertainment industry possible. In New York City, our members work on motion pictures, television, commercials, Broadway, and live entertainment.

What I wish more New Yorkers knew is that, immediately after the attacks on September 11, IATSE members went down to the World Trade Center to ask one simple question:

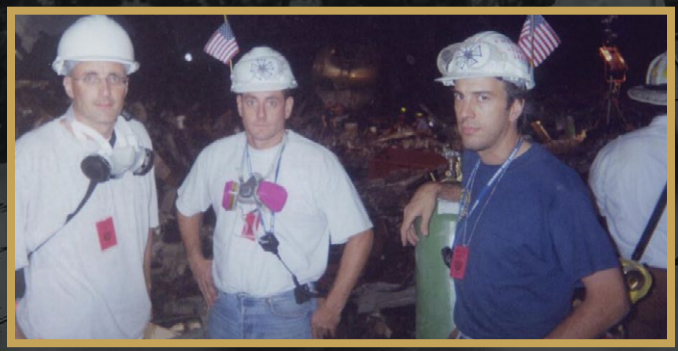
WHAT CAN WE DO TO HELP?

It was a horrific scene. The FDNY, NYPD, and Port Authority Police were beginning the rescue effort, but night was approaching, and Lower Manhattan had lost its power. Without emergency lighting, the rescue operation would be severely hampered.

On that first day, Local 52 electrician, or "gaffer," Lowell Schulman was at the World Trade Center and made contact with Captain Robert Wilson of the Mayor's Office of Emergency Management. Captain Wilson explained that the city urgently needed emergency lighting at Ground Zero.

Local 52 member Jimmy Miller, owner of Angel Aerial Trucking, supplied trucks loaded with equipment, sweatshirts, hats and gloves to the rescue workers immediately after the attacks. Angel Aerial also supplied the "Water Trucks" that kept the toxic dust at the WTC in check in the coming days, weeks and months until the recovery operation was completed in June of 2002. A





crew of Local 52 and Teamsters from Local 817 worked throughout that time.

Ruby 7 lights designed by Local 52 and Local 600 member Charlie Liben and Local 52 member David Scutch were vital to the rescue operations too. A "Ruby 7" is now part of the permanent exhibition at the WTC museum detailing the movie "lights" at the WTC 2001.

SO, WE DID WHAT WE KNEW HOW TO DO.

Local 817 Theatrical Teamsters brought in the specialized motion picture lighting equipment and generators. Local 52 and Cinematographers Guild, Local 600 crews that normally illuminated television and film productions throughout New York City, such as Law & Order, were now using those lights for the rescue effort at the World Trade Center.

For days and weeks, those crews worked around the clock, placing powerful lights throughout the site and specialized lighting beneath the debris field, working alongside the search-and-rescue teams. Our grips, electricians, and special-effects technicians also used the heavy mechanical tools and rigging expertise they normally used in filmmaking to help cut through and move thousands of tons of tangled steel and reinforced concrete.

And our industry stepped up without hesitation. Companies including Silvercup Studios, Broadway Studios, Kaufman Astoria Studios, Feature Systems Lighting and Grip, Paramount Studios production Lighting, Panavision, Musco Lighting, Camera Service Center Lighting and Grip, and many others immediately supplied trucks, generators, lighting, and equipment.

Tony Argento of Broadway Studios had a truck of lighting equipment at the site that first night. More equipment, as detailed above, followed until the entire site was illuminated.

BECAUSE OF THAT EFFORT, THE RESCUE AND RECOVERY OPERATION NEVER STOPPED FOR LACK OF LIGHT. IT CONTINUED 24 HOURS A DAY, SEVEN DAYS A WEEK.

Local 52 and Teamsters Local 817 crews also provided around-the-clock lighting at the first responder marshaling area at Shea Stadium. On September 21, 2001, our crew provided the specialized lighting of a giant American Flag that was draped on the side of Shea Stadium for the first baseball game after 9/11.

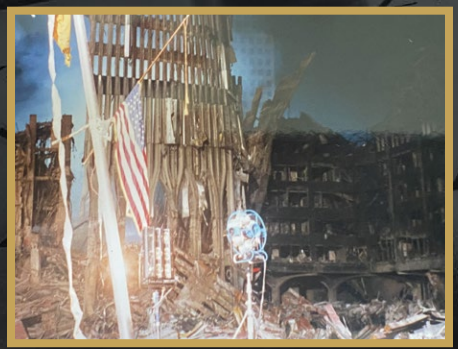
Broadway stagehands from Local One and members of United Scenic Artists, Local 829, and other IATSE local unions helped build and rig the lighting and staging for the Interfaith Memorial Service at Yankee Stadium on September 23, 2001.

The lights on Broadway and those performances were back on September 13, 2001, just two days after the attacks. The IATSE Broadway local unions and the entire Broadway community displayed their solidarity and support for our city by returning to work so soon after the attacks. Those Broadway shows being back and up and running showed the world that we New Yorkers and our city were facing that unimaginable tragedy with an unshakable resolve that we New Yorkers might be battered, but we are far from broken!

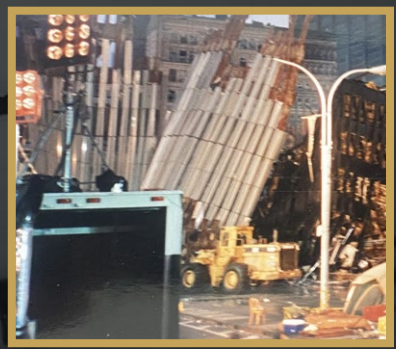
Through our city's and our country's darkest hour, the entertainment industry's "behind-the-scenes" people stepped forward and brought light into the darkness from those horrific days.

In Remembrance and Solidarity,

Dan Mahoney







CLC Convention

From May 11 -15, 2026, more than thirty IATSE members from Locals 58, 63, 295, 669, 680, 709, 873, 856, 891 and B-173, as well as International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representative Jeremy Salter and Local 891 President and CLC Delegate Amanda Bronswyk, joined thousands of labour leaders and labour activists at the 31st Constitutional Convention of the Canadian Labour Congress (CLC) in Winnipeg Manitoba. The five-day convention, held at the RBC Convention Centre was the largest in CLC history and had the theme "We Build. We care. We fight". Local 63 provided crew over the five-day event.

At the convention, delegates debated the future campaigns and policies of the CLC heard from several keynote speakers and elected the Congress' four full-time officers. Re-elected with "Team Unite" was Siobhan Vipond, IATSE member and former President of Local 210, to the position of Executive Vice President. This re-election will start Siobhan's third term in the position as the only IATSE member to hold such a position. International Representative Jeremy Salter served as the campaign manager for the team.

On the final day of the convention, International Representative Salter participated in a panel to the convention plenary about the recent organizing successes of the IATSE. Along with representatives from UFCW, USW and ETFO, Salter spoke of the groundbreaking achievements of the IATSE organizing animation and VFX workers in Canada and the USA as well as the overall success the IATSE has had with organizing in general. He also spoke about how the success of the IATSE organizing achievements are rooted in a union that has embraced an organizing culture which is supported by both the Locals and the General Executive Board. This support has led to the IATSE being an organizing leader in Canada.





LOCAL 680 BRINGS SAIL GP TO LIFE ON THE HALIFAX WATERFRONT

Local 680 crews delivered the Canada Sail Grand Prix in Halifax, one of the city's most prominent international sporting events.

As Canada's only host city — and the smallest on the SailGP circuit — Halifax has proven it can stage a world-class racing experience. After generating an estimated $45 million in local economic impact in 2024, the event returned in 2026 with an expanded harbour footprint and is already confirmed for 2027.

Behind the racing, crowds and broadcast coverage, Local 680 members contributed over nine hundred working hours across King's Wharf, Georges Island and the Halifax Waterfront, supporting the sailboat paddock, viewing areas, grandstands, VIP spaces, VELA Beach experience, and wide array of audio-video support and build-out.

The fantastic work of Local 680's crews highlight the essential role of union labour in major live events, from temporary infrastructure and technical installation to the coordination needed to deliver a safe, professional experience.

For Halifax, SailGP is a showcase for the city, a boost for local businesses and a reminder that world-class events depend on skilled, reliable workers on the ground. The incredibly talented IATSE crews of Local 680 helped ensure Halifax once again delivered!





Local 680 Vice President Debbie Richardson and Business Agent Colin Richardson.

CHALLENGES TO QUEBEC ANTI-UNION LEGISLATION QUEBEC'S BILL 4: TRANSPARENCY OR INTERFERENCE?

In April 2026, Quebec enacted Bill 4, legislation that significantly changes how unions must manage finances, conduct votes, and report information to members. The law introduces new requirements related to financial disclosure, governance, secret-ballot voting, and the creation of "principal" and "optional" union dues. It also requires certain votes, including strike and collective agreement ratification votes, to remain open for a minimum of twelve hours.

While few would oppose transparency and accountability, many unions already have strong democratic and financial reporting practices in place. The debate surrounding Bill 4 is therefore less about transparency itself and more about the extent to which governments should regulate the internal affairs of unions.

For Quebec unions, the legislation creates significant new administrative obligations. Local unions must review constitutions and bylaws, update voting procedures, expand financial reporting, and dedicate additional time and resources to compliance.

Critics argue that Bill 4 follows a broader North American trend of measures that increase administrative burdens on unions while limiting their ability to act as an effective voice for working people. In a recent Globe and Mail opinion piece, labour scholars Thomas Collombat, Barry Eidlin, and Stephanie Ross described similar legislation as imposing "heavy bureaucratic burdens that bury unions in red tape without providing workers with any new powers."

For Locals, compliance is not optional. The challenge is ensuring that these new requirements do not divert excessive resources away from the core work of representing members, negotiating collective agreements, enforcing workplace protections, and strengthening our industries.

The debate over Bill 4 is far from settled. A coalition of Quebec's major labour organizations—including the Fédération des travailleurs et travailleuses du Québec (FTQ), with which Quebec Locals are affiliated—has formally challenged the legislation, arguing that several provisions constitute an unjustified intrusion into the democratic governance and autonomy of unions. The outcome of that challenge could have important implications for organized labour in Quebec and beyond.





IATSE MOBILIZES COMMUNITY TO SAVE THE MICHAEL J. FOX THEATRE

On March 17, 2026, Local 118 was successful in organizing a group of eleven Stage Technicians employed by the Michael J. Fox Theatre in Burnaby. The British Columbia Labour Relations Board Issued a bargaining certificate and the Local began to prepare for negotiations.

However, only one month later, the Burnaby School District announced the Theatre would be closing to public performances, and all members of the bargaining unit were issued termination notices.

Rather than accept that outcome, Local 118 assisted by International Representative, Will Gladman and International Vice President, Damian Petti, began a grass roots campaign to save the Michael J. Fox. A website and petition were developed, and a grass roots campaign spread rapidly.

Within a week over four thousand people signed a petition and using tools within the website, they began sending letters to the City of Burnaby councilors and Mayor as well as the Burnaby School District, imploring them to reconsider closing the Theatre. Television, print and radio interviews were taken and the campaign to save the theatre soon became national news. The number of signatories to the petition would eventually reach 7,500.

Members of the community helped raise the stakes and attended school district and city council meetings as pressure to save the theatre mounted. This resulted in productive meetings with the Mayor of Burnaby, Mike Hurley and the Chair of Burnaby Board of Education, Kristin Sinclair. After several weeks of back-and-forth reports in the media between the city and the School District, it was announced that the City of Burnaby would grant four hundred thousand dollars to the Burnaby School District to keep the theatre open. Termination notices to the eleven bargaining unit members were immediately rescinded, and bargaining for a first agreement commenced in September. Congratulations to all who benefit from this wonderful outcome!

SECRETARY OF STATE FOR LABOUR VISITS TORONTO MOTION PICTURE TECHNICIAN'S TRAINING CENTRE

On August 4, The Honourable John Zerucelli, P.C., M.P., Secretary of State (Labour) and his staff toured The Toronto Motion Picture Technical Training Centre (Local 873's Training Centre). This outreach is part of a national effort to secure stable Government funding to support training and recruitment efforts of the International and our Locals throughout Canada. The IATSE has submitted proposals for a National Workplace Needs Assessment for both Live Performance and Film and Television. These would be the first of its kind for our industries and will create a foundation on which to seek future stable funding to deliver much-needed training. Greeting the Secretary and his staff were: International Vice President and Director of Canadian Affairs John M. Lewis, Local 873 President Angela Mastronardi, Local 873 Vice President David Tellez, Local 873 Training Manager Karen Granados-Mitchell, Local 873 Business Agent Glen Gauthier, International Representatives Cindy Jennings and Isabelle Lecompte, and Lobbiest Lindsay Maskell.



Secretary of State (Labour) John Zurucelli being shown the main Training Centre.



Secretary of State (Labour) John Zurucelli visits classroom hosting 269e apprenticeship training.



From left to right – International Representative Cindy Jennings, International Vice President and Director of Canadian Affairs John M. Lewis, Local 873 President Angela Mastronardi, The Honourable John Zerucelli, P.C., M.P., Secretary of State (Labour), Local 873 Vice President David Tellez, International Representative Isabelle Lecompte, Local 873 Training Manager Karen Granados-Mitchell, 873 Business Agent Glen Gauthier.

CYBERSECURITY: LEARNING HOW TO KEEP LOCAL UNIONS AND THEIR MEMBERS' DATA SAFE

This summer, hundreds of Local IATSE leaders attended cybersecurity education sessions at their respective District Conventions to learn how to protect themselves, their local unions, and the sensitive member data they manage from cyberattacks. We often take for granted our ability to access documents and information from anywhere. That access, however, also increases our risk of falling victim to cybercrime.

This training was modeled after the one developed by Eugene Ng of MNP and James Heinzman of Schultheis & Panettieri for the 2026 Mid-Winter General Executive Board meeting in San Antonio, Texas. Topics included the prevalence of cybercrime, the most common kinds of cyber threats, how attackers can gain access to sensitive data, and the different kinds of social engineering that can lead to unauthorized access to sensitive information.



Local leaders left the training with five essential actions they can take to protect their Local and their members' sensitive information.

1. Leverage technological safeguards, including VPNs, password managers, secure portals, firewalls, and anti-malware software.
2. Require strong authentication to access data, including strong passwords and multi-factor authentication (MFA).
3. Regularly patch and update all software using authorized tools from the software publisher, including enabling automatic updates.
4. Create encrypted backups of all programs and data and regularly test that those backups work.
5. Provide ongoing education to all officers and employees to ensure they understand cybercrime risks and how to prevent falling prey to an attack.

Cybercrime is a reality that we all must contend with, not just as a union, but as members of our increasingly connected world. If you are being asked to provide information or access in a way that feels too urgent or out of the ordinary, you should slow down, be suspicious, and contact the source directly before you click.





PUBLIC SPEAKING FOR UNION LEADERS
JULY 31ST - AUGUST 1ST , 2026

Jennifer Bacon, Local 15
Simonette Berry, Local 478
Ryan Chavka , Local 22
Paul Cox, Local 631
Brittney Fields, Local 764
Terence Fuller, Local 856
Kimberly Johnson, Local 481
Kayla Kidd, Local 871
Richard Lieberman, Local 52
Deborah Lipman, Local 600
Steven Marlowe, Local 504
Roman Neubacher, Local 667
Cassandra Phillips, Local USA829
Selene Preston, Local 600
Celest Prodon, Local 856
Brigitta Romanov, Local 892
Rina Saltzman , Local 18032
Roland Simmons, Local 728
Margarita Vailas, Local 856
Brook Yeaton, Local 478

APPLICATION FOR 2027 OFFICER INSTITUTE 1.0 SUBSIDY FOR LOCALS WITH LESS THAN $250,000 IN GROSS RECEIPTS

Applicant Name

Applying To: ☐ Dallas, TX ☐ Los Angeles, CA ☐ New York, NY

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

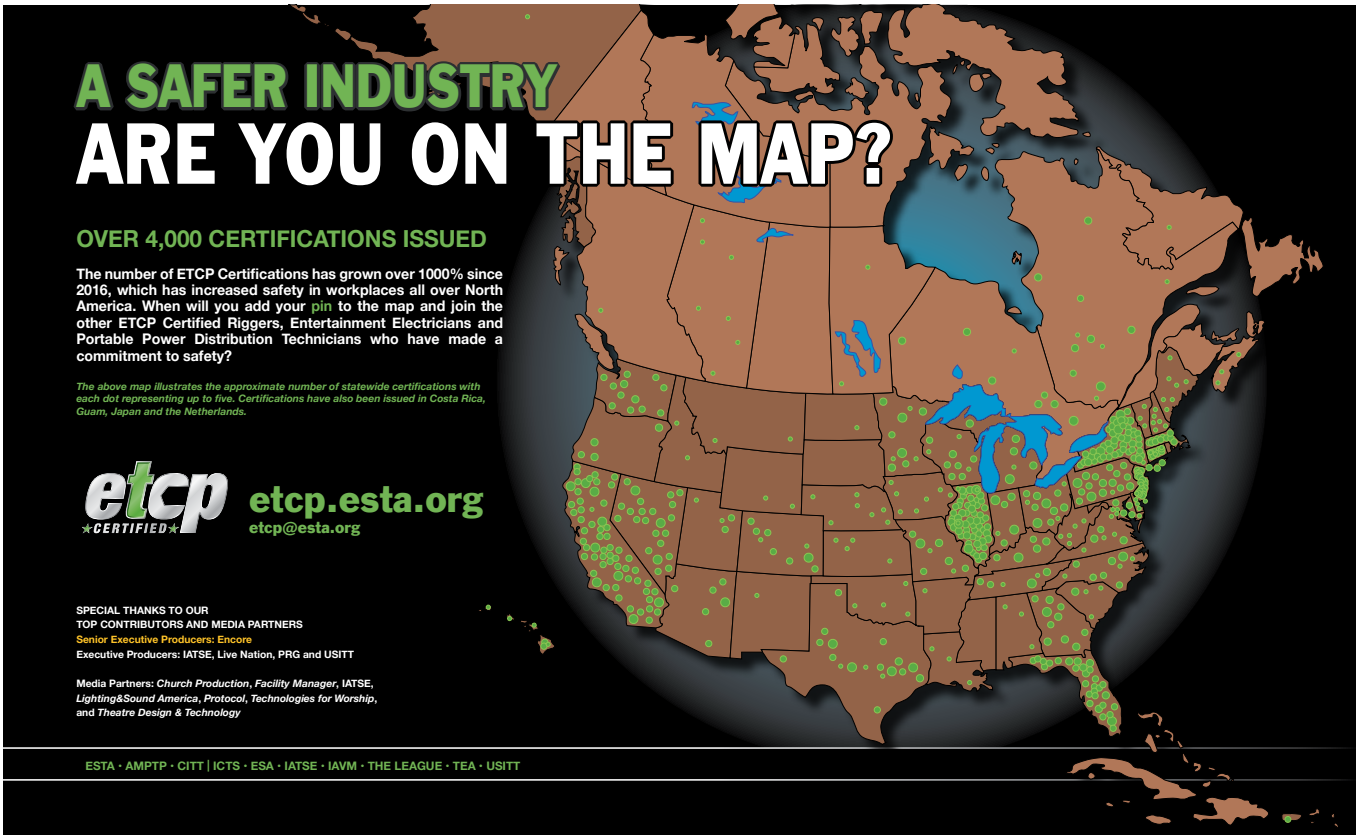
FOR OFFICE USE ONLY:

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 2027 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN DALLAS, TX (FEBRUARY 8 – 12); LOS ANGELES, CA (APRIL 5 – 9); OR NEW YORK, NY (OCTOBER 18 – 22). 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).



BEHIND THE SCENES

Upcoming Virtual Training

Mental Health First Aid

btshelp.org/mhfa

September 24th • October 18th • November 15th

Mental Health First Aid:

- Teaches you how to identify, understand and respond to signs of mental illness and substance misuse
- Gives you the skills you need to reach out and provide initial help and support
- Takes the fear and hesitation out of starting conversations about mental health and substance problems
- Teaches you how to listen nonjudgmentally and give reassurance
- Teaches you how to refer a person to appropriate professional support and services

The course is delivered in two parts. The first is a 2 hour self-paced online course that must be completed prior to the second part which is a 6 hour virtual live instructor-led session. Be sure to register early enough to complete your pre-work. The cost is $125. IATSE Members and those working under IATSE agreements may be eligible for Training Trust Fund reimbursement.

IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES
TRAINING TRUST FUND
PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

EMAIL YOUR FINALIZED CONTRACTS TO US

3 STEPS FOR GETTING TTF LANGUAGE IN YOUR AGREEMENTS

GET THE MODEL LANGUAGE

Download the model language on our website or email us at contracts@iatsetrainingtrust.org.





REQUEST SUPPORT

Email director@iatsetrainingtrust.org if you need a presentation for bargaining, if you have questions about TTF programs, or if you or your employer has questions about the TTF.

EMAIL FINALIZED CONTRACTS

Send us the finalized agreement. You can either email it to us at contracts@iatsetrainingtrust.org or fill out the form on our website. Send us the finalized agreement along with an employer contact name and email. This contact will receive the TTF Welcome Packet, Policies, and Payment Information.



https://www.iatsetrainingtrust.org/contributions

I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2027

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

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

PLEASE PRINT LEGIBLY

1. APPLICANT

LAST NAME	FIRST NAME	MIDDLE INITIAL

NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:	JACKET SIZE (Circle One) Women's S M L XL 2XL Men's M L XL 2XL 3XL 4XL 5XL
NAME AS YOU WISH IT TO APPEAR ON NAME BADGE AND TABLE TENT:	
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

☐ DALLAS, TX FEBRUARY 8 - 12, 2027	☐ LOS ANGELES, CA APRIL 5 - 9, 2027	☐ NEW YORK, NY OCTOBER 18 - 22, 2027

3. LOCAL UNION INFORMATION

LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE

OTHER UNION POISITIONS 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

I. A.T.S.E. Local Union Trustee Training
January 14 – 15, 2027 | Charlotte, NC

*You **MUST CURRENTLY HOLD OFFICE AS A TRUSTEE** in your Local Union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is NOT required for this class. Preference will be given to Local Unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early. Participants are required to attend all classes to graduate and to receive their certificate.*

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED		DATE
TITLE		

APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)	SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:	

APPLICANT NUMBER 2:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)	SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:	

APPLICANT NUMBER 3:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)	SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:	

AUTHORIZATION FROM APPLICANTS:	
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.	
APPLICANT NUMBER 1 SIGNED	DATE
APPLICANT NUMBER 2 SIGNED	DATE
APPLICANT NUMBER 3 SIGNED	DATE

FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

Return Completed Application via Email or Mail to:
I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001
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Education for workplace democracy

ESSENTIALS OF UNION LEADERSHIP

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This series of 4 ONLINE OFFICER TRAININGS was developed by the University of Wisconsin and the IATSE Education & Training Department. The series focuses on effective leadership principles and tools to help attendees build a high-capacity local union, effectively represent workers, communicate clearly, and set and achieve long-term goals. With IATSE-specific content, this series is the perfect way for new officers to consider their "craft of leadership." Refine skills that encourage strong, inclusive, and effective leadership!

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There is a limit of three individuals per local union per course.

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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.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD IN TORONTO, ONTARIO, JULY 27-31, 2026

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada convened at 9:00 a.m. Eastern Daylight Time (EDT) on Monday, July 27, 2026, held at The Westin Harbour Castle, in Toronto, Canada.

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 and Director of Tradeshow and Display
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; Co Directors of Broadcast Steve Belsky and Fran O'Hern; Assistant Director of Broadcast Justin Conway; Assistant Director of Motion Picture and Television Production Chaim Kantor; Assistant Directors of Stagecraft Stasia Savage and Joe Short; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; Assistant Director of Canadian Affairs, Monty Montgomerie; Assistant Directors of Display, Tradeshow, and Convention Dan'l Cook and Bryant Preston; Assistant Director of Education and Training Jennifer Halpern; International Representatives, Steve Aredas, Hannah D'Amico, Cindy Jennings, Isabelle LeCompte, Steve Lutge, Peter Marley, Rachel McLendon, Brian Munroe, Anthony Pawluc, Elizabeth Pecos, Amanda Sager, Jeremy Salter, Marisa Shipley, Amy Stevenson 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; 6, St. Louis, MO 7, Denver-Boulder, CO, 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 13, Minneapolis-St.Cloud-Little FallsBrainerd-St. John's Univ-Coll.Of St. Benedict-St.Paul, MN;14, Albany-Schenectady-Amsterdam-Troy, NY; 15, Seattle-Everett-OlympiaTacoma-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; 28, Portland-Salem, OR; 33, Los Angeles Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 56, Montreal, QC ; 58, Toronto, ON; 74, Southern Connecticut; 76, San Antonio, TX ; 80, Hollywood,

CA; 100, New York, NY; 111, United States; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 209, State of Ohio; 212, Calgary, AB; 217, Rockford, IL; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON ; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida ; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/ South Carolina-Savannah, GA; 492, State of Tennessee; 494, Puerto Rico/U.S.Virgin Islands; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 580, Windsor-Chatham, ON; 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; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredricton, NB-Sydney-Glace Bay, Nova Scotia; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 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; 822, Toronto, ON; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 864, Cincinnati, OH; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/ Yukon Territory; 892, Hollywood, CA; 938, British Columbia; 939, Toronto, ON; USA829, United States; ACT, New York, NY; ATPAM, New York, NY; AQTIS 514 Province of Quebec; B27, Cleveland, OH; B173, Toronto-Hamilton, ON; B192, Hollywood, CA , B778, British Columbia.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood updated the Board on the following matters since the Board last met in January.

Audited Financial Statements

During the past two months, the auditors from the accounting firm of Schultheis & Panettieri have been working with the Finance Department staff to prepare the annual audited financial statements for the year ending April 30, 2026 and they are now complete. In keeping with past practice, the statements will appear in the Third Quarter 2026 issue of the Official Bulletin.

During the fiscal year, the change in net assets in the General Fund decreased by almost $2.8 million, which was not unexpected given that there was not any



Representatives of the Host Locals 58, 411, 667, 822, 828, 873, B-173, and ADC 659 welcome the Official Family and all the attendees to Toronto. Left to Right: Local B-173 Secretary Treasurer Chanel Hunt, Local B-173 Business Agent Brandy Lynn McAllister, Local 939 Secretary Treasurer Kate Garand, Local 58 Business Agent Nelson Robinson, Local 667 Business Representative Roman Neubacher, Local 58 President Justin Antheunis (speaking), Local 822 Business Agent Michelle DiCesare, Local 873 President Angela Mastronardi and Local 411 President Alex Pinto President.

increase in the per capita for four years and the logistical costs of the Quadrennial Convention were substantial. The value of the General Fund at year-end was just over $66.6 million. The net assets in the Convention Transportation and Per Diem Fund decreased by $4.4 million. This loss was also not unexpected given that delegate transportation and per diem payments for the Convention totaled $5.6 million. The net assets in the Convention Fund at fiscal year-end were $7.5 million. The net assets in the Defense Fund remained flat at $15.3 million, but that was due to almost $500,000 in investment income because operationally the Fund decreased by $477,000 for the year, primarily due to increased educational and legal defense costs.

The Form LM-2 was reviewed and signed by President Loeb and General Secretary-Treasurer Wood and was filed prior to the deadline of July 30, 2026 (90 days from fiscal year end).

This year's LM-2 is 645 pages (last year's was 362 pages) of Department of Labor required information. Roughly 300 of those pages were necessitated because there were individual delegates who were not on the master airline account. Thus, the plane ticket cost plus the per diem resulted in those delegates receiving payments of over $5,000 which is the trigger point on the LM-2 to require detailed reporting of a transaction.

General Office Expansion

The expansion of the General Office to include additional staff workspace as well as a meeting/training space has been completed and is fully operational.

The large meeting space is being used quite regularly for various trainings, large negotiations, and events. All staff members are settled into their new work environment.

The International now fully occupies the 4th and 5th floors that it owns within a 12-story condo building in New York City.

Canadian Office Renovations

As was reported to the Board on the final day of the San Antonio General Executive Board meeting, the proposed move of the Canadian Office to a new location in Toronto took a strange turn and resulted in the International serving notice to the vendor of the property that the International was canceling the purchase agreement. A decision was made that the International would not seek an alternative location but rather redesign and remodel the present office which was originally purchased in 2005.

A General Contractor has been engaged as well as a design and architectural firm. Meetings have been taking place with those parties and Vice President Lewis, Assistant Canadian Affairs Department Director Monty Montgomerie, and General Secretary-Treasurer Wood.

It is expected that necessary exterior work will take place in early fall and the interior work will occur more towards the end of this year and will require the office to close during the construction. Once budgets have been finalized, the Board will be asked to approve the necessary expenditures.

71st Quadrennial Convention

As was reported to the General Executive Board during the San Antonio meeting, the next 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 22nd.

For local union representatives wishing to experience the hotel and the city of San Francisco prior to the Convention, in keeping with past practice the 2027 mid-summer meeting of the General Executive Board will be held in San Francisco at the Convention hotel from July 26 – 30, 2027.

IATSE Charitable Foundation

As the General Executive Board is aware, the Walsh/Di Tolla/Spivak Foundation was originally founded as The Richard F. Walsh Foundation in 1966 to provide annual college scholarships to children of IATSE members. Over the years its purposes have expanded to include contributions to other charities, providing a death benefit to survivors of members killed on the job and since Hurricane Katrina in 2005 the Foundation began providing relief to IATSE members who suffered the devasting effects of natural disasters.

As a result of the broadening functions of the Foundation, and in particular the large amount of assistance that is regularly given to IATSE members who have been impacted by disasters, the auditors suggested that a new charity with wider parameters should be created. A Constitutional amendment at the 70th Quadrennial Convention recognized the potential of a name change in addition to a greater level of funding from per capita payments. The new charity will be called the IATSE Charitable Foundation.

However, President Loeb and General Secretary-Treasurer Wood recognize and respect the significant historical contributions that the namesake individuals of the Walsh/Di Tolla/Spivak Foundation made to the Alliance and want to continue honoring their legacies.

Richard F. Walsh served as International President from 1941 to 1974 and remains the longest serving International Officer. He became President at a dark time in the history of the IATSE known as the Browne/Bioff era and navigated the Union back to legitimacy and prosperity.

Alfred W. Di Tolla served as International President from 1986 until his untimely death in 1994. He focused the IATSE on organizing and the membership increased from approximately 60,000 to over 75,000 during his tenure. It was under his administration that Studio Mechanic Locals were created across the United States and the growth of non-Union motion picture production was addressed, putting more and more production under Union agreements.

Harold Spivak served as the General Counsel of the IATSE for over fifty years until his death in early 1999 and provided four International Presidents with sage advice and guidance.

In light of the significant contributions of these three individuals the IATSE Charitable Foundation will continue to recognize the scholarship portion of the new charity as the Walsh/Di Tolla/Spivak Scholarships.

Electronic Membership Cards

During the 70th Quadrennial Convention, Resolution #40 was passed by the delegates which instructed the International to develop an electronic membership card and per capita stamp system. Research and planning for this project has been taking place over the past few months and the complicated programming that will enable this new system to be incorporated into the Local Union Portal within the International's database has begun.

Locals will assign a membership card to a member when the first per capita stamp is purchased and the system will email a link to the member who will login with their last name, Local number and date of birth for identity confirmation to access the card and be able to print it or download it to either their Apple or Google wallet. As the member pays additional per capita the Local will update the member record and the electronic membership card will be brought up to date to show the number of stamps that have been purchased. Locals will also be able to assign per capita stamps in bulk to mass numbers of members in the instance where members receive all per capita stamps if in the previous year they reached a certain earnings threshold. In addition, the individual member record in the International's database will show how many per capita stamps the member has purchased for the year so the Stagecraft Department will no longer have to use the Road Card system as the basis for authorization to issue a Pink Contract.

It is anticipated that the programming will be completed by late November and the Finance Department is looking for Locals to assist with testing the system at the end of this year. Issuing electronic cards to a portion of the membership may start with the 1st Quarter of 2027 and continue through 2027. Any necessary programing modifications will be made during 2027 and starting with 2028, all local unions will operate in the electronic membership card environment.

Local unions wishing to assist with the testing of the new system should contact Wes Vega at wvega@iatse.net.

Vice President Barnes thanked General Secretary-Treasurer Wood and his staff for their work on the electronic membership card system, which will be helpful to the Stagecraft Department, particularly with the increased organizing in live events.

President Loeb thanked General Secretary-Treasurer Wood for his report. He remarked on the importance of recognizing the historical significance of the Walsh/Di Tolla/Spivak Foundation by preserving that name for purposes of the IATSE Charitable Foundation's college scholarships. The expansion and renovation of the General Office have allowed the International to host larger meetings and negotiations and act as a central hub for local unions in the New York area. The issues involving the halted relocation of the Canadian Office are a serious matter that the International will continue to pursue aggressively. In the meantime, the designs and plans for the Canadian Office continue. President Loeb concluded his remarks by thanking General Secretary-Treasurer Wood and his staff for their fine work.

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 November 1, 2025 through April 30, 2026 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City June 15th through the 17th 2026 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 conscientious work and comprehensive review of the International's financial records.

APPEALS
MICHAEL FOERSTEL V. LOCAL NO. 2, CHICAGO, ILLINOIS

The General Executive Board considered Michael Foerstel's January 21, 2026, appeal of President Loeb's decision dated December 22, 2025. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Foerstel's appeal and resolved to communicate this decision to Foerstel in writing in accordance with the advice of legal counsel. President Loeb and Vice President Carlson abstained from participating in any debate and/or vote in relation to this appeal.

KELLY ARVIZU V. LOCAL NO. 122, SAN DIEGO, CALIFORNIA

The General Executive Board considered Kelly Arvizu's April 18, 2026, appeal of President Loeb's decision dated March 30, 2026. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Arvizu's appeal and resolved to communicate this decision to Arvizu in writing in accordance with the advice of legal counsel. President Loeb and Vice President Cota abstained from participating in any debate and/or vote in relation to this appeal.

SCOTT DUNHAM V. LOCAL NO. 476, CHICAGO, ILLINOIS

The General Executive Board considered Scott Dunham's April 26, 2026, appeal of President Loeb's decision dated March 27, 2026. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Dunham's appeal and resolved to communicate this decision to Dunham 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.

ROGER THACHER V. LOCAL NO. 479, STATE OF GEORGIA

The General Executive Board considered Roger Thacher's April 16, 2026, appeal of President Loeb's decision dated April 1, 2026. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Thacher's appeal and resolved to communicate this decision to Thacher 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.

DARCIE BUTERBAUGH V. LOCAL 489, PITTSBURGH, PENNSYLVANIA

The General Executive Board considered Darcie Buterbaugh's July 22, 2026, appeal of President Loeb's decision dated June 22, 2026. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Buterbaugh's appeal and resolved to communicate this decision to Buterbaugh 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: ENCORE COMMUNITY SERVICES

International Vice President Paul F. Dean, Jr. and Labor Relations Consultant and Local One member Brother Robert Score appeared before the Board on behalf of Encore Community Services ("Encore" or "ECS"). Although Encore Executive Director and Chief Executive Officer Jeremy Kaplan and Chief Development & Communications Officer Kenneth Cox had planned to join them, weather-related travel disruptions prevented their attendance.

Brother Score expressed his gratitude to President Loeb for his steadfast commitment to Encore and the older adults it serves. He noted that President Loeb's leadership as Chair of the 2026 Encore Ovation Gala Host Committee united more than two dozen unions and labor organizations in support of Encore's mission, helping raise nearly $600,000 and making the event the most successful fundraiser in Encore's history.

Since 1977, Encore Community Services has served older adults on Manhattan's West Side, providing meals, programming, affordable housing, and supportive services to individuals aged 65 and older. In addition to offering meals and cultural programming, Encore operates approximately 200 affordable and supportive housing units at the Encore

West Residence, as well as specialized supportive housing at Encore 49 for formerly homeless older adults. These programs provide residents with a safe, supportive environment where they can live independently and age with dignity.

Brother Score emphasized that Encore does more than provide services; it builds community and family. He observed that the IATSE has long been an important part of the Encore family.

During the earliest days of the COVID-19 pandemic, when New York City shut down and uncertainty was at its height, union members were among the first to ask how they could help. Encore has remained a valued partner of the Broadway community, and Local One members continue to volunteer regularly by delivering meals to older New Yorkers each month. Brother Score remarked that these efforts provide more than nourishment; they offer companionship, human connection, and a reminder that someone cares.

He further noted the ongoing involvement of IATSE leaders in support of Encore's mission. International Trustee Sister Patricia White has served for many years as a valued advisor and advocate. Local One Business Manager Frank Lazarto serves on Encore's Board of Directors, and Local 798 Business Manager Daniel Dashman has been recognized for his extraordinary support of the organization's work.

Looking ahead, Encore will celebrate its 50th Anniversary in 2027, culminating with the Encore Ovation Gala, currently scheduled for March in New York City. Brother Score was pleased to announce that President Loeb has agreed to return as Chair of the Host Committee. He observed that President Loeb's leadership, friendship, and dedication to older adults have helped make Encore Ovation one of New York's most meaningful labor-community partnerships.

As part of its golden anniversary celebration, Encore Community Services will honor the International Alliance of Theatrical Stage Employees. Brother Score noted that the Alliance's contributions are deeply woven into Encore's history, from Local One volunteers delivering meals to older adults, to Local 764 members who stepped forward during the darkest days of the pandemic, to the many IATSE leaders who have championed Encore's mission over the decades. He stated that Encore is proud to recognize and celebrate this enduring partnership.

In recognition of its milestone anniversary, Encore has established the most ambitious fundraising goal in its history: raising $1 million through the 2027 Encore Ovation Gala. Brother Score emphasized that organized labor's support has fueled the organization's growth for decades. As Encore celebrates fifty years of service, it looks forward to welcoming even more IATSE volunteers and encouraged affiliated Locals and members to explore opportunities to become involved in Encore's work.

President Loeb observed that Encore's mission is laudable and he is proud of the Alliance's participation and commitment to support the community Encore serves. In appreciation and recognition of ECS honoring the IATSE at the 2027 Ovation Gala, President Loeb moved the Board to contribute $25,000 towards Encore's golden jubilee. Upon motion duly made and seconded, the Board unanimously passed the motion.

On behalf of Encore, Brother Score expressed sincere gratitude to President Loeb and the Board for the International's generosity.

APPEARANCE: LOCAL NO. 15, SEATTLE/ EVERETT/OLYMPIA/ANACORTES/ MARYSVILLE/ TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/ SEDRO WOOLEY/ PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW, WA

Re: Encore

Local 15 President Jennifer Bacon with Local officials Blake Whitmore and Alan Bond, accompanied by International Vice President and Tradeshow Department Director Carlos Cota and Assistant Department Director Dan'l Cook made an appearance to report about contract renewal negotiations involving Encore Group (USA), LLC d/b/a Encore Global (Encore) audio visual (AV) technicians within the jurisdiction of Local 15.

The report outlitned the challenges faced during the initial organizing of Local 15's bargaining unit, the evolution of worker engagement, and the successful contract improvements and worker solidarity.

In 2015, AV technicians in Local 15's territorial jurisdiction sought representation from the IATSE by their employer, which was then Encore's predecessor. After a protracted period of time, and many hurdles an initial contract for this unit was reached an executed in 2022. By that time many technicians had left the unit through attrition or moving to other employment. Worker engagement suffered as a consequence,



Local 15 President Jennifer Bacon with Local officials Blake Whitmore and Alan Bond made an appearance with International Vice President and Tradeshow Department Director Carlos Cota and Assistant Department Director Dan'l Cook to report about contract renewal negotiations involving Encore Group (USA), LLC d/b/a Encore Global (Encore) audio visual (AV) technicians within the jurisdiction of Local 15.

compounded by barriers to union site access to the represented workforce. The high turnover rate and limited union access hindered communication with workers. Efforts to reverse this trend had some success, though a significant turning point occurred around early 2025 when, in anticipation of contract renewal negotiations—and thanks in part to the International Union's Education and Training Department's resources—Local 15 introduced tailored Steward training for Encore workers, increasing the bargaining unit's engagement. This initiative, supported by increased Local 15 union staffing, enabled better communication and representation within the technicians' workplaces. Notably, a significant settlement was achieved following the unfair termination of an Encore employee, demonstrating the Local's growing impact on the protection of these workers.

By mid-2025, in further anticipation of renewal negotiations, workers were actively participating in union meetings and negotiation preparations. Throughout the negotiations process, the Local escalated its actions to procure a fair contract including letter-writing campaigns to involved stakeholders, gathering support from other local unions, and public demonstrations such as bannering at multiple Encore work locations. Further, a rally involving regional labor council representatives, city officials, and other union leaders highlighted the growing solidarity among these workers.

The report emphasizes that this contract campaign's strength relied on courageous worker involvement and collective action. The technicians built trust, relationships, and the confidence to recognize that they—the skilled workers--are essential to the success of events and productions. They demonstrated a willingness to stand together to gain a strong contract. This recognition marked a significant change in the Local's bargaining dynamics with Encore.

Approaching the close of negotiations, the Local's efforts paid off leading Encore to agree upon significant wage increases. The new contract raised the lowest technician wages to a minimum hourly living wage, with a promotional path through the technician acceleration program, which will offer an additional 8% raise. Overall, the contract secured large of pattern wage increases for the lowest paid technicians and significant increases for highest scale for incoming technicians. Additional contract gains included improved probationary periods, union orientation and access, safety equipment stipulations, labor-management meetings, just cause discipline, meal and rest break protections, scheduling notices, and other worker protections. Those reporting noted that the negotiations were widely supported by the International Union' representatives, legal counsel, and dedicated local union staff.

President Loeb thanked those who appeared before the Board and observed that the culmination of this current contract has been many years in the making. Using resources at the Local's disposal, the pressure and publicity built leverage and power. Yet, ultimately, power is built from the engagement of the workers. Among the reasons why this was successful, the employer acknowledged the public campaign and the courage, commitment and solidarity of the Local and the workers. President Loeb concluded by noting that this should be a model in other markets.

APPEARANCE: LOCAL NO. 33, LOS ANGELES, CA,

Re: Agreement with Legends and the Los Angeles Convention Center, and Encore Pilot Agreement

Local 33 Business Representative for Television Ronald Valentine, Local 33 Business Representative for Theater John

Lehman, Local 33 President Kyle Beebe, Local 33 Financial Secretary/Treasurer Abraham Montes, International Vice President Carlos Cota, and International Representatives Peter Marley and Dan'l Cook, appeared before the General Executive Board to report on recent accomplishments by Local 33.

Local 33 has achieved monumental progress by organizing a permanent position at the Los Angeles Convention Center, establishing area standard wages for AV, rigging and production work. These efforts displayed how union action, public advocacy, member engagement, and strong relationships across the labor movement created the perfect recipe for expanding jurisdiction and creating future work opportunities for skilled event workers.

As previously reported, the labor movement played a central role in keeping the LA Convention Center expansion and modernization project moving forward. A broad coalition of unions, led by International Vice President Cota, helped secure political support for the project, which is expected to create thousands of good-paying union jobs and generate new activity for downtown Los Angeles.

Organizing with Encore Global, the in-house rigging and AV provider, reinforces the principle that event technology work should be performed under fair wages, safe conditions, and respect for workers' rights. Local 33 shall now serve as the exclusive source for rigging calls, through Encore, at the Los Angeles Convention Center and as the first call for additional rigging support at all events held in Encore hotels. The Local's collaboration with Encore allowed it to identify key considerations related to staffing, communication flow, accountability, and day-to-day coordination across teams.

Local 33 has also been engaged in parallel discussions with another major promoter and employer across sports, live entertainment, and venue-management sector of the business. These discussions have been constructive and represent an important component of Local 33's broader strategy to establish consistent, productive labor-management relationships across key venues and operators.

They should be viewed as part of a coordinated strategy rather than as isolated conversations. Local 33 is working to promote consistency in how labor issues are addressed, how concerns are escalated, and how agreements or understandings are implemented. A consistent approach is essential in a fragmented venue environment, where different operators may manage similar facilities under varying contractual, geographic, and operational conditions.

The success at the LA Convention Center and organizing with Encore Global and other employers reflects a larger truth: when workers stand together, build coalitions, and connect their fight to the future of the industry, they can win more work, better standards, and greater respect. The next phase should focus on turning these victories into durable agreements, stronger jurisdiction, and a clear expectation that major event work in Los Angeles will be performed by skilled union labor.

Local 33 thanked International Vice Presidents Miller and Cota, International Representatives Cook, Eaves, Marley, and Nothoff, and International Vice President Emeritus Thom Davis for their continued guidance, support, and leadership. This could not have happened without them. They also thanked all the Hollywood Locals for their support at city meetings and the California IATSE Council for their political backing.

Vice President Cota provided some important background information regarding the work at the Los Angeles Convention Center. He emphasized that this will be a process that will require ongoing monitoring and adjustments.

International Representative Marley provided some historical context regarding the Local and the work at the Convention Center and expressed his thanks to the current membership and leadership at the Local for this momentous achievement.

Vice President Miller conveyed his admiration for the current leadership at Local 33 and commended their work at the Convention Center. He also recognized that this would not have been possible without the support of the other IATSE Locals in Southern California and the political connections that the IATSE has developed and fostered over the years.

President Loeb thanked Local 33 for its appearance and recognized the hard work of Local 33's leaders in obtaining the work at the Convention Center. The work at the Convention Center belongs to the IATSE and the Local obtained it by engaging in activism and utilizing the IATSE's political connections that have been developed over a long period of time. It took a long time, over sixty years,

for the stars to align in a way that would make this possible. But when the stars did align, the Local grabbed the opportunity and did the hard work that was necessary to accomplish this long-sought-after goal. The Local and the IATSE will now greatly benefit from a permanent role at a venue where the union belongs.

APPEARANCE: LOCAL NO. 56, MONTREAL, QUEBEC

Re: Six Flags La Ronde

Local 56 President Natalie Goyer and International Representative Jason Vergnano appeared before the General Executive Board to report on the status of Local 56's labour dispute with Six Flags Montreal.

When the Local's efforts to settle a renewal collective agreement with Six Flags covering stagehands working at La Ronde were unsuccessful, affected employees held a one-day lawful strike on July 3, 2025. The employer initiated a lock-out on July 11, 2025, but La Ronde remained open to the public throughout the summer season and continued operating all scheduled attractions and entertainment.

During the first days of the lock-out, Local 56 gathered information indicating that individuals continued performing work normally carried out by the locked-out stage technicians. A subsequent Ministry of Labour on-site inspection confirmed that stagehand work was, in fact, being performed by others contrary to the prohibition on the employment of replacement workers during a lawful strike and/or lock-out. The employer objected to this finding and asserted the individuals doing the stagehand work were managers and therefore not covered by the legislation that prohibited replacement workers or the operative collective agreement.

In response, the Local requested the Ministry conduct a formal investigation into the employer's employment of replacement workers and also requested an interim order prohibiting the employer from engaging replacement workers to perform work falling within the Local's bargaining unit jurisdiction. In a decision rendered on May 13, 2026, the Administrative Labour Tribunal (TAT) sided with the Local – the employees replacing the striking Local 56 employees were not managers and that the employer's engagement of these workers to perform stagehand work was contrary to the prohibitions on the employment of replacement workers during a lawful strike or lock-out set out in the legislation.

This TAT decision is not only a positive result for the Local, it is also a decision that reaffirms Quebec's anti-scab provisions must be given their full intended effect and that an employer cannot artificially alter the status of certain employees in order to undermine the impact of a lawful work stoppage. The decision also reaffirms that technical or professional authority alone is insufficient to remove an individual's status as an employee. The parties continue to engage litigation over the remedies sought by the Local which include a claim for lost wages and damages. The parties reached a tentative agreement to bring the lock-out to an end and return employees to work on June 8, 2026. The Local continues to engage in negotiations for a renewal collective agreement that will provide affected employees with fair working conditions.

President Loeb congratulated the Local on its success in bringing the lock-out to an end and pledged support in the Local's efforts to reach a renewal agreement. He observed that the Local's action exhibited courage. The legal precedent set in the litigation filed by the Local will be used by other unions in the Canadian labour movement.



Local 56 President Natalie Goyer and International Representative Jason Vergnano appeared before the General Executive Board to report on the status of Local 56's labour dispute with Six Flags Montreal.

APPEARANCE: LOCAL NO. 80, HOLLYWOOD, CA,

Re: Cross-Local Training Initiative

Local 80 Business Manager DeJon Ellis, Assistant Business Agent Marco

Robles, Local 728 Business Representative-Secretary Greg Reeves, Local 695 Business Representative Scott Bernard, Local 33 Business Representatives John Lehman and Ron Valentine, Local 122 President Greg Sowizdrzal, Local 33 Financial Secretary/Treasurer Abraham Montes, Local 728 Vice President Malakhi Simmons, Local 728 Safety & Training Director Alan Rowe, and San Diego Theatrical Training Corporation Director of Education and Training Nathan Harrenstein appeared before the General Executive Board to report on a Cross-Local Training Initiative.

Business Manager Ellis discussed the difficulties that many members of the West Coast Studio Locals have been experiencing due to the contraction in the film and television production industry in Los Angeles. He recounted that during the COVID pandemic, members working in live events were suddenly faced with the prospect of long-term unemployment. Although live events were shut down, film and television production continued under the strict safety guidelines the unions and guilds were able to negotiate with the producers.

Faced with a contracting film and television production business, the Locals took the lessons they learned during the pandemic. Rather than sit back and do nothing, the Locals collaborated on an effort to cross-train members working in film and television production to work on live events and therefore provide an avenue for employment to out of work film and television production workers.

Members of Locals 80, 695, and 728 possess many skills that translate to live event work. By working in collaboration with Locals 33 and 122, Assistant Business Agent Robles helped develop a training session that allows members of film Locals to safely expand their skill sets and be available when sibling Locals need qualified over hires. When additional workers are needed, the Locals have established a pool of trained IATSE members. That is what collaboration and solidarity are all about.

Assistant Business Agent Robles expressed his pride, not only for his Local, but for what all the Locals have been able to accomplish together. The Locals were ready, the members were eager to learn new skills, and when the opportunity came with money to produce cross training at a large scale, the Locals capitalized on the opportunity. In total, seventy-one workers were trained, thirty-five in arena rigging and thirty-six in AV. Both groups also engaged on LED walls. Utilizing $75,000 in grant money and over $200,000 in donations organized through Hollywood CPR, they were able to pay the instructors health and pension benefits, and make sure everyone was properly fed during the training. The Locals accomplished their goal of skillfully and safely cross-training film and television production workers to support the surges in live event work.

Business Representative Valentine added that labor training is most effective when unions, employers, training programs, and industry partners work side by side. First, this sort of collaboration improves safety. When best practices and lessons learned are shared, every worker is better supported in going home safely at the end of the day. Safety is not a competition—it is a collective responsibility. Second, working together builds solidarity. Training alongside members from different Locals strengthens relationships, creates mutual respect, and reminds everyone that they are all part of a larger labor community: the IATSE. Finally, collaboration leads to accomplishment. When organizations unite, they develop highly skilled workers, complete projects successfully, and open new opportunities for the next generation. The results speak for themselves: safer workplaces, stronger Locals, and a more capable workforce.

Business Representative-Secretary Reeves remarked on the importance of the successful collaboration amongst the Locals on the West Coast, as well as with certain IATSE signatory employers.

Business Representative Bernard and Safety & Training Director Rowe remarked on the significance of the program to their Locals and the importance of solidarity among the local unions.

Vice President Miller commented on the importance of this initiative to the Hollywood Locals as it corrects a historic practice that allowed employers to leverage the Locals against each other to the detriment of the membership. He added that the initiative is a product of the leadership of International President Loeb in building unity and solidarity among the Locals.

Vice President Cota praised the initiative for breaking through a lot of barriers in a way that strengthens the Alliance.

President Loeb thanked the Local leaders for their appearance. This initiative is a remarkable example

of how solidarity can tear down the divisions between the Locals to give the union a strategic advantage, provide a practical solution to staffing issues, and demonstrate compassion for the membership by ensuring that more members have access to a weekly paycheck and lifesaving healthcare benefits. The seeds for this program were planted when the Studio Mechanics Locals helped the Stage Locals during the COVID pandemic. Strengthening the wellbeing of the members makes the entire organization better and stronger. President Loeb concluded his remarks by thanking the Locals for their work and encouraging Locals in other geographic areas to study and duplicate this program.



Left to Right: International Vice President and Tradeshow Director Carlos Cota, Training Director Nathan Harrenstein, Local 122 Business Agent Robert Morales and Local 122 President Greg Sowizdrzal.

APPEARANCE: LOCAL NO. 122, SAN DIEGO, PALM SPRINGS, PALM DESERT, HEMET, BANNING, ELSINORE, 29 PALMS, CA

Re: Apprenticeship Program

International Vice President Carlos Cota, Local 122 Business Representative Robert Morales, Local 122 President Greg Sowizdrzal, and San Diego Theatrical Training Corporation Director of Education and Training Nathan Harrenstein, appeared before the General Executive Board to report on the development and implementation of the San Diego Live Events Apprenticeship Program (SD-LEAP). The program is now fully registered with the State of California and federally recognized, establishing a formal apprenticeship pathway for Stage Technicians.

The program was developed to formally recognize live event technicians as skilled workers and establish industry-defined standards for training, competency, and career advancement. The competency-based model currently includes 72 competencies across the major departments of live event production, with apprentices advancing through demonstrated skills rather than solely through hours worked. Journeyworkers and mentors verify competencies on the job, supplemented by Related Supplemental Instruction (RSI).

Safety training is integrated throughout the program, including OSHA, MEWP, PIT, rigging, fall protection, and job-specific practices. The apprenticeship is designed to operate within existing collective bargaining agreements and wage structures and to support work across arenas, convention centers, theaters, touring productions, corporate events, and other live event environments.

SD-LEAP currently has 56 registered apprentices, with reimbursable RSI hours being recorded. Mentor development and on-the-job competency verification are underway, along with development of data systems intended to better integrate training, competency records, and dispatch. The program is transitioning from the development stage into broader implementation and scaling.

The long-term objective is to establish a repeatable workforce-development and apprenticeship model for the live events industry, providing stronger regional workforce pipelines, verified technical competency, improved safety, and clear career pathways from entry-level apprentice to skilled journeyworker.

President Sowizdrzal emphasized education as a core IATSE strategy for protecting craft standards and ensuring that the union defines its occupations rather than allowing outside organizations to establish standards without industry input. He also highlighted the importance of developing a regional workforce capable of supporting major events across jurisdictional lines, including FIFA, BlizzCon, and the LA Olympic Games.

The report concluded that apprenticeship and education strengthen not only technical skills and workforce capacity, but also union membership, leadership development, collaboration among Locals, and the International as a whole.

Vice President Cota provided some background on the initial steps that were taken to develop the program, including the best ways to acquire funding. The program can be used to upskill current

members and cross-train them in other skills, which will be a huge benefit for the Local as jobs evolve. He emphasized the importance of political relationships to help facilitate these efforts and thanked Vice President Miller for his assistance in that regard.

President Loeb thanked the Local for its appearance. It is vital that local unions engage in efforts to provide trained individuals that can fill the jobs of the future, and this program does just that. It also outlines a career path in an industry where the path often seems hidden and helps secure the Union's jurisdiction going forward. The program trains individuals who can fill good, middle class union jobs that can support a family. President Loeb concluded his remarks by praising the Local for developing the program.

APPEARANCE: LOCAL 217, ROCKFORD, IL.

Re: Hard Rock Casino Agreement

Local 217 President Charles Whitmore and Local 217 Business Agent Alix Villiere, together with International Vice President Craig P. Carlson made an appearance before the Board to report upon the Local's successful organizing efforts and first contract with for personnel at the Hard Rock Casino in Rockford, Illinois, which opened in late 2024.

Before the casino's opening, which occupies 175,000 square feet it was widely expected during its building phase that the building would be run by union-represented personnel upon its completion. In that regard, the Local first became affiliated through its local labor council with other unions in the area that had an interest in representing other casino employees, including hospitality staff, maintenance, dealers, food service staff, and others. United with other unions, the Local recognized the importance of executing its plan to organize personnel within the Local's traditional jurisdictional crafts related to the casino's live entertainment spaces, and also an expectation that the company would satisfy the other unions' requests to recognize their respective jurisdictions, allowing all employees the benefits of a union contract.

Around February 2025, after reaching a stipulated election agreement with the company, Local 217 unanimously won recognition for a bargaining unit of audio visual technicians, event ushers, and production technicians and camera operations within the casino's facility.

While other unions continued their respective organizing efforts, Local 217 commenced collective bargaining negotiations. This culminated, after months, in Local 217's first collective bargaining agreement at the casino--a significant milestone inasmuch the Local was the first union among its allied unions to do so. The economic features of the contract secured standard wages, job protections for the workforce, welfare, and retirement contributions. It was noted the contract was widely ratified by the workforce and since then the Local has maintained an amicable and mutually respectful relationship with the casino's management.

Vice President Carlson noted that he in his capacity as Business Manager of Local 2 has appreciated the long-standing relationship with the officers and members of Local 217 and complimented them as terrific partners in the northern Illinois area. He was glad to lend his assistance in this effort upon Local 217 President Witmore's request. It should be noted again the Local's gains were significant and resulted in a first contract that was on par with other venues throughout the territorial market and resulted in a significant growth in the size of the Local's membership. The Local acted rapidly to get to the bargaining table while other trades and workers remained wrangling with their own organizing challenges.

President Loeb thanked the Local's officers for their appearance and stated that this is a great example of being engaged, recognizing what was a new venue in their jurisdiction and activating their efforts to organize this workforce. While the Local should remain supportive of the other unions as their efforts continue, the Local's initiatives here paid off quickly in comparison to the alternatives. This is a prime example of the Local maintaining focus and representing people who are working within this facility. He noted it as an absolute success and asked to extend the Board's thanks to the members for maintaining their courage and commitment to making this successful. The International Alliance will continue offer resources dedicated toward maintaining strength in the Local's area.

APPEARANCE: LOCAL NO. 632, NEW JERSEY

Re: Lillian Booth Actors Home Board Inaugural Board of Trustees

Local 632 President Kevin O'Brien and Local 632 Secretary Treasurer Vincent D'Ornellas made an appearance to discuss the Entertainment Community Fund (ECF), and specifically to discuss the Lillian Booth Actors Fund home,

a component of the Entertainment Community Fund in Englewood, NJ, which is located with the territory of New Jersey Local 632.

As the Board is aware, President Loeb serves as a Trustee and chairs the Nominating Committee of the Entertainment Community Fund. Brother Toby McDonough, of Local One is also a trustee. Brother O'Brien recalled that the Fund has offices located in Atlanta, Chicago, and New York, yet the Fund operates in every state and territory of the U.S. In the past years, during recent years beginning in 2024, the Fund has furnished aid to tens of thousands of people with immediate assistance and millions of dollars in benefits and support. Member assistance programs are available to IATSE members, and the Fund continues to strive for affordable housing for members of the entertainment industry at large. The report described several affordable housing residences already operating in Los Angeles and New York. The Fund's resources are available to all who visit the Funds website and sign up for access to any of the Fund's services.

Brother O'Brien expressed his appreciation for the opportunity to serve on the Board of Trustees of the Actors Fund Home. The facility includes four acres where short-stay rehabilitation takes place, with highly-regarded skilled nursing, assisted living and memory care. In the future the Board of the Home expects to expand the skilled nursing section; and offer more outreach to all brothers, sisters, and kin. He again noted his gratitude for his appointment to the Actors Home Board, which has been an honor over the past several years, and looks forward to serving in upcoming plans for the Actors Fund Home and following the mission statement of the Fund, which drives every decision to provide meaningful and expert resources to thousands of people.

President Loeb thanked Brother O'Brien for his report and acknowledgment of the myriad ways the ECF has been assisting IATSE members and those throughout the entertainment industry. Even in the absence of critical disasters, the Fund generally and the Actors Fund Home Board of Trustees in particular has done significant work in its attempts to obtain state, regional and other funding to expand upon the Actors Fund Home's capacities. President Loeb also noted that very recently International Vice President Miller also became an ECF trustee. He noted that these efforts are all about taking care of our own. All the trustees are dedicated and the Actors Fund Home as well as the Funds efforts provide dignity, comfort, and compassion to those in need. He commended Brother O'Brien's dedication, and the General Executive board will continue its support for the wide array of the Fund's initiatives.

APPEARANCE: LOCAL NO. 891, BRITISH COLUMBIA

Re: Artificial Intelligence

Local 891 President and Canadian Labour Congress Delegate Amanda Bronswyk and Local 891 Business Agent Crystal Braunwarth appeared before the General Executive Board to report on the Artificial Intelligence ("AI") Symposium hosted by the Local in March of 2026.

Business Agent Braunwarth explained that Local 891 hosted the AI Symposium with the help of the British Columbia Film Commission and other international unions. The plenaries, workshops, panel discussions and presentations were focused on providing attendees with updates on the current status of AI, hands-on training and tools to advocate for a human-centered approach to AI in the workplace. Attendees included members from Locals 891 and 938 as well as individuals from Simon Fraser University, University of British Columbia, Screen BC, Actsafe, the Canadian Media Producers Association, Alliance of Motion Picture and Television Producers, the British Columbia Federation of Labour as well as local line producers and production managers.

Moving forward, Local 891 is in the process of developing a more robust internal strategic plan to approach the challenges that AI present to its membership.

President Loeb congratulated the Local on the success of the AI Symposium, noting that Local 891's approach to AI is proactive and strategic. The Local is supporting and encouraging discussion rather than being reactive President Loeb encouraged Locals and members to get involved and engage with addressing AI and its impacts on employment, community, environment, government, lives, etc. He thanked Delegate Bronswyck and Sister Braunwarth for their report.

2K AGREEMENT

International Vice President and Assistant Motion Picture and Television Production Department Director Vanessa Holtgrewe, International Representative Anthony Pawluc, and Special

Representative Ben Speight reported on the contract conclusion for the Petaluma, CA-based motion capture workers at 2K.

Vice President Holtgrewe served as lead negotiator and chief spokesperson, with legal counsel from IATSE Counsel Jacob White and support from Representative Chrissy Fellmeth who coordinated with a four-member bargaining committee from the 2K Motion Capture unit.

As per previous reports to the Executive Board, the unit includes 18 motion capture stage technicians, fabricators, production staff, and animators working on major Take-Two titles such as NBA 2K and WWE 2K. The group initially voted to unionize on November 24, 2024, with 76% in favor.

Prior to negotiations, the negotiating committee created a survey for the bargaining unit. This helped to identify their core priorities.

The negotiations committee first met with the company to begin bargaining on April 21, 2025. As 2K was refusing to provide raises and bonuses until the contract was finalized, IATSE filed an unfair labor practice charge against the company in July 2025. The NLRB acted quickly and shepherded 2K to a settlement that required them to provide raises and bonuses per their established practice.

Based on the results of the employee survey, the goals of the negotiations were guaranteed yearly wage increases, including a yearly bonus, locking in the better conditions the employees already had (such as a 401K program with a company paid component and flexible work from home rules), maintaining their healthcare benefits, promotions and performance standards, and severance pay.

The committee met with the employers for five 2-3 day bargaining sessions over ten months. The parties exchanged counterproposals and met in sidebar in between meetings as well. On February 10, 2026, a tentative agreement was reached.

- On March 10, 2026, the workers voted unanimously to ratify their first contract and join the IATSE. The agreement delivers significant gains, including annual wage increases and bonuses, retention of the company health plan, pathways to promotion, increased specialty pay.

Other contract provisions include just cause protections, a grievance procedure, qualifying duties and reclassification protocols, technological change pay in addition to severance pay if technology plays a role in severance, company-provided retraining for such situations when applicable, overtime for sixth and seventh days and holidays, rest and meal period language and pay when invaded, holidays, training trust fund contributions, paid jury duty (up to 10 days), 22 days of paid time off per year, bereavement leave (including for pets), non-discrimination language, layoff and recall rights, joint employer/union meetings to discuss issues, including any introduction of A.I. into the workplace, prompts used with A.I. tools cannot be used to displace workers, and an employee cannot be required to be scanned (and consent must be provided).

This contract represents a major milestone in organizing video game workers nationwide.

To support contract enforcement, three stewards have been appointed at the studio to serve as on-site representatives. While some initial challenges have arisen, Representatives Fellmeth and Anthony Pawluc are actively working to build a productive relationship with the employer that benefits both workers and management.

Following the success at 2K, Special Representative Speight and International Representative Fellmeth are working on active organizing efforts to additional motion capture studios across the United States.

Vice President Miller recognized the work of Vice President Holtgrewe in creating this contract out of whole cloth and convincing the employer that it would work. He noted the significant overlap between motion capture work and the work traditionally done by IATSE members in film and television production. That overlap presents an opportunity for IATSE members to possibly transition into a new area during a time when they may be suffering from a lack of employment opportunities.

Vice President Lewis remarked that the successful organizing and first contract at 2K in California has helped the Canadian Affairs Department with their motion capture organizing in Canada.

President Loeb thanked Vice President Holtgrewe for her report. The contract captured benefits that were important to the workers while also restructuring things to provide them with more benefits and set the table for expansion of those benefits in future contracts. This is truly a groundbreaking contract. President Loeb

expressed appreciation to Representatives Pawluc, Fellmuth, Speight and Counsel White for their contributions to the inaugural agreement. He observed that the size of the gaming industry is massive, and this contract demonstrates that the IATSE can organize in that area. The IATSE must take advantage of the nexus between the workers in that industry and the workers in film and television production. That nexus and overlap represents a huge opportunity for growth.

COMMISSION ON ARTIFICIAL INTELLIGENCE REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael Barnes, John M. Lewis, Michael F. Miller, Jr., and Vanessa Holtgrewe; International Trustee Patricia White, Department Directors Steve Belsky, Fran O'Hern, Tyler McIntosh and Jonas Loeb, General Counsel Samantha Dulaney and Local 695 President Jillian Arnold reported on a number of events and happenings related to A.I. since the Executive Board last met.

Arnold related that The California Federation of Union Leaders held a two-day conference titled "Taking on Tech." Attendees included Local 892 Executive Director Brigitta Romanov, Local 729 Business Representative Bob Denne, and Local 600 Vice President Mark Weingartner, ASC. Presentations covered AI and negotiations, data, surveillance and algorithms, and understanding digital technologies in the workplace. The conference culminated in a press conference held by CalFed President Lorena Gonzalez, joined by AFL-CIO President Liz Schuler and the heads of four state labor federations. Gonzalez sent a clear message to Governor Gavin Newsom that workers must be engaged directly in any effort to establish meaningful guardrails around technology in the workplace.

In February, Local 600 Vice President and IATSE Technology Committee member Mark Weingartner attended the Hollywood Production Alliance Tech Retreat. Presentation topics ranged from standards, workflow evolution, and visual effects tools to legal issues. Agentic AI and its potential uses came up in multiple presentations related to task management and process optimization, including marketing, data analysis, translation, visual effects pipelines and editorial clip organization.

In early March, Canadian Locals 669 and 891 held the AI Learning and Engagement Symposium at LaSalle College. The symposium expanded this year into a two-day workshop. President Amanda Bronswyk, Business Agent Crystal Braunwarth and Assistant Business Agent Hillary Bergshoeff curated panels and workshops on AI and the environment, AI editing and storytelling, no-code AI tools for productivity, equity, access and representation in AI and new technology, and an introduction to Copilot. Panelists included academics, technologists and Vice President Lewis.

In late March, the AFL-CIO and its nonprofit, The Tech Institute, convened a one-day AI summit titled "Workers First." Vice President Holtgrewe, Political Affairs Department Director Tyler McIntosh and Local 695 President Jillian Arnold attended. Speakers included AFL-CIO President Liz Schuler, Senior Advisor and former interim director Ed Wytkind, and newly appointed Executive Director Lauren McFerran. McFerran emphasized that The Tech Institute is focused on the people who use technology and presented the Worker-Centered AI Agenda, a first-of-its-kind labor agenda intended to provide a blueprint for implementing AI in ways that empower workers.

Mike Kubzansky, former CEO of Omidyar Network, discussed liability frameworks within the AI space. Omidyar Network is a philanthropic organization focused on bending the arc of the digital revolution toward shared power, prosperity and possibility. Kubzansky identified five public policy priorities for AI: how AI is used in the workplace, how workers are given a seat at the table, incentives and costs, updates to safety nets such as unemployment benefits, and the need to redefine entry-level jobs.

In early April, the National Association of Broadcasters held its trade show in Las Vegas, Nevada. Along with an increase in AI-driven programs for automated foreign-language versions and social media cut-downs of video material, more AI-enabled digital asset management and analysis tools are coming to market.

In late April, the Mozilla Foundation and the USC Gould School of Law held a summit on Artificial Intelligence and Intellectual Property for creatives and attorneys working in copyright, labor and the creative fields. Legal Counsel Jake White and Local 695 President Jillian Arnold attended. Arnold sat on a panel titled "Hollywood vs AI," moderated by former second gentleman Doug Emhoff.

Aaron Moss, a copyright, intellectual property and entertainment litigator with

Mitchell Silberberg & Knupp, discussed the recent Cox Communications v. Sony Music case. Sony Music, Warner Music Group and Universal Music argued that Cox Communications ignored thousands of warnings about repeat infringers and that its Internet Service Provider (ISP) subscribers were downloading illegal music. The Supreme Court ruled unanimously on March 25, 2026, in favor of Cox, finding that the ISP was not directly liable for the subscriber's copyright infringement. The decision is significant for technology companies because it establishes that providing a general-purpose service, even with knowledge that subscribers may use it to infringe, is not by itself sufficient to impose contributory copyright liability.

Moss also discussed how the Cox decision is already creating complications for studios' copyrighted material. Disney, Universal and Warner Brothers are suing Hailuo AI, a Chinese AI image and video generation platform marketed as "a Hollywood studio in your pocket." Hailuo AI can generate short clips from copyrighted content using simple prompts and has argued that it has no obligation to stop producing protected characters on demand, citing the Cox decision. The case raises questions about user control, platform responsibility and authorship, because AI systems interpret prompts and generate outputs in ways that users may not meaningfully control.

The World Intellectual Property Organization, the United Nations agency serving innovators and creators, has convened the Artificial Intelligence Infrastructure Interchange Technical Exchange Network. Local 695 President Arnold is a member of the network. Its goals include identifying technical solutions to challenges and opportunities arising from the development and deployment of AI, sharing state-of-the-art approaches and practices, developing a common international lexicon, and fostering cross-sectoral, inter-industry and international cooperation. The Technical Exchange Network has met twice with participants from across the globe and expects to present its first series of white papers at a public meeting in Geneva, Switzerland, in November 2026. Arnold has been selected for the Common Lexicon workgroup.

President Emeritus of Service Employees International Union Andrew Stern invited Local 695 President Arnold to join his advisory committee on autonomous vehicle policy, titled "Worker-Centered Solutions for AI and the Future of Work: A Demonstration Project on Taxi and Rideshare Drivers Experiencing Automation." The work is supported by Omidyar Network and the Economic Security Project. The advisory committee includes leaders and experts from U.S. News & World Report, NYU, OpenAI, Bloomberg Beta and other organizations. The group reviewed proposals on deployment controls for autonomous vehicles, financing a driver sovereign wealth fund, taxi license conversion, and workforce transition for drivers and owners. These proposals are intended to help shape public policy that supports technological transition while giving serious consideration to the workers who have been central to the industry.

Vice President Holtgrewe reported that earlier this summer, both Local 839 and the IATSE Technology Committee met with Amazon for two separate meetings to discuss their A.I. integration plans as it relates to animation and live action, respectively. These meetings are part of the requirements to meet regarding A.I. that was bargaining into the 2024 Local 839 Animation Agreement and the Basic and Area Standards Agreements. There was an in-depth discussion about how Amazon is looking to integrate A.I. into their production workflow. They emphasized the primacy of humans with the creative vision to guide the use of A.I. tools, but not to be overwhelmed by such technology. However, they have publicly stated they are hoping to lower budgets via potentially crew size and length of production. They claim this will help them create more projects in North America. The importance of staying involved with the creation of new workflows is paramount to guiding this process.

Vice President Holtgrewe and Local 695 President Arnold will be meeting later this summer with Local USA 829's Executive Board as part of their yearly retreat to discuss A.I., especially as it relates to internal organizing and preparation for bargaining. They both encourage any Local looking for engagement on A.I. in the workplace to reach out.

Recently, a few instances of members assigning the use of A.I. tools to those within their department highlighted the need for membership in relation to their rights at the workplace and how to seek consultations with their employers about the companies' A.I. policies. Also, understanding the implications

of turning to A.I. tools to "stay under budget and on schedule" in relation to union members' responsibility to support and protect work for their fellow crew members is a topic that the department encourages all Locals to integrate into their internal organizing and outreach.

The Motion Picture and Television Department is preparing a comparison of the A.I. provisions that the Above the Line Unions and Guilds achieved in their recently ratified Majors' Agreements. Understanding the needs of the other Unions and Guilds will help the International prepare proposals related to new technologies for the Basic, Videotape and Area Standard Agreement negotiations. The Department will also be creating a comprehensive survey for the membership under these agreements about use of A.I. at work. The goal is to be prepared with proposals to address real-world concerns and issues regarding this technology.

As this work continues, the IATSE remains focused on making sure new technology is addressed with strong member engagement and practical bargaining priorities. The pace of change is significant, but so is the experience and solidarity of the membership. By sharing information across Locals, reporting workplace use of A.I. and preparing thoughtfully for negotiations, the IATSE can continue to meet this moment from a position of strength. The IATSE looks forward to working with Locals and members to ensure that technological change supports, rather than undermines, the skilled work of our members.

President Loeb remarked that AI is here. AI is lauding its efficiency which means it is coming for workers. President Loeb stated that the IATSE must remain vigilant and active because AI will continue to expand exponentially. He further advised that through collective bargaining negotiations, through federal and state legislation, and through the members' lived experiences, the International will continue its multipronged approach to protect crafts' jurisdiction and workers. He advised those in attendance and to the members who read this report later that the efforts that will be required of the Union and its members are tremendous. This task will require a full-time department. Thus, he proposed to the General Executive Board the creation of a Labor and Technology Department. He further recommended the appointment of Jillian Arnold as the Labor and Technology Director for the IATSE. Upon motion duly made and seconded, the Board unanimously approved the creation of the IATSE Labor and Technology Department. The Board approved the President's hiring of Arnold as the Director of this new Department.

FIFA REPORT

International Vice President and Stagecraft Department Director Michael Barnes, Assistant Stagecraft Department Director Joseph Short along with International Vice Presidents John M. Lewis, Colleen A. Glynn, Paul F. Dean, Jr., International Representative Amy Stevenson and officers and representatives from the FIFA host cities in Canada and the U.S. appeared to report on the Alliance's successful collaboration with FIFA during the 2026 World Cup.

Vice President Barnes noted that the 2026 FIFA World Cup represented a once-in-a-generation opportunity for the IATSE Stagecraft Department. More than a sporting event, FIFA became one of the largest live entertainment productions ever undertaken in North America, involving stadium operations, live entertainment, ceremonies, fan festivals, and large-scale public activations across thirteen host cities in the United States and Canada. The size, visibility, and complexity of the event required an unprecedented level of planning, coordination, and collaboration among the International, Host City Locals, employers, and community partners.



International President Matthew D. Loeb proposed to the General Executive Board the creation of a Labor and Technology Department. He further recommended the appointment of Jillian Arnold as the Labor and Technology Director for the IATSE.

Early in the planning process, the Department made the strategic decision to pursue a single national labor agreement covering all stadium operations rather than allowing work to be fragmented among multiple regional contractors. That decision proved to be one of the defining factors in the success of the project. By establishing one national agreement, the Department

created consistent labor standards, simplified administration, and ensured that local unions could focus their efforts on staffing, jurisdiction, and execution rather than negotiating separate agreements in every market.

Equally important was the commitment demonstrated by the Locals. The success of FIFA was built upon the willingness of Locals to embrace the Project STAGE philosophy of "Locals Working Together." (Project STAGE is discussed in detail in the report of the Stagecraft Department.) Rather than competing for individual advantages, Locals shared information, coordinated strategies, and supported a common national objective. This collaboration protected each Local's highest negotiated standards while simultaneously raising standards in markets that historically lagged. Working together also enabled IATSE to secure work that had traditionally been performed by non-union labor providers, including stadium operations in Vancouver, Dallas, Houston, Miami, and Atlanta, significantly expanding IATSE jurisdiction in key markets.

The level of Local participation was extraordinary. Over a two-year planning period, the Stage, Tradeshow and Broadcast Departments conducted regular meetings with Host City Locals, coordinated bargaining strategy, reviewed staffing projections, monitored venue developments, and addressed operational challenges as they emerged. This sustained commitment by Local leadership created a unified national approach while preserving the flexibility necessary to address the unique circumstances within each host city.

As the project transitioned from planning to execution, staffing and onboarding became one of the largest logistical challenges ever undertaken by the Department. More than 4,000 workers were credentialed to support FIFA operations across North America, with final staffing totals to be reported following project completion. The coordination required among Local hiring halls, credentialing systems, contractors, venue management, and FIFA organizers demonstrated both the capacity of our local unions and the importance of national coordination for projects of this magnitude.

Recognizing the complexity of the operation, the Department implemented a structured communication network connecting every level of the project. An International contact directory identified Rock Force Labor Relations representatives connected with Department Directors, Rock Force Site Managers responsible for coordinating directly with Local Business Agents. The Department assigned Representatives responsible for oversight and support at each venue. This communication structure allowed issues to be addressed quickly and consistently while ensuring information flowed efficiently between the International, local unions, and the employer.

Special recognition is due to Representative Amy Gaio Stevenson, whose coordination and reconciliation of issues across multiple sites was instrumental in maintaining continuity throughout the project.

Like any undertaking of this scale, FIFA provided valuable lessons. The most significant challenges resulted from the late release of operational information, evolving scopes of work , and last-minute staffing adjustments by FIFA. Payroll administration also presented challenges as thousands of workers entered the system over a compressed period. Local unions played a critical role in identifying issues and forwarding them to the International, where Department Representatives met regularly with Rock Force management to resolve concerns quickly and consistently. Payroll issues were centralized through Representative Stevenson and are being reconciled collaboratively between the affected Locals, the International, and Rock Force to ensure every member receives the wages and benefits to which they are entitled.

The project also demonstrated numerous best practices that should become part of future nationally coordinated events. Host City Locals openly shared successful political strategies, community engagement initiatives, staffing solutions, and operational procedures with one another. The Department's staffing best practices proved effective in recruiting, onboarding, and managing large workforces and now provide a model that can be adapted for future national projects.

As FIFA concludes, the Department's work will continue. A comprehensive post-event review will be conducted jointly with Rock Force to evaluate operational successes, identify opportunities for improvement, and document best practices for nationally staffed, high-profile events. Attention will be given to staffing models, credentialing systems, communications, and workforce

deployment so those lessons can be incorporated into planning for the 2028 Olympic Games and future international events.

Perhaps the most significant outcome of FIFA extends beyond the event itself. The relationship developed between IATSE and Rock Force throughout the project has been groundbreaking. What began as a national bargaining relationship evolved into a true operational partnership built on communication, trust, and a shared commitment to successfully execute one of the largest live entertainment events ever produced. That relationship provides a strong foundation for continued collaboration.

The FIFA World Cup demonstrated what can be accomplished when local unions work together toward a common objective. It stands as one of the clearest examples to date of the Project STAGE philosophy in action-using solidarity, strategic planning, and coordinated execution to expand jurisdiction, raise standards, strengthen local unions, and deliver exceptional results on the world's largest stage.

Vice President Barnes expressed appreciation to International President Loeb for his leadership and support throughout this historic project; Department Directors Michael F. Miller,Jr., Carlos Cota, John Lewis, Tyler McIntosh, Francis O'Hearn and Jonas Loeb, Assistant Director Joe Short for his leadership in bargaining and implementation; the Stagecraft Department Representatives, particularly Amy Stevenson, for their tireless work supporting the Host City Locals and resolving issues throughout the event; and, most importantly, the officers, staff, and members of every Host City Local whose professionalism and solidarity made the 2026 FIFA World Cup an overwhelming success for the IATSE.

Representative Stevenson remarked that the lessons learned from FIFA will certainly be useful for other big events like the Olympics and Superbowl. She thanked Vice President Barnes and Assistant Director Short for their confidence and support through what was at times a nerve-wracking event.

Vice President Lewis advised that Vancouver Local 118 was able to handle all the staffing changes, some of which came in at the last minute.

Vice President Cota remarked that the Department's centralization of the FIFA project/response was crucial. The pooling of the International's resources enabled a nimble response. He added that the FIFA model will be beneficial with big events like the Superbowl and the Olympics. He also thanked Representative Stevenson for her insights and experience.

Vice President Petti stated that Local 118 requested that he extend the Local's deep appreciation to Vice President Barnes and Assistant Director Short because the Local would not have been considered for the World Cup jobs had the International not been involved and insisted that every jurisdiction be covered.

President Loeb observed that the Department's work with FIFA on the World Cup was a success story from beginning to end. He noted that Wardrobe Local 764 told him that the Local secured 125 jobs for its members, which would not have happened without the International's involvement. He expressed his appreciation to Vice President Barnes, Assistant Director Short and to Representative Stevenson for their tireless work and for their professionalism throughout the planning, preparation, and production of the events. President Loeb remarked that he viewed the games and the presentations looked seamless. He credited that to the leadership of the Department and the expertise of the local unions and their members and workers who reflected the IATSE positively. President Loeb noted that FIFA was indeed a proud moment for the International. He congratulated Barnes, Short and Stevenson and all the Host Locals and their members for a job well done.

IATSE STAGECRAFT DEPARTMENT

The Stagecraft Department, led by International President Loeb, under the direction of Director and International Vice President Michael J. Barnes, Assistant Directors Stasia Savage and Joseph Short and along with Vice Presidents John M. Lewis, Craig Carlson, Colleen A. Glynn, Paul F. Dean, Jr., Toni Burns, and Carl Mulert, International Trustee Patricia A. White, Representatives Peter Marley, Brian Munroe, Amanda Sager, Steve Lutge, and Amy Gaio Stevenson, updated the Board on the Department's activities since January 2026.

Since the General Executive Board last met in San Antonio, the Department has maintained regular engagement with more than 250 Stagecraft Locals throughout the United States and Canada, responding to requests for assistance while providing comprehensive support for organizing campaigns, collective

bargaining, jurisdictional matters, committee assignments, national agreements, and show coverage. Cross-departmental collaboration remains a defining characteristic of the Department's work, ensuring a coordinated approach to organizing, representation, bargaining, and jurisdictional growth.

During the current reporting period, the Department managed 266 assignments, including 103 collective bargaining matters, 120 organizing initiatives, and 43 administrative projects. Of those assignments, 87 have been completed, while 182 remain active, consisting of 62 bargaining negotiations, 91 organizing campaigns, and 26 administrative matters. Administrative and organizing assignments frequently remain active over multiple reporting periods due to their ongoing nature. The Department also provided direct assistance to more than 115 unique local unions across the United States and Canada. Five years of reporting to the General Executive Board demonstrates that while assignments continue to grow in complexity and duration, the Department has consistently maintained a balanced workload of new and completed assignments, reflecting sustained demand for Department services and the effectiveness of Project STAGE in managing that work.

Vice President Barnes stated that the Department is focused on strengthening IATSE's Stagecraft Locals through organizing, coordinated bargaining, and expanding jurisdiction in live entertainment. The Department's strategic initiative, Project STAGE (Solidarity Through Action, Growth and Empowerment), emphasizes collaboration among IATSE affiliated local unions to address industry-wide employer practices and improve labor standards.

The Project STAGE initiative was launched after the Hawaii Convention in 2025. It aims to improve performance measurement, resource allocation, and communication, all under the philosophy of "Locals Working Together" to address regional and national employer operations.

The Stagecraft Dashboard tool is an online platform providing real-time data on collective bargaining, organizing, membership trends, and staffing to support coordinated efforts and build a culture of organizing.

Expanded work opportunities addresses growth driven by events like the FIFA World Cup and the U.S. 250th Anniversary celebrations. Vice President Barnes noted that membership growth trails job growth. He highlighted the need for affiliated local unions to engage in ongoing organizing drives and workforce development.

The Live Nation National Agreement represents the most significant restructuring of the IATSE-Live Nation relationship in more than two decades. The agreement replaces a fragmented system of Local appendices and stand-alone agreements with a single National Master Agreement that establishes consistent national standards while preserving any superior terms previously negotiated by individual Locals. Central to the agreement was the successful implementation of a multi-Local bargaining strategy that united Locals across the country under a common framework. This coordinated approach substantially increased wages, benefits, and working conditions in many right-to-work states by raising those agreements toward nationally established standards while ensuring that Locals with stronger agreements retained their superior provisions.

The agreement includes substantial economic improvements through a front-loaded first-year wage adjustment followed by annual increases throughout the five-year term. Overtime language was significantly strengthened by extending overtime premiums to all performance work and load-out work, eliminating the longstanding rollback to straight-time rates for unworked hours within a shift, and establishing one-hour pay increments to provide more equitable compensation for members. Additional improvements include enhanced staffing standards, turnaround protections, expanded steward authority, improved cancellation pay, and comprehensive jurisdiction language protecting traditional and emerging stagecraft work, including new technologies.

The agreement also strengthens contract enforcement through guaranteed Union access to worksites, protects bargaining unit work by requiring bargaining over technological changes and venue transfers, and expands national venue coverage through accretion. These provisions create a stronger framework for organizing new facilities while ensuring consistent enforcement of wages, jurisdiction, and working conditions across the Live Nation system.

The parties mutually agreed to an extension of the existing agreement

(January 1, 2026 through July 31, 2026) to allow sufficient time to complete the National Master Agreement and update all Local appendices. During the extension period, all negotiated wage and benefit increases were implemented retroactive to January 1, ensuring members received the full economic value of the agreement while the final documents were completed.

The Live Nation National Agreement establishes a durable national bargaining framework that strengthens IATSE's leverage, reduces disparities among Locals, particularly in historically lower-wage markets, enhances organizing opportunities, and positions the union for continued growth throughout the live entertainment industry.

The Stagecraft Department successfully concluded negotiations on a new national collective bargaining agreement between the Alliance and Rock Force covering four major festivals produced by Danny Wimmer Presents (DWP).

Historically, each festival operated under separate agreements negotiated independently by a combination of the International, the host Local, and DWP. As the relationship with DWP became increasingly strained, the Department developed a national bargaining strategy that consolidated the agreements into a single master contract with Rock Force serving as the signatory employer. This approach strengthened our bargaining position, simplified administration, and ensured consistent standards across all covered festivals.

The agreement represents a significant advancement for the participating Locals which include Local 631 Orlando, Florida, Local 12 Columbus, Ohio, Local 48 Akron, Ohio, Local 17 Louisville, Kentucky and Local 50 Sacramento, California. Every Local worked collaboratively throughout the bargaining process, placing the interests of the entire industry ahead of individual agreements. That solidarity resulted in higher standards for all workers covered under the agreement without requiring any Local to accept concessions or "givebacks."

This agreement demonstrates the effectiveness of coordinated national bargaining. By bringing multiple Locals together under a common strategy, the International raised wages, strengthened contractual protections, and established higher industry standards that benefit stagehands working under this agreement across the country. It serves as another example of multi-Local bargaining improving standards throughout the live entertainment industry.

The newly consolidated agreement improves wages, work hours, and payment protections without concessions. This agreement is reflective of successful multi-Local collective bargaining.

A successor to the Non-League Bus and Truck Touring Agreement was recently negotiated. It has been ratified. The agreement enhanced the rest and safety protections for workers; achieves sustainable production practices for touring workers, with added turnaround provisions, reduced work calls, and increased compensation.

The National Collective Bargaining Agreement between the International and Oak View Group (OVG) expired on February 28, 2026. Since the expiration, the parties have continued successor negotiations focused on strengthening the National Agreement, standardizing terms and conditions across covered venues, and supporting coordinated multi-Local bargaining.

Since the Board last met in January, the Department and Stage Locals throughout the Alliance achieved significant organizing successes. Specifically, there were thirty-two organizing victories involving twenty-six local unions across various venues and sectors, including casinos, theaters, arenas, and fabrication shops, demonstrating the effectiveness of coordinated multi-Local organizing strategies.

Successful campaigns included casino workers represented by Local 917 at the Borgata Hotel Casino in Atlantic City; amusement park employees represented by Local 31 at Worlds of Fun in Kansas City; convention center employees represented by Locals 59 (Jersey City) and 33 (Los Angeles); fabrication shop employees at Empire Technical Fabrication represented by Local 632 (New Jersey); regional theatre workers represented by Local 12 (McCoy Center, Columbus, Ohio), Local 15 (Village Theatre, Seattle), Local 18 (Milwaukee Repertory Theater), Local 22 (Crozier Theater, Washington, D.C.), Local 311 (Fisher Center), and Local 675 (Oregon Theatre); wardrobe employees represented by Local 786 at the Detroit Opera; arena employees represented by Local 26 in Ann Arbor, stadium workers represented by Local 122 at Snapdragon Stadium; as well as additional organizing victories

in arenas, amphitheaters, stadiums, and other live entertainment venues throughout the United States and Canada.

The Department has or is assisting in a number of additional organizing drives, which are at various stages of completion.

Vice President Barnes expressed appreciation to President Loeb for his vision, leadership, and unwavering support. He also thanked Assistant Directors Joseph Short and Stasia Savage, General Counsel Samantha Counsel Dulaney and Associate Counsel Adrian Healy for their invaluable legal guidance, and the Stagecraft Department Representatives, for their professionalism, dedication, and tireless efforts. He also expressed appreciation to International Directors for their partnership in supporting the Department's activities and implementation efforts.

Most importantly, he recognized the officers, staff, and members of affiliated Stage Locals for their trust.

President Loeb remarked that the throughline for the report was the solidarity and coordination between and among affiliated local unions. He noted that the synchronization among the Locals is working. President Loeb observed that the consolidation of employers necessarily means that the Alliance has to be united and strategic in its approach to negotiations. He emphasized that this does not mean there is no Local autonomy; rather, it means that Locals are able to achieve strong, protective agreements for their members and workers. Project STAGE is successfully fostering solidarity and growth among affiliated Locals, improving wages, working conditions, and union density across the live entertainment industry.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., with International Vice President and Assistant Department Director Vanessa Holtgrewe, Assistant Department Director Chaim Kantor, Vice President and Canadian Affairs Department Director John M. Lewis, Vice President Chris O'Donnell, International Representatives Steve Aredas and Anthony Pawluc, and Special Representative Ben Speight reported on current developments in the Motion Picture and Television Production Department to the General Executive Board.

The IATSE has remained active in organizing across all categories of motion picture production, including commercials, music videos, and low-budget features. As work has slowed, members have continued to call in non-union work; one example was the Los Angeles-based low-budget feature "Greenlight." Commercial and music video organizing also remained steady. Since February, organizing efforts have delivered strong results across the commercial and feature landscape. Nationwide, since the last executive board meeting, the Department has organized more than 70 projects, including commercials, music videos, and feature films. These gains reflect sustained field coordination, growing crew engagement, and increased visibility of the Union's presence across non-union and mixed-status productions.

One notable commercial organizing victory involved a company called Good Behavior, which is now under a term agreement.

Another victory via organizing, Myste River Enterprises Inc. through the efforts of International Representative Joel Galarza is now signed to the Commercial Production Agreement.

Alignment across representatives from the Hollywood Locals has proved critical in some of the Department's notable organizing successes over the past six months.

The IATSE also signed a vertical production titled "Megan is Missing," directed by Local 600 member Michael Goi, ensuring that the project would shoot under a Union agreement so the crew would receive fair pay, health benefits, and pension benefits. Although these projects are lower budgeted, the IATSE has consistently found ways to adapt its contracts and secure agreements regardless of the size of the production.

In February and March, Locals 488, 600, and 800 undertook two organizing drives in Oregon involving low-budget productions. Both campaigns ultimately resulted in agreements, though the paths to success were markedly different.

The first project was a $2.4 million feature titled "Coffee," filmed in Bend, Oregon. Local 488 Representative Sierra Robinson did exceptional work gathering background information International Representatives Galarza and Jamie Fry traveled to Bend with representatives from Locals 488, 600, and 800. The

Teamsters, who were also seeking to organize the production, joined the effort.

The organizing drive was successful but challenging. The Department is pleased to report that Portland remains attractive to producers seeking to film there. The IATSE has well qualified members and crews who are ready to assist with productions.

The Department remains active on the East Coast, organizing and assisting local unions in the application and enforcement of agreements, negotiating contracts, and providing support when called upon.

International Representative Alyssa Motschwiller assisted Local 798 in the successful organizing of two separate units of Makeup Artists and Hairstylists employed by ESPN vendor Distinct Artistry, LLC in New York City and Bristol, Connecticut. The New York unit is now employed directly by ABC under its broadcast agreement with Local 798. After prevailing in its certification election, Local 798 is now in the process of negotiating a first contract directly with Distinct Artistry to cover the Connecticut unit. Also, the negotiation for the renewal of the CBS Broadcasting Motorcycle Courier and Shipping Employees agreement in Washington, D.C. has concluded. This small but strong unit was pleased with the resulting deal. The negotiation to renew the New York City CBS Set Decorator Agreement is in progress.

Assistant Department Director Kantor continues to assist Local 161 with its ongoing negotiations with Apple for Accountants. Together with Vice President Miller, he has also assisted the Local by facilitating discussions with the Alliance of Motion Picture and Television Producers for Script Coordinators and Writers Room Assistants, and with Paramount-CBS for recognition of Accountants employed by related entities.

Reduced levels of production and fewer work opportunities in the motion picture industry continue to present organizing challenges. These conditions require strong efforts by the Department and local unions to educate, motivate, and activate members and non-members alike. Despite those challenges, key campaigns have led to organizing successes and to additional productions approaching the Union directly. Vice President Miller continues to present an updated version of the Motion Picture and Television Caucus state of the industry report to members across the country, with East Coast stops in Boston, Atlanta, Florida, and Puerto Rico. Additional presentations are planned with Locals in other areas during the remainder of the year.

Organizing often requires coordination between and among the West Coast and East Coast offices and local unions nationally. International Representatives Wade Tyree and Chrissy Fellmeth, Special Representative Speight, Local 478 leadership, and The Animation Guild, Local 839 Business Representative Steve Kaplan worked with Locals across the country to reach a supermajority of support from the crew employed by Swaybox Studios, Inc. on the $91 million mixed media feature "Dynamic Duo" for Warner Brothers Animation Group. The team spent months building a grassroots worker-based organizing committee that ultimately drew support from more than 75% of the crew. The company chose not to voluntarily recognize the union and retained Jackson Lewis to advise it through the election process. A stipulated election agreement was reached, with an in-person election scheduled for June 30 and mailed ballots for remote workers to be counted on July 21. The Union prevailed in the election with 71.4% of workers voting in favor of the Union.

A similar national effort resulted in the successful organizing of the Amazon-distributed reality series "Beast Games," also known as "Project Goose," Season 3 in Greenville, North Carolina, with a reported budget of more than $100 million. After successfully producing Season 2 under an IATSE agreement, the production attempted to proceed without a contract for Season 3. Representative Motschwiller, working with local unions nationally, tracked and achieved strong support from a crew of more than 500 workers.

The unscripted community continued its demand for union recognition on a reality project in Mexico, "Ring by Spring Break".

The New York Production Locals have been actively organizing low-budget productions throughout their jurisdiction, with successful drives on "The Ballad of Juggy Gales" in northern New Jersey, "Fireside Chat," also known as "Bullet Catch," in southern New Jersey, "A Christmas Spin" in Saratoga, New York, as well as two New York City productions, "20/20" and "Ditch The Suitcase". Organizing efforts, including projects in Philadelphia, Massachusetts, Alabama, New Orleans, Puerto Rico, Atlanta, and New Jersey, have been achieved. A recent

successful drive on the low budget feature "Ethan Almighty" in Kentucky, led by Representative Motschwiller and the local unions, led to the organizing of another Kentucky production, "All That Glitters At Christmas" less than two weeks later.

In other areas, Vice President O'Donnell continues to assist local unions in organizing commercials, resulting in successes in Minneapolis, Atlanta, Chicago, Ohio, and elsewhere.

On the administrative side, Representatives Marisa Shipley and Motschwiller, with assistance from Assistant Department Director Kantor, continue to oversee the management of payroll deposits, which remain problematic at times when productions lose or fail to receive promised financing. The Department encourages Locals to stress the importance of members reporting any payment concerns so that appropriate follow-up can occur in a timely manner when required. Currently, there is more than $56 million on hold across 465 projects.

As part of the continuing effort to improve communication and information sharing with MPTV Locals, the Department is developing Local access to MPTV project agreements and company information pages through the IATSE database. Representative Shipley and Contracts Administrator Gabrielle Yedid have worked with Winmill and Jimmy Rainey over the last several months to develop this resource.

Local Business Agents will be able to search for project titles using the project title, production company, or term parent company. Each agreement title page will display the information contained on the Project Info Sheet, including production dates, location, budget, the agreement under which the project is being produced, production contacts, payroll company, and other relevant details. The page will also reflect the deposit on file, as well as a record of what has been released and what remains on hold, allowing representatives to access this information more directly and in real time.

Because the Department has been tracking and distributing subcontracting notifications, that information has also been incorporated into the database and will be reflected on the agreement page. Other distributed documentation for each project, including the project agreement or notification and crew list, will also be available through the project page.

On the "companies" tab, Locals will be able to search for signatory employers. Each resulting company page will display general company contact information, active signatory contacts and available contact information, the term agreements to which the company is or has been signed, and a list of the project titles tied to that company. The pages are linked, so selecting a project title from the company page will take the user to the corresponding title agreement page.

To onboard Local Business Agents, the Department will schedule training sessions following this General Executive Board meeting to walk through the pages in detail and review best practices for use. Heads of Locals should receive an email with those details if not please contact the West Coast Office with questions.

Looking ahead, the Department will continue to focus on organizing as the foundation for maintaining strong agreements. That work remains essential to protecting members and increasing Union density across all areas of motion picture and television production. The Department will also continue to improve its internal systems and coordination. Expanded access to project and company information will help Locals identify work more quickly and stronger coordination between offices will support faster responses in the field. These changes are intended to help Locals enforce agreements more effectively and better serve their members. Work may be slow at the moment, but the Department will not let up on its efforts to organize and secure more employment, enforce collective bargaining agreements, and represent workers; all must continue to hold the line and protect the decades of progress made through successive negotiations and Union density.

And holding the line will be an important component of upcoming negotiations for the Basic Agreement, Videotape Agreement, and Area Standards Agreements. The bargaining committees for each of these negotiations will begin to meet in earnest after the General Executive Board meeting. Those meetings will begin the process of identifying key priorities, developing surveys, and creating avenues for member engagement. Also, the WGA, SAG-AFTRA, and DGA's negotiation gains are being assessed as part of the information gathering phase of negotiation preparation.

The Locals' bargaining committee members will be invited to attend in-depth bargaining classes presented by the Education and Training Department.

This class was an integral part of setting a high baseline standard for members' understanding of the process in 2024.

The Department's success in the period ahead will depend on disciplined preparation at the bargaining table and continued organizing in the field. Strong agreements are built before negotiations begin, through clear priorities, informed committees, and meaningful member engagement. They are strengthened by the daily work of representatives, Locals, and members who identify non-union work, support one another, and insist on union standards. With that combination of preparation and field strength, the Department is well positioned to meet the challenges ahead and continue advancing the interests of IATSE members.

Vice President Carlson commended the Department on the courage it has shown and the strategy it has implemented to protect people during difficult times. As the father of a daughter working in the industry, he could not be prouder of the work of the Department.

President Loeb thanked the Department for its report. In the upcoming industry-wide negotiations the Alliance will have to be mindful of its stewardship of the benefit plans. There are strategies that can be employed to protect the plans, and the Union will pursue those strategies in bargaining. There truly is a "race to the bottom" internationally in the industry, but the Union will absolutely not compromise its standards as a result. The "race to the bottom" emphasizes the importance of the Union's political work and the need to engage with the administration in Washington on behalf of its members. Leaders of local unions must use the stories they heard in the Department's report to educate the members about the importance of organizing to protect all the things the IATSE has fought for over decades of work. President Loeb concluded his remarks by reiterating the fact that, through solidarity and organizing, the IATSE will continue to meet all challenges placed in front of it in the motion picture and television production industry.

IATSE TRADESHOW AND DISPLAY

International Vice President and Tradeshow and Display Department Director Carlos Cota, Assistant Department Directors Dan'l Cook and Bryant Preston, Representative Cindy Jennings and Tom Guiduigli provided an update on Tradeshow Department activities since the Mid-Winter General Executive Board meetings in San Antonio, Texas.

State of the Industry

The Department reported that the convention, exhibition, and business events industry continued its recovery in 2025, with global participation, direct spending, Gross Domestic Product contribution and employment exceeding pre-pandemic levels. The outlook remains cautiously positive. Demand for in-person events remains strong, although inflation, tariff pressure, policy uncertainty and geopolitical instability continue to affect costs and labor demand. Travel demand remains a key forward indicator for conventions, meetings and tradeshow attendance. Business events spending continues to recover and is projected to grow as in-person demand strengthens.

Convention center modernization remains a national trend. Phased redevelopment generally preserves event activity and workforce continuity, while full closures create greater employment and jurisdictional risks. The Department noted that full convention center closures in several markets may significantly affect calls, dispatch rhythm, and jurisdictional stability.

Department activity since its last report has focused on Local support, collective bargaining, contract enforcement, training, labor-management engagement, collective bargaining agreement (CBA) tracking, wage and classification review and development of a searchable contract database concept. The Department will continue monitoring industry conditions, redevelopment impacts, employer activity, CBA expirations, wage trends, training needs and contract database development.

Encore International Agreement

The IATSE International Agreement with Encore expires in March 2027. The Department has begun preparing a coordinated bargaining strategy with input from covered Locals.

The Department reported improved company engagement and recent resolution of several outstanding matters with Encore. Locals with direct Encore agreements are encouraged to contact the Tradeshow Department before collective bargaining negotiations to support coordination and consistency. The Department will distribute surveys, collect data, review enforcement issues, prepare model proposals and coordinate with affected Locals.

Local Agreements and Assistance

Local 15 secured a new Encore in-house agreement after extended bargaining. The agreement included significant wage increases, union access, onboarding orientation time, safety and labor-management committees, double time after 12 hours, a ratification bonus, clarified meal penalties and just cause discipline.

Local 31 received certification following a successful organizing campaign at Worlds of Fun and anticipates approximately 37 new members. Negotiation preparation will begin.

Local 33 continued expanding into the Los Angeles AV and tradeshow market, including agreements with Los Angeles City College and Encore and training at LACC in preparation for increased demand.

Local 62 received assistance with contract administration, bargaining preparation, signatory maintenance, benefit fund compliance and jurisdictional coverage in the Colorado Springs market.

Local 76 reached a four-year tentative agreement with Global Experience Specialists (GES) including wage and benefit improvements, retroactive pay, improved cancellation notice language, premiums for equipment operators, clarified meal penalties and Juneteenth recognition.

Local 99 received assistance with Live Nation, Centennial Management Group and Upstage Crew Services negotiations. The Department will monitor the Salt Palace closure and related jurisdictional and workforce impacts.

Local 205 renegotiated its GES agreement, including wage increases, benefit improvements, equipment premiums, increased TTF contributions and PAC contribution language.

Local 415 received assistance with Heritage staffing, wage, contract implementation and grievance matters.

Local 500 received assistance with event planning, staffing, onboarding issues with Encore and labor opportunities related to new convention center-area development. Assistance will continue with collective bargaining, organizing, enforcement, staffing, training and jurisdictional support for affected Locals.

Education and Training

The Department completed an abridged AV Essentials training program in a modular format. Additional training remains available in Networking, Digital Services, Projection and related areas. Through the Freeman AV partnership, Representatives Eaves and Taylor assisted Local 33 with Audio Visual Reasoning Transfer training at LACC, training sixty students over two days. Locals interested in training should contact their Tradeshow Representative.

Industry Shows and Engagement

Department representatives attended USITT, InfoComm and Exhibition Services & Contractors Association events to support education, labor-management engagement, workforce development, safety as well as standards and industry advocacy. The Department will continue participation in these types of industry conferences, councils, workforce development initiatives, safety and standards work and employer-facing education.

Website and Department Resources

The Department reported updates to the Tradeshow section of the IATSE website, including partner links, training photos, industry show materials and development of a password-protected Local resources area. A QR code is also available at industry booth displays to direct attendees to Department information and request forms. The Department will continue developing Local resources, maintaining updated links, and using QR code access for outreach.

Upcoming Events

The Department will participate in IAEE Expo! Expo! November 16-18, 2026 in Milwaukee, WI; LDI, December 6-8, 2026 in Las Vegas, NV; Exhibitor Live February 15-18, 2027 in Denver, CO; and USITT March 17-20, 2027 in Baltimore, MD.

Vice President Thorn remarked that the International and the Department have provided invaluable assistance to the Local in its dealings and relationship with Encore. She especially highlighted the importance of the unified proposals, strategic negotiations which have resulted in stronger collective bargaining agreements and bargaining strength.

President Loeb thanked the Department for its report. He observed that Vice President Cota's political work at the LA Convention Center has provided a strong foundation for Union involvement and representation at the 2027 Superbowl LXI at SoFi Stadium in Los Angeles and the Olympic Games. He remarked that

Vice President Cota's credibility is giving the Alliance entre and access to different associations with employers and unions in the industry. He stated the Department will continue to have the full support of the International in representing members engaged in the tradeshow industries.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb, Senior Communications Coordinator Steven Chaussee, and Communications Strategist Megan Greene reported on the notable activities of the Communications Department during the first half of 2026. The report detailed the Department's work on social media, press relations, email and text outreach, websites and microsites, video production, print publications, member storytelling, and cross-departmental and Local campaign support.

The Department continued strengthening its writing discipline during the reporting period. An April update to the Department's internal writing style guide emphasized plainspoken, worker-centered, factual communications that lead with the news and connect public messages to workers' well-being, jobs, safety, dignity, and solidarity.

Instagram remained a central social platform due in part to member-user demographics and the visual nature of many IA crafts. The Department reported that Instagram features such as trial reels and profile-grid reordering may help Locals reach prospective members and present key information more effectively to members and nonmembers visiting Local profiles.

The Department presented metrics showing robust growth in other social media platforms. Over the first half of 2026, Facebook was fastest growing IATSE platform for the first time since the Department began tracking growth in 2020. The Department attributed Facebook's growth primarily to changes in cross-posting between platforms. A sample social media policy remains available to Locals upon request as guidance for responsible online conduct.

Press relations continued in a difficult external environment while delivering strategic value. Online news outlets remained the primary driver of coverage, and IATSE received 4,400 online news mentions to date in 2026. Coverage included reporting on multiple organizing successes in the United States and Canada as well as sustained promotion for a U.S. federal film and television production incentive, among other topics.

The Department highlighted substantial earned media reach, and emphasized the importance of maintaining relationships with reporters who regularly seek comment, background information, and fact-checking from the IA on matters including the state of the film and television industry; organizing campaigns; first-contract victories; labor law reform; artificial intelligence; arts funding; and major disputes affecting entertainment workers.

A campaign focusing on Washington D.C.'s Kennedy Center was the Department's most sustained rapid-response and public-information effort recently. The Department assisted in the publication of three standalone statements and one joint statement between February and June — in a sequence reflecting disciplined escalation and publicity of disputes involving the center.

Political and legislative communications were especially active around U.S. film and television jobs, first contracts, artificial intelligence, arts funding, and midterm political engagement. In February, President Loeb traveled to Washington, D.C., with Political and Legislative Director Tyler McIntosh to promote a federal film and television production tax incentive. In March, President Loeb joined a Burbank, CA hearing convened by Senator Adam Schiff and Congresswoman Laura Friedman, where he emphasized the need for a federal incentive to protect American creative jobs. The Department embedded the full footage on the IA's website and published key excerpts on social media, and noted that President Loeb's remarks were quoted across trade and press publications.

The U.S.-based Communications team continued assisting the Canadian Affairs Department by overseeing new Bluesky and Instagram accounts, maintaining Facebook, and developing best practices for bilingual postings. The January through July 2026 metrics showed continued Canadian growth, particularly on Instagram and Bluesky. The Department also supported International Vice President and Director of Canadian Affairs John Lewis in work connected to a communications and government relations position for the Canadian staff to coordinate with the Communications Department.

As previously reported, organizing and first-contract communications remained a central function of the Department's work. The Department reported an expanded role in rapid organizing communications, including social media announcements of strike actions viewed hundreds of thousands of times. The Department also continued publicizing organizing victories and first contract wins, including over fifteen actions in the last six months across both the U.S. and Canada. The Department emphasized that publicly celebrating organizing victories and first contracts is an important organizing tool because it shows non-union workers what is possible at their own workplaces. The Department encouraged Locals to submit organizing successes and first contract gains through the website iatse.co/wins.

The Department continued to emphasize rapid digital organizing infrastructures. Email remained the most effective way to contact IATSE members, and Action Network continued to support mobilization, petitions, letter-writing campaigns, event coordination, and targeted member outreach. Nearly one hundred Action Network trainings for Locals and Committees have been presented to date. The Department also announced that training on Scale to Win, a text messaging platform used for member outreach and organizing communications, is available to affiliated Locals in the United States and Canada. Sub-accounts for Locals are available along with training to ensure Local staff and officers can use the platform effectively.

The Department continued maintaining a portfolio of websites and microsites. July 2026 marked five years since the launch of the latest IATSE.net overhaul. The Department reported that, over the next six months, it will prioritize technical maintenance and content refreshes across IATSE.net and invited IATSE Departments and Committees to submit requested updates to their respective pages, preferably as redlined Word documents, along with any photos and relevant links.

The Department collaborated with the Diversity, Equity, and Inclusion Committee to honor Black History Month by publishing two-member story spotlights, two of which were also selected as AFL-CIO Black History Month profiles. For the sixth consecutive year, the Department supported the Education Department in promoting the IATSE 21-Day Habit Forming Challenge. The Department also partnered with the Women's Committee for the Women's Committee Sister Spotlight Campaign, attended the 46th Annual New York Women in Film and Television Muse Awards, and partnered with the Pride Committee to highlight two members who were also featured as part of the AFL-CIO's member blog for Pride Month.

The Department reported that the IATSE member story program is expanding beyond commemorative months toward year-round storytelling in collaboration with International Committees. This transition includes member spotlight videos in addition to graphic-based social media content.

The Department again is a participant in the International Labor Communications Association 2026 Labor Media Awards. Following IATSE's recognition in fifteen categories at the 2025 Labor Media Awards, the Department reported that it looks forward to the announcement of 2026 winners in October.

The Department continues to support General Secretary-Treasurer Wood in co-publishing the Official Bulletin. The Department and General Secretary-Treasurer Wood also introduced Canadian Affairs as a dedicated editorial department in the Quarter Two Official Bulletin to centralize Canadian initiatives, achievements, and updates.

The Department concluded by referencing forward-looking priorities for the rest of the year — including institutionalizing Canadian workflows and completing the Canadian communications hiring process; scaling the member-story and #IATSEVotes26 video infrastructure ahead of the 2026 U.S. midterm elections; continuing support for Locals and their campaigns; maintaining rapid-response readiness; and preparing for 2027 Basic Agreement, Area Standards Agreement, and Videotape Agreement negotiations.

President Loeb noted that the Communications Department provides broad support for all Alliance initiatives and offers resources for any IATSE Locals throughout the U.S. and Canada. This Department and its various methods of outreach dispatch accurate and official sources of information across the Alliance. In many ways, these communications tools provide a series of platforms where people can go to find out precisely what is occurring. All of the news, political updates, bargaining, and organizing reports have been utilized

through the various tools detailed in the report. Urgent news and rapid responses are crucial when news cycles move very quickly, often in mere 24-hour spans. President Loeb thanked the members of the Department for their diligence and important work.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Education and Training Department Director Patricia White, Assistant Department Director Jennifer Halpern, and International Representatives Hannah D'Amico and Elizabeth Pecos presented the report of the IATSE Education and Training Department. The report reviewed the Department's ongoing work to support IATSE workers and leaders through leadership education, craft skills and safety training, and student outreach. Director White noted that the Department and the IATSE Training Trust Fund continue to provide a wide range of programs and resources, and the report focused on new developments, recent activity, and upcoming training opportunities.

GEB Education Session

An education session open to Local leaders and IATSE staff was held on the afternoon of Wednesday, July 29, 2026. The session, titled "Navigating TTF Contracts, Contributions, and Reimbursements - Your Road Map to the IATSE Training Trust Fund," included updates on IATSE Training Trust Fund programs and upcoming plans, including important instructions for ensuring that contributions employers agree to in collective bargaining negotiations are received by the Trust to be used for members and workers training. Participants had the opportunity to ask questions and provide feedback to the Trust.

IATSE Training Trust Fund

Training Trust Fund Programs and Contributions

The report noted that the IATSE Training Trust Fund was created to facilitate and support training for IATSE members and workers employed under IATSE agreements. Despite a slow work environment and reduced employer contributions, the Trust continues to develop courses and programs, support group training provided by local unions and participating employers, and reimburse workers for approved industry certifications. In 2026, the Trust reached more than 13,560 workers through 12,297 courses and 31,659 training hours.

Director White emphasized that IATSE-negotiated employer contributions remain essential to the Trust's work. The report also noted that the Trust has strengthened the "Help" section of its website to assist users with support requests, frequently asked questions, account logins, and password resets.

The most recent TTF Training Director Summit was held April 24–25, 2026, in the new training room at the IATSE New York General Office. Thirty-nine local union training directors from 31 IATSE affiliated local unions across the United States and Canada attended the summit, which focused on "Safety & Self-Care." Sessions covered ergonomics, stress management, industry certifications, systems of safety, and the effective use of TTF training tools. Those in attendance voiced their appreciation for the opportunity to learn new things, share resources, and replenish their enthusiasm for the work they do at their Locals.

The next TTF Summit is scheduled for April 23–24, 2027 in Chicago. Applications and announcements are expected in the fall.

Craft Skills and Safety

AFL-CIO Safety and Health Committee

Director White and Representative D'Amico continue to participate in the AFL-CIO Safety and Health Committee, which enables them to have a broad perspective and new resources on worker health and safety during this time when federal workplace safety standards are often under attack. For example, during Leadership Development Week last February, the Department introduced a new full-day class, "Bargaining for Safety and Health", organized and moderated by TTF Training Specialist Patrick Landers and Representative D'Amico. Eight participants from six Locals attended. The course covered the importance of bargaining safety and health language into union contracts and included trainers from the New Jersey Work Environment Council, the AFL-CIO, and University of California Berkeley's Labor Occupational Health Program.

The AFL-CIO Safety and Health Committee is a valuable resource as the Department continues to monitor OSHA-related developments, including a proposed rule change that could narrow the application of OSHA's General Duty

Clause in entertainment workplaces. IATSE previously submitted a public comment opposing the proposed rule, and no reportable status update has been issued.

USITT–IATSE–OSHA Alliance

The USITT–IATSE–OSHA Alliance remains active. During the reporting period from October 1, 2025, through March 31, 2026, IATSE and the IATSE Training Trust Fund issued 107 safety-related communications and held 17 events, for a total of 124 outreach items.

Representative D'Amico and TTF Training Specialist Anita Hartsock attended OSHA's Workers' Memorial Day Summit in Washington, D.C. IATSE also observed Workers' Memorial Day with a union-wide virtual moment of silence led by International President Matthew D. Loeb. The Department plans to send representatives to OSHA's Alliance Program Forum on September 29, 2026.

The Department continues to promote OSHA observances through the IATSE Official Bulletin and related webinars, including Safe + Sound Week 2026.

USITT 2026

The 66th annual USITT Conference & Stage Expo was held March 18–21, 2026, in Long Beach, California. IATSE representatives from the Stagecraft, Tradeshow, and Education Departments staffed the tradeshow booth, attended meetings and networking events, and presented two panels focused on backstage careers and the application of technical theatre skills to the AV industry. The next USITT Conference is scheduled for March 17–21, 2027, in Baltimore, Maryland.

Entertainment Services and Technology Association

The report reaffirmed IATSE's support for the Entertainment Services and Technology Association, whose Technical Standards Program and Entertainment Technician Certification Program help protect workers by establishing safety standards and maintaining industry certifications.

The General Executive Board previously approved a five-year annual gift of $10,000 to support ESTA's Technical Standards Program and Entertainment Technician Certification Program, as well as a five-year annual sponsorship of $2,500 for the ESTA Fundraising Breakfast at USITT, totaling $62,500 in donations by 2030.

The Training Trust Fund continues to reimburse eligible workers who pass ETCP certification exams. Locals were encouraged to organize certified workers in their jurisdictions, and qualified members were encouraged to pursue certification.

Behind the Scenes Foundation

The IATSE's continued partnership with the Behind-the-Scenes Foundation, provides basic needs support and mental health and wellness programs for entertainment technology professionals. In May, the Department partnered with BTS to present the webinar "Career Planning & Wellbeing During Industry Change," highlighting BTS's new Career Expansion/Transition program.

Behind-the-Scenes continues to offer Mental Health First Aid and Bystander Intervention training. Eligible IATSE workers who obtain Mental Health First Aid certification may apply for reimbursement through the Training Trust Fund.

AVIXA and InfoComm 2026

The InfoComm 2026 Conference and Tradeshow was held in June at the Las Vegas Convention Center. The Department partnered with Broadcast Representative Rachel McLendon to present "Broadcast AV on Game Day: Technology and Careers in Live Sports," highlighting IATSE's role in sports broadcast work connected to major events such as the 2026 FIFA World Cup and the 2028 Summer Olympics.

Representatives from the Tradeshow Department staffed the IATSE booth and attended networking sessions, including InfoComm's All Council meet-up and Women's Committee Breakfast.

IATSE workers continue to receive free elite AVIXA membership through the Training Trust Fund, including access to the InfoComm show floor, audiovisual training, webinars, and educational resources. Representatives D'Amico and Eaves remain active participants on the AVIXA Live Events Council, which is open to any IATSE workers who would like to participate.

Leadership Training

Education Sessions at 2026 District Conventions

Cybersecurity was the focus of the 2026 District Education Sessions, amplifying the material previously presented at January's General Executive Board meeting. The training provides an overview of common cyber threats and practical steps individuals and Locals can take to protect union operations and sensitive data.

Summer School: Public Speaking for Union Leaders

Immediately following adjournment of the General Executive Board meeting in Toronto, the Department presented a public speaking course for IATSE union leaders. The course, taught by storyteller and speaking coach Adam Wade, focused on using public speaking to inspire members, organize workers, build solidarity, address conflict, and communicate with the media.

IATSE Officer Institute

The first class of the IATSE Officer Institute was held in 2014. To date, there have been thirty-two sessions, and 1,548 Local leaders have graduated from this foundational course. Over 91% of members have at least one Local leader who has attended.

Since the Mid-Winter GEB meeting, two Officer Institute sessions were held. Fifty officers from 43 local unions graduated from the March 2–6, 2026, session in Orlando, Florida. Forty-one officers from 27 local unions, including 32 participants from Canada, graduated from the April 13–17, 2026, session in Calgary.

The next Officer Institute 1.0 session is scheduled for October 19–23, 2026, in Denver, Colorado. Sessions are also scheduled in 2027 for February 8–12 in Dallas, Texas; April 5–9 in Los Angeles, California; and October 18-22 in New York City. Applications are available at www.iatse.net/education and in the Bulletin. All sessions are open to both Canadian and U.S. Local leaders.

IATSE Officer Institute 2.0: Secretary-Treasurer Training

The Officer Institute 2.0 course for Secretary-Treasurers provides training by expert instructors, including General Secretary-Treasurer Wood and General Counsel Samantha Dulaney on books, records, finances, minutes, government filings, and International policies and procedures. Since 2016, 319 officers have graduated from the course. The next session is scheduled for November 16–18, 2026, in Chicago, marking the tenth time the course has been offered.

Local Union Trustee Training

The Local Union Trustee Training supports trustees in helping Locals comply with applicable laws, avoid fraud-related problems, and strengthen financial practices. The course includes a mock audit and instruction from General Secretary-Treasurer Wood and expert accountants.

Since the program began in 2018, 12 sessions have been held and 291 trustees have graduated. Twenty-four trustees from 14 Locals graduated from the most recent session, held in February during Leadership Development Week. The next session will be held in Charlotte, North Carolina, January 14-15, 2027.

Leadership Development Week

Leadership Development Week was held February 9–13, 2026, in Linthicum Heights, Maryland. The nine courses offered gave Local leaders a menu for taking a deep dive into topics important to them and their Locals. Participants selected from nine courses, including Collective Bargaining, Managing with Labor's Values, Local Union Trustee Training, Labor Law, Bargaining for Safety and Health, Weingarten Rights, Time Management for Leaders, The Chart, and Positioning for the Future: Intergenerational Solidarity, Leadership Development, and Succession Planning. In total, seventy-five leaders from forty local unions participated during the week.

Essentials of Union Leadership Series

The Essentials of Union Leadership Series, presented with the University of Wisconsin School for Workers and taught by Don Taylor, continues to provide online, asynchronous leadership training for local union leaders. The four courses focus on leadership principles, representation, communication, strategic planning, and building high-capacity local unions.

To date, 631 Local leaders have taken at least one course in the series, and 82 have completed all four courses and earned Certificates of Completion from the University of Wisconsin.

All four courses will be offered during the Fall/Winter cycle:

- September 21-30 - *Foundations of Union Leadership* is designed to help union leaders understand key components and considerations for leading their local unions, and is appropriate for all Local leaders, regardless of their experience level.
- November 12-20 - *Leadership Theories & Styles* explores different leadership types and how they apply to labor union leadership.
- December 2-11 - *Strategic Planning* explains the process organizations undertake when doing long-range planning and applies it to labor unions.
- January 7-15 - *Building Capacity: Internal Organizing* teaches that

strengthening the members' connection to their local unions and to each other is an ongoing component of leading. This class explores ways that capacity-building can improve union effectiveness.

Currently serving local union officers, officials, trustees, and executive board members may take as many or as few courses as they choose. There are no prerequisites. Application instructions will be posted on the IATSE website and shared through the Communications Department before each session.

Webinars for IATSE Leaders and Members

Since the January Mid-Winter GEB meeting in San Antonio, the Department presented seven new webinars and two rebroadcast marathons, reaching a total of 696 attendees.

As of March 23, 2026, the Department had presented 174 webinars to a total of 17,342 attendees. Webinars continue to be launched regularly and promoted through the Communications Department by email, newsletters, and social media.

The full catalog of webinar recordings is available at www.iatse.net/education. Members may request recording links by emailing officerinstitute@iatse.net with their name, local union, and the title of the requested webinar. The recordings may be viewed by IATSE members, on request.

Labor Education Assistance Program (LEAP)

The Labor Education Assistance Program continues to reimburse union leaders and officials who enroll in qualified labor studies courses. Thus far in 2026, leaders have been reimbursed $9,921 in Canada and $16,669 in the United States, for a total of $26,590. Since the program began in September 2009, $720,822 has been awarded in educational reimbursements.

IATSE International Staff Training

International leadership and staff participated in Staff Training from April 7–10, 2026. Topics discussed included proper conduct of IATSE trials, time management, and artificial intelligence. There was also time set aside for individual departments to work together in-person, and to network with each other. Our culture of continuous education begins at the top, and by coming together each year to study and talk together, President Loeb and the IATSE Staff lead by example.

The IATSE Road Show: Why Unions Matter

The Department reported that The IATSE Road Show: Why Unions Matter remains one of its most requested resources. Since the last GEB meeting in San Antonio, the Road Show was presented at Locals 2, 18, 52 and 600. The Road Show is also presented at every Officer Institute. U.S. and Canadian versions are available, including French-language materials for Canada.

Training Resources for Local Unions

The Department continues to create training resources that Local trainers may present to their members, including Rights, Roles, and Responsibilities, IATSE Worker Bootcamp, IATSE Steward Training, and Passion and Pay: Why Unions Matter. These resources include presenter guides and may be used as written or customized for Local needs.

Student Outreach

IATSE's student outreach initiatives increase awareness of the union's role in the industry, clarify pathways to membership, and connect students with IATSE members who serve as mentors and instructors.

At both the International and Local levels, IATSE leaders and members participate in programs with high schools, trade schools, and colleges to bring professional perspective to students preparing for careers in the industry. Local unions across North America continue to develop programs to reach this next generation of workers.

Roundabout Theatre Company Partnership

From its beginning over 13 years ago, the Roundabout-IATSE partnership has served as a model for successful student outreach and workforce development that can be replicated by Locals and other partners.

The International continues this partnership with New York's Roundabout Theatre Company and its student outreach programs. Since the last GEB meeting, the International worked with New York Stage Locals to produce three Hidden Career Path Days, including Hair and Makeup Day with Local 798, Wardrobe Day with Local 764, and Stagecraft Day with Local One. A guidebook and companion webinar are available for Locals interested in replicating the program.

The Theatrical Workforce Development Program is in its tenth year and has trained eight cohorts of aspiring theatre technicians. Cohort 6 has completed the program and is beginning

freelance work; Cohort 7 is in its second year; Cohort 8 has completed its first year and is participating in summer internships; and 20 young people have been selected for Cohort 9, which begins this fall. At least sixteen TWDP alumni have become members of Local One, Local 764, and one has moved to Florida and joined Local 631.

Conclusion

Director White reminded the Board that information about the programs discussed in the report is available on the IATSE website. Webinars and other programs are also promoted through the Communications Department by email and social media.

The Department reaffirmed its commitment to creating and promoting learning opportunities in union leadership, craft skills and safety training, and student outreach. These programs help IATSE members and leaders build knowledge, strengthen inclusive communities, and work toward shared goals in keeping with the Convention theme of Solidarity, Security, and Prosperity.

President Loeb reported that the Education Department has successfully integrated training and educational opportunities across every craft represented by the IATSE. He noted that contributions to the Training Trust Fund (TTF) have declined significantly as a result of the ongoing contraction in the motion picture and television industry, observing that the health of the TTF is a direct reflection of the health of the industry itself.

To support the long-term sustainability of these programs, President Loeb strongly encouraged affiliated local unions to negotiate TTF contributions into their collective bargaining agreements. He emphasized that the TTF is capable of meeting the training and educational needs of both IATSE members and workers covered under IATSE or local union collective bargaining agreements. He also reminded Locals that the International has developed model contract language to assist Locals in securing such contributions during negotiations.

President Loeb further urged local unions to remain informed regarding developments affecting the Occupational Safety and Health Administration (OSHA), stressing the agency's critical role in protecting worker safety. He noted that federal elections have a direct impact on workplace safety policy, as the Secretary of Labor, who oversees OSHA, is appointed by the President of the United States. Accordingly, he emphasized that electoral outcomes matter to working people.

ETCP Certification and Continuing Education

As he has consistently done at every meeting, President Loeb encouraged members to pursue Entertainment Technician Certification Program (ETCP) certifications in their respective crafts. He noted that these credentials enhance employment opportunities, improve job security, support career advancement, and often lead to higher wages.

President Loeb highlighted the extraordinary level of participation in the International's educational programs, describing the number of members who have completed courses and received training as remarkable. He stated that this participation demonstrates a strong commitment among members to lifelong learning and professional development.

He further observed that the Alliance offers a broad range of educational opportunities designed to help members improve their craft skills, strengthen leadership abilities, and support their emotional and mental well-being. According to President Loeb, these programs are helping to develop stronger leaders throughout the Alliance and have significantly improved the International as a whole.

In closing, President Loeb commended both the Training Trust Fund and the Education Department for their outstanding work and contributions to the continued growth and success of the IATSE.

IATSE BROADCAST DEPARTMENT

Broadcast Department Co-Directors Steve Belsky and Francis O'Hern together with Assistant Department Director Justin Conway and International Representative Rachel McLendon reported current trends surrounding the broadcast industry.

The landscape for televised sports continues to evolve and devolve at the same time. Regional sports networks (RSNs) historically employed stable sports crew members, though now disassociated groups of regional and national crewing companies have assumed greater roles, while the macroeconomics of broadcast rights and televised talent salaries further destabilize the RSN model.

Traditionally, cable television viewers have long provided RSN

revenue, but now evolving subscriptions fees, app-based telecasts, and other limits and increased costs have made viewers more discerning and selective about viewership while many sports leagues and teams have splintered into their own distribution silos. According to some estimates, only 30% of U.S. households maintain a traditional cable television subscription in 2026. Additionally, the viewing trends and interests of younger viewer populations have contributed to a willing-viewer shortfall.

Third-party crewing agencies that have replaced the RSNs as employees of technicians create a buffer between the crew members, sports team personnel, and production personnel, severing historic professional relationships built over years of televised sports.

The RSN networks branded as FanDuel recently suffered from what all the previous consortium-style RSN groups experienced. With fewer viewers left in the cable platform system, the capacity to generate the multi-million dollar broadcast rights fees of old has diminished. When FanDuel could not generate even the first round of rights payments in January 2026, its professional teams sought broadcast opportunities through alternate platforms. For example, Major League Baseball (MLB) has sought to produce its own games. Similarly, hockey and basketball teams have begun to fend for themselves as FanDuel wound down. It does not appear in these times that investors on the horizon are preparing to fund an RSN rehabilitation.

Meanwhile, professional sports teams have not seemingly made any meaningful properties in cost-cutting as cable revenues continue to fall. The leagues, however, may now foresee the future, even if the teams have not, with cost cutting high on MLB priorities for next summer. Labor costs are always subject to scrutiny even if crew labor is a relatively minor component of a larger economic picture. Baseball may have a shorter season in 2027, but the Department's focus remains on this current season, upcoming 2027, and beyond.

As the industry re-organizes itself, the Department continues to work with Broadcast Locals to bargain and enforce contracts and engage in new organizing around the U.S. Working with Local 100 in New York, the Department has concluded negotiations with a major local network. In Detroit, a first contract has been gained with two major employers for broadcast work in that market and talks continue with another employer for in-house technicians' work at the market's major sports venues. A new agreement has been reached concerning work done in the Washington, D.C. area. The Department and Local 100 were able to gain recognition for workers in the New York area working for a major secondary producer of sporting events in the New York tri-state area.

The Department has launched a long-term initiative to strengthen Locals and support their leadership. This initiative began with surveying the Locals to determine their current strengths and weaknesses. Upon completion of the survey a plan will be developed for each Local to provide the training and education that meets each Local's specific needs. Instrumental to this initiative will be the annual Broadcast Summit where training and educational sessions that fit the needs of the Locals and build on previous training.

The Broadcast Department has worked throughout the years to establish a network of communications and collaboration among the U.S. Locals representing Broadcast workers. This network is proving valuable as the Department and industry deal with the demise of the RSN model and with the various strategies to replace that model. It is paying off in bargaining and organizing. The Department recognizes that strengthening this network is of the upmost importance and is working actively on this matter. In addition, the Department and Broadcast Locals are working to organize workers in adjacent industries to bring the benefits of a contract to these workers and to strengthen numbers and prevent the emergence of alternative non-union personnel and workforces in our industries.

President Loeb noted that the demise of RSNs and traditional distribution models is decentralizing various interests in the industry. Yet, the amounts of capital within the industry are still significant and the Alliance's experienced members can work for any emerging employer. While decentralization moves personnel further away from main sources of funding and crewers can come and go, it is important to remain united with all workers in the industry, as well as those who may be entering the industry. There are risks and issues in organizing in every particular location and it takes courage. He commended

the Department for commitment to these initiatives. The antidote is organizing, whomever is payrolling or whomever the employer. The International must continue to organize qualified personnel and in so doing will continue to gain leverage. More and more, the Alliance should remain committed to those who are qualified to perform the work. The International must determine standards without favoring one employer over another. Safe and standardized wages, benefits, safety, and training are all key. A strong set of local unions managing their affairs are essential. The Department must stay abreast of changing technology and changing locations, and changing distributions. The International will be present to guide these efforts and keep working for the workers.

IATSE CANADIAN AFFAIRS

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representative and Assistant Department Director of Canadian Affairs Monty Montgomerie, International Representatives Jason Vergnano, Jeremy Salter, Cindy Jennings and Isabelle Lecompte, Canadian Labour Congress Delegate Amanda Bronswyk, Canadian Office Operations Manager Nate Richmond and Canadian Legal Counsel Ernie Schirru reported to the General Executive Board on Canadian matters since the Mid-Winter General Executive Board meetings in San Antonio, Texas.

Organizing

Organizing continues to be a priority for the Canadian Department. Since the last General Executive Board meeting, the Department has engaged in or supported thirty-two organizing drives broken down as follows: nine relating to animation, VFX and games; seven relating to motion picture and broadcast; eight relating to stage; and seven relating to front-of-house (FOH).

As part of the Department's strategy to increase organizing, a survey was conducted to identify what supports Locals needed to stimulate organizing at the Local level. Based on the feedback, the Department developed and conducted three webinars, "Organizing 101, 102 and 103" to provide information and training on why organizing is important and how to do it effectively. These webinars are now available on the IATSE Education and Training Department's webinar channel. Since the webinars were made available, there has been a noticeable uptick in organizing across Canada, most noticeably in the stage craft industry, including campaigns by Locals 56, 58, 63, 118 and 680. In July 2026, the Department convened a national call with the Stagecraft Local leadership to introduce changes to the organizing section of the IATSE Canada Website and to further review organizing digital tools and organizing strategies.

The following six organizing campaigns led to the IATSE securing bargaining rights: Universal Show Services (USS) Campaign - USS is a large labour provider operating in the jurisdiction of Local 118 in Vancouver British Columbia. In August of 2025, Representatives Jeremy Salter and Will Gladman were assigned to assist Local 118 with organizing. By mid-December the Local filed an application seeking automatic certification with the British Columbia Labour Board. The employer vigorously fought the certification and also filed a number of unfair labour practice complaints. The Local ultimately prevailed in the litigation with precedent setting wins on key issues like voter eligibility and the ability for organizers to use of crew lists for mapping. The USS bargaining unit currently consists of two hundred and sixteen employees, making it the largest stage craft certification in the department's history. The Local is now preparing to negotiate a first agreement.

Neptune Theatre Campaign – Neptune Theatre is the largest theater company in Atlantic Canada. Local 680, which has a long-standing agreement with the theatre for stagehands, wardrobe and hair and makeup, sought to represent the over thirty front-of-house employees who were unrepresented. Representative Jason Vergano was assigned to assist the Local in its campaign in January 2026 which then lead to the filing of an application for certification with the Nova Scotia Labour Relations Board. The NSLRB is scheduled to proceed with the ballot count.

Gestion Scénique Inc. - Local 56 in Montreal remains one of the most active organizing Locals in the Alliance. Local 56 recently filed an application for certification with the Quebec Labour Board for stagehands working for Gestion Scénique Inc. at Theatre Jean Duceppe, part of the Place des Arts complex. The Local is in the process of commencing bargaining for a first collective agreement.

The Royal Conservatory of Music (RCM), located in Toronto, Ontario,

is one of the largest music education institutions in the world. First established in 1886, the RCM opened Koerner Hall in 2009, an event space designed in the tradition of the classic shoebox venues of Europe which seats 1100. Local 58 filed an application for certification with the Ontario Labour Relations Board to represent stagehands working at the RCM. The RCM responded to the application and, in doing so, raised a challenge to the OLRB's process of determining voter eligibility in the live entertainment industry. The parties attended the OLRB to make submissions on the issues in dispute in June of 2026 and now await the decision.

The Royal Manitoba Theatre Centre RMTC - the RMTC is the largest regional theatre in Manitoba. Although Local 63 has had longstanding bargaining rights for the stagehands working at the RMTC, the properties department workers had remained non-union. Local 63 filed an application for certification seeking to represent those props department employees and was certified as their exclusive bargaining agent shortly thereafter.

The Michael J. Fox Theatre is a 600-seat theatre that has long served the Burnaby BC community as a home for live performance, student programming, and public events. In March 2026, following an organizing campaign assisted by Representative Will Gladman, the eleven stagehands working at the theatre voted unanimously to be recognized by the Local 118. Following certification, the theatre gave notice that it was shutting down due to funding gaps. In response, Representative Gladman and Vice President Damian Petti worked with the Communications Department to launch a large public campaign calling on the City to take action to preserve the theatre. This campaign resulted in the City finding the funding necessary to keep the theatre open.

Picture Vehicle Mechanics have not historically been represented by a union in Toronto. In May of 2026, Local 873 reached out to the Canadian Office for support to organize picture vehicle mechanics working for Sony, CBS and others. To date, with the assistance of Representative Jeremy Salter, Local 873 has filed three applications for certification which have resulted in voluntary recognition agreements and the affected employees being covered under the Local's term collective agreement.

Servicing / Bargaining

The core work of the Canadian Department continues to be the servicing of Locals. The largest area by far for assistance remains contract negotiations. Since the last General Executive Board meeting, the Department has been involved in sixty-one separate negotiations, which are broken down as follows: forty-two relating to stage; two relating to animation and VFX; eight relating to FOH /facilities; and nine relating to film/television. Of particular note is the success of Locals 212, 514, 667 and 669 reaching term agreements with Netflix in each of their jurisdictions; Local 212's success in reaching a first collective agreement with Vertigo Theatre covering stagehands; Local 357's and Local 828's success in reaching renewal agreements with the Stratford Festival; Local 411's success in reaching a term agreement with the Canadian Media Producers Association covering set medics; ADC/Local 659's success in reaching a renewal agreement with Professional Association of Canadian Theatres (PACT); Local 856's success in reaching a term agreement with CBS;; and Local 822's success in reaching a first collective agreement with Young People's Theatre covering wardrobe workers; and Local 938's success in reaching a first collective agreement with ICON Creative Studio covering animation workers. The Canadian Department finalized a national Reality Television Agreement which is expected to greatly expand the number of producers obligated to produce reality productions in Canada under an IATSE agreement.

Canada Labour Congress Convention

The 2026 Canadian Labour Congress (CLC) convention was held at the RBC Convention Centre in Winnipeg, Manitoba in May of 2026. IATSE had thirty delegates in attendance. IATSE member, Siobhan Vipond, was re-elected as Executive Vice President, unopposed.

Jurisdictional Challenges

IATSE Canada continues to engage in legal proceedings with the Directors Guild of Canada to protect its jurisdiction over locations assistant directors in Quebec as well as art and editing departments in Alberta. Local 514's dispute over 2D and 3D stop-motion animators with Confédération des Syndicats Nationaux / Confederation of National Trade Unions (CSN) has also continued and is set for additional hearing dates in December of 2026.

Training, Education and Outreach

The Canadian Department has recently rolled out a number of training initiatives across Canada in an effort to strengthen access and engagement among members and Local leadership. The updated version of the Canadian IATSE Worker Bootcamp was shared nationally in February 2026 and generated strong early interest from a wide range of Locals. New materials for the Rights, Roles and Responsibilities course, created by the Education Department, were distributed to Local officers in May 2026 to support customized delivery. The Department also worked with the Actors' Fund of Canada (AFC) to promote and present a session on financial literacy called "The Comeback Strategy," offered in both official languages. In addition, Representative Lecompte has recently created a presentation entitled "Introduction to IATSE Training" which will introduce Canadian Local officers to all the training offerings provided by the IATSE and how to access them.

As part of the Department's continuing outreach efforts, the IATSE was once again a primary sponsor of the StarFest High School Drama Festival in all ten provinces. Representative Jennings and Vice President Petti worked with Locals 118, 168, 471 and ADC 659 to deliver information sessions that included skills training at during the festival.

IATSE Canada Health Plan (ICHP)

Since its inception in 2011, the ICHP has grown to include twenty-three Locals, three staff plans and one employer plan. The ICHP now supports over 38,000 members and dependents and has over $80 million in annual premiums. In May of 2026, negotiations for the renewal of the ICHP concluded and resulted in an overall 5.59% increase in premiums, mostly driven by aging and/or shifting demographics and increased usage. The ICHP continues to provide savings of 28% over similar sized "stand-alone" plans.

Canadian Entertainment Industry Retirement Plan (CEIRP)

In 2027 the CEIRP will launch a multi-employer target-benefit pension plan for new members. Current members will have two options: first, members will have the ability to elect to send future contributions to the pension plan or to their existing Registered Retirement Savings Plan (RRSP) through CEIRP. Second, they will have the ability to purchase or "buy back" pension directly from their RRSP. This target benefit pension is a hybrid between a defined benefit and defined contribution, however employers are not required to fund any deficiencies. While CEIRP has served IATSE Canada members well for twenty-two years and has over $1.6B accumulated in member assets, the pension plan will provide members with a monthly payment upon retirement and therefore allow for better retirement planning.

President Loeb commended the Canadian Department for its outstanding work, particularly its success in growing membership and expanding opportunities for workers across the industry. He noted the Department's increased political engagement and the International's efforts to strengthen political alliances in support of its objectives.

President Loeb highlighted the Michael J. Fox Theatre project as an exemplary achievement, demonstrating how effective activism, community engagement, and collaboration can produce positive outcomes for all stakeholders. He congratulated those involved for their forward-thinking leadership and successful advocacy.

He further noted that the Canadian Department's organizing efforts have added thousands of new members to the IATSE while securing strong wages and benefits for workers. President Loeb praised the Department's comprehensive and strategic approach and thanked its leadership and staff for their hospitality in hosting the Summer 2026 General Executive Board meeting.

IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, Associate Counsel Adrian Healy, and West Coast Associate Counsel Jacob White provided an update on significant legal developments since the General Executive Board's Mid-Winter meeting in San Antonio, Texas.

Counsel Healy described the recent nomination of Keith Sonderling as United States Secretary of Labor (DOL). The nomination was moved to the U.S. Senate on July 13, 2026, yet no confirmation vote has been held as of the date of the report. Sonderling is the current Acting Secretary and a former deputy administrator of the DOL's Wage and Hour Division of the Department during the first Trump administration. The DOL, days after Sonderling's nomination, updated its rulemaking agenda, including two notable items for regulatory change under the Fair Labor Standards Act –

whether employers can jointly be liable for violations as joint employers, and a final rule for determining whether employees are independent contractors lacking coverage under the Act. It is expected that these rules may undo the last presidential administration's advancements.

The DOL recently issued a new final rule effective July 1, 2026, which will require certain large labor organizations to file a new Form LM-2 Long Form financial statement with the Office of Labor Management Standards (OLMS). The expanded form will require numerous new schedules and roughly a dozen new detailed, itemized entries creating significant administrative burdens. This regulation is subject to ongoing litigation based on the DOL's failure to offer a public notice and comment period to accept input about the proposed rule.

Within the past several months, beginning in late 2025, several states, including New York, California, Washington, and Massachusetts have either introduced or implemented legislation, which would allow state labor-relations agencies to act on private sector labor relations matters when there is a lapse in the National Labor Relations Board's power to resolve cases when, for example, it has lost a quorum of members. The New York law has been recently permanently blocked in a federal court decision based on U.S. Supreme Court precedent barring states from stepping into the NLRB's statutory jurisdiction.

Counsel White updated the Board on developments at the National Labor Relations Board (NLRB). As reported at the last Board meeting, last summer President Trump nominated Scott Mayer and James Murphy to be members of the NLRB. Mayer and Murphy received affirmative Senate confirmation votes in December, giving the NLRB a quorum for the first time since January of 2025. On the same day, the Senate confirmed Crystal Carey, a management-side attorney, to be the new NLRB General Counsel.

Although this gave management a two to one majority on the Board, Mayer and Murphy pledged to honor an NLRB tradition to refrain from overturning precedents without three votes. Although they have honored that pledge, the Board did issue a notable decision last week. In Starbucks Corporation, 375 NLRB No. 7 (2026), NLRB Region 19 in Seattle, conducted a mail ballot election for a group of baristas and shift supervisors. Of the 24 eligible voters, four cast votes in favor of the union, four cast votes against the union, and there were two challenged ballots. The employer challenged those two ballots on the grounds that they were not postmarked because the ballots had been hand-delivered to the Region's office. Most, if not all, NLRB Regions will accept the hand delivery of mail ballots. However, in a two-to-one decision, the Board held that hand delivery of mail ballots will no longer be permitted in NLRB representation elections. Because the challenge to those ballots was sustained, the election ended in a tie and the union did not prevail.

In April of this year, the president nominated James Macy to become the third management-side member of the Board. He also renominated the lone union-side member, David Prouty, for an additional term. Macy's nomination has passed out of committee and awaits a vote by the full Senate. It is unclear whether that vote will take place prior to the August Senate recess. However, once Macy is confirmed, he will give management a three-to-one majority, paving the way for the Board to begin issuing precedential management-friendly decisions in the near future.

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

General Counsel Dulaney reported on significant decisions from the Supreme Court including Slaughter v. Trump, M&K Solutions v. IAM National Pension Fund and National Republican Senatorial Committee v Federal Election Commission. These cases expanded presidential authority over independent federal agencies, protected worker pensions, and severely weakened campaign finance laws, respectively. Dulaney stated that the 2025-2026 Supreme Court term produced a consequential set of outcomes for labor and for workers. While there was some targeted success, broader doctrinal shifts threaten union enforcement, agency stability, voting rights, and immigrant workers.

President Loeb thanked the Department for its report. The report aptly demonstrates the ways in which the poor political situation in the United States trickles down directly to the detriment of IATSE members. Unfortunately, it is likely only going to get worse. There has been a generational change on the Supreme Court and in the federal courts generally. Legal principles are no longer guiding their

decisions. Instead, it has become purely about politics. All of this underscores the importance of contributing to the PAC because hard-fought gains can be lost in the blink of an eye when the union is not actively engaged politically.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Department Director Tyler McIntosh and Assistant Political and Legislative Department Director, Jackson Rees reported on federal legislative advocacy in key issue areas, support for IATSE Kennedy Center Locals, nationwide redistricting developments, and preparations for the 2026 midterm elections.

The advocacy campaign to establish a federal film and television production tax incentive remains a top priority. In February, President Loeb traveled to Washington, DC to meet with Congressional members who are leading the legislative efforts for the tax incentive, including Representative Brian Jack (R-GA), Representative Laura Friedman (D-CA), and Senator Adam Schiff (D-CA), to continue building momentum in Congress for a tax incentive to return and maintain U.S. film and television jobs. President Loeb joined Special Ambassador to Hollywood Jon Voight, Motion Picture Association Chairman and CEO Charles Rivkin, Teamsters General President Sean O'Brien, members of Congress, Trump administration officials, and industry stakeholders for an America250 event to highlight the importance of the American film and television industry.

In March, President Loeb was invited by Senator Adam Schiff to testify at a hearing in Burbank, "Lights, Camera, Competition: Promoting American Film Production." The hearing examined the competitive challenges facing the entertainment industry, including foreign production incentives and the potential effects of the proposed Paramount Skydance and Warner Bros. Discovery merger. President Loeb emphasized the need for a federal film and television incentive, noting that employment for below-the-line workers is down some forty-five million hours per year since 2022 and the U.S. share of global production has dropped from fifty-two percent to thirty-eight percent. President Loeb called upon U.S. policymakers and regulators to closely scrutinize media consolidation, including the proposed Paramount-Warner combination, and ensure that domestic production commitments are maintained. The hearing featured participation from Representatives Laura Friedman (D-CA), Sydney Kamlager-Dove (D-CA), and Lou Correa (D-CA), all of whom expressed support for a federal production incentive. Additional testimony was provided by actor Noah Wyle, journalist Jim Acosta, and Future Film Coalition Executive Director Jax Deluca. These efforts continue to build momentum toward the introduction of U.S. federal film and television incentive legislation.

The Department reported a significant legislative victory in support of federal arts funding. In January, Congress passed appropriations legislation maintaining funding at $207 million each for the National Endowment for the Arts (NEA) and National Endowment for the Humanities (NEH). The Department credited IATSE's sustained advocacy campaign opposing President Trump's proposals to eliminate the agencies, and supporting continued federal arts funding. The campaign generated 8,744 letters to Members of Congress, in addition to calls and in-person meetings. Overwhelming bipartisan votes of 397-28 in the U.S. House of Representatives and 82-15 in the U.S. Senate preserved funding for NEH and NEA despite political challenges and protected IATSE jobs supported by federal arts grants.

As Congress began consideration of Fiscal Year 2027 appropriations, the Department launched a new advocacy campaign urging lawmakers to support funding levels of $213 million for both agencies. More than 6,300 letters were submitted, including 5,828 from IATSE members, reaching 421 congressional offices in every state and the District of Columbia. Appropriations negotiations remain ongoing and federal funding decisions will likely depend upon the outcome of the November elections and subsequent congressional action.

U.S. Senators Schiff (D-CA) and John Curtis (R-UT) introduced the IATSE-endorsed Copyright Labeling and Ethical AI Reporting (CLEAR) Act. The legislation would require disclosure when copyrighted works are used to train generative artificial intelligence (AI) systems and will establish greater transparency standards for AI developers. President Loeb was quoted in the Senators' press release emphasizing the importance of compensation, consent, and protection for workers whose creative contributions may be used in training

AI systems. The CLEAR Act is a central component of the IATSE Federal Issue Agenda and the Department is working with Sens. Schiff and Curtis to advance the legislation.

The White House released a national policy framework on AI with legislative recommendations on March 20th. The framework includes "Respecting Intellectual Property Rights and Supporting Creators". While IATSE disagrees with the Administration's position that training AI models on copyrighted material does not violate copyright laws, the framework acknowledges competing legal interpretations and defers resolution of those questions to the courts as IATSE has advocated. The Department reported IATSE support for proposals addressing digital replicas and collective licensing but expressed concern that the framework did not endorse transparency requirements for AI training datasets as advocated by IATSE. IATSE continues to oppose federal efforts that would preempt state-level AI protections before comprehensive federal legislation is enacted.

On June 9th, a bipartisan majority in the U.S. House of Representatives passed the IATSE-endorsed Faster Labor Contracts Act (FLCA), including 210 Democrats and twenty Republicans. The FLCA mirrors a provision of the Protecting the Right to Organize (PRO) Act to speed up first contracts. The bill would require employers to begin bargaining within ten days of a successful union election. If parties fail to reach an agreement within ninety days, the dispute proceeds to mediation and binding arbitration. The Department emphasized the importance of timely first contracts for entertainment workers and reported that advocacy efforts will now focus on advancing the legislation in the Senate.

The Department reported ongoing support for the six IATSE Locals representing members at the John F. Kennedy Center for the Performing Arts: Locals 22, 772, 798, and 868; Association of Theatrical Press Agents & Managers, Local 18032; and United Scenic Artists, Local USA 829. Coordinated by the Department for Professional Employees, AFL-CIO, IATSE is collaborating with four arts unions representing workers at the Kennedy Center, forming the Kennedy Center Arts Workers United (KCAWU) coalition. IATSE and the KCAWU coalition responded to a series of developments affecting Kennedy Center union workers, including performance cancellations, declining ticket sales, a proposed facility closure, a court ruling blocking the closure and ordering Trump's name be removed, and the Kennedy Center violating its contract with Local 868, using the temporary closure to permanently eliminate IATSE jobs. The Department joined Local 868 to handbill patrons attending performances and secured visits by two Congressional champions who stood in solidarity with Local 868: Congressional Labor Caucus Co-Chair, Rep. Mark Pocan (D-WI) and Rep. Darren Soto (D-FL). Unfair labor practice charges remain pending and contract negotiations are unresolved. Political and legislative support for affected Locals continues.

The Department provided an update on nationwide redistricting developments and their implications for the 2026 elections. Following a series of state-level redistricting efforts and significant court rulings, including the Supreme Court of the United States' decision in Louisiana v. Callais, Republicans have gained a structural advantage in congressional district boundaries with an approximate gain of six seats. The International issued a public statement expressing concern that weakening protections for majority-minority districts will undermine political representation and ultimately affect labor rights and economic opportunity.

The Department reported that current projections continue to favor Democratic gains in the House of Representatives despite redistricting changes. Republicans currently hold a narrow 218-212 majority and competitive races remain concentrated in thirty-eight districts. The U.S. Senate outlook has also improved for Democrats relative to the beginning of the election cycle. While Republicans maintain a 53-47 majority, there are nine highly competitive races that could determine control of the chamber. Achieving a pro-worker majority will depend upon outcomes in Michigan, Alaska, Maine, Ohio, Georgia, New Hampshire, North Carolina, Iowa, and Texas.

The Department reported that planning for the International's 2026 political program is underway. Discussions have begun with vendors supporting mail, digital, and peer-to-peer text programs directed at IATSE members in battleground states and districts.

The Department is collaborating with the Communications Department and IATSE Committees on the newly

launched IATSE Votes 2026 initiative. Building upon previous election-year campaigns, the program invites members to submit videos discussing what is motivating them to vote in 2026. Content collected through the initiative may be incorporated into member communications to encourage political participation and promote pro-worker candidates and policies. The webpage can be accessed at iatse.net/iatsevotes26. The campaign was launched in early-July with an email to all U.S. IATSE members.

The IATSE partnership with Power the Polls has been renewed for the 2026 election cycle. The program encourages IATSE members, their families, and allies to serve as poll workers and support free and fair elections. Since the partnership began in 2020, 1,290 IATSE members have signed up through the program. August 11th is Poll Worker Recruitment Day. The Department will be contacting Political Coordinators with resources directed at sharing the IATSE Power the Polls sign up page.

The International intends to again participate in the AFL-CIO Labor 2026 Release Staff program by temporarily employing IATSE members who will be assigned to voter outreach and mobilization activities under AFL-CIO state federations. The Department anticipates approximately twenty-five to thirty Release Staff opportunities nationwide and encourages local unions with available resources to support the initiative.

Additional components of the Department's election-year program will include voter registration efforts, participation in the AFL-CIO Local Union Mail Program, and other political mobilization activities.

The Department is attending all U.S. IATSE District Conventions to provide presentations on the 2026 midterm elections and the IATSE PAC Payroll Deduction Campaign, which will be addressed in greater detail in the IATSE PAC report.

President Loeb emphasized that the IATSE's foremost legislative priority in the U.S. is the enactment of a federal tax incentive program. He strongly urged local unions to begin mobilizing now in preparation for the 2026 federal midterm elections and encouraged any local seeking to establish an election plan to contact the Department for guidance and assistance.

President Loeb also expressed his appreciation for the Department's dedication and effectiveness. Noting that the Department's responsibilities encompass the entire United States, he observed that "the work undertaken is huge for two people," and commended the team for performing that work exceptionally well.

IATSE DISASTER RESPONSE COMMITTEE

Committee Chair and International Trustee Andrew Oyaas, International Vice President Damian Petti, Senior Communications Coordinator Steven Chaussee and Committee member Dawn Arevalo appeared on behalf of the IATSE Disaster Response Committee.

In past reports, the Committee discussed the role of the El Niño and La Niña on weather patterns across North America; the Committee reiterated its prior remarks noting that when an El Niño climate phenomenon is present in the Pacific Ocean, the hurricane season in the Atlantic Basin is significantly less severe. This year experts note that the continent is experiencing an El Niño, which is being classified as a "Super El Niño, " which effectively may predict a greater significant drop in storm activity and intensity of that activity may de-escalate in comparsion to a normal El Niño period.

This has already been experienced with the first named storm of the season tropical storm Arthur. Arthur barely made it to Tropical Storm status, but that was enough to trigger wind damage exemptions in homeowner insurance policies along the Texas and Louisiana Gulf coasts. Arthur brought flooding and downed trees but, fortunately, relatively little damage. The Committee received reports of several members affected, which were addressed, though not enough for Locals in the area to activate full-scale response programs.

Other aspects exhibited by El Niño include increased in temperatures in western Canada, and the southern United States. Increased temperatures in western Canada coupled with historic drought conditions may likely contribute to an increase in the number of wildfires there as well as their intensity. Meanwhile, flooding events in the southern U.S. have been more prominent. The Committee has posted information on the IATSE's website and anticipate further updates on flooding preparedness. Those reporting reiterated that U.S. and Canadian preparedness websites continue to offer resources and information about getting prepared.

It was noted that a U.S. committee member brought attention to a U.S. Occupational Safety and Health Administration (OSHA) program to certify trainers in disaster response. Trainers so certified will be able to teach an OSHA 15 or 7.5 class for disaster responders about the hazards and precautions of disaster response. The Committee had proposed IATSE funding for this certification so that one of the International's current OSHA trainers would be able to offer this training to Local response committees in the future.

It was noted that the Committee now has an existing--and growing--database of local disaster responders who may be able to notify members of impending natural disasters and preparedness efforts, but also the potential to notify employers about hazardous workplace conditions and impending weather conditions that may affect workplaces.

Finally, while not necessarily related to weather events or natural disasters, the Committee noted the importance of end-of-life care and decision making. In anticipation of sudden unanticipated developments, the Committee stressed the importance of having an updated will; a health care proxy; a power of attorney designating someone to act on one's behalf if they are unable to do so; a secure log of passwords and passcodes (e.g., a password vault) for personal material that a trusted family member or designee may access only in digital records. If the worst should happen suddenly a trusted advisor or designee should have access to a securely organized and catalogued materials described above. Many resources and systems may help manage these important records. This is especially important with climate change driven events (e.g., hurricanes and wildfire damage); irreplaceable papers should be stored in safe and secure fire-proof and water-proof spaces. Knowing in advance of any potential disaster event or health catastrophe may relieve stress and chaos that you or your loved ones may face in times of crisis.

President Loeb thanked those reporting for their work and noted that the Alliance continues to offer its support for the efforts this Committee. Thankfully there have been sparse major disasters affecting numerous members over the past six months, yet with the assistance of the Committee, the IATSE stands ready to offer assistance and advice when necessary. President Loeb noted that recent wildfire smoke conditions have been severe in many areas and will likely again become severe in the future. He reiterated the Committee's sound advice about readiness and preparedness and while the hope is that disasters will not occur, President Loeb commended the Committee for establishing systems and networks that are currently in place.

IATSE DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Diversity, Equity, and Inclusion (DEI) Committee Co-Chairs International Representative Liz Pecos, Local 764 Secretary-Treasurer Kimberly Butler-Gilkeson, International Vice President Toni Burns, International Trustee Tuia'ana Scanlan, Tradeshow Department Assistant Director Bryant Preston, IATSE Communications Outreach Strategist Megan Greene, Retired Local One Secretary Bobby Score, Local 80 Business Agent DeJon Ellis, Local 728 Vice President Malakhi Simmons, Local One Trustee Manny Diaz, and Local 494 Business Agent Neftali Nieves Reyes updated the General Executive Board on the Committee's activities since the mid-winter meeting. The report addressed the current social and political environment affecting members, the role and priorities of DEI work in 2026, available educational resources, collaborative initiatives, and the Committee members' work across the Alliance and local communities.

The Committee reported that many members and their families are experiencing stress and burnout due to heightened uncertainty, economic pressures, immigration concerns, political division, natural disasters, and rising hate incidents. The Committee emphasized its role in responding through solidarity, support, education, visibility, connection, and thoughtful action and reaffirmed that diversity, equity, and inclusion are fundamental to the labor movement and to ensuring members have equal opportunity, dignity, safety, and a fair chance to succeed.

In the report, the Committee discussed recent changes in the United States across political and social realms that have impacted DEI, accessibility, civil rights, and federal enforcement policies. These changes in policies, infrastructure, and funding have affected federal DEI and accessibility programs, voting rights, civil rights, labor and workplace protections, equitable opportunities for workers, and healthcare accessibility and affordability. The concern about the weakening of protections relied upon by workers is spread across labor, civil rights, human

rights, and democracy organizations. The Committee acknowledged that workers from historically marginalized communities often experience a disproportionate impact from these changes. Members from intersectional backgrounds including Black, Indigenous, Latino, Asian, Pacific Islander, other minorities, LGBTQIA+, women, people with disabilities, immigrants, socio-economically disadvantaged and additional marginalized groups face greater barriers and are at the front when protections lapse. The Committee reaffirmed the labor principle to protect members who are most vulnerable and the strength that is found in solidarity and resilience.

The report addressed the recent United States Supreme Court's decision affecting Section 2 of the Voting Rights Act of 1965 (VRA). The Committee shared concerns with other IATSE Departments that narrowing the application of Section 2 essentially strips the VRA of fundamental protections to protect minority voting power, as the changes make challenges to redistricting maps that dilute minority voting strength more difficult. The Committee pointed out the connection between voting rights and political representation to worker power and emphasized the importance of continued education and engagement on voting access and participation.

The Committee shared comments from Committee members reflecting on the purpose of DEI work in 2026. The discussion emphasized the importance of representation, equitable access to skilled trades and training programs, outreach, mentorship, inclusive pathways to leadership and accountability. Members stressed that measurable success through DEI work is shown through support of sustainable careers, safe workplaces, equitable access, and fostering belonging across IATSE workplaces and unions. The Committee reported that progress continues to be made, led by local unions, spearheaded by leadership and successful due to member support and involvement. The work is ever important as workers still face barriers, uneven access to opportunities and advancement, bias, discrimination and harassment in addition to the pressures and challenges all members face such as affordability challenges, production slowdowns, caregiving demands, and general stress. These pressures may intersect with mental health, financial insecurity, physical health and work-life balance.

DEI Resources and Education

The Committee reviewed resources available through the IATSE DEI Committee webpage, including a resource library with guides to establishing local union DEI Committees in the Unites States and Canada, terminology glossaries, a calendar of DEI-related observances, and materials to support education and curriculum development. Education and training resources include the IATSE DEI LinkedIn Learning path course catalog and IATSE webinar playlists for DEI topics and Women in Labor. Members may request access to available webinars by emailing officerinstitute@iatse.net.

The Committee recommended viewing webinars developed in collaboration with the Education and Training Department, including "Voting Rights: Know our Past and Guide our Future," and "African American Women and the 157-Year Movement for Labor and Voting Rights." The presentations address the history of voting rights and access, voter suppression, labor reform, and the role of Black women in labor and voting rights movements.

The Committee shared information about the 2026 21-Day Human and Civil Rights Equity Challenge that was issued during Black History Month. The challenge focuses on intersectionality and encourages members to learn through videos, podcasts, and reading materials.

The Committee reviewed statements, Bulletin articles, and webinars published and presented since the Board last met in January, including statements recognizing Martin Luther King Jr. Day, the legacy of Reverend Jesse Jackson, and Juneteenth. The Committee collaborated with the Political/Legislative and Communications Departments to issue a statement on the SCOTUS decision affecting the VRA. In collaboration with the Education and Training Department, the Committee shared a webinar titled "Syncopated Stages: 200 Years of Black Performers on Broadway" presented archival images and stories of the contributions of Black artists and backstage workers that have shaped Broadway and the theater community.

The Committee thanked the IATSE Committees and Departments for collaboration and support which are essential to the success of the Committee's initiatives and announced support of the 2026 IATSE Votes campaign. Members are encouraged to participate and

consider the DEI Committee's prompts when submitting campaign videos.

Committee Member Engagement

The Committee highlighted committee members' continued leadership and participation in labor, civil rights, workforce development and community initiatives. Local 764 Secretary-Treasurer and Co-Chair Butler-Gilkeson, Communications Strategist Greene, Local 764 Vice President Vangeli Kaseluris, and Local 764 Trustee Carmia Marshall-David represented IATSE at the 2026 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference in Baltimore, Maryland. The conference focused on economic and racial justice, community service, and strategies for strengthening the labor movement.

Co-Chair Butler-Gilkeson attended the 117th NAACP National Convention in Chicago. The report heighted convention discussions concerning reductions in the federal workforce, the economic mobility of Black and Brown women, voting rights, and the relationship between civil and labor rights.

The Committee shared a report of International Vice President Burns' visit to the George Floyd Memorial Garden in Minneapolis, Minnesota on June 9, 2026 while he was attending the AFL-CIO Convention. The report described the visit as a reflection on solidarity, justice, dignity and the responsibility of union leaders to challenge inequities. Vice President Burns continues to spearhead inclusive workforce training initiative at Local B27 in Cleveland, Ohio.

Local 494 Business Agent Nieves Reyes leads the local in engagement across labor and community in Puerto Rico, including joint participation in an International Workers Day with more than thirty other unions to voice concerns about minimum wage policies.

Local 80 Business Agent Ellis oversees Local 80 in hosting the IATSE High School Masterclass program. The program has works with Los Angeles high schools to train students in motion picture crafts.

International Trustee Scanlan serves on the Hawaii State Workforce Development Board and Youth Services Council which oversees outreach, education, training, and paid internships for underserved youth in BIPOC and Native Hawaiian communities.

The report covered International Representative and Co-Chair Liz Pecos' updates on ongoing student outreach in New York City, including engagement with technical workforce training programs, support of Hidden Career Path Days for backstage careers and attendance at industry and community events focused on expanding access and outreach.

Local 728 Vice President Simmons Continued to represent IATSE and DEI in labor, political, and community activities in California, including participation in rallies, marches, and events recognizing Martin Luther King Jr. Day, the Kingdom Day Parade, and Juneteenth.

Local DEI Work and Committee Priorities

The Committee also recognized the work of Locals incorporating DEI into union practices, collective bargaining agreements, outreach, workforce training and apprenticeships, mentorship, conferences, education and community engagement. Reports from Locals 80, 122, and 891 were cited as examples of intentional efforts to expand access, develop workforce pathways, and incorporate equity and inclusion into union activities and actions.

In Closing

The Committee affirmed continuing to adapt work to the needs of the membership, stated the Committees' support for members and local DEI Committees and encouraged increasing collaboration across Locals as members face regional challenges. The Committee will continue to uplift member and Local initiatives and to provide education, visibility, and connection.

The Committee concluded the report by reflecting on the emotional impact of the rapid political, legal, social, and economic changes on members and their communities. The Committee reaffirmed the importance of solidarity, open dialogue, empathy, and creating spaces where members feel heard, respected, and supported. While the Committee cannot independently resolve the broader conditions affecting members, it will continue working to advance workplaces and unions that are diverse, equitable, accessible, fair, and grounding in dignity and solidarity.

The Committee acknowledges the work the Locals are doing to embed DEI in their best practices, union culture, and putting into action initiatives in community engagement, student outreach and workforce training.

President Loeb observed that history is being rewritten and expressed concern that the current presidential administration is undermining reality

and truth. President Loeb noted that many of the challenges facing democracy today stem from political forces and underscored the report's warning that gerrymandering may diminish and weaken minority voices.

President Loeb emphasized the importance of continuing outreach, mentorship, and pathways to employment and union membership for workers in underrepresented communities. President Loeb further noted that division has long been used as a tactic to weaken organizations and reaffirmed that IATSE must continue to challenge any efforts to divide its membership on any basis.

In closing, President Loeb stated that the Alliance's strength, influence, and success are rooted in its members. President Loeb applauded the Committee's work and commended Co-Chairs Pecos and Butler-Gilkerson for their leadership.

IATSE GREEN COMMITTEE

IATSE Green Committee members Stasia Savage and Brigita Romanov appeared before the General Executive Board to provide an update on the Committee's activities.



Green Committee members Stasia Savage and Brigita Romanov appeared before the General Executive Board to provide an update on the Committee's activities.

In May the green committees from Locals 44, 80, 600, 800, & 892 co-hosted an inter-Local swap/repair fair called "Spring into Circularity" to help members give items a second life either in a new home or by repairing them. This share fair included a plant swap, tool donations, a textile and home goods exchange, a media swap such as books, records and CD's and an e-waste drop off for recycling. The event diverted 451 pounds of computers, batteries, light bulbs, and other electronics from being dumped into landfills.

Local 871 has generated educational materials that focus on excess paper use on productions and other production related e-waste. They created a green space at their office by partnering with non-profit, Northeast Trees, to plant native/drought-resistant plants on their patio, and provided education on those plants to the members who participated. They also have planned to continue doing quarterly climate action events and providing educational resources to the membership.

The Local 600 Sustainability Committee has had a busy first half of 2026 beginning with the annual In Memoriam contribution to the organization One Tree Planted. They planted 2,104 trees in honor of the twenty-eight Local 600 members who passed away in 2025. Since the project's inception four years ago, the union has planted a total of 10,819 trees. Through their partnership with One Tree Planted, Local 600 continues to support efforts for clean air and global reforestation to provide for future union members and their families while also honoring the memories of those who have passed away.

In April, in honor of Earth Month, the Local 600 Sustainability Committee co-hosted Member Fridays at Local 600's offices in Atlanta, Chicago, Los Angeles, and New York City. Showcased were mobile batteries and electric generators; as well as collections for electronics recycling. They invited organizations to speak about how they are shifting the entertainment industry towards a more sustainable future. Ecofixr, Saniset, Expendables Upcycler, RevoltFuel, Eastern Effects, Ecoship, and Good Planet Innovation were among the companies represented nationally.

Local 600 has always seen the Committee's mission as having two key objectives: education and action. They have found that the most effective way to educate is to directly connect members to the sustainability-focused organizations which are affecting change every day on set. This was the second year co-hosting the Member Friday event in April, and they look forward to doing it again next year.

In May, the Western Region members collected electronics and hard-to-recycle items at two events: the first-ever Spring

into Circularity event mentioned earlier and the Camera Department Yard Sale (hosted at the national Local 600 offices in LA). At the Camera Department Yard Sale, 384 pounds of e-waste was recycled.

Local 476 was honored to host a Sustainability Panel Presentation featuring Peter Hawley, Director of the Illinois Film Office, Ellen White, CEO and founder of Ecofixr, Paige Chase, Sustainability Lead, and Andrea Staley, Sustainability Production Consultant. This event focused on the Illinois Film Tax Incentives Sustainably provision which offers an additional 5% in tax credits for green certified productions.

The panelists provided expertise, answered questions, and participated in a solution-based open discussion regarding carbon reduction strategies, fossil fuel reduction, clean energy equipment, waste management protocols, and best practices for achieving the Green Certification set forth by the Illinois film office. This new initiative will require the efforts of the entire industry. Not only will this critical incentive enhancement help bring more production work to Illinois but also provide the IATSE the opportunity to do its part in the fight against the global threat of climate change.

In a true collaboration, the Toronto IATSE Locals marching in the Toronto Pride Parade followed "Pride Toronto's Green Initiative Guidelines" for parade participants. In their parade training the organization specifically mentions that "sustainability matters".

Sustainable practices include generators on floats needed to be either battery powered, solar or otherwise gasless operated. Vehicles needed to be either a certified e-powered vehicle or a vehicle that runs on biodiesel/biofuel, with proof of compliance required. Floats/vehicles are not permitted to idle unless absolutely necessary and then only for a brief moment.

It is also strictly prohibited to use or distribute any excessive and wasteful, non-compostable or non-recyclable materials throughout the parade. This includes, but is not limited to plastic items, wax/plastic/foil coated paper, Styrofoam, non-biodegradable containers, plastic bags, etc. Toronto Pride does not allow confetti or loose feathers to avoid littering. The Toronto Locals decided against distributing anything to avoid producing anything that could get left behind or tossed out following the parade.

The Local 631 Green Committee in Orlando has been active with Reel Green Sustainability Production Training, the SAVe Sustainability in AV Volunteering, City Cleanup opportunities with various State Representatives and volunteer opportunities with Orlando Wetlands, Keep Orlando Beautiful, and Clean Vibes.

They also have added Green Committee links to their Entertainment Technician Training Links document, so folks can explore sustainability while they are expanding their skills. Also included is a "Take Action" list which allows people to explore numerous environmental/legislative groups and how they may get involved.

In addition to the Local's adopt-a-tree efforts they encourage office staff and referral workers to utilize ecosia.org as their search engine to indirectly plant trees and solar panels while surfing the web.

Local 728 wanted to give a special shout out to members Bobby DeChellis, Dessie Coale, Peyton Skelton, Alan Rowe, Matt Ardine, Greg Reeves and Martin Weeks for speaking at the Netflix CleanTech Pavilion on how the Local is contributing to industry-wide sustainability efforts. They remark that collaboration with companies who recognize the value of their labor is the hallmark of good business.

Lastly, Local 44 has recently started an Instagram account as part of their sustainability efforts. It includes announcements and tips for sustainable living and working in the Los Angeles area.

Local 479 does not have a formal green committee currently, however they are engaging in a number of sustainable actions. There is a food pantry for the members as well as events where they feed the members. Solar panels were installed on the office building, and they switched to lower electricity usage by using LED lighting systems. They continue to research sustainability in production methods and how operational waste in production workflows into the workplace, so they incorporate those ideas into their craft education programs.

CDG Local 892 Sustainability Committee has continued its mission to reduce textile waste, collecting clothing and textiles from members, redistributing useable items locally through a mutual aid organization, and partnering with a local non-profit organization to recycle unusable textiles and scraps that would otherwise go to landfill. The Local contributed to Local 600's annual yard sale by running a textile recycling

booth, and presented an educational sustainability game at Burbank's Earth Day event.

Additionally, the CDG has opened a soft plastics recycling avenue for members ensuring that hard-to-recycle plastics such as dry cleaner bags, plastic wrap, and bubble wrap are recycled through local partners. The CDG is opening this program to all other Hollywood Locals from July to December 2026, while supporting other IATSE Locals' offices in installing their own versions of this program.

Finally, on a smaller but no less meaningful scale, Local 892 has started a worm farm to compost food scraps and select paper waste. Through a simple tiered composting system, its tiny workforce turns waste into nutrient-rich soil for landscaping. It is a small initiative with a big reminder that sustainability starts one step or one worm at a time.

Local 891 continues their efforts in sustainability by taking part in the Reel Earth Day Challenge, the Reel Green Advisory Committee, Reel Green Working Group, and with BCFED Climate Justice and Jobs. For Earth Month, the Local took part in a myth busting campaign on social media. This campaign aimed to educate members on their individual impact on sustainability in the workplace and at home.

The Local is in the planning stage of a Ted Talk-style event with the DGCBC on a sustainable production information event. They are also in ongoing discussion with ReBoard, Nordwerk, and City of Burnaby to support local, and low-cost storage and warehousing for cardboard building materials to decrease the building costs to motion pictures looking to utilize this highly versatile and recyclable material.

The IATSE Local 709 Green Committee celebrated Earth Day 2026 with a member nature walk, encouraging wellness, environmental appreciation, and community connection. The event welcomed members, family, and friends, and included homemade treats and a refillable water station.

PictureNL's 3rd Annual Sustainable Production Day brought together crew, unions, production companies, government representatives, educators, students, vendors, and sustainability organizations to celebrate progress and discuss future opportunities for sustainable production in Newfoundland and Labrador. Panels highlighted practical strategies for reducing waste, improving sustainability coordination, using low-carbon power, and connecting productions with local green resources. The event also practiced sustainability directly by donating 51 pounds of food, offsetting 248 pounds of greenhouse gas emissions, and composting 13 pounds of food scraps.

Local 709 also reports that many larger productions continue to implement green practices, including reusable water bottle policies, reduced printing, improved waste sorting, paint recycling, energy conservation, carbon tracking, compostable packaging, greener meal options, material reuse, anti-idling policies, low-power lighting, reduced generator use, crew engagement through green tips, carpooling, powering down idle equipment, and sourcing suppliers with strong environmental practices.

While there is still room to expand composting and recycling opportunities, Local 709's Green Committee, members, and productions remain motivated to help build a more sustainable film and television industry in Newfoundland and Labrador.

Many Locals are just beginning their sustainability work and are eager to connect with other Locals to network and learn from. The IATSE Green Committee has established an Action Network account and encourages anyone interested to sign up to receive notifications of upcoming quarterly meetups to engage with each other across the Alliance. The QR code for signups may be found on the Green Committee article page.

President Loeb thanked Assistant Director Savage and Sister Romanov for their report. While the activities catalogued in the report appear to be numerous, the Union needs to do even more. Environmental issues are not a political priority in the United States under the current federal administration and everyone else will need to step up even more as a result. Leaders and members should be vigilant about identifying ways they can make improvements in this area. President Loeb concluded his remarks by expressing his appreciation for the Committee's work.

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 White presented to the Board a report on the IATSE National Benefit Funds.

Contribution receipts for the six-month period ending June 30, 2026 were just over $226 million. This amount, as compared to the same period in 2025 is 11% greater and looking at the same period in 2019, the year prior to the COVID-19 pandemic, receipts are 20.82% greater. When compared to the first six months in 2023 receipts this year are essentially flat. Contribution receipts from motion picture production were 54%, with the balance coming from live theater, amusement parks, trade shows and exhibition, broadcast and more.

As of June 30, 2026, net assets of the Funds have reached $3.6 billion. Compared to total net assets of approximately $2.7 billion as of June 30, 2021 asset levels have increased by 33.6%. Comparing year-end 2025 to the first six months of 2026 the market value of assets has increased by 5%.

As of July 1, 2026, the IATSE National Health & Welfare Fund provides health coverage to 52,908 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 just over 103,000 participants. Accounts are held in various options provided by The Principal. The Principal has an easy to use app allowing participants to check balances and plan for retirement with a special 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 10,500 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 make steady progress on the development of an entirely new computer system. The Fund Office currently uses its current system as the basis for the new platforming of the new system. As a module, such as pension credits is completed it gets deployed and replaces the corresponding old database function. This project will continue for several years until the Funds are completely moved over to these new functions.

The Fund Office has also been slowly introducing the ability to allow employers and payors to make contribution remittances via ACH rather than paper checks. A planned expansion of this feature for the website and other internal sources is forthcoming.

President Loeb noted that the Fund has continued to grow and consequently its trustees and various committees are doing much more work than in the past. The pension fund is 100% funded, which is reassuring. The Plan C welfare options continue to allow flexibility in coverage despite some changes over past years. He extend his thanks to the trustees for adapting to the growth of the funds, and observed that their service requires much work and responsibility.

IATSE PAC REPORT

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

For the period January 1, 2026 to June 30, 2026 the IATSE PAC received $164,167 in contributions and made disbursements of $164,500. The State and Local PAC received $15,000 in contributions and made $14,700 in disbursements. The Federal Speech PAC had receipts of $90,000 and made disbursements of $75,000.

There were seven significant one-time contributions. These were $14,920 from the PAC event held during the San Antonio General Executive Board meeting, $1,530 from Local 2, $828 from Local 21, $660 from Local 769, $995 from District 2, $10,541 from Local 798, $7,914 from Local 839 Post-It Show, and $3,235 from District 10 for a grand total of $22,808 from special events.

There are presently 1,848 monthly credit card and payroll contributors which is an increase of 105 from the previous six-month period. Members from 154 different local unions made contributions to the PAC.

The disbursements of $164,500 from the IATSE PAC were contributed to fifty-eight different campaigns and the disbursement of $75,000 from the Federal Speech PAC was contributed to two campaigns and the disbursement of $14,700 from the State and Local PAC was contributed to six campaigns.

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 who become monthly contributors and that will include any new signups from those attending the PAC Fundraiser at the hotel during this meeting of the General Executive Board.

The 3rd Annual IATSE PAC Local Solidarity Awards were presented during the IATSE PAC Committee report at the 2026 Mid-Winter General Executive Board Meeting in San Antonio and will continue to be awarded annually at each future Mid-Winter GEB meeting. Recipients of the third annual awards were recognized in The Official Bulletin: 2026 Q1/ No. 691.

The Committee provided a mid-year update on qualifications for the 4th Annual IATSE PAC Local Solidarity Awards as of June 30th. Locals 14, 52, 76, 121, 665, and 769 have qualified for the Bronze award. Locals 21 and 28 have qualified for the Silver award. Locals 2, 7, 8, 592, 600, and 631 have qualified for the Gold award. No Locals have yet qualified for the Platinum award. Locals One, 16, 44, 66, 112, 154, 317, 322, 491, 700, 720, 728, 764, 800, 839, and USA829 are on track to qualify for, and receive honorable mention. The PAC Committee commended these Locals and looks forward to seeing what they achieve by year's end. The PAC Committee encouraged additional U.S. Locals to prioritize IATSE PAC this year and achieve recognition in 2027.

The Political/Legislative Department launched the IATSE PAC Payroll Deduction Check-Off Campaign at the 2026 Mid-Winter General Executive Board Meeting in San Antonio. International President Matthew D. Loeb sent a memo to all U.S. Local officers requesting the campaign be prioritized. The memo provided instruction and new resources from the International to facilitate local union implementation of IATSE PAC payroll deduction check-off within collective bargaining agreements and onboarding paperwork.

The Political/Legislative Department produced four resources to facilitate implementation of IATSE PAC payroll deduction check-off – the IATSE PAC Contract Language, the IATSE PAC Payroll Deduction Authorization Check-Off Language, the IATSE PAC Payroll Deduction Authorization Form, and the IATSE PAC Payroll Deduction Employer Instructions. The resources can be found online at IATSEPAC.net.

President Loeb requested all IATSE U.S. Locals secure IATSE PAC contract language in future negotiations, provide IATSE PAC payroll deduction authorization to members in employer start paperwork or Local onboarding paperwork, and work to implement utilization where contract language already exists. President Loeb directed the General Executive Board, Departments, and International Representatives to secure IATSE PAC contract language in International agreements and when assigned to assist with local union negotiations, and ensure IATSE PAC authorization forms are added to the onboarding process under each contract.

President Loeb and International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. secured a commitment from the Alliance of Motion Picture and Television Producers (AMPTP) to provide IATSE PAC payroll deduction. The Political/Legislative Department is implementing with AMPTP member companies. Director McIntosh thanked International Vice President Miller for assigning International Representative Marisa Shipley to assist with this work. International Vice President and Stagecraft Department Director Michael J. Barnes has secured IATSE PAC payroll deduction contract language in International agreements with Live Nation, Oak View Group, Rock Force, and Barney Monk. Local 720 achieved IATSE PAC payroll deduction in a contract with Encore, scalable for any Local with an Encore contract. The Department will continue to work with the craft departments on implementation. Director McIntosh thanked President Loeb for his continued leadership on this initiative.

In passionate remarks, President Loeb strongly reiterated comments he has made at prior General Executive Board meetings decrying the lack of participation in the PAC among IATSE members. Leaders of local unions must commit to making this a priority. He wondered what else must be taken away from working people in the United States to spur greater participation in the political process by the Local leadership and the members. Organized labor is in big trouble, politically, and the only way to turn the tide is greater participation in the political process. President Loeb concluded his remarks by thanking those who have made the PAC a priority.

IATSE PRIDE COMMITTEE

International Vice President, National Business Agent, United Scenic Artists, Local USA 829 and IATSE Pride

Committee Co-Chair Carl Mulert, IATSE Canadian Office Operations Manager and IATSE Pride Committee Co-Chair Nate Richmond, International Representative Rachel McLendon, Assistant Executive Director of the Costume Designers Guild, Local 829 Doug Boney, Local 631's Kimberly Holdridge, Eastern Canada Pride Coordinator Jake Ivany and Northeastern U.S.A. Pride Coordinator John "Jack" Curtin provided the General Executive Board with an update on the IATSE Pride Committee's activities since the Mid-Winter meetings in San Antonio, Texas.

IATSE Pride Co-Chair Richmond began by welcoming Vice President Mulert to his new role as Co-Chair of the IATSE Pride Committee. While Mulert had been with the Committee since its inception, his appointment meant that there are now co-chairs that represent both countries.

The Committee began its report discussing the email that was sent to officers of all IATSE Locals providing them with information they could use when planning Pride Month communications. The email contains links to their newly redone IATSE Pride website, which Co-Chair Richmond had completely rebuilt to remove the third-party template, making the back end more closely resemble iatse.net and the updated iatsecanada.net.

One new feature on their site is a form that Locals can use to submit information about their Pride Committee (or more general committee that includes Pride). They proceeded to show a map of the five provinces and nineteen states where at least one Local had indicated they had such a committee. They encouraged any Locals from states that were not highlighted to submit their committee info using the new form.

With extra eyes on their site, the Committee created an optional, anonymous survey where members could help direct where best to focus the committee's energy, and they shared some of the results:

- 45% of responses came from members of their community, 15% from allies, and almost 40% did not specify;
- One third of respondents were from Canada, one third from the U.S. and one third did not specify;
- Approximately 43% have a committee that covers Pride, 14% do not, 5% were unsure and 38% did not specify.

Partcipants also ranked suggested initiatives, resulting in #5 being planning a parade or march, #4 establishing a committee, #3 inclusive contract language, #2 political engagement and the most popular was social events. The Committee noted that the top two initiatives being opposites actually make sense in tough times, where people want to fight back and also remember to take time to enjoy life.

The Committee then provided an update on two legal issues that directly affect the LGBTQ+ community.

The first was regarding Alberta separating from Canada, an idea that had been recently pushed onto the provincial agenda by far-right separatist forces. Alberta has plans to hold a province-wide referendum on October 19, 2026, asking whether the province should remain part of Canada or begin the legal process toward a future binding vote on separation. Critics have raised concerns about how the question reached the ballot, including signature validity and the lowering of the threshold required to bring it forward.

For 2SLGBTQ+ Albertans, the concern is that Canada's Charter of Rights and Freedoms, which protects equality rights and fundamental freedoms, would not automatically apply in an independent Alberta. Given this provincial government's record of using the notwithstanding clause to override Charter protections for trans youth and workers, the referendum raises serious concerns about what legal protections could be weakened or lost if federal oversight were removed. Luckily, separation is currently unlikely to succeed. But the referendum itself, and the government's refusal to oppose it, should frighten everyone.

The second was regarding Chiles v. Salazar, a case challenging Colorado's ban on conversion therapy for LGBTQ+ minors, where the U.S. Supreme Court issued an 8-1 decision that weakened protections for LGBTQ+ youth. The ruling is a serious setback in the fight against a widely discredited practice linked to anxiety, depression, and increased risk of suicide.

On March 31, the Committee issued a statement thanking Justice Ketanji Brown Jackson for her powerful dissent that recognized the harm these practices cause and the urgent need to protect young people.

Against this backdrop, Committee members have continued their work, and they highlighted a few of the recent events.

On February 25th, members of the Committee took part in Pink Shirt Day, 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.

In March, the Dignity Network Canada hosted an online event called "The Soft Power of Heated Rivalry", and Richmond and Eastern Canada Coordinator Jake Ivany were in attendance. Through the lens of Canadian culture like gay hockey drama Heated Rivalry, (made in part by members from Local 411 and 667) they explored approaches to public affairs and human rights in diplomacy.

This really resonated with the Committee because, in many ways, their work relies on soft power. Rather than trying to change attitudes through pressure or confrontation, they have chosen to influence through visibility, education and mutual respect. Essentially showing that LGBTQ+ workers are simply colleagues, friends and fellow union members, allowing allyship to develop organically.

On Tuesday, May 19th, Vice President Mulert attended the UNI Global LGBTQIA+ Network Meeting, where the primary topic was the rise in Technology-Facilitated Gender-Based Violence (TFGBV). TFGBV is gender-based violence that occurs through digital technologies or is enabled by them, including online abuse as well as offline harm facilitated by digital tools.

UNI Global Union, the United Nations, UNICEF, and numerous government agencies have identified TFGBV as one of the fastest-growing forms of violence affecting women, children, and members of the LGBTQIA+ community. Examples include cyberstalking, online harassment and hate speech, image-based abuse, and doxxing: publicly revealing someone's private information online without their consent to harass, intimidate, or shame them.

The impacts can include fear, anxiety, depression, harm to employment opportunities, and the silencing of individuals in public life, advocacy, or leadership. At its worst, online abuse can escalate into offline stalking, harassment, or physical violence.

For the Queer community, the effects can be especially profound. Misgendering, online surveillance, threats of being outed, and doxxing can force our kin to out themselves before they are ready, avoid certain sectors, or keep their true selves private, often with little recourse from digital platforms.

Seventy-three percent of LGBTQIA+ individuals, including three in five youth, have experienced online harassment, while forty-three percent of workplaces have no relevant protections in place, including CBA language or training.

For people in the labour movement, especially officers and labour leaders, the risk is heightened by their public visibility and advocacy roles. TFGBV is increasingly used to intimidate people from participating in leadership and public discourse.

Vice President Mulert concluded his portion by stressing that everyone must strengthen their digital security, limit the personal information they make public, and ensure that unions adopt anti-harassment policies that explicitly cover online conduct.

Committee Member Boney attended the Pride at Work National Executive Board meeting and Quadrennial Convention from June 1st through June 4th in Minneapolis, MN. The theme was Fight with Pride. In addition to the regular business of board meetings and conventions, including bylaws changes, resolutions, elections, and robust discussions, there was a wonderful lineup of speakers, breakout sessions, workshops, and celebrations. AFL-CIO President Liz Schuler, Minnesota AFL-CIO President Bernie Burnham, and Minnesota Lt. Governor Peggy Flanagan opened the convention with rousing speeches acknowledging the start of Pride Month, the importance of the community to the labor movement, and the fight for working folks everywhere.

On the first evening, there was a welcome party where attendees heard from Dr. SJ Joslin, a former Yosemite biologist who was fired and criminally investigated by the federal government after flying a transgender pride flag from El Capitan on their own time as a private citizen. Dr. Joslin spoke about how their union, the National Federation of Federal Employees, has been fighting for them.

One of the most iconic speakers was Cleve Jones, a UNITE HERE member, AIDS and queer rights activist, and

founder of the NAMES Project AIDS Memorial Quilt, who spoke about the long fight for rights and the need to find common ground so the community is fighting its true oppressors and not themselves.

At the awards gala, Pride at Work honored Alex Gonzalez and Yan Hidalgo, an immigrant gay couple from Cuba seeking asylum in the U.S. and union members who had worked at SUNY Upstate Medical University before they were arrested and detained by ICE during a routine immigration appointment in Syracuse, NY. Alex and Yan have since been released but are still fighting for asylum. They could not travel to the convention because they feared being detained again, but they joined by teleconference. Leaders of their unions, United University Professions and Civil Service Employees Association, accepted the award on their behalf.

Lastly, there were education and training workshops around Pride and Union Values and fighting authoritarianism, facilitated by the American Federation of Teachers, and Boney led a session on effective leadership for local Pride at Work chapters.

Other IATSE members in attendance were Wes Haskell from ATPAM, M Cherry from Local 22, and Robyn Schultz from Local 18.

Boney concluded his portion by thanking President Loeb for assigning him to represent the IATSE on the National Executive Board of Pride at Work.

The Committee then highlighted a few of the initiatives that Locals have undertaken.

In Alberta, Local 212 has been actively involved in the labour movement's response to the Smith government's agenda. The Local took part in the May 29 "Fight Back Now" Day of Protest, joining workers and community members across the province in opposition to attacks on public services, worker rights, and Charter protections, including those affecting queer and trans Albertans. Their participation is an important reminder that the fight for queer and trans rights in Alberta is part of a broader labour and democratic resistance movement.

When AQTIS Local 514 of the IATSE was in the early stages of developing its DEIA Committee, they invited Co-Chair Richmond and International Representative Isabelle Lecompte to discuss the International's committees and help answer questions as the Local began shaping one of the Committee's first major projects: a DEIA Policy. The Committee was pleased to announce that the policy, first adopted by their Committee earlier this year, has now been adopted by the membership at their AGM. For LGBTQ+ members, the policy is especially meaningful because it specifically recognizes barriers faced by LGBTQ+ communities, and commits the Local to safe, inclusive workplaces where all members can participate fully and with dignity.

On May 18, the New York Locals hosted a packed screening of The Devil Wears Prada 2, with more than 400 members attending. The evening included a Pride video presentation and a post-screening Q&A featuring members who worked on the film. The event came together through the efforts of many people, with special recognition to Local 700's Muneeb Hassan for his work.

At Local 720, different committees take turns hosting the luncheon before the General Membership Meeting, and Pride Committee member Chris Cipriaso shared that her Committee was given June in recognition of Pride Month. Since Las Vegas Pride is held in October because of the extreme summer heat, the luncheon gave members a chance to mark Pride in June, with the Local standing alongside the Pride Committee and showing their support.

The Committee also gave a shoutout to Local 306 member Eileen Remor, a Hudson Theatre usher and Co-Chair of the Religious Action Committee at Stephen Wise Free Synagogue. Eileen helped organize the synagogue's annual Pride Shabbat, creating space for LGBTQ+ inclusion, community, and advocacy for the Equality Act, federal legislation that would strengthen protections against anti-LGBTQ+ discrimination. It was a meaningful reminder that people should be able to bring their full selves into every part of their lives.

The Committee noted that they have previously reported extensively on the discriminatory history of Canada's blood donation policies affecting LGBTQ+ people. Local 938's Pride Committee is helping turn that history into action through quarterly blood drives with Canadian Blood Services. Thanks to the initiative and planning of 938 Pride Secretary Jodie Pama, every donation made through their team helps the Local move toward its annual goal of 50 donations. Their next blood drive is scheduled for September 5, and in

addition to doing good and helping save lives, donors will receive an awesome thank-you sticker designed by 938 Pride member Issa Go.

Darcelle XV, the stage name of Walter Cole, was a Portland drag icon who held the Guinness World Record as the oldest performing drag queen. She passed away in March 2023 at age 92, leaving behind a legacy that helped shape Portland's LGBTQ+ community. This year, the city celebrated the grand opening of Darcelle Plaza, a new downtown park dedicated in her honour. Local 28 members were proud to help build the space, with rigger/installers working under the newly expanded joint contract to install the sunshades at the plaza.

The Committee also listed various prides parades and marches that Locals had recently participated in.

The Santee Pride Walk and Festival kicked things off on May 30th and Local 122 was there to participate. Santee has a reputation of being an intolerant town in San Diego County, but for the third year in a row, their Pride festival has been an absolute success. This proves that if the community shows up, they can make changes that show marginalized folks that they are not alone.

One of the first in June was Boston Pride's "For the People" parade, which is a community-centered, non-commercial space. This year's theme was "Pride as Protest Since 1776" and members from Locals 11, 114, 161, 481, 600 and B-4 marched alongside SAG-AFTRA New England for their second time as a combined contingent.

This was followed the next day by the West Hollywood Parade which included Locals 700, 728, 839, B-192 and USA 829. Special shoutout to Queer TAG Committee Chair, Andy Garner-Flexer for their work coordinating the contingent!

Many of this year's events fell on June 28th, which is the anniversary of the Stonewall Uprising. The New York City Locals once again participated in the March and were once again joined by Vice President Mulert. Special thanks were given to International Pride Committee member John "Jack" Curtin for all of his hard work pulling this off.

Toronto held their parade on the same day, and all Locals, including Canada's newest, Local 939, had participants signup. Both Director of Canadian Affairs John Lewis, and Pride Co-Chair Richmond participated in a contingent that also featured a float courtesy of Local 873. Big thanks to Local 873 Vice President David Tellez for all his work on the float.

Twin Cities Pride also held their parade that day, where a small but mighty group representing Local 13 walked alongside AEA, SAG-AFTRA and other unions in Minnesota.

Lastly, just over a week ago, Locals 667, 680, 849 and ADC 659, along with the DGC Maritimes and ACTRA Maritimes, once again walked in the Halifax Pride Parade under the name "Entertainment Unions of the Maritimes".

Before they Committee finished their report, they acknowledged the work of David Gersten of ATPAM. Beginning with their first official participation in the New York Pride March in 2019, David had been a part of the planning committee, joining every meeting and assisting the group throughout. A staple at their GEB get togethers, David also graciously provided his 9th Avenue Saloon as the location of the annual IATSE NYC pride kick-off party. Unfortunately, David passed before he could join in this year's parade and so the Committee thanked him for all of his hard work and support over the years.

President Loeb thanked the Committee for its report. It demonstrates that the Committee's important work and outreach to further the cause of the union's LGBTQ+ kin continues. The Union's LGBTQ+ kin are not just colleagues; they are part of the Union's family. Equal rights and equal treatment must be pursued not only externally, but at the bargaining table. He noted that the work in the international arena is significant and important. President Loeb concluded his remarks by thanking the Committee for their ongoing work, especially at a time when the rights of the LGBTQ+ community are under constant threat.

IATSE WOMEN'S COMMITTEE

Vice President and Women's Committee Chair Colleen Glynn, Vice President Marielle "Apple" Thorn, Assistant Director for Stagecraft Stasia Savage, and Representative Cindy Jennings appeared before the Board to report on Committee activities since the Board's mid-winter meeting in January.

This summer marks the tenth anniversary of the International Women's Committee. Born out of a small group of women who attended General Executive Board meetings and regularly gathered for dinner during those meetings, the Committee has grown to a wide network

of women supporting women and celebrating their accomplishments across the entertainment industry. The following is a report of the activities of the various Women's committees across the Alliance since January.

The Local 891 Women's Committee, established in 2015 to advance equity, inclusion, and support for women and marginalized genders in the entertainment industry, has continued advocating for access to menstrual products, breastfeeding spaces, and domestic violence leave. The Local has achieved contract language improvements in these areas. It hosted a series of events, including an International Women's Day gathering and participation in the Vancouver and District Labour Council Women's Day Dinner. It has continued its support of the Downtown Eastside Women's Shelter through donations and volunteer efforts. The Local's Women's Committee sent delegates to the Summer Institute for Union Women to build leadership and solidarity skills. In following the rebranding of the International's Women's Committee, the Local Committee launched a new logo and branding, "Bread and Roses," symbolizing women's ongoing fight for dignity and fairness. The Local 891 Women's Committee is engaged in ongoing strategic planning discussions to guide future initiatives. The Local is proud of its decade of work advocating for women and equity-seeking members and is committed to continuing this vital work for years to come.

Margarita Villas from Local 856 challenged the Canadian Women at an International Women's Coffee Klatch to participate in the Shopper's Drug Mart Run for Women. This event is held in eighteen cities across Canada. Villas ran the official Winnipeg run and then ran an additional 5k on the day of each of the other races for a total of 90K run and raised $4,000 for charity.

International Representative Cindy Jennings along with Local 764 Secretary-Treasurer and IATSE DEI Committee Co-chair Kimberly Butler-Gilkeson participated in a Pride Committee webinar about Intersectionality Within the Workplace.

Local 667 contributes to support Women in Film and Television Toronto financially, as well as participating as guest speakers and instructors in the "Lights! Camera! Learn!" workshop. In honor of International Women's Day, Local 667 hosted an annual pub social event for their Women's Committee.

The Canadian Women's Day March had participation from the International and members of Locals 58, 411, 667, and 873 in attendance.

Women from the International and across IATSE affiliated local unions in Canada, hosted a Canadian Labour Congress webinar "Domestic Violence and Harassment at Work". This free lunch hour type of conversation was well attended by Canadian as well as American members. The event will be re-run in the fall for those who were unable to attend.

In March, Local 873 hosted their Women's Committee Meet and Greet. This annual event is an opportunity for the women of Local 873 and their allies to come together to meet each other and hear from women in the industry. In support of this year's theme, Accelerate Action, the Local 873 committee brought together speakers from many facets of the entertainment industry including Local President Angela Mastronardi, Vice President David Tellez, Set Decorator Kerri Wylie, Production Designer Shayne Fox, Hair designer Etheline Joseph, SPFX Coordinator Sophie Vertigan and International Representative and IWC Executive Committee member Representative Cindy Jennings, to talk about experiential learning and using those experiences to take action to ensure future generations face fewer barriers to success. The IWC expressed appreciation to Local 873 Women's Committee Chair Sydney Kondruss and her committee for hosting such an inspiring event.

The Women of Local 728 have been very active this year. Erica D. Hayes spoke at Live Design International (LDI) in Las Vegas on "Women in Lighting: Navigating Diverse Lighting Environments." She also was on the cover of the Local 728 Bulletin with a multi-page profile highlighting her career. Having joined the IATSE in 2021 she continues to work as a programmer on high profile music tours, Hollywood shows and corporate events.

Olivia Riportella was appointed Chair of the IATSE Local 728 Young Workers Committee. Riportella has been active in the Local and has represented the IATSE in Sacramento, California speaking on the current state of the industry to leaders in the CA State Legislature. She testified in front of the State in support of CA Assembly Bill AB1138, which concerns a Tax Credit for the Motion Picture Industry.

Local 728 member Dessie Coale along with Co-Chairs of the IATSE Local 728 Women & Kin Committee, Michelle

LeDoux and Laura Stewart, organized the Local's presence in the West Hollywood Gay Pride Parade. Partnering with The Animation Guild Local 839, and Editors Guild Local 700 the event was a great show of solidarity and inclusion.

The Motion Picture Editors Guild Local 700 Women's Committee along with the Lift Up Women Mentorship Program held a Women's History Month Bingo Event. Members came together for a lively afternoon filled with delicious food, beer, exciting prizes, and great company, all while learning the names and biographies of historic women filmmakers by reading out their names on the bingo card. The Bingo cards beautifully highlighted special achievements by women in the film industry. The Local also celebrated its erstwhile executive director Cathy Repola in her retirement.

Women of Local 80 joined UFCW Local 770 in their Practice Unfair Labor Practice Strike for grocery workers held in Downtown Los Angeles.

In addition to these activities the International and Canadian Women's Committees continue to host monthly and quarterly get togethers via zoom called Coffee Klatches. These well received events allow women from across all crafts to gather in an informal setting to discuss issues that impact women both on the job and in their communities. Common topics include child and elder care, harassment, leadership skills and opportunities to connect with mentors. Vice President Glynn expressed appreciation to Assistant Director Savage and General Counsel Samantha Dulaney for their participation in the March 2026 Klatch discussing collective bargaining. The next Alliance wide gathering will be held in September. For information on attending please reach out to your Reginal Team Lead or District Coordinator.

President Loeb thanked the Women's Committee for its ongoing efforts to connect and engage women throughout the IATSE. He reiterated the importance of affiliated local unions participating in the Coalition of Labor Union Women and praised the Committee's spotlight features for being informative, engaging, and impactful.

He also commended the Committee and Local women's committees for their successful fundraising efforts on behalf of organizations supporting women's causes. Noting that many issues of particular importance to women are at stake in the 2026 U.S. midterm elections, President Loeb emphasized the need for continued vigilance and advocacy. He encouraged the Committee and U.S. local unions to redouble their voter engagement and turnout efforts.

President Loeb concluded by expressing his appreciation to Vice President Glynn for her leadership and thanking the Committee for its dedication and service to the membership.

IATSE YOUNG WORKERS COMMITTEE

Communications Department Director Jonas Loeb, Assistant Director of Human Resources Vanessa Stacey, Senior Communications Coordinator Steven Chaussee, Communications Strategist Megan Greene, and International Representative Jeremy Salter reported on the most recent activities of the Young Workers Committee.

The Young Workers Committee reported on the 2026 IATSE Young Workers Committee Conference, held in Toronto during the three days preceding the 2026 Mid-Summer General Executive Board meeting. The report summarized the Committee's work to develop young worker leadership, strengthen local union engagement, and connect participants with IATSE resources, organizing strategies, political action, sustainability efforts, communications tools, and peer networks across the Alliance.

The conference welcomed 107 young workers from sixty-nine Locals in the U.S. and Canada, consistent with the Alliance's 2025 observation that one in five IATSE members is Canadian. Nearly 60% of participating Locals nominated two young workers, while just over 40% nominated one. Attendee membership tenure ranged from newer members to workers with more than seven years of membership in the Alliance.

International Vice President and Director of Canadian Affairs John Lewis opened the conference. Assistant Department Director of Education and Training Jennifer Halpern then led the traditional history and structure program reviewing the IA history, labor history generally, changes in industry technology, and the structure of the IATSE. The session began with solidarity bingo, which encouraged participants to meet one another and helped establish an interactive tone.

International Representative Marisa Shipley and Assistant Department Director Halpern reviewed member and local union resources, including the IATSE Training Trust Fund (TTF), educational

opportunities, LinkedIn Learning, the IA webinar library, the Entertainment Community Fund, socially based support organizations, the Safety Hotline, and safety-monitoring resources. A Jeopardy-IATSE program followed, with Adrian Healy, Ernie Schirru, and Representatives Salter and Tyree presenting United States and Canadian labour law through an interactive trivia format.

Green Committee Chair and Assistant Department Director of Stagecraft Stasia Savage addressed sustainability challenges and encouraged participants to remain active in improving environmental practices. A social event later welcomed attendees, including appearances by General Secretary-Treasurer Wood, International Trustee Andrew Oyaas, Pride Committee Chair Nate Richmond, and Assistant Director of Canadian Affairs Monty Montgomery.

The following day of the conference opened with International Vice President and Local 212 President Damian Petti presenting lessons on local union leadership. Participants then attended concurrent political and legislative sessions covering Canadian and United States priorities, respectively. Engaging presentations were chaired by Vice President Lewis and Assistant Political and Legislative Department Director Jackson Rees. Representatives Shipley, Salter, and Tyree later led organizing training on organizing models, best practices, current union drives, and the relationship between traditional venue-based organizing and accelerated organizing models.

Nora Loreto, editor for The Canadian Association of Labour Media (CALM), presented on communications for union action. The session reviewed tools and tactics for local union communicators and rank-and-file members and included a hands-on exercise in which participants developed communications plans involving realistic scenarios — including disaster relief, non-union labor, apprenticeship, contract negotiations, arts and entertainment funding, voluntary recognition, and tentative agreement ratification.

The conference's final day began with a keynote address from International President Loeb, who delivered remarks about the state of the Alliance and connected the role of young workers, together with all members of varying experience levels to prepare for fights over worker rights ahead. A panel discussion followed with leaders who had participated in the IATSE Young Workers program or made significant contributions as young workers, including International Vice President Vanessa Holtgrewe, IATSE Canadian Labour Congress Delegate Amanda Bronswyk, International Representatives Wade Tyree and Rachel McLendon, Local 481 President Kimmie Johnson, and Local 122 President Greg Sowizdrzal.

Feedback from designated delegates to the conference was overwhelmingly positive. Overall conference satisfaction averaged 4.8 out of 5 with more than ninety percent of respondents rating sessions as very valuable or excellent. Delegates recommended additional small-group discussion and hands-on activities, more breaks in longer lecture-based sessions, and expanded content on sustainability and emerging technologies. Participants identified organizing, political action, member resources, IATSE history and structure, and networking with peers from across North America among the most impactful aspects of the conference.

Many attendees returned to their Locals with plans to establish or strengthen Local Young Workers and Green Committees, increase political action committee (PAC) participation, expand member education, and apply new organizing strategies. Consistent with past practice, attendees identified a goal or project for the coming year, and the Committee will meet with participants by Zoom after three, six, and nine months to track progress and provide resources or guidance. Since the IATSE's Young Worker initiative began in 2012, more than 900 IATSE young workers have attended the conference, and alumni now include multiple International Vice Presidents and several IATSE representatives.

The report also summarized the UNI-MEI Global Youth Working Group meeting held on June 11 and 12 in Dublin, Ireland, where Communications Strategist Steven Chaussee represented the IATSE. Young worker leaders discussed catering and basic on-set standards, night shoots, fatigue, work-life balance, sufficient days off, and coordination with film schools. The discussion emphasized that reaching students and young workers early remains important to building a stronger and more informed workforce across our industries.

President Loeb thanked the Committee for its work and noted the

significant number young workers that Young Workers Committee Conferences have reached recently and over many years. The International Alliance and the General Executive Board will continue to support young workers initiatives in the U.S. and Canada and again encouraged the Committee to support the important work of supporting strong members throughout the Alliance, both young and more senior.

INTERNATIONAL AFFAIRS

International Vice President and Director of Motion Picture and Television Production Department Michael F. Miller, Jr. and International Vice President and Director of Canadian Affairs John M. Lewis reported to the General Executive Board on their attendance at the UNI-MEI meetings including one held in Bogata, Colombia in June of 2026.

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 and which aim to enhance the rights of workers to organize legally, build union capacity in developing nations, and improve working conditions for workers across the globe.

UNI Media, Entertainment & Arts (UNI-MEI) is the sector of UNI that unites entertainment unions and guilds in their collective efforts to address issues of common concern for creatives, technicians, and freelance workers across the globe. UNI-MEI's focus is on building union capacity through the pursuit of initiatives and campaigns which support the right of workers to organize and address the ills that often face entertainment workers, including low pay, long hours and unsafe working conditions. UNI-MEI's campaigns often focus on workers' freedom of expression and association and matters of equality, diversity and a just digital transformation. The IATSE is a leading voice within UNI-MEI with President Loeb serving as the UNI-MEI President and Vice President Lewis serving as a UNI-MEI Executive Board member. IATSE officers and representatives, including Vice President Miller, also participate in various working groups of UNI-MEI.

UNI-MEI also held global meetings of its affiliates in Bogata, Colombia in June of 2026 which were attended by Vice President Miller. During these meetings, many of the affiliates shared their harrowing stories of worker repression in their countries of origin and how they continue to fight to overcome them with tools like international solidarity and collaboration as part of UNI-MEI. The meetings of the UNI-MEI Executive in Bogata covered a variety of topics including: prevention of violence and harassment; organizing and capacity building; mental health advocacy and support; combating the culture of long hours; and improving working conditions globally.

A major focus of UNI-MEI has been and will continue to be the future of work in the arts and entertainment sector and the social dialogue centered on copyright regulation to address generative AI. UNI-MEI will be holding its World Congress meetings in December 2026 in Bangkok, Thailand to further discuss a global response to generative AI in the entertainment industry.

President Loeb emphasized that the International must remain actively engaged in global affairs. As many employers in the entertainment industry operate as multinational corporations, the challenges facing workers extend beyond national borders and are increasingly international in scope. The Alliance has a responsibility to help set industry standards for entertainment workers, while sharing best practices and strengthening relationships with sister organizations around the world. He stressed that international solidarity is essential to advancing and protecting the interests of workers everywhere. President Loeb expressed his appreciation to Vice Presidents Miller and Lewis for their active engagement in UNI and UNI-MEI.

THE JUILLIARD SCHOOL

International Vice Presidents Paul F. Dean, Jr. and Carl Mulert, Assistant Department Director for Stagecraft Joseph Short, International Representative Brian Munroe, John Lott (Local One), Martha Smith (Local 764), Daniel Dashman (Local 798), and Sandy Phillips (Local USA829) reported to the General Executive Board on the organizing campaign and subsequent first contract negotiations at The Julliard School.

Director Short reported that anyone involved in union organizing or having involvement in a union representational election for part time or seasonal entertainment industry workers has likely heard of "The Juilliard Formula". The Juilliard Formula is used by the National Labor Relations Board to determine eligibility for part-time or intermittent workers. It is useful for the entertainment

industry where work with employers may come in concentrated chunks over a season or may be sporadic but recurring. "The Juilliard Formula" originated during an organizing drive in 1973-74.

The Juilliard School is one of the nation's most prestigious performing arts conservatories, located at the Lincoln Center performing arts complex in New York City. In 1973, Local One led an organizing drive at the school alongside other unions including the American Federation of Musicians Local 802 and the International Ladies Garment Workers Union Local 38.

Although those earlier campaigns were not successful, the Local One campaign produced a lasting result: In 1974, as part of its decision on Local One's petition, the National Labor Relations Board issued a formula for determining when part-time or intermittent workers are eligible for inclusion in a bargaining unit. That method later became known as the Juilliard Formula.

Beginning in late 2023, IATSE and its New York Locals launched a coordinated effort to organize Off-Broadway workers. That campaign resulted in multiple successful organizing drives and generated momentum throughout New York's theater community. As a direct result of that effort, workers at Juilliard began discussing the possibility of IATSE representation.

At Juilliard, the organizing campaign spearheaded by Representatives Munroe and Daniel Little, grew out of a united effort by workers across multiple crafts and shops, with assistance from the IATSE, in particular Local One Organizer John Lott.

In 2025, the IATSE petitioned the NLRB for a representation election at The Juilliard School. The Union used the same eligibility formula that bears the school's name. More than fifty years after the earlier organizing drive, the 2025 election was overwhelmingly successful, with over 95 percent of voting workers choosing IATSE representation.

Negotiations for a first agreement began in September 2025 and concluded in April 2026. Workers from every production department participated in the bargaining committee alongside representatives from the International and Locals One, 764, 798, and USA829. Together, they worked across crafts and classifications to build a strong first agreement.

The central theme of the campaign and negotiations was solidarity across departments. Workers at The Juilliard School stood together through the organizing campaign and remained united throughout bargaining. The committee focused on addressing wage disparities across crafts for positions with similar responsibilities. The first agreement achieved those goals, including parity for costume shop workers. The accomplishments of the inaugural agreement are covered in the current IATSE Bulletin.

This agreement represents a historic milestone for the IATSE and for production workers at The Juilliard School. More than fifty years after the first organizing effort, workers across crafts and departments came together to secure union representation and a strong first contract. The Juilliard campaign demonstrates the value of persistence, solidarity, and collective action, and stands as an important achievement for the union's continued organizing work.

All crafts came together and in a complicated process have learned how to arrive at agreements that benefit all workers. Vice President Michael Barnes congratulated all involved in the process for their exceptional work.

Assistant Director Short expressed his appreciation to General Counsel Samantha Dulaney and Nicholas Johnson of the Spivak firm for their invaluable assistance throughout the organizing campaign and collective bargaining negotiations.

Vice President Dean thanked General Secretary-Treasurer Wood and his staff for their efforts in processing the applications of the twenty-six newly admitted members of Local One employed at The Juilliard School.

Local 798 Business Manager Dashman noted that one of the strongest supporters of the organizing drive was a former Local 798 member who set aside personal differences in the interest of collective success. He reported that this individual has since been welcomed back into the Local's membership.

Vice President Mulert expressed optimism about the next generation of stage workers who have chosen to join the IATSE.

Vice President Barnes commended the entire negotiating committee, including the workers, Local representatives, and the International. He observed that the Juilliard campaign and negotiations built upon the momentum established through successful organizing efforts at the Atlantic Theater Company,

The Public Theater, the Vineyard Theatre, and Little Shop of Horrors. He also recognized Representative Munroe for his unwavering determination and exceptional dedication to both organizing and collective bargaining efforts.

President Loeb recalled meeting with the New York Locals three years earlier to emphasize the importance of organizing. He commended the Locals for answering that call and, in particular, praised the courage and commitment of the workers who not only sought representation but stood united in pursuit of fair wages, quality health and retirement benefits, and improved working conditions.

LOCAL NO. 938, BRITISH COLUMBIA

Re: ICON First Agreement

International Vice President and Director of Canadian Affairs John M. Lewis, Local 938 President Edward Pedreira and Business Agent Emily Gossman appeared before the General Executive Board to report on the Local's success in organizing the employees of ICON Creative Studios and finalizing a first collective agreement.

ICON is the largest privately owned animation studio in Canada. The studio has experienced rapid growth in the last decade, sitting at around an average of 600-850 employees in a given year. As is common in many industries, ICON's growth over the years had caused a strain on their internal organization and had given rise to significant employee dissatisfaction, many of whom are international workers coming from Latin America, Europe and South Asia.

In June 2024, after a 6-month organizing campaign, Local 938 filed for certification. The parties were able to work through the various issues in dispute, including a dispute over who the true employer was, and the Local was certified on June 10, 2024. The Local then commenced negotiating a first collective agreement using an open bargaining approach in an effort to encourage employee ownership over the agreement. The fifteen-person bargaining committee provided the employees in the bargaining unit with monthly bargaining status updates, hosted a discord chat platform and convened monthly video conference meetings. Newly hired employees would also receive a digital welcome kit which explained the IATSE and the bargaining process. The bargaining committee would also invite rank and file employees to observe the negotiations from time to time – again with the view of complete transparency. In addition to the bargaining committee, Local 938 built a team of workers tasked with internal organizing, using methods taught to us by our union kin at Local 839. The Captains' Team was a group of workers tasked with remapping the workplace, keeping an ear on the ground for major news and inviting people to union meetings one-on-one. In preparation for monetary talks at the bargaining table, the Captains' Team started a small, low-risk initiative to build up support in the workplace: Red Shirt Fridays. For those who worked from home, they were encouraged to change their profile pictures to a blank red square. Upon securing a tentative agreement, the bargaining committee and the Captains' Team then assisted in clearly and concisely explaining the entire agreement to a newly-unionized employees. The Local also built out a website that explained the main wins in the collective agreement and also hosted in-person meetings where employees could ask questions. In the final week of June 2026, 87% of the 850 workers who were eligible to vote did vote and the collective agreement was ratified by 87.3%.

Highlights of the agreement include raises to over 200 employees, preferential hiring for current and former employees, AI protections, the creation of a retirement plan, and much more. More importantly, this agreement brings the experience of bargaining, struggling, and winning with 850 people from 6 continents and wildly different backgrounds. It brings workers who did not trust the process from doubters to union supporters over months of transparency and honesty.

Local 938 would like to recognize that, as a young Local, they benefited immensely from the support of the International including Vice President Lewis and Representatives Jeremy Salter, Will Gladman, and Ming Li as well as Local 839 Business Representative Steve Kaplan.

President Loeb congratulated Local 938 on its success in securing bargaining rights and ratifying a first collective agreement for ICON employees. President Loeb commended Brother Pedreira and Sister Gossman and all members of Local 938 for their victory. He remarked that the Local's organizing at ICON is a great success story and exemplified the adage "united we bargain, divided we beg". Local 938 turned self interest into collective interest. President Loeb expressed appreciation



International President Matthew D. Loeb swears in Local 939 Vice President Brian Johnston, President Nic Van der Spank and Secretary-Treasurer Kate Garand.

to Vice President Lewis and to Local 839 Business Representative Steve Kaplan for their stalwart support.

APPEARANCE: LOCAL NO. 939, CANADA

Assistant Director of Canadian Affairs Monty Montgomerie, who was appointed as the Officer In Charge of Local 939, introduced three of the newly elected leaders of Local 939; Local 939 President Nic Van der Spank, Local 939 Vice President Brian Johnston and Local 939 Secretary-Treasurer Kate Garand and thanked them for their dedication throughout the process of organizing the Local and bargaining their first Collective Agreement. Assistant Director Montgomerie mentioned that this was the latest Local to be chartered into the IATSE, as well as being the very first Local for the chartered into the new designation of "Shop Employees". Following the introduction, President Loeb formally swore them into office.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr. and Vanessa Holtgrewe, and other IATSE Directors of the Motion Picture Industry Pension and Health Plan (MPIPHP or collectively "Plan"), including Local 44 Business Agent Tobey Bays, International Cinematographers Guild, Local 600 National Executive Director Alex Tonisson, Local 695 Business Representative Scott Bernard, Motion Picture Editors Guild, Local 700 National Executive Director Scott George, Local 728 Business Representative – Secretary Greg Reeves, Local 729 Business Representative/Secretary-Treasurer Bob Denne, and The Animation Guild, Local 839 Business Representative Steve Kaplan reported to the General Executive Board regarding the status of the MPIPHP.

The Directors reported that President Loeb has appointed Local 728 Business Representative – Secretary Greg Reeves as a Director of the plan, filling a vacancy left by retired co-chair of the plan and Vice President Emeritus Thom Davis, maintaining 11 of the 16 labor trustee seats. Vice President Miller assumed the role of labor co-chair and made corresponding committee assignments. On the employer side Carol Lombardini, the President of the Alliance of Motion Picture and Television Producers, has retired, leaving a vacancy.

Total Plan assets increased to approximately $14.5 billion through April 2026, an increase of $447 million since year-end 2025 even with liquidations. All plans generated positive investment returns, with annualized net returns of 5.5% for Pension, 4.7% for Individual Account Plan, 2.6% for Active Health, and 1.2% for Retiree Health. Pension and IAP assets continued to grow due to strong investment performance, while Active Health and Retiree Health balances reflected ongoing liquidations and benefit payments.

With low employment and lagging residuals the Plan has continued divestments to pay for current benefits. In 2025 a liquidation of $270 million was used to fund Active Health benefits and another $130 million was used to fund benefit payments for IAP including approximately $37 million in hardship withdrawals. Year-to-date liquidations totaled $50 million for IAP, with another $105 million projected for the remainder of 2026 and $35 million for Active Health, with another $135 million projected. Trustees noted that while there were no Pension Plan liquidations from 2023 through 2025, approximately $20 million in Pension liquidations are forecast for the fourth quarter of 2026. Divestments have the impact of diluting reserves and reserve levels.

Investment returns in 2025 exceeded the annual target return of 7.25% with nearly a 14% return for the Pension Plan and over 12% for the IAP. This is due to a strong performance from equities and alternatives and additional gains from fixed income and real estate. Retiree Health returns came entirely from interest. For the first quarter of this year all plans delivered positive returns,

despite equity declines in March amid geopolitical volatility.

Trustees reported that the plans remain diversified and broadly invested, with all investment portfolios within their target asset allocation ranges, with the exception of Retiree Health, which assets continue to be held in short-term cash funds due to ongoing liquidations and reserve needs. These plan portfolios are built for unstable and volatile markets.

Residual income continues to lag both prior-year levels and bargaining party assumptions, creating ongoing pressure on the Health Plans. Through April 2026, residual income totaled $132.5 million, down $17.7 million from the same period in 2025. Collections through June 9 totaled $254.6 million, approximately $33.4 million below the same period in 2025 and significantly below quarterly projections. The Directors reported that there are no delays in studio payments causing the shortfall. The newly negotiated High Budget Subscription Video On Demand residual streams have begun generating receipts. Through June 9 that includes the first $3.6 million in High Budget SVOD Primary Market residuals and High Budget SVOD Primary Market Bonus of $0.6 million. These actuals are below the projected quarterly income of $15 million and remain insufficient to offset declines in Exhibition via New Media and Post-1960s residuals.

Residuals are normally paid into the Plan on a quarterly basis and historically the fourth quarter is higher than others closing out the year, but that is not as true for streaming. Except for 2024, residual collections from 2021 through 2025 have been distributed relatively evenly across quarters. Last year saw $594 million in residual collections, falling just short of the bargaining party assumption of $600 million, and this year is trending lower so far.

Weekly hours have stabilized compared to 2025 and currently average approximately 1.52 million hours per week. Forecasts indicate that total hours for 2026 are expected to finish between 77 and 80 million hours, despite this being a 53-week payroll year, remaining below the bargaining party assumption of 85 million hours for a second consecutive year.

The Directors emphasized that while reported hours declined 13% in 2025 compared to 2024, contributions were down only 4%, primarily due to annual negotiated rate increases. This year will again see benefit rate increases coming up on August 2, 2026 and will have a similar impact, potentially seeing an increased financial contribution to the Plan via hourly benefits paid out, even if the hours remain stable to 2025 employment levels.

Retirements continue to increase across the Plans. Last year the Plan saw 1,957 retirements, and another 674 retirements through April of this year. The trailing twelve-month average of new retirements is up 8% compared to April 2025. Early pre-Medicare retirements now account for nearly one-third of all retirements and are the more expensive retirees under the Plan because they have no contributions coming in to offset utilization and all costs of utilization are paid out by the Plan without Medicare acting as the primary payor. Excluding a one-time payment made in March 2025, year-to-date pension benefit payments increased 7.4% over the prior year.

The Plans continue to experience a decline in active participants as lower work levels result in loss of eligibility. COBRA participation has returned closer to historical norms, since the end of premium free COBRA, and is projected to stabilize at 550 by August 2027.

An increasing percentage of participants continue coverage through banked hours. After initial qualification, to continue to qualify for active health care coverage under MPI a participant must work 400 hours in a 6 month qualifying period. If they work more than those 400 hours an additional 450 hours can accrue in a bank, to be used in future qualification cycles to top up or fully cover a qualification period and maintain that participant's eligibility. It is because of this structure and the timing of qualifying periods versus coverage periods that a participant can have coverage from up to 18 months after their last hourly contributions are made. Plans also have one-year to submit bills, which can be used to runout coverage. During this one-year period, costs may also be incurred, so together there can be a 30-month period between contributions and reimbursement for a single participant.

At the same time, Retiree Health participation continues to increase and is approximately 6% higher than one year ago.

The Directors reported that Active Health costs declined, despite healthcare inflation of 12.2%, due to lower participation, with year-to-date costs down 3.6% from the prior year.

Retiree Health costs increased 9.4%, reflecting continued growth in retiree enrollment. Trustees noted that prescription drug rebates are recorded quarterly and current reported costs are expected to move closer to projected levels once those rebates are reflected.

Health Plan reserves continue to decline at a faster rate than projected due to lower than expected residual receipts and hourly contributions, elevated enrollment levels due to eligibility via bank of hours (rather than work hours), healthcare cost inflation, and increased utilization. One month of reserves costs 80.5 million dollars for Active Health and 14.1 million for Retiree Health. Active Health reserves currently stand at approximately 9.2 months and are projected to reach 9.1 months by year-end 2026. Retiree Health reserves currently stand at approximately 10.5 months and are projected to decline to 8.0 months by year-end. The Directors reiterated that growing retiree participation, declining residual contributions, and lower hours into the Plans continue to place pressure on reserve levels.

Maintaining eight months of reserves in both the Active and Retiree health plans at the end of this calendar year is a trigger point for several things with short and long term ramifications.

Despite ongoing industry challenges, the Directors emphasized that the Plans remain financially stable and well-positioned in a difficult industry environment. They stressed the importance of local unions continuing to organize, enforce contracts, combat misclassification, and protect jurisdictional work to increase covered employment and maintain contribution levels.

Vice President Miller concluded the report by thanking Vice President Emeritus Davis for his many years of service on the plans and to the Labor Directors for their continued service and leadership on behalf of participants and beneficiaries.

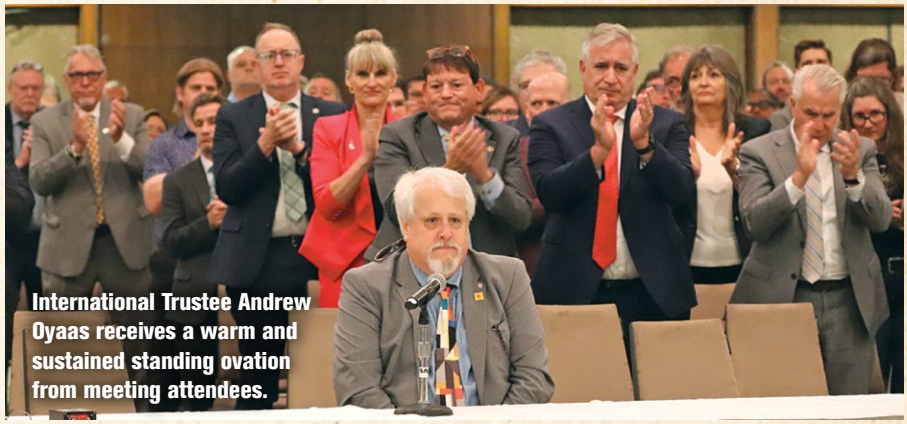
President Loeb thanked the Directors for their report. The industry is going through a difficult period and that is reflected in the numbers outlined in the report. The Producers will have to take responsibility for their missed projections when the parties negotiate next year. The Plans will also need to address issues in the collection process. The loss of work in the United States further emphasizes the need for the Alliance to be active in the political process at all levels. In the meantime, the Directors will have to continue to manage the Plans for the benefit of the members, which they have done capably. President Loeb concluded his remarks by thanking Vice President Emeritus Davis for his long years of service to the Plans.

OYAAS' WALSH/DI TOLLA/ SPIVAK FOUNDATION GIFT

International Trustee Andrew Oyaas appeared before the Board and advised that he has amended his estate plan to include the charitable foundation established by the IATSE as a beneficiary. Specifically, Trustee Oyaas expressed his intention that, upon the passing of all named beneficiaries, any remaining assets of his estate be distributed to the Alliance's charitable trust.

Trustee Oyaas, who serves as Chair of the Disaster Response Committee, explained that the COVID-19 pandemic, together with the increasing frequency of natural and human-caused disasters, underscored the hardships that IATSE members may face. Having witnessed firsthand the assistance provided to members through the Walsh/Di Tolla/ Spivak Fund, he emphasized the importance of ensuring that the Alliance's Foundation remains a permanent source of support for members in times of need. In furtherance of that goal, he has authorized this charitable bequest through his trust and will.

The Board received Trustee Oyaas' announcement with sincere appreciation and gratitude for his extraordinary



International Trustee Andrew Oyaas receives a warm and sustained standing ovation from meeting attendees.

commitment to the Union and its members.

President Loeb remarked that, throughout his service with the International, he had never witnessed a more selfless act. On behalf of the General Executive Board and the entire Alliance, he expressed profound gratitude for Brother Oyaas' generosity, foresight, and devotion to the welfare of the membership. Those in attendance honored Trustee Oyaas with a warm and sustained standing ovation.

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-Winter General Executive Board meetings in San Antonio, Texas.

Vice President Lewis reviewed the current state of affairs in Canada and, in particular, the impact of the more recent geopolitical Trump Administration pursuits including the imposition of tariffs, threats of annexation and the renegotiation of the Canada, United States and Mexico free trade agreement. Vice President Lewis noted that since his last report, Prime Minister Mark Carney and his Liberal government have secured a majority government due to various by-elections and Members of Parliament defecting their party to join the Liberal Party. Despite the defections, Conservative Party leader Pierre Poilievre survived his leadership review with more than 87% support from delegates. In March of 2026, Avi Lewis was elected leader of the NDP with 56% of first-ballot vote.

In addition to the "affordability crisis" being a key political issue at the federal and provincial levels of government, Canada's national unity debate has also emerged as a significant political issue in 2026, driven by renewed separatist pressures in both Alberta and Quebec. Alberta has moved the furthest institutionally, with a province-wide referendum scheduled for October 19, 2026 that will ask voters whether the province should begin the constitutional process leading to a future binding referendum on separation. Meanwhile, in Quebec, the Parti Québécois has regained momentum in the polls and is campaigning on the possibility of a sovereignty referendum if elected in October. Unlike Alberta, where separatist sentiment is largely rooted in economic grievances, federal-provincial relations and perceptions of Western alienation, Quebec's movement continues to be driven primarily by language, culture and national identity concerns. The prospect of these referendums have heightened concerns about economic uncertainty, constitutional instability and regional polarization, while also reinforcing support among many Canadians for maintaining the federation. Recent polling suggests strong majorities across Canada would oppose separation, but the debates are nonetheless influencing federal-provincial relations, election strategies and broader discussions about Canada's future as a united country.

The Canada–U.S. relationship remains the central external pressure point. The July 1, 2026 CUSMA/USMCA review deadline passed without an agreement to extend the pact, meaning the agreement remains in force until 2036. Failing to renew the agreement triggers annual reviews, at least until all three countries can agree to extend for another sixteen years or any of them withdraw unilaterally with six months notice. Meanwhile existing tariffs continue to affect businesses on both sides of the border. In bilateral discussions between Canada and the U.S., and on "Truth Social", cultural policy and digital streaming regulations have been brought into play. The U.S. has objected to Canada's Digital Services Tax, Online News Act and Online Streaming Act, and the Online Streaming Act has been identified as an irritant in the CUSMA review context.

Bill C-11 – The Online Streaming Act

Since the Mid-Winter General Executive Board meetings, the Canada Radio-Telecommunications Commission (CRTC) announced its policy decision as it relates to online streaming companies earning more than $25 million in annual Canadian broadcasting revenue; the CRTC position would require such companies to contribute 15% of their Canadian revenue toward Canadian programming and production, a major increase from the earlier level set at 5%. This CRTC decision has been met with mixed reviews - largely welcomed by Canadian producers, broadcasters, and most unions and guilds as a long-overdue step toward ensuring global streamers help finance Canadian content and jobs.

Shortly after this CRTC decision, the Canadian federal government announced an additional $600 million annual funding commitment to support Canada's audio and audiovisual sectors and directed the

CRTC to reconsider its new streaming and broadcasting regulations, citing the 15% obligation as being a substantial increase over the previous 5% adopted in 2024, that the overall cost burden to the streamers would be passed down to consumers and that the policy required more flexibility. This federal government intervention has essentially eliminated the CRTC's 15% contribution framework. Like the CRTC's original decision, this one has also been met with some pushback. There is general concern that this is overreach by the government to intervene in a semi-independent regulatory process that has already gone through years of hearings and review. From an industry perspective, the $600 million annual commitment was welcomed, but questions remain given the details regarding allocation and implementation have yet to be confirmed and will be subject to consultations in the coming months. The IATSE responded with a press release supporting the funding commitment and reinforcing the following views: funding supports cultural sovereignty by the telling of Canadian stories to a world market while also maintaining strong support for French language content, Indigenous storytelling and content created by and for equity deserving groups; a strong industry which supports Canadian Creative voices recognizes the need for a strong domestic sector as well as a vibrant foreign service sector. Vice President Lewis confirmed that he continues to engage in discussions with the Canadian Producers and the MPA with a view to identifying an industry-led solution on an appropriate funding figure acceptable to all stakeholders and the federal government.

Labour Tax Credit for Live Performing Arts Industry

Lobbying has continued with federal government officials on introducing a labour tax credit for the live performing arts industry independently and also through the Creative Arts Coalition which is comprised of the IATSE, Canadian Actors Equity, Canadian Federation of Musicians, Associated Designers Local 659 as well as PACT, Canadian Live Music Association, National Dance and Opera Associations and some of the larger theatre producers in the country.

Federal Training Grant Application

In the fall of 2025, the Canadian Office conducted a national survey of Canadian Locals to get a clearer picture of what training looks like. The response was strong and fast and confirmed training matters to Canadian Locals but many lack the necessary resources to provide training. Following review of the survey results, the Canadian Office held five hybrid regional meetings across the country to talk openly about access to government grants. Thereafter, the Canadian Office provided Locals with a link to a variety of tools to help them develop their ability to apply for a training grant. Meetings also took place with a number of both stage and film employers to explain the IATSE's intention to pursue government training grants, with the aim of easing the financial burden that training places on Locals and on employers.

The Canadian Office intends to conduct a National Workforce Needs Assessment as a critical first step toward accessing government funding for training. The idea is simple: gather solid, uptodate data to identify training priorities, recruitment challenges and workforce needs across Canada. That information will, in turn, help Locals make stronger and more strategic grant applications. Once completed, this assessment can also serve as a long-term reference for future funding efforts. Employer support is key, and all major employers and associations have provided letters of support.

To date, the Canadian Office has submitted two applications for funding for a National Workforce Needs Assessment and continue to work with federal officials to achieve a positive result.

Artificial Intelligence

The IATSE continues to meet with Canadian federal officials regarding AI regulation and also participate in conferences and consultations regarding the use and impact of AI. The IATSE's message remains consistent: workers and unions need to be at the table for these discussions and any approach to AI must be worker focused and supported by legislation that adopts this focus.

In June of 2026, the federal government launched AI for ALL, Canada's new national artificial intelligence strategy. The three pillars of the new strategy focus on building trust, creating opportunities and reinforcing Canadian sovereignty. While the Strategic Plan is very broad and non-specific, it is clear the Canadian government is ramping up its legislative and public policy work surrounding AI and is increasingly aligning with similar efforts in Europe.

The IATSE has encouraged all Canadian Locals to actively monitor the use of AI in their jurisdictions. To this end, the Canadian Office has provided all Canadian Film Locals with AI usage guideline and reporting templates.

Vice President Lewis provided an update on the status of the IATSE's lobbying efforts with CRTC relating to the On-Line Streaming Act and the IATSE's success in helping to modernize the CRTC's definition of 'Canadian Content' to include many of the worker classifications represented by the IATSE, including costume designers and hair and make-up artists. A review of the IATSE's lobbying efforts with the CRTC relating to the proposed regulation of United States steaming companies was also provided.

Vice President Lewis reviewed the status of the IATSE's lobbying efforts with the Canadian Federal Government to introduce a labour tax credit for the live performing arts industry along side the Canadian Actors Equity, the Canadian Federation of Musicians, the Associated Designers of Canada 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.

Vice President Lewis concluded the report by providing an update on the status of the IATSE's lobbying efforts with Telefilm, and in particular, its efforts to lobby Telefilm to impose a requirement that producers in receipt of Telefilm funding must be signatory to and apply union collective agreements or provide employees with comparable employment terms set out in those collective agreements as a condition in order to receive funding.

Vice President Damian Petti cautioned that there has been some pushback from unions regarding the Canadian Federal Tax Credit to not spend public purse to benefit producers. Vice President Carlson encouraged Locals in Canada and the U.S. to look into government support and grants for training programs, which he has done to great success in Illinois. He noted that the training grants benefit the members and the Local and in turn the greater community.

President Loeb noted the objection to the Canadian film and television tax incentive but added that entertainment is as big as the aluminum, steel and forestry industries and should be supported in the same manner as those trades. He observed that the Alliance's involvement in government and politics at the Canadian national level continues to bring to the fore issues important to the International and the members.

VFX AND VIDEO GAME ORGANZING

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President and Assistant Department Director Vanessa Holtgrewe, Assistant Department Director Chaim Kantor, International Representative Anthony Pawluc, and Special Representative Ben Speight reported on recent organizing and negotiating wins in the visual effects (VFX), practical effects, and gaming sectors to the General Executive Board.

Since the last report, IATSE Representative Maggie Kraisamutr has moved on to other opportunities, and the Department welcomed Rob Nothoff to the team in July. IATSE Representative Nothoff was formerly with the Los Angeles County Federation of Labor as their Deputy Chief of Staff and Director of Strategic Campaigns. He will be helping to organize visual effects workers across the U.S.

Since the last General Executive Board meeting in San Antonio, the IATSE VFX Local has grown to 215 active members in good standing. With the successful organizing of several VFX and game worker companies, most recently with Apple and workers on Star Wars projects, membership is expected to rise to more than 250 artists.

Over the course of 2025 and 2026, a contract was negotiated with Apple TV Studios to cover VFX crews employed on Apple film and television productions. The agreement is based on the Marvel and Disney Studios VFX workers' contracts, which closely followed the Local 700 and Local 600 agreements with the AMPTP.

The Apple agreement provides workers with access to the MPI Healthcare and Pension plans, hourly overtime in addition to a guaranteed 40-hour weekly minimum, turnaround protections, meal penalties, clear job descriptions for each classification, hazard pay, grievance

procedures, and additional workplace protections.

VFX workers employed on Star Wars productions are now represented by the IATSE. A supermajority of workers signed authorization cards, and the workers will be covered under a version of Disney's existing agreement covering Marvel and Disney VFX workers.

Since the Winter General Executive Board meeting in San Antonio, Representative Maggie Kraisamutr's organizing work focused on two active efforts.

The campaign was co-led by Representatives Kraisamutr and Emma Patch, with strategic support from Special Representative Speight. With Kraisamutr's departure, Representative Nothoff will join Representatives Patch and Speight in this important organizing drive.

In March 2026, with support and mentorship from Special Representative Speight, Representatives Fellmeth and Kraisamutr, along with Communications Department Representative Noah Loeb, returned to the Game Developers Conference in San Francisco. The 2K contract had just been ratified, and the news was shared with attendees during roundtable sessions and through hand billing at the event. An on-site meetup was also held for motion capture workers, where 2K Negotiations Committee members Calvin Walantus and Jose Gutierrez spoke with motion capture workers at GDC about their contract gains. During the same week, the Motion Capture Workers survey was launched on gameworkers.org, and the survey remains open for worker responses.

Saturday Night Live's Visual Effects workers have concluded the show's 51st season. Representative Alyssa Mottschwiller made several on-site visits to the crew and supported the workers with issues related to their health and annuity plans. Representative Fellmeth also provided support to the group on these issues.

Representative Fellmeth has also been working alongside Representative Wade Tyree, Special Representative Speight, Local 478 Business Agent Simonette Berry, President Brook Yeaton, and Assistant Business Agent Caleb Guillotte on the campaign at Swaybox.

On May 28, with a supermajority of support reflected in 75 percent signed cards, a demand for voluntary recognition was made to the employer. The employer denied voluntary recognition, and a vote was scheduled for June 30. Because the unit includes both on-site and remote workers, the election was conducted as a hybrid vote. Swaybox hired a union busting law firm and their "vote no" campaign was upsetting and disrupting for the workers. The vote count took place on July 21st, and 71.4% of Swaybox workers voted in favor of unionization, winning one of the largest organizing campaigns in recent film and television history.

In June, Representative Fellmeth attended a Strategic Corporate Research course held by the CUNY School of Labor and Urban Studies in New York City. The 2026 Strategic Corporate Research Summer School, co-sponsored by the CUNY School of Labor and Urban Studies and the AFL-CIO, is an all-day, weeklong intensive course for union staff and others who work or seek to work in social change and corporate accountability organizations, including labor unions, workers' centers, environmental justice groups, and community-based organizations. The course prepares students to engage corporations through hands-on techniques for researching corporate ownership, finance, organization, and power. Fellmeth will create a presentation for the other organizers about what she learned during that week.

IATSE leaders and members who know workers in the video game industry in these regions are encouraged to refer them to gameworkers.org to support ongoing efforts to bring more entertainment industry workers under IATSE contracts.

The CGI Local continues to hold quarterly General Membership Meetings, including meetings held on February 3 and May 9, 2026. These meetings provide an effective venue for members to interact with other artists and IATSE leadership. IATSE Officer and Representative reports are provided, along with opportunities for members to participate in question-and-answer discussions. Several industry organizations have also been invited as guest speakers, and members have responded positively to these presentations and requested additional special presentations at future General Membership Meetings.

The organizers have hosted social membership outings in Los Angeles and New York for these workers. These events have provided members with an informal setting to discuss industry work, union topics, contract benefits, organizing leads, and future organizing targets.

The CGI Local continues to distribute a quarterly electronic newsletter to VFX and game worker members. The newsletter includes industry and union updates, member stories and photos, organizing victories, future membership meeting dates, and upcoming events.

Monsterpalooza provided an opportunity to connect directly with artists, technicians, and shop workers, establish credibility in the industry, and increase awareness of IATSE's commitment to organizing in the practical effects sector.

On a day-to-day basis, International Representative Pawluc remains in regular communication with VFX members regarding membership status, contractual working conditions, health and pension benefits, and other union or industry-related matters that arise.

The Department's work in VFX, practical effects, and video games continues to move forward through identification and outreach, active organizing campaigns, contract negotiation, and growing member engagement.

These efforts are creating a path forward for workers who have long operated outside union protections. As new members become more engaged and as new leads continue to develop, the Department is well positioned to build on the progress made. The work ahead remains focused on steady, worker-led growth across these industries.

President Loeb thanked Vice President Miller for the report and the representatives for their diligence, follow-through, and contact with the workers in this sector. He extended appreciation to Locals 478 and 706 for their collaboration and support of the International's organizing campaigns. He thanked the workers for their courage in changing their working conditions and other terms of their employment by joining the IATSE.

President Loeb observed that as technology changes, the number of people working in these crafts will increase, and the IATSE has demonstrated success in organizing them. The IATSE has an advantage because of its relationship with the employers in these industries and because many IATSE members are already working for these companies. The Alliance will continue to pursue any and all opportunities to obtain Union recognition for these workers.

WEST COAST OFFICE REPORT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. along with International Representatives Peter Marley and Anthony Pawluc reported to the General Executive Board on recent events related to the West Coast Office.

Since the last General Executive Board meeting the West Coast Office has hosted a number of related entity events including Board and membership meetings for Locals B-192, 871 and 884, Local B-192 negotiations with Dolby Theatre, Hollywood CPR Advisory Council meetings, the IATSE Training Trust Fund Board meeting and Local 871 events including a recycling course, new membership orientation and candidate interviews for the Script Supervisor Training and Apprenticeship Program inaugural class.

Contracts Department

The contracts department and administrative staff continue to administratively assist most departments with Federal Mediation and Conciliation Service notices and database contract uploads. Contracts Administrator Gabrielle Yedid also assists with the onboarding of International Representatives in all Departments that utilize the International database with contract management, with a tour through the database and its specific contract uses.

Roybal Film and Television Magnet

On Wednesday, June 10, 2026, Vice President Miller attended the Roybal Film and Television Magnet graduation for the Class of 2026. Roybal was founded in 2022 by George Clooney, Grant Heslov, and Bryan Lourd to develop an inclusive pipeline of college and career ready students interested in below-the-line careers in motion picture production. Of the over 200 students in the program this year, 98% qualify for free or reduced school lunch. The program has a stellar 100% graduation rate, while the most recent report from Los Angeles Unified School District for all other schools shows an 87% graduation rate for the 2023-2024 year.

The 2026 graduating class of 46 students from Roybal marks the first cohort to complete all four years of their high school education in the magnet program which incorporates film and television production into all aspects of both their standard and elective curriculum. This year students participated in over 80 hours of hands-on student projects, had access to over 30

industry guest speakers, and benefitted from 23 industry related field trips including departments behind NBCUni's show "Bel Air", a Netflix hosted screening of "The Six Triple Eight" with a panel and Q&A, and The History Channel's annual live speaker series, HISTORYTalks at The Academy Museum of Motion Pictures which included former Presidents Barack Obama and George W. Bush as speakers.

Roybal reports that fifty percent of graduates are planning to pursue careers in the entertainment industry and all graduates are continuing on to four-year institutions, trade schools, or direct-to-industry training programs, including New York University Tisch, University of California and California State Schools, Los Angeles Community College, and Hollywood CPR.

May Day March and Rally

International Representative Ron Garcia represented the IATSE in planning this year's May Day March and Rally in Los Angeles. The broad and diverse coalition of labor organizations, community groups, and activists that came together with a shared commitment to building a strong and visible demonstration of worker solidarity resulted in one of LA's largest May Day demonstrations to date.

IATSE representation at the march topped 130, the highest turnout on record and a notable increase from the 70 to 90 members seen in the past. This growth reflects a deepening level of engagement and commitment among members to collective action and public advocacy.

Letter Carriers' Food Drive

Representative Garcia also coordinated the local IATSE participation in the Letter Carriers' annual "Stamp Out Hunger" food drive, with 22 volunteers coming together at a local post office in Glendale. Volunteers sorted, organized, and loaded donated goods, filling a truck with five full pallets of food.

This annual national drive is a great way to bring members together at the local level, not only to provide critical support to local families fighting food insecurity but also to strengthen relationships between labor organizations and the broader community through collective action.

Special Department

Representative Garcia continues to administer the Special Department out of the West Coast Office. After winning union recognition at AMC Universal CityWalk and with the assistance of International Representative Marley in negotiations, the parties have reached agreement on a first contract. This inaugural agreement was ratified on April 20, 2026 with over 80% of the workers voting in support, reflecting strong engagement and alignment across the group. Throughout negotiations shop stewards held monthly management meetings to resolve workplace issues, giving those unionized workers a voice in their workplace even as their inaugural agreement was finalized. They continue those meetings post ratification.

With approximately 70 workers from the Universal CityWalk theatres and the existing workers represented at the South Bay 16 AMC theatre, there are 100 to 125 workers covered by these agreements at any given time.

VFX and Game Workers Department

International Representative Pawluc is assigned to administer the VFX and Game Workers Department out of the West Coast Office, which now has 213 members. This includes daily operations such as membership and contract inquiries, working with employer labor relations, assisting members with their benefits, weekly VFX Local Meetings with the VFX Team, the establishment of the VFX newsletter and eblasts to members regarding union updates, events, membership and community meetings and gatherings. The VFX Department has also begun holding regular VFX general membership meetings and VFX community meetings. Pawluc works closely with the VFX organizing team to facilitate the overlap of union administration and effective organizing.

LA Convention Center & City of Long Beach Amphitheater

The effort to expand and modernize the Los Angeles Convention Center was a long-term undertaking that required years of advocacy and coalition building. Although the facility received cosmetic upgrades in the 1990s, it had not undergone a major renovation since the early 1970s. As a result, the Convention Center lacked the size and modern amenities needed to attract large-scale events in sufficient volume to support meaningful, sustainable employment opportunities for union workers. In addition, the facility's labor guidelines made the use of IATSE-represented technicians optional, while other union crafts were afforded stronger protections.

In 2024, a coalition of labor organizations representing workers

at the Convention Center formed a working group to secure approval of a major expansion project. Those efforts culminated in September 2025 when the Los Angeles City Council approved a more than $2.5 billion renovation and expansion of the Los Angeles Convention Center. The project will add 190,000 square feet of exhibit space, bringing the facility to more than one million square feet and positioning Los Angeles to compete for larger conventions and trade shows.

Working towards an expansion of the LA Convention Center had two primary goals for the IATSE. The first was to ensure a place at the table throughout the discussions on the expansion and the policies surrounding labor. The second was that the LA Convention Center change the published guidelines to include the IATSE as a mandatory union that vendors perform services at the Convention Center. A key ally in this effort was Assemblymember Mark Gonzalez, who successfully championed legislation providing a waiver related to highway-facing signage, helping remove an obstacle to the project's approval.

This achievement was the result of a broad coalition that included labor organizations, business leaders, community stakeholders, elected officials, and every Los Angeles-area IATSE Local. Members working in motion picture and television production joined their brothers and sisters in the live events sector by speaking in support of the project during public hearings and at the final City Council vote. The expansion, along with the revised labor guidelines, is expected to create hundreds of new jobs for IATSE Local 33 members with new audiovisual work and provide long-term benefits for IATSE workers throughout the Los Angeles region.

Efforts are also underway to secure a labor agreement for stagehands at the Amphitheater in the City of Long Beach. The involvement of the Los Angeles County Federation of Labor and the assistance of longstanding labor relationships, including those of Vice President Emeritus Thom Davis, have facilitated these discussions.

Local 33 has already begun staffing events at the venue under a project agreement, providing members with work on the amphitheater's opening show in June and additional events in July while negotiations continue.

California IATSE Council

With Vice President Emeritus Thom Davis's retirement, National Executive Director for Local 892, the Costume Designer's Guild, Brigitta Romanov was elected as President of the California IATSE Council (CIC), Local 728 Business Representative Greg Reeves as Secretary and Davis has remained on as Political Director. Sister Romanov also now represents the IATSE on the Entertainment Union Coalition (EUC), the political lobby body that the IATSE participates in in partnership with the other industry unions and guilds. The CIC continues to host luncheons with local legislators and LA area Locals at the West Coast Office, most recently with Los Angeles County Supervisor for the 3rd district, Lindsey Horvath.

This spring the CIC endorsed Los Angeles Mayor Karen Bass for reelection. During the primary, Mayor Bass hosted a press conference at Sunset Las Palmas Studios with the IATSE Locals present, to talk about the importance of the motion picture and live event industries to Los Angeles. Mayor Bass heads into the general election with our continued support.

President Loeb thanked Vice President Miller, and Representatives Marley, and Pawluc for their report. The West Coast Office continues to play a key role in the IATSE's activities in Los Angeles and throughout California. President Loeb concluded his remarks by thanking everyone working in the West Coast Office for their great work.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on Friday, July 31, 2026.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
THE WESTIN HARBOUR CASTLE • TORONTO, ON • JULY 28, 2026

Since the last meeting of the Defense Fund Committee in San Antonio, TX on January 27, 2026 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. 4, Brooklyn, NY, Article Fourteen, Section 8(d)	$ 4,550.00	Local No. 205, Austin, TX Article Fourteen, Section 8(d)	980.00
Local No. 7, Denver, CO Article Fourteen, Section 8(d)	20,503.45	Local No. 212, Calgary, AB Article Fourteen, Section 8(d)	8,745.73
Local No. 15, Seattle, WA Article Fourteen, Section 8(d)	12,837.00	Local No. 306, New York, NY Article Fourteen, Section 8(d)	7,881.25
Local No. 22, Washington, DC Article Fourteen, Section 8(d)	41,231.00	Local No. 333, Charleston, SC Article Fourteen, Section 8(d)	1,620.00
Local No. 28, Portland, OR Article Fourteen, Section 8(d)	16,209.45	Local No. 339, Missoula, MT Article Fourteen, Section 8(d)	4,189.09
Local No. 30, Indianapolis, IN Article Fourteen, Section 8(d)	14,600.00	Local No. 415, Tucson, AZ Article Fourteen, Section 8(d)	10,410.23
Local No. 31, Kansas City, MO Article Fourteen, Section 8(d)	1,292.84	Local No. 421, Herrin, IL Article Fourteen, Section 8(d)	24,354.66
Local No. 56, Montreal, QC Article Fourteen, Section 8(d)	23,626.80	Local No. 423, Albuquerque, NM Article Fourteen, Section 8(d)	4,857.93
Local No. 59, Jersey City, NJ Article Fourteen, Section 8(d)	4,422.00	Local No. 442, Santa Barbara, CA Article Fourteen, Section 8(d)	5,750.00
Local No. 63, Winnipeg, MB Article Fourteen, Section 8(d)	1,269.94	Local No. 480, Albuquerque, NM Article Fourteen, Section 8(d)	7,847.29
Local No. 69, Memphis, TN Article Fourteen, Section 8(d)	2,137.50	Local No. 504, Anaheim, CA Article Fourteen, Section 8(d)	36,368.17
Local No. 74, New Haven, CT Article Fourteen, Section 8(d)	75.00	Local No. 514, Montreal, QC, Article Fourteen, Section 8(d)	603.62
Local No. 114, Portland, ME Article Fourteen, Section 8(d)	777.50	Local No. 523, Quebec, QC, Article Fourteen, Section 8(d)	517.39
Local No. 118, Vancouver, BC Article Fourteen, Section 8(d)	52,690.72	Local No. 632, Northeast, NJ, Article Fourteen, Section 8(d)	252.00
Local No. 122, San Diego, CA Article Fourteen, Section 8(d)	6,690.00	Local No. 665, State of Hawaii, Article Fourteen, Section 8(d)	3,104.71
Local No. 158, Fresno, CA Article Fourteen, Section 8(d)	8,295.65	Local No. 680, Halifax, NS, Article Fourteen, Section 8(d)	20,574.17
Local No. 161, New York, NY Article Fourteen, Section 8(d)	22,995.00	Local No. 706, Hollywood, CA, Article Fourteen, Section 8(d)	2,900.00

Local No. 750, Chicago, IL, Article Fourteen, Section 8(d)	5,196.84
Local No. 798, New York, NY, Article Fourteen, Section 8(d)	110,153.75
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d)	258.69
Local No. 868, Washington, DC, Article Fourteen, Section 8(d)	89,456.25
Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d)	840.00
Local No. 10832, New York, NY, Article Fourteen, Section 8(d)	264.00
Local No. B192, Hollywood, CA, Article Fourteen, Section 8(d)	36,336.75
Local No. USA829, New York, NY, Article Fourteen, Section 8(d)	31,162.50
SUBTOTAL : $648,828.87	

INTERNATIONAL

IATSE – CSN Animation/Defamation Claim (The King Tide)/ DNEG Organization in Quebec/Julliard/Met Opera/Netflix Canada Long Term Agreements/Protection of Personal Information/Quebec's Bill 3/ Status of the Artist Act (SAA)/ Sugarhill Nutcracker Unpaid Wages – Legal	$143,210.91
Area Standards	3,130.05
Basic Agreement	540.00
IATSE – Miscellaneous – Legal	33,453.23
SUBTOTAL : $135,000.00	

LOBBYING AND CONSULTING

Kathy Garmezy	$24,000.00
Radius Advocacy LLC	75,000.00
State & Broadway, Inc.	36,000.00
SUBTOTAL : $135,000.00	

EDUCATION

LEAP Reimbursements to Locals/Officers	$ 26,590.89
Misc. Training/Instructors	337,538.77
SUBTOTAL : $364,129.66	
GRANDTOTAL $1,364,789.34	

Respectfully submitted by:

Matthew D. Loeb

Colleen A. Glynn

John M. Lewis

Paul F. Dean, Jr.

Marielle "Apple" Thorne

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE
TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA

INDEPENDENT AUDITOR'S REPORT

Matthew D. Loeb, President

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates

Opinion

We have audited the consolidated financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International"), which comprise the consolidated statements of financial position as of April 30, 2026 and 2025, and the related consolidated statement of activities, and consolidated statement of functional expenses for the year ended April 30, 2026, and consolidated statements of cash flows for the years ended April 30, 2026 and 2025, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2026 and 2025, and its changes in net assets for the year ended April 30, 2026 and its cash flows for the years ended April 30, 2026 and 2025, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the International and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited the International's April 30, 2025 consolidated financial statements, and we expressed an unmodified audit opinion on those consolidated audited financial statements in our report dated June 26, 2025. In our opinion, the summarized comparative information presented herein as of and for the year ended April 30, 2025 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplemental information on pages 23 through 33 is presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Hauppauge, New York
August 31, 2026

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2026 AND 2025

	2026	2025
Assets		
Cash	$ 4,149,784	$ 3,918,924
Investments - at fair value	53,088,270	65,554,459
Receivables		
Accrued interest and dividends	367,186	368,553
Promissory notes	-	21,500
Per capita taxes	729,000	32,000
Other	1,391,414	106,199
Prepaid expenses	250,230	573,834
Property and equipment - net	34,510,178	33,467,064
Other assets	127,217	116,979
Deferred compensation plan	2,977,737	176,459
Total assets	$97,591,016	$104,335,971

	2026	2025
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	$ 879,259	$ 819,683
Tenant deposit payable	29,357	29,357
Other liabilities	134,326	145,098
Deferred income	10,578,000	12,442,000
Employers' bonds	2,361,288	2,316,015
Total liabilities	13,982,230	15,752,153
Net assets		
Without restrictions	82,869,491	88,007,276
With restrictions	739,295	576,542
Total net assets	83,608,786	88,583,818
Total liabilities and net assets	$97,591,016	$104,335,971

CONSOLIDATED STATEMENT OF ACTIVITIES
YEAR ENDED APRIL 30, 2026
(WITH COMPARATIVE TOTALS FOR 2025)

	2026			2025
	Without Restrictions	With Restrictions	Total	
Revenue				
Per capita taxes and assessments	$35,653,012	$ -	$35,653,012	$36,154,912
Political action contributions	-	631,972	631,972	675,728
Processing fees	2,027,801	-	2,027,801	2,300,766
Supplies and other	93,729	-	93,729	103,829
Rent	373,633	-	373,633	365,441
Royalty income	245,631	-	245,631	268,898
Other	644,689	-	644,689	343,610
Satisfaction of program restrictions	469,219	(469,219)	-	-
Total revenue	39,507,714	162,753	39,670,467	40,213,184
Expenses				
Program services	37,547,801	-	37,547,801	30,416,833
Management and general	10,835,358	-	10,835,358	10,465,563
Total expenses	48,383,159	-	48,383,159	40,882,396
Change in net assets before other changes	(8,875,445)	162,753	(8,712,692)	(669,212)
Other changes				
Net investment income (loss)	1,827,433	-	1,827,433	3,143,914
Pension related changes other than benefit costs	1,910,227	-	1,910,227	1,848,905
Change in net assets	(5,137,785)	162,753	(4,975,032)	4,323,607
Net assets				
Beginning of year	88,007,276	576,542	88,583,818	84,260,211
End of year	$82,869,491	$739,295	$83,608,786	$88,583,818

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED APRIL 30, 2026 (WITH COMPARATIVE TOTALS FOR 2025

	2026			2025
	Program Services	Management and General	Total	
Payroll and allowances	$17,033,083	$5,165,775	$22,198,858	$16,030,810
Payroll taxes	846,861	380,474	1,227,335	1,150,181
Employee benefits	4,976,895	2,194,702	7,171,597	8,363,800
Occupancy	236,251	106,142	342,393	338,661
Utilities	110,674	49,723	160,397	128,390
Real estate taxes	225,500	101,312	326,812	324,958
Maintenance and repairs	179,838	80,798	260,636	278,176
Telephone	16,739	7,520	24,259	24,582
Printing and postage	1,275,888	443,387	1,719,275	1,352,369
Office	668,930	294,088	963,018	945,508
Legal	2,032,053	43,276	2,075,329	2,272,050
Accounting	-	326,062	326,062	322,822
Consulting and outside services	210,673	94,650	305,323	152,842
Computer	577,390	259,407	836,797	518,173
Insurance	151,957	68,270	220,227	263,498
Meetings and conferences	4,898,947	-	4,898,947	3,299,411
Per capita taxes - affiliated organizations	1,418,847	-	1,418,847	1,327,798
Promotional and charitable	-	636,745	636,745	759,319
Political contributions	666,020	-	666,020	704,205
Education and training	723,550	-	723,550	582,909
Currency exchange	486,082	218,385	704,467	743,515
Depreciation	811,623	364,642	1,176,265	998,419
Total expenses	$37,547,801	$10,835,358	$48,383,159	$40,882,396

CONSOLIDATED STATEMENTS OF CASH FLOWS
YEARS ENDED APRIL 30, 2026 AND 2025

	2026	2025
Cash Flow from Operating Activities:		
Change in net assets	$(4,975,032)	$4,323,607
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	1,176,265	998,419
Net (appreciation) depreciation in fair value of investments	(208,677)	(2,020,415)
Receivable - Accrued interest and dividends	1,367	51,335
Receivable - Promissory notes	21,500	6,200
Receivable - Per capita taxes	(697,000)	1,010,000
Receivable - Other	(7,055)	(68,304)
Prepaid expenses	323,604	(183,548)
Other assets	(10,238)	(1,180)
Accounts payable and accrued expenses	59,576	251,128
Other liabilities	(10,772)	63,184
Deferred compensation plan	(2,801,278)	(1,848,905)
Deferred income	(1,864,000)	2,547,000
Employers' bonds	45,273	117,495
Write-off of terminated building costs	96,674	-
Currency translation adjustment	(65,537)	670,438
Net cash provided by (used in) operating activities	(8,915,330)	5,916,454
Cash Flows from Investing Activities:		
Purchase of investments	(74,246,791)	(76,281,033)
Sale of investments	86,987,194	72,830,340
Purchase of property and equipment	(3,594,213)	(2,156,389)
Net cash provided by (used in) investing activities	9,146,190	(5,607,082)
Net increase (decrease) in cash	230,860	309,372
Cash		
Beginning of year	3,918,924	3,609,552
End of year	$ 4,149,784	$ 3,918,924

Supplemental cash flow information:
Reclassification of terminated deposit from property and equipment to accounts receivable of $1,278,160 for the year ended April 30, 2026.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
YEARS ENDED APRIL 30, 2026 AND 2025

Note 1 - Description of Organization and Significant Accounting Policies

General

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries in the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The consolidated financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly-owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non-share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.

Management has evaluated subsequent events through the date of the auditor's report, the date the financial statements were available to be issued.

Basis of accounting

The financial statements are presented on the accrual basis of accounting.

Fund accounting

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been consolidated for financial statement purposes.

Canadian exchange

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the Consolidated Statements of Financial Position are translated at the appropriate year-end exchange rates. Canadian dollars included in the Consolidated Statement of Activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the Consolidated Statement of Activities.

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

Per capita taxes and assessments receivable

Per capita taxes and assessments receivable is estimated based on receipts in the subsequent year that pertain to prior years.

Leases

The International assesses whether a contractual arrangement qualifies as a lease at inception and only reassesses its determination if the terms and conditions of the arrangement are modified. If an arrangement qualifies as a lease, the International evaluates whether it should be classified as an operating or financing lease.

For leases assessed as long-term, lease right-of-use assets represent the International's right to use the underlying asset for the lease term and lease liabilities represent the International's obligation to make lease payments arising from the leases. The International records a lease liability based on the future estimated cash payments discounted over the non-cancellable portion of the lease term. In the event an implicit discount rate is not readily determined in lease agreements, the International uses the risk-free Treasury rate at the lease commencement date in determining the present value of future lease payments. Lease right-of-use assets may include lease payments made and exclude lease incentives. Lease terms may include options to extend or terminate the lease when it is reasonably certain that the International will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term.

Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services includes salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2026 and 2025 was $363,596 and $353,069, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2026 and 2025 was $0 and $341,714, respectively. This amount is included in employee benefits in the Consolidated Statement of Functional Expenses.

Functional allocation of expenses

The financial statements report certain categories of expenses that are attributable to more than one function. Expenditures classified as program services relate primarily to the tax exempt purpose of the organization. Expenditures classified as management and general relate primarily to administrative functions. All expenses are allocated in a manner that best reflects the actual costs associated with each function, primarily based on estimates of time and effort.

Valuation of investments and income recognition

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the International's gains and losses on investments bought and sold as well as held during the year.

Note 2 - Cash

At times throughout the years the International may have, on deposit in banks, amounts in excess of FDIC and CDIC insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

Note 3 - Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2026 and 2025 was $3,063,675 and $1,170,450, respectively. The fair value of the International's investment in the building reserve as of April 30, 2026 and 2025 was $1,340,032 and $4,343,291, respectively. This amount is included in the investments at fair value in the Consolidated Statements of Financial Position.

Note 4 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available, which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

U.S. government securities: U.S. Treasury notes are valued at the closing price reported on the active market on which the individual securities are traded. Other U.S. government and agency obligations are valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate debt instruments: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

Registered investment companies: Valued at the closing price reported in the active market in which the securities are traded.

Certificates of deposit: Value estimated by the manager of the account at prevailing market prices.

Investments measured at net asset value: The value of the non-publicly traded stock is estimated by the management of the investment entity.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2026, with fair value measurements on a recurring basis:

	2026	Level 1	Level 2	Level 3
Investments at fair value				
U.S. government securities	$19,540,943	$18,689,394	$ 851,549	$-
Corporate debt instruments	21,587,864	-	21,587,864	-
Registered investment companies	10,377,926	10,377,926	-	-
Certificates of deposit	1,221,239	-	1,221,239	-
Total assets in the fair value hierarchy	52,727,972	$29,067,320	$23,660,652	$-
Investments measured at net asset value				
Non-publicly traded stock	360,298			
Investments at fair value	$53,088,270			

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2025, with fair value measurements on a recurring basis:

	2025	Level 1	Level 2	Level 3
Investments at fair value				
U.S. government securities	$22,292,020	$21,447,433	$ 844,587	$-
Corporate debt instruments	20,902,829	-	20,902,829	-
Registered investment companies	19,815,962	19,815,962	-	-
Certificates of deposit	2,243,213	-	2,243,213	-
Total assets in the fair value hierarchy	65,254,024	$41,263,395	$23,990,629	$-
Investments measured at net asset value				
Non-publicly traded stock	300,435			
Investments at fair value	$65,554,459			

Note 5 - Risks and uncertainties

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Pension contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

Note 6 - Availability of financial assets

The International's financial assets available within one year of the Consolidated Statements of Financial Position date for general expenditures are as follows:

	2026	2025
Financial assets at year end		
Cash	$ 4,149,784	$ 3,918,924
Investments - at fair value	53,088,270	65,554,459
Receivables		
Accrued interest and dividends	367,186	368,553
Promissory notes	-	21,500
Per capita taxes	729,000	32,000
Other	1,391,414	106,199
Total financial assets available within one year	$59,725,654	$70,001,635

None of the financial assets are subject to contractual restrictions that make them unavailable for general expenditure within one year of the Consolidated Statements of Financial Position date. As part of the International's liquidity management, financial assets are structured to be available for its general expenditures, liabilities, and other obligations as they come due.

The International invests excess cash in marketable securities which can be drawn upon in the event of an unanticipated liquidity need.

Note 7 - Property and equipment

	2026	2025
Land	$5,377,407	$5,377,407
Buildings and improvements	35,999,584	34,048,316
Furniture and equipment	4,983,245	4,715,134
	46,360,236	44,140,857
Less accumulated depreciation	11,850,058	10,673,793
Property and equipment - net	$34,510,178	$33,467,064

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2026 and 2025 was $1,176,265 and $998,419, respectively, computed using the straight-line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

In August 2022, the International, through its wholly-owned subsidiary, the International Building Corp., entered into a purchase agreement with an unrelated third party to purchase a condominium located at 187 Parliament Street, Toronto, ON for approximately $6,400,000. Under the terms of the agreement, the International paid deposits totaling $1,278,000 towards the purchase.

During the fiscal year ended April 30, 2026, the proposed acquisition transaction was terminated. Under the terms of the agreement, the International Building Corp. has a legal right to a full refund of the deposited funds.

Consequently, as of April 30, 2026, the $1,278,000 deposit has been reclassified from Property and equipment to a current receivable on the Consolidated Statements of Financial Position. Management expects to recover the full balance within the next 12 months. Accordingly, no allowance for credit losses or impairment has been recorded against this balance.

Note 8 - Per capita taxes and assessments

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

		Quarterly Stamps Allocation			
Period	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	Alfred W. DiTolla/ Harold Spivak Foundation
January 1, 2026 - April 30, 2026	$61.00	$ 54.50	$4.00	$2.00	$0.50
January 1, 2025 - December 31, 2025	$58.00	$ 51.75	$4.00	$2.00	$0.25

Note 9 - Rent income

The International Building Corp. is a lessor under a commercial lease, which expires on July 31, 2026.

Future annual rental income under non-cancelable leases is as follows:

2026	$6,361
Total	$6,361

The International entered into a ten-year lease agreement with the IATSE Entertainment and Exhibition Industries Training Trust Fund (the "Training Trust"), a related party, for office space located at 2210 W. Olive Avenue, Burbank, California, at a monthly rate of $22,500. The lease is effective from September 1, 2019 through August 31, 2029 and is cancelable upon 180 days' notice. Under the terms of the agreement, the monthly rent will increase 3% annually and the Training Trust will pay the base rent plus escalation charges for real estate taxes and parking fees and will pay for its own maintenance and utilities. In addition, the Training Trust secured a $29,357 security deposit, pursuant to the lease.

Total rent income received for the years ended April 30, 2026 and 2025 was $373,633 and $365,441, respectively.

Note 10 - Royalty income

The International has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and

membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL-CIO. The annual royalties received by the International for the years ended April 30, 2026 and 2025 were $245,631 and $268,898, respectively. The term of the existing agreement expires on December 31, 2029.

Note 11 - Employee 401(k) Savings Plan

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 25% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

Note 12 - Multiemployer plan that provides postretirement benefits other than pension

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2026 and 2025 were $4,126,005 and $3,846,445, respectively.

Note 13 - Staff pension plan

The International's employees are also covered by the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund uses an April 30 measurement date.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure its assets and obligations to determine the funded status as of the end of the employer's fiscal year.

The following is a summary of the funded status of the Pension Fund as provided by the consulting actuaries:

Obligations and funded status as of April 30, 2026 and 2025 were as follows:

	2026	2025
Accumulated benefit obligation	$70,643,044	$64,098,739
Projected benefit obligations	81,353,963	72,932,008
Fair value of plan assets	84,331,700	73,108,468
Funded status - funded	$2,977,737	$176,460

Contributions and benefit payments made during the years ended April 30, 2026 and 2025 were as follows:

	2026	2025
Employer contributions	$ 3,937,752	$ 4,173,972
Benefits paid	3,209,228	2,934,875

Future contributions:

Contributions to the plan are expected to be $3,300,000 for the year ending April 30, 2027.

Future benefit payments:

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

2027	$ 3,719,899
2028	4,037,951
2029	4,437,693
2030	4,798,293
2031	4,999,167
Thereafter	28,960,566
Total	$50,953,569

Net periodic benefit cost:

Components of net periodic cost for the years ended April 30, 2026 and 2025 were as follows:

	2026	2025
Service cost	$3,228,268	$2,531,920
Interest cost	4,308,414	3,901,653
Expected return on plan assets	(5,135,111)	(4,632,716)
Amortization of prior service cost/(credit)	269,382	269,382
Recognized amortization of net actuarial loss	375,749	269,906
Net periodic benefit cost	$3,046,702	$2,340,145

Unrecognized net periodic benefit cost:

The Plan Sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Consolidated Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

Components of unrecognized net periodic benefit cost were as follows:

	2026	2025
Service cost	$1,120,802	$735,412
Net (gain)/loss	5,559,910	7,855,527
Unrecognized net periodic benefit cost	$6,680,712	$8,590,939

The weighted average assumptions used to determine benefit obligations and net periodic benefit cost were as follows:

	2026	2025
Benefit obligation:		
Discount rate	5.75%	5.75%
Rate of compensation increases	4.00%	4.00%
Measurement date	4/30/2026	4/30/2025
Net periodic benefit cost:		
Discount rate	5.75%	5.75%
Rate of compensation increases	4.00%	4.00%
Expected return on plan assets	7.00%	7.00%
Measurement date	4/30/2025	4/30/2024

Plan Assets – The Pension Fund assets were invested in the following categories:

	Target allocation range
Equity securities	30% - 65%
Fixed income	20% - 55%
Alternative investments	0 % - 30%
Cash & equivalents	0 % - 12%

The Pension Fund has investment guidelines for plan assets that seek capital preservation and long term growth. The investment goals are to attain a total return performance equal to or in excess of the applicable benchmarks and in excess of the actuarial assumption, while adequately supporting the ongoing operating cash flow requirements of the Pension Fund. All assets selected for the portfolio must be marketable and must be selected with care, skill and diligence.

To develop the expected long-term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7% long-term rate on assets assumption as of April 30, 2026 and 2025.

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2026, with fair value measurements on a recurring basis:

	2024	Level 1	Level 2	Level 3
Investments at fair value				
Interest bearing cash	$ 1,818,180	$ 1,818,180		$-
U.S. government securities	11,197,064	5,632,281	5,564,783	-
Corporate debt instruments	4,569,405	-	4,569,405	-
Corporate stock	45,494,753	45,494,753	-	-
Registered investment companies	19,075,794	19,075,794	-	-
Total assets in the fair value hierarchy	71,056,937	$61,966,020	$9,090,917	$-
Investments measured at net asset value				
Partnerships	2,051,531			
Investments at fair value	$73,108,468			

Note 14 - Net assets

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as without restrictions and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as with restrictions as they arise from contributions made for the restrictive purpose of this fund.

Note 15 - Contingencies

The International is a party to various legal actions and administrative proceedings and subject to various other claims arising in the ordinary course of business. Management of the International believes that the disposition of these actions and proceedings will not have a material adverse effect on the financial position of the International.

Note 16 - Prior year summarized information

The financial statements include certain prior year summarized comparative information in total but not by net asset class and functional expense category. Such information does not include sufficient detail to constitute a presentation in conformity with the basis of accounting on which these financial statements were prepared. Accordingly, such information should be read in conjunction with the organization's financial statements for the year ended April 30, 2025 from which the summarized information was derived.

Note 17 - Tax status

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

The International Building Corp. is a Canadian tax exempt not-for-profit Corporation.

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.

Additionally, the International believes it has no uncertain tax positions as of April 30, 2026 and 2025 in accordance with FASB ASC Topic 740 “Income Taxes”.

CONSOLIDATING SCHEDULES OF INVESTMENT INCOME
YEARS ENDED APRIL 30, 2026 AND 2025

	2026			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	$ 952,251	$273,869	$ 572,350	$1,798,470
Net appreciation (depreciation) in fair value of investments	145,503	79,949	(16,775)	208,677
Currency translation gain (loss)	122,361	(88,080)	31,256	65,537
Less: Investment expenses	(136,034)	(22,188)	(87,029)	(245,251)
Total	$1,084,081	$243,550	$ 499,802	$1,827,433

	2025			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	$1,154,930	$345,619	$ 544,389	$2,044,938
Net appreciation (depreciation) in fair value of investments	1,137,116	335,470	547,829	2,020,415
Currency translation gain (loss)	(604,457)	(101,682)	35,701	(670,438)
Less: Investment expenses	(145,932)	(20,913)	(84,156)	(251,001)
Total	$1,541,657	$558,494	$1,043,763	$3,143,914

SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2026

Local No. One, New York, NY, Article Fourteen, Section 8(d) - Legal	$ 700
Local No. 4, Brooklyn, NY, Article Fourteen, Section 8(d) - Legal	6,581
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	44,074
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	2,155
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	23,300
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	3,045
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) - Legal	26,005
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	27,794
Local No. 30, Indianapolis, IN, Article Fourteen, Section 8(d) - Legal	17,000
Local No. 31, Kansas City, MO, Article Fourteen, Section 8(d) - Legal	8,257
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	103,505
Local No. 59, Jersey City, NJ, Article Fourteen, Section 8(d) - Legal	33,497
Local No. 63, Winnipeg, MB, Article Fourteen, Section 8(d) - Legal	1,270
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	16,309
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) - Legal	4,275
Local No. 114, Portland, ME, Article Fourteen, Section 8(d) - Legal	1,810
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	32,048
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	6,690
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	14,972
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) - Legal	8,377
Local No. 161, New York, NY, Article Fourteen, Section 8(d) - Legal	39,375
Local No. 205, Austin, TX, Article Fourteen, Section 8(d) - Legal	980
Local No. 212, Calgary, AB, Article Fourteen, Section 8(d) - Legal	8,746
Local No. 251, Madison, WI, Article Fourteen, Section 8(d) - Legal	1,044
Local No. 306, New York, NY, Article Fourteen, Section 8(d) - Legal	69,906
Local No. 311, Middletown, NY, Article Fourteen, Section 8(d) - Legal	438
Local No. 333, North Charleston, SC, Article Fourteen, Section 8(d) - Legal	1,620
Local No. 339, Great Falls, MT, Article Fourteen, Section 8(d) - Legal	15,905
Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) - Legal	3,673
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) - Legal	55,855
Local No. 421, Herrin, IL, Article Fourteen, Section 8(d) - Legal	33,715
Local No. 423, Albuquerque, NM, Article Fourteen, Section 8(d) - Legal	6,402
Local No. 442, Santa Barbara, CA, Article Fourteen, Section 8(d) - Legal	14,914
Local No. 480, Albuquerque, NM, Article Fourteen, Section 8(d) - Legal	36,384
Local No. 488, Portland, OR, Article Fourteen, Section 8(d) - Legal	2,212
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) - Legal	125,040
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	4,171
Local No. 523, Henri-Bourassa, QC, Article Fourteen, Section 8(d) - Legal	517
Local No. 631, Orlando, FL, Article Fourteen, Section 8(d) - Legal	650
Local No. 632, Lodi, NJ, Article Fourteen, Section 8(d) - Legal	2,056
Local No. 665, Honolulu, HI, Article Fourteen, Section 8(d) - Legal	3,105
Local No. 680, Halifax, NS, Article Fourteen, Section 8(d) - Legal	51,597
Local No. 706, Burbank, CA, Article Fourteen, Section 8(d) - Legal	2,900
Local No. 750, Chicago, IL, Article Fourteen, Section 8(d) - Legal	10,669
Local No. 768, Burbank, CA, Article Fourteen, Section 8(d) - Legal	28,807
Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	91,839
Local No. 822, Toronto, ON, Article Fourteen, Section 8(d) - Legal	4,877
Local No. 856, Province of Manitoba, MB, Article Fourteen, Section 8(d) - Legal	28,418
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	3,104
Local No. 868, Washington, DC, Article Fourteen, Section 8(d) - Legal	23,247
Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) - Legal	160
Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	3,091
Local No. 18032, New York, NY, Article Fourteen, Section 8(d) - Legal	13,090
Local No. B29, Philadelphia, PA Article Fourteen, Section 8(d) - Legal	1,325
Local No. B192, Hollywood, CA, Article Fourteen, Section 8(d) - Legal	141,891
Local No. B778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	6,172
Local No. USA829, New York, NY, Article Fourteen, Section 8(d) - Legal	63,356
Subtotal	1,282,915
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–Lega	128,324
IATSE – Animation Industry in QC/ Canada Film Collective Bargaining/ C inesite Organizing Montreal/ Colossal Media/ DNE Organization in the Province of Quebec/ Double Negative Toronto Prod./ Eugene the Marine/ GSW Arena/ Holland/ Jack Ford/ La Celda/ Machinists & Aerospace Workers/ Mass Mutual Center/ Neuro Tour/ O-Broadway/ Protection of Personal Information/ Researchers in QC/ Southern Gateway Prod. Services/ Subcontracting of Technical Service/ Sugarhill Nutcracker Unpaid Wages/ That's Amore/ William F. White Application/ Yowza Animation– Lega	79,248
IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	151,355
Subtotal	358,927
LOBBYING AND CONSULTING	
Article Fourteen, Section 8(c) - Thorsen French Advocacy	100,000
Article Fourteen, Section 8(c) - Kathy Garmezy	48,000
Article Fourteen, Section 8(c) - State & Broadway, Inc.	72,000
Article Fourteen, Section 8(c) - Radius Advocacy LLC	50,000
Subtotal	270,000
EDUCATION	
Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/ Officers	39,475
Article Fourteen, Section 8(f) - Misc. Training/ InfoComm/ Instructors	694,601
Subtotal	734,076
Total	$2,645,918

SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2025

Local No. One, New York, NY, Article Fourteen, Section 8(d) - Legal	$ 27,575
Local No. 4, Brooklyn, NY, Article Fourteen, Section 8(d) - Legal	2,600
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	37,834
Local No. 13, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	26,680
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	47,351
Local No. 22, Washington, D.C., Article Fourteen, Section 8(d) - Legal	9,971
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	55,564
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	15,904
Local No. 63, Winnipeg, MB, Article Fourteen, Section 8(d) - Legal	2,819
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) - Legal	37,427
Local No. 84, Hartford, CT, Article Fourteen, Section 8(d) - Legal	5,088
Local No. 114, Portland, OR, Article Fourteen, Section 8(d) - Legal	6,533
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	37,767
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	775
Local No. 140, Chattanooga, TN, Article Fourteen, Section 8(d) - Legal	750
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	11,094
Local No. 161, New York, NY, Article Fourteen, Section 8(d) - Legal	6,020
Local No. 212, Calgary, AB, Article Fourteen, Section 8(d) - Legal	9,605
Local No. 306, New York, NY, Article Fourteen, Section 8(d) - Legal	104,073
Local No. 311, Middletown, NY, Article Fourteen, Section 8(d) - Legal	2,500
Local No. 363, Lake Tahoe, NV, Article Fourteen, Section 8(d) - Legal	771
Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) - Legal	55,229
Local No. 421, Herrin, IL, Article Fourteen, Section 8(d) - Legal	57,427
Local No. 423, Albuquerque, NM, Article Fourteen, Section 8(d) - Legal	10,146
Local No. 442, Santa Barbara, CA, Article Fourteen, Section 8(d) - Legal	150
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(d) - Legal	9,639
Local No. 488, Portland, OR, Article Fourteen, Section 8(d) - Legal	61
Local No. 500, Fort Lauderdale, FL, Article Fourteen, Section 8(d) - Legal	9,570
Local No. 504, Anaheim, CA, Article Fourteen, Section 8(d) - Legal	98,456
Local No. 514, Montreal, QC, Article Fourteen, Section 8(d) - Legal	21,124
Local No. 600, Hollywood, CA, Article Fourteen, Section 8(d) - Legal	1,093
Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal	651
Local No. 699, Johnson City, TN, Article Fourteen, Section 8(d) - Legal	5,853
Local No. 745, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	9,565
Local No. 750, Chicago, IL, Article Fourteen, Section 8(d) - Legal	21,292
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	1,792
Local No. 868, Washington, D.C., Article Fourteen, Section 8(d) - Legal	54,398
Local No. 887, Seattle, WA, Article Fourteen, Section 8(d) - Legal	680
Local No. 927, Atlanta, GA, Article Fourteen, Section 8(d) - Legal	18,061
Local No. 938, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	42,886
Local No. B-29, Philadelphia, PA, Article Fourteen, Section 8(d) - Legal	875
Local No. B-66, Sacramento, CA, Article Fourteen, Section 8(d) - Legal	3,720
Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	10,765
Local No. B-192, Hollywood, CA, Article Fourteen, Section 8(d) - Legal	98,528
Local No. B-778, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	42,649
Local No. B-868, Washington, D.C., Article Fourteen, Section 8(d) - Legal	3,469
Subtotal	1,026,780
INTERNATIONAL	
IATSE - Animation Industry in QC/ Canada Film Collective Bargaining/ Cinesite Organizing Montreal/ Colossal Media/ DNEG Organization in the Province of Quebec/ Double Negative Toronto Prod./ Eugene the Marine/ GSW Arena/ Holland/ Jack Ford/ La Celda/ Machinists & Aerospace Workers/ Mass Mutual Center/ Neuro Tour/ O-Broadway/ Protection of Personal Information/ Researchers in QC/ Southern Gateway Prod. Services/ Subcontracting of Technical Service/ Sugarhill Nutcracker Unpaid Wages/ That's Amore/ William F. White Application/ Yowza Animation - Legal	399,396
Basic Agreement	173,588
IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	243,015
Subtotal	815,999
LOBBYING AND CONSULTING	
Article Fourteen, Section 8(c) - Thorsen French Advocacy	150,000
Article Fourteen, Section 8(c) - Kathy Garmezy	48,000
Article Fourteen, Section 8(c) - State & Broadway, Inc.	72,000
Article Fourteen, Section 8(c) - Jacobson & Zilber Strategies, LLC	30,000
Article Fourteen, Section 8(c) - KBB Consulting LLC	7,800
Subtotal	307,800
EDUCATION	
Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/ Officers	44,682
Article Fourteen, Section 8(f) - Misc. Training/ InfoComm/ Instructors	467,220
Article Fourteen, Section 8(f) - Young Workers Conference	58,725
Subtotal	570,627
Total	$2,721,206

CONSOLIDATING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2026

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Cash	$ 475,370	$ 2,010	$ 322,393	$ 2,628	$ 47,835	$ 109,990	$2,450,263	$739,295	$ -	$ 4,149,784
Investments - at fair value	29,587,729	-	-		7,637,455	15,863,086			-	53,088,270
Receivables										
Accrued interest and dividends	181,299	-	-	-	40,716	145,171	-	-	-	367,186
Related organizations	40,375,932	-	-	-	111,753	199,684	-	-	(40,687,369)	-
Promissory notes	-	-	-	-	-	-	-	-	-	-
Per capita taxes	656,000	-	-	-	24,000	49,000	-	-	-	729,000
Other	113,253	-	-	1,278,161	-	-	-	-	-	1,391,414
Prepaid expenses	195,836	28,320	20,045	6,029	-	-	-	-	-	250,230
Property and equipment - net	1,239,991	18,446,694	13,872,843	950,650	-	-	-	-	-	34,510,178
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	122,237	4,980	-	-	-	-	-	-	-	127,217
Deferred compensation plan	2,977,737	-	-	-	-	-	-	-	-	2,977,737
Total assets	$76,885,537	$18,482,004	$14,215,281	$2,237,468	$7,861,759	$16,366,931	$2,450,263	$739,295	$(41,647,522)	$97,591,016

CONSOLIDATING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2026

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Liabilities and Net Assets										
Liabilities										
Accounts payable and accrued expenses	$ 532,591	$ -	$ -	$ 12,000	$ -	$ 334,668	$ -	$ -	$ -	$ 879,259
Related organizations	-	24,901,028	14,221,913	1,558,928	-	-	5,500	-	(40,687,369)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other liabilities	134,326	-	-	-	-	-	-	-	-	134,326
Deferred compensation plan	-	-	-	-	-	-	-	-	-	
Deferred income	9,526,000	-	-	-	346,000	706,000	-	-	-	10,578,000
Employers' bonds	-	-	-	-	-	-	2,361,288	-	-	2,361,288
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	10,222,274	24,901,028	14,221,913	2,531,081	346,000	1,040,668	2,366,788	-	(41,647,522)	13,982,230
Net assets										
Without restrictions	66,663,263	(6,419,024)	(6,632)	(293,613)	7,515,759	15,326,263	83,475	-	-	82,869,491
With restrictions	-	-	-	-	-	-	-	739,295	-	739,295
Total net assets	66,663,263	(6,419,024)	(6,632)	(293,613)	7,515,759	15,326,263	83,475	739,295	-	83,608,786
Total liabilities and net assets	$76,885,537	$18,482,004	$14,215,281	$2,237,468	$7,861,759	$16,366,931	$2,450,263	$739,295	$(41,647,522)	$97,591,016

CONSOLIDATING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2025

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Assets										
Cash	$ 525,692	$ 6,497	$ 325,862	$ 3,379	$ 24,059	$ 74,303	$2,382,590	$576,542	$ -	$ 3,918,924
Investments - at fair value	38,240,027	-	-	-	11,572,123	15,742,309	-	-	-	65,554,459
Receivables										
Accrued interest and dividends	167,459	-	-	-	74,947	126,147	-	-	-	368,553
Related organizations	36,289,002	-	-	-	422,826	397,949	-	-	(37,109,777)	-
Promissory notes	21,500	-	-	-	-	-	-	-	-	21,500
Per capita taxes	28,000	-	-	-	1,000	3,000	-	-	-	32,000
Other	106,199	-	-	-	-	-	-	-	-	106,199
Prepaid expenses	490,332	29,308	19,430	9,764	25,000	-	-	-	-	573,834
Property and equipment - net	1,285,367	15,476,937	14,351,060	2,353,700	-	-	-	-	-	33,467,064
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	111,998	4,981	-	-	-	-	-	-	-	116,979
Deferred compensation plan	176,459	-	-	-	-	-	-	-	-	176,459
Total assets	$78,402,188	$15,517,723	$14,696,352	$2,366,843	$12,119,955	$16,343,708	$2,382,590	$576,542	$(38,069,930)	$104,335,971

CONSOLIDATING SCHEDULES OF FINANCIAL POSITION
APRIL 30, 2025

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Liabilities and Net Assets										
Liabilities										
Accounts payable and accrued expenses	$ 641,063	$ -	$ -	$ 11,500	$ -	$ 167,120	$ -	$ -	$ -	$ 819,683
Related organizations	-	21,326,424	14,221,913	1,553,440	-	-	8,000	-	(37,109,777)	-
Tenant deposit payable	29,357	-	-	-	-	-	-	-	-	29,357
Other liabilities	145,098	-	-	-	-	-	-	-	-	145,098
Deferred compensation plan	-	-	-	-	-	-	-	-	-	-
Deferred income	11,144,000	-	-	-	425,000	873,000	-	-	-	12,442,000
Employers' bonds	-	-	-	-	-	-	2,316,015	-	-	2,316,015
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	11,959,518	21,326,424	14,221,913	2,525,093	425,000	1,040,120	2,324,015	-	(38,069,930)	15,752,153
Net assets										
Without restrictions	66,442,670	(5,808,701)	474,439	(158,250)	11,694,955	15,303,588	58,575	-	-	88,007,276
With restrictions	-	-	-	-	-	-	-	576,542	-	576,542
Total net assets	66,442,670	(5,808,701)	474,439	(158,250)	11,694,955	15,303,588	58,575	576,542	-	88,583,818
Total liabilities and net assets	$78,402,188	$15,517,723	$14,696,352	$2,366,843	$12,119,955	$16,343,708	$2,382,590	$576,542	$(38,069,930)	$104,335,971

CONSOLIDATING SCHEDULES OF ACTIVITIES
YEAR ENDED APRIL 30, 2026

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	$31,989,976	$ -	$ -	$ -	$1,181,257	$ 2,481,779	$ -	$ -	$-	$35,653,012
Political action contributions	-	-	-	-	-	-	-	631,972	-	631,972
Processing fees	2,027,801	-	-	-	-	-	-	-	-	2,027,801
Supplies and other	93,729	-	-	-	-	-	-	-	-	93,729
Rent	341,170	500,000	319,251	79,217	-	-	-	-	(866,005)	373,633
Royalty income	245,631	-	-	-	-	-	-	-	-	245,631
Other	618,659	-	1,000	-	-	-	25,030	-	-	644,689
Total revenue	35,316,966	500,000	320,251	79,217	1,181,257	2,481,779	25,030	631,972	(866,005)	39,670,467
Expenses										
Program services	27,654,616	766,123	552,912	139,436	5,604,003	2,958,905	130	469,219	(597,543)	37,547,801
Management and general	10,436,065	344,201	248,410	75,144			(268,462)	10,835,358		
Total expenses	38,090,681	1,110,324	801,322	214,580	5,604,003	2,958,905	130	469,219	(866,005)	48,383,159
Change in net assets before other changes	(2,773,715)	(610,324)	(481,071)	(135,363)	(4,422,746)	(477,126)	24,900	162,753	-	(8,712,692)
Other changes										
Net investment income (loss) of amounts designated for current operations	1,084,081	-	-	-	243,550	499,802	-	-	-	1,827,433
Pension related changes other than benefit costs	1,910,227	-	-	-	-	-	-	-	-	1,910,227
Change in net assets	220,593	(610,324)	(481,071)	(135,363)	(4,179,196)	22,676	24,900	162,753	-	(4,975,032)
Net assets										
Beginning of year	66,442,670	(5,808,700)	474,439	(158,250)	11,694,955	15,303,587	58,575	576,542	-	88,583,818
End of year	$66,663,263	$(6,419,024)	$(6,632)	$(293,613)	$ 7,515,759	$15,326,263	$83,475	$739,295	$-	$83,608,786

CONSOLIDATING SCHEDULES OF ACTIVITIES
YEAR ENDED APRIL 30, 2025

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Revenue										
Per capita taxes and assessments	$32,394,440	$ -	$ -	$ -	$ 1,200,304	$ 2,560,168	$ -	$ -	$-	$36,154,912
Political action contributions	-	-	-	-	-	-	-	675,728	-	675,728
Processing fees	2,300,766	-	-	-	-	-	-	-	-	2,300,766
Supplies and other	103,829		-	-	-	-	-	-	-	103,829
Rent	332,011	500,000	312,078	77,179	-	-	-	-	(855,827)	365,441
Royalty income	268,898	-	-	-	-	-	-	-	-	268,898
Other	305,269	-	-	5,600	-	-	32,741	-	-	343,610
Total revenue	35,705,213	500,000	312,078	82,779	1,200,304	2,560,168	32,741	675,728	(855,827)	40,213,184
Expenses										
Program services	26,119,996	634,628	590,980	72,614	283	3,026,219	698	570,494	(599,079)	30,416,833
Management and general	10,151,387	271,983	253,277	45,664	-	-	-	-	(256,748)	10,465,563
Total expenses	36,271,383	906,611	844,257	118,278	283	3,026,219	698	570,494	(855,827)	40,882,396
Change in net assets before other changes	(566,170)	(406,611)	(532,179)	(35,499)	1,200,021	(466,051)	32,043	105,234	-	(669,212)
Other changes										
Net investment income (loss) of amounts designated for current operations	1,541,657	-	-	-	558,494	1,043,763	-	-	-	3,143,914
Pandemic relief	-	-	-	-	-	-	-	-	-	-
Pension related changes other than benefit costs	1,848,905	-	-	-	-	-	-	-	-	1,848,905
Change in net assets	2,824,392	(406,611)	(532,179)	(35,499)	1,758,515	577,712	32,043	105,234	-	4,323,607
Net assets										
Beginning of year	63,618,278	(5,402,089)	1,006,618	(122,751)	9,936,440	14,725,875	26,532	471,308	-	84,260,211
End of year	$66,442,670	$(5,808,700)	$474,439	$(158,250)	$11,694,955	$15,303,587	$58,575	$576,542	$-	$88,583,818

CONSOLIDATING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2026

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	$16,663,789	$ -	$ -	$ -	$5,314,612	$ 220,457	$ -	$ -	$ -	$22,198,858
Payroll taxes	1,227,335	-	-	-	-	-	-	-	-	1,227,335
Employee benefits	7,079,685	-	-	-	-	91,912	-	-	-	7,171,597
Occupancy	948,276	260,122	-	-	-	-	-	-	(866,005)	342,393
Utilities -	101,243	51,652	7,502	-	-	-	-	-	160,397	
Real estate taxes	-	169,573	119,654	37,585	-	-	-	-	-	326,812
Maintenance and repairs	71,435	72,363	116,838	-	-	-	-	-	-	260,636
Telephone	24,259	-	-	-	-	-	-	-	-	24,259
Printing and postage	1,430,282	-	-	-	288,993	-	-	-	-	1,719,275
Office	822,288	141	8,179	118,065	398	618	130	13,199	-	963,018
Legal	139,601	-	-	-	-	1,935,728	-	-	-	2,075,329
Accounting	313,562	-	-	12,500	-	-	-	-	-	326,062
Consulting and outside services	268,864	-	26,781	9,678	-	-	-	-	-	305,323
Computer	836,797	-	-	-	-	-	-	-	-	836,797
Insurance	219,194	-	-	1,033	-	-	-	-	-	220,227
Meetings and conferences	4,898,947	-	-	-	-	-	-	-	-	4,898,947
Per capita taxes - affiliated organizations	1,418,847	-	-	-	-	-	-	-	-	1,418,847
Promotional and charitable	636,745	-	-	-	-	-	-	-	-	636,745
Political contributions	210,000	-	-	-	-	-	-	456,020	-	666,020
Education and training	13,360	-	-	-	-	710,190	-	-	-	723,550
Currency exchange	704,467	-	-	-	-	-	-	-	-	704,467
Depreciation 162,948	506,882	478,218	28,217	-	-	-	-	-	1,176,265	
Total expenses	$38,090,681	$1,110,324	$801,322	$214,580	$5,604,003	$2,958,905	$130	$469,219	$(866,005)	$48,383,159

CONSOLIDATING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2025

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	$15,813,951	$ -	$ -	$ -	$ -	$ 216,859	$-	$ -	$ -	$16,030,810
Payroll taxes	1,150,181	-	-	-	-	-	-	-	-	1,150,181
Employee benefits	8,276,190	-	-	-	-	87,610	-	-	-	8,363,800
Occupancy	939,679	254,809	-	-	-	-	-	-	(855,827)	338,661
Utilities	-	72,037	48,661	7,692	-	-	-	-	-	128,390
Real estate taxes	-	171,625	116,373	36,960	-	-	-	-	-	324,958
Maintenance and repairs	68,222	27,240	182,714	-	-	-	-	-	-	278,176
Telephone	24,582	-	-	-	-	-	-	-	-	24,582
Printing and postage	1,352,369	-	-	-	-	-	-	-	-	1,352,369
Office	762,152	760	15,219	14,782	283	325	698	151,289	-	945,508
Legal	114,295	-	-	7,178	-	2,150,577	-	-	-	2,272,050
Accounting	308,279	-	-	14,543	-	-	-	-	-	322,822
Consulting and outside services	126,771	-	24,578	1,493	-	-	-	-	-	152,842
Computer	517,954	-	-	-	-	219	-	-	-	518,173
Insurance	254,703	1,382	-	7,413	-	-	-	-	-	263,498
Meetings and conferences	3,299,411	-	-	-	-	-	-	-	-	3,299,411
Per capita taxes - affiliated organizations	1,327,798	-	-	-	-	-	-	-	-	1,327,798
Promotional and charitable	759,319	-	-	-	-	-	-	-	-	759,319
Political contributions	285,000	-	-	-	-	-	-	419,205		704,205
Education and training	12,280	-	-	-	-	570,629	-	-	-	582,909
Currency exchange	743,515	-	-	-	-	-	-	-	-	743,515
Depreciation	134,732	378,758	456,712	28,217	-	-	-	-	-	998,419
Total expenses	$36,271,383	$906,611	$844,257	$118,278	$283	$3,026,219	$698	$570,494	$(855,827)	$40,882,396

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

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Aurea Corona, Gwendolyn Rosenstein, Eli D. Stephens, Reagan Schmicker, Max Herbster, Violet W. Foushee. Lilly MacLean, Kaz Ingelman, William Powell, and Jake Kadar.

Aurea Corona is the daughter of Los Angeles Local 728 member Hector Corona. She graduated California School of the Arts San Gabriel Valley as Valedictorian with Distinction. At CSArts, Aurea participated in the Ballet and Contemporary Conservatory where she developed her dance skills beyond the studio including choreographing and as the assistant director of the student choreography production. Aurea plans to attend Hope College in Holland, Michigan where she will continue to pursue her love of dance as a dual major in dance and mechanical engineering.

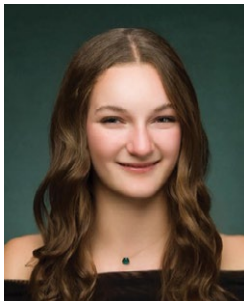
Gwendolyn Rosenstein recently graduated from Fiorello H. LaGuardia High School of Music & Art and Performing Arts in NYC and will be attending the Art Institute of Chicago in the fall. Growing up in a family with deep ties to the industry—her father has been a member of United Scenic Artists, Local 829 for nearly twenty years, and her mother is an inactive member—this honor is especially meaningful to her. Outside of her academic pursuits, she has completed two internship terms at The Metropolitan Museum of Art and served as a poll worker during recent election cycles. Gwen is incredibly excited to begin this next chapter at Tufts and is committed to making the donors proud.

Eli D. Stephens is an honor roll senior at Chaminade College Preparatory in West Hills, California.

For several years, Eli volunteered with the West Hills Baseball Champions Foundation, helping children with disabilities experience the joy of playing baseball. He has also volunteered with the Sandy Rollman Ovarian Cancer Foundation, a cause that is especially meaningful to him because of his mother's journey as an ovarian cancer survivor.

This fall, Eli will attend Trevecca Nazarene University in Nashville, Tennessee on a baseball scholarship, where he plans to study Business Administration with a concentration in Sports and Event Management while continuing his baseball career.

Reagan Schmicker is a 2026 Brentwood High School, Brentwood, TN award winning graduate with honors. At BHS Reagan was Thespian President, Nashville's Spotlight Award Winner for Best Comedic Actress 2025, TMEA TN All State Choir First Soprano (4yrs), TN All State Theatre and All State Musical Theatre (3yrs), WCS Fine Arts Award Winner (4yrs/3 categories), Speech and Debate Team (4yrs), National Honors Society, Mu Alpha Theta, Rho Kappa and National English Honors Society. Reagan is attending Southern Methodist University in Dallas, Texas as a University Honors Student where she is a double major BFA Acting, Meadows School of the Arts Scholar and BBA Cox School of Business Scholar. Special shout out to her dad, Lee, in set lighting.


Aurea Corona


Gwendolyn Rosenstein


Eli D. Stephens


Reagan Schmicker


Max Herbster

Max Herbster is from Chicago, Illinois and a recent graduate from Northridge Preparatory School. In the fall, he will be attending Cornell University majoring in Environment and Sustainability. In high school, Max did theater with some notable productions being Newsies, Arsenic and Old Lace, Guys and Dolls, and The Outsiders.

Violet W. Foushee is a creative, compassionate, and academically driven student graduating from Eagle Rock High School in June 2026. In Fall 2026, she plans to attend university to study Biochemistry on a pre-med track, combining her passion for science, healthcare, and helping others with her strong background in leadership, service, and the arts. She currently volunteers in the pediatric department at Huntington Hospital, where she assists staff nurses, supports pediatric patients and their families, and contributes to creating a welcoming environment for children receiving care. Known for her creativity, discipline, empathy, and strong work ethic, she hopes to build a future in medicine while continuing to inspire and support others through both science and the arts.

Lilly MacLean will be attending Queen's University in Kingston, Ontario this coming fall. She has been accepted into the Concurrent Education program majoring in History and Dramatic Arts and will receive her teaching degree upon graduation. Lilly is the last of four siblings to begin working as a permit worker with Local 357, and her Father has been a member of Local 357 for over forty years. Lilly would like to thank IATSE and the Trustees, Richard F. Walsh, Alfred W. Di Tolla, and Harold P. Spivak Foundation for this amazing opportunity and looks forward to an exciting future ahead.

Kaz Ingelman will be graduating from Riverside Secondary, in Port Coquitlam, BC, Canada in June 2026. They are a dedicated, creative, academic, and athletic individual with a passion for helping others. Over the past five years, Kaz has written and self-published five novels in their own time, using writing as a way to express themself. They are currently playing their eleventh season of ringette, serving as Assistant Captain on their team. At school, they have taken a variety of courses, including Social Justice, Leadership, Musical Theatre, Directing and Scriptwriting, and Automotive, earning a final grade of one hundred percent in five classes. Kaz is planning to pursue a Bachelor of Social Work at the University of Victoria in Fall 2026 so they can help vulnerable populations and minority groups around the world.

William Powell is a graduating senior from California. With a strong interest in STEM, he is part of the Project Lead the Way engineering track. He is co-president of his high school's coding club, is an active member of its competitive math team, and tutors his peers after school in the library. William has been accepted into the B.S. program at the University of California, Santa Barbara's elite chemical engineering department and will be attending the university beginning this fall. William wants to pursue a career helping to mitigate elevated greenhouse gas levels in the atmosphere amid our planet's changing climate.

Jake Kadar is from Brooklyn, NY, and his dad is a proud member of Local 52. Jake will graduate as valedictorian from Williamsburg High School for Architecture and Design (WHSAD). While at WHSAD he operated aerial & submersible drones documenting and mapping habitat assessments to inform ecological restoration projects, was a 3D modeler for enhancing Staten Island's Historic Richmond Town Native Encampment, became AutoCAD certified, and served as the student leader of WHSAD's makerspace. Outside of school he co-created a short film about a high school student struggling with anxiety titled "Predisposition" serving as the assistant director, co-producer, and film editor.

This fall Jake plans to pursue his BS in Architecture/MArch from Wentworth Institute of Technology in Boston, Massachusetts.



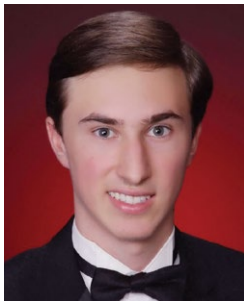
Violet W. Foushee



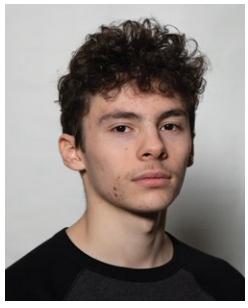
Lilly MacLean



Kaz Ingelman



William Powell



Jake Kadar

57th Annual Scholarship Awards
of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/Harold P. Spivak Foundation are pleased to offer ten scholarship awards each year. Each scholarship recipient will receive a $10,000 grant which is paid out over a four year period. Each year of the four year period $2500 will be paid directly to the recipient's educational institution. Counting the 2026 awards, the Foundation will have had 150 scholarship recipients to date.

ELIGIBILITY

The rules of eligibility for the 57th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

a) Be the son/daughter of a member in good standing of the IATSE;

b) Be a high school senior at the time of application; and

c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree. The scholarship is not open to students that have already started college or university.

HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website (www.iatse.net/member-benefits/scholarship-foundation) and download the application.
2. The application is then to be completed and returned to the Foundation Office.
3. A complete copy of the applicant's high school transcript is also to be submitted to the Foundation Office. The transcript must have the school's seal or stamp for authenticity and can be sent in directly by the school or the student (together with the application).
4. The record of the score achieved by the applicant on the Scholastic Aptitude Test (SAT) or the American College Testing (ACT). Please note the Foundation does not have a code for the scores to be submitted electronically therefore a printed copy of the scores attached to the application will be accepted by the Foundation.
5. Letter(s) of recommendation from a teacher or clergyman.

DEADLINE

The deadline for filing all of the above required materials with the Foundation Office is December 31, 2026. **No extensions granted.** The winners of the scholarship awards will be notified by the Foundation Office in May 2027, and will be announced in a future issue of *The Official Bulletin.*

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

Please send me an application for the 57th Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name:_____

Address:_____

City:_____

State/Province:_____ Zip/Postal Code:_____

Parent(s) Name/Local Union No.:_____

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

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admin.iatse-intl.org/Bulletin.aspx



CREW SHOTS



Pictured is the Local One and Local 4 crew working on the New York Philharmonic's "Concerts in the Parks" tour. The crew brought together members from both Locals, reflecting the collaborative spirit of IATSE as the tour traveled across jurisdictional lines throughout New York City. Left to Right: Local 4 members: Olivia Edery, Eric Molitor, Steven Leif, Russell Hooton, Jonathan Bracken, Antero Branco, Roy deLorenzo. Local One members: Andrew Call, Terrence Connors, John Scott Mulrain, Thomas Parker, Sean Tant, Garret Hill, Kori Pettiford and Stageline Tech and Francis Lachance.



IATSE Road and Local 28 crew members strike a pose for a crew photo on the set of Back to the Future in Portland, Oregon, bringing plenty of IATSE spirit to the set!



Local 15 posed for a crew shot with the touring crew of The Phantom of the Opera on Saturday, May 23, 2026, at the historic Paramount Theatre in Seattle, Washington.



Cue the magic! Local 31 members and the talented cast and crew of the Wicked Munchkinland tour come together for a memorable crew shot.



This summer, Local 77 completed its sixth consecutive Barefoot Country Music Festival in Wildwood, New Jersey. Joining the crew shot are Wildwood Mayor Ernie Troiano (red shirt left) and Production Manager John Wilkie (overalls center). The event set attendance records for both Wildwood and Barefoot.

FIFA WORLD CUP

The 2026 FIFA World Cup was a once-in-a-generation opportunity for the Stagecraft Department and for our Locals across North America—and it became a powerful example of what can be accomplished when Locals work together. More than a sporting event, FIFA was one of the largest live entertainment productions ever undertaken in North America, involving stadium operations, live entertainment, ceremonies, fan festivals, and large-scale public events across thirteen host cities in the United States and Canada. The size, visibility, and complexity of the event required an extraordinary level of planning, coordination, trust, and collaboration among the International, Host City Locals, employers, and community partners.

At the heart of this success was the Project STAGE philosophy of "Locals Working Together." This was not simply a slogan—it was the foundation of the entire effort. Host City Locals came to the table in the true spirit of solidarity, sharing information, coordinating strategies, comparing challenges, and supporting one another in pursuit of a common national objective. Each Local brought its own experience, relationships, and knowledge of its market, and together those contributions created a stronger, more unified approach than any one city could have achieved alone.

By working together instead of working in isolation, Locals were able to protect their highest negotiated standards while helping raise standards in markets that have historically lagged behind. That collective approach also helped IATSE secure work that had traditionally been performed by non-union labor providers in Vancouver, Dallas, Houston, Miami, and Atlanta, significantly expanding IATSE jurisdiction in key markets. These gains were possible because Locals shared a common strategy, stayed connected throughout the process, and remained committed to the larger goal of strengthening IATSE work across all host cities.

Locals learned from one another throughout the process, openly sharing successful political strategies, community engagement initiatives, staffing solutions, and operational procedures. That willingness to exchange ideas, offer support, and build on each other's successes strengthened the entire effort and reinforced the value of Locals working together in a coordinated national way. These strategies now provide a model that can be adapted for future nationally coordinated projects, including the 2028 Olympic Games. Just as importantly, the experience showed that when Locals communicate early, plan together, and support one another, they can build a stronger foundation for future events and create lasting benefits beyond a single production.

The IATSE extends its sincere thanks to the officers, staff, and members of every Host City Local whose professionalism, cooperation, and solidarity made the 2026 FIFA World Cup an overwhelming success. This achievement belongs to all of the Locals who worked together, supported one another, and demonstrated the strength of IATSE on a global stage.







PINK CONTRACT CHANGES!

As of July 1, 2026, all Pink Contracts are being issued digitally. During this transition, some crew members may still have the older printed cardstock contract, while others may have the digital version. Additionally, some members may choose to print their digital contract. Any of these versions are acceptable for travel, provided the individual is a current active member and the dates of employment are active.

Local unions should remain diligent in conducting card and contract checks. Although rare, crew members can occasionally slip through the cracks and end up on the road without a contract or paid-up membership card. When conducting a card check, please confirm the following: Does the member have a current-year, fully paid-up membership card with all four per capita stamps? Do they have a current-year travel card? Does the Pink Contract match their job duties, department, and dates of employment? Does the number of road crews match the yellow card? Unless a new crew member is training, the production should not be "over" the card.

If you encounter cards or contracts that are out of date or missing, please contact the Stagecraft Department so we can look into the matter and correct the issue.

LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
4	BROOKLYN BOWL	PRODUCTION EMPLOYEES
4	PACHA NEW YORK	PRODUCTION EMPLOYEES
7	ORIENTAL THEATER	AUDIO ENGINEER EMPLOYEES
7	FEDERAL THEATRE	AUDIO ENGINEER EMPLOYEES
7	HQ DENVER	AUDIO ENGINEER EMPLOYEES
12	JEANNE B MCCOY COMMUNITY CENTER FOR THE ARTS CORPORATION	PRODUCTION EMPLOYEES
15	VILLAGE THEATRE	PATRON SERVICES EMPLOYEES
18	MILWAUKEE REPERTORY THEATER	COSTUME & WARDROBE DEPARTMENT EMPLOYEES
31	WORLDS OF FUN THEME PARK	ENTERTAINMENT EMPLOYEES
122	SMART CITY NETWORKS	TECHNICIAN EMPLOYEES
333	FLORENCE CENTER	STAGEHAND EMPLOYEES
917	BORGATA HOTEL CASINO & SPA	ON-CALL ENTERTAINMENT TECHNICIAN EMPLOYEES
IATSE	SPELLING BEE OFF-BROADWAY	PRODUCTION EMPLOYEES

The Most Important Skill in Tradeshow? Customer Service

In the Tradeshow industry, we often focus on improving our skills for projection, LED walls, floor layouts, rigging, or audio systems. While these skills are essential to providing seamless events, they are not what employers and clients remember the most. Long after the projectors are packed up and the booths are dismantled, people remember how they were treated. In an industry driven by complex logistics, constant change, and high stakes, exceptional customer service can be the difference between a one-time agreement or a continuous agreement.

At the heart, we are a relationship business. Every show involves a diverse network of exhibitors, attendees, venue operators, general contractors, production companies, and audio-visual providers. Success depends on hundreds if not, thousands of interactions occurring over the course of an event. The crew's rapid response when a truck arrives late, a rigger assisting with a last-minute change to the rig, or a technician calmly resolving an issue during a live keynote presentation all contribute to the client's overall experience. In these moments, customers are not necessarily evaluating what went wrong but they are evaluating how the crew responds.

Service quality is judged by clear communication, professional attire, and appropriate responsiveness. A flawless show can quickly be overshadowed by poor attitudes, dismissive communication, or a lack of professionalism. However, a team that takes the time to understand the facts, ask clarifying questions, and can communicate solutions clearly with patience, can turn a difficult situation into a positive experience which in turn strengthens the trust between the Local and the employer. Additionally, clean cable management, organized workspaces, proper attire, punctuality, and readiness contribute to customer service. When a customer enters a room and sees a well-organized environment staffed by technicians who are prepared and engaged, confidence is established before a single word is spoken.

Exceptional customer service can be the difference between a one-time agreement or a continuous agreement

Technology continues to transform our industry, but no amount of technology can replace human interaction. Customer service will remain a critical competitive advantage. The ability to build trust, create positive interactions, and demonstrate genuine commitment to helping others demonstrates that Locals provide value beyond technical expertise.

Clients may not remember every piece of gear used, but they will remember the crew that treated them with respect, solved problems professionally, and helped make their event a success. That is the lasting impact of great customer service, and it is one of the most powerful skills we have.

LOCAL 705 HOSTS 2ND ANNUAL ROSIE EVENT

The Political Action Team of Motion Picture Costumers Local 705 held its Rosie the Riveter Mixer in celebration of Women's History Month while raising funds for the IATSE PAC. Attendees were invited to come dressed in their best Rosie-inspired designs and enjoy themed food, drinks, and sister solidarity. The event also featured an opportunity to put your hair up in victory rolls and other vintage hairstyles associated with Rosie the Riveter.

This year also marked the 115th anniversary of the Triangle Shirtwaist Factory fire. Attendees took time to learn about the tragedy, its lasting impact on workers' rights, and why the fight for safe and fair working conditions remains just as important today.

Non-perishable food items were also collected for the Greater Hollywood Food Coalition in support of the greater Los Angeles community. Over $2,000 was raised for the IATSE PAC.





LOCAL 700 EDITOR'S GUILD CELEBRATIONS!

Emmy-Nominated Women's Tea in the Guild's Dede Allen Room. The event honored twenty-seven members nominated across multiple guild classifications including Sound and Picture Editing.

The WSC celebrated the nominees with raffle prizes provided by Adobe, Avid, and Key Code Media, as well as gift bags for all attendees. The afternoon recognized the outstanding achievements of women editors and offered an opportunity for members to gather and celebrate their Emmy nominations together.

In March the Women's Steering Committee celebrated Women's History Month by bringing together sixty-six members at The San Fernando in Glendale for an afternoon of connection, community, and celebration. The event also marked the launch of the fourth cycle of the Lift Up Women Mentorship Program, with many mentors and mentees meeting face-to-face for the first time since being paired. Attendees enjoyed conversation, trivia, and raffle prizes, including Avid Media Composer and Pro Tools subscriptions, as well as educational courses from Key Code Education. The gathering was made possible through the generous support of Post Script.



IATSE Women's Committee

IATSE members take centre stage at Pride parades across the U.S. and Canada



West Coast Locals, including 700, 728, 839, B-192 and USA 829, call "Action!" on Pride at the WeHo Pride Parade.



Pride Committee Co-Chair Nate Richmond and Toronto area members getting the Pride float ready to roll



Local 481's Susanna Brown is sewing joy with her rainbow thread.



International Vice President and Pride Committee Co-Chair Carl Mulert joins members of the NYC Locals in putting IATSE in the spotlight at the NYC Pride March.



Local 13 gives Pride top billing at Twin Cities Pride.



The behind-the-scenes crew who helped bring IATSE's NYC Pride contingent to the march.



Drag queen Chloe Kerrigan delivers a show-stopping parade moment.



Entertainment Unions of the Maritimes bring the full cast and crew together at the Halifax Pride Parade.

IATSE MEMBERS UNITE AT TORONTO PRIDE

On Sunday, June 28, IATSE once again marched in the Toronto Pride Parade with a contingent made up of members from Toronto-area Locals. International Vice President and Director of Canadian Affairs John M. Lewis and Pride Committee Co-Chair Nate Richmond joined the group as IATSE continued a tradition of marching that began in 2014, when Toronto hosted WorldPride. This year marked a big step forward for the contingent. After testing out an initial prototype last year, IATSE debuted its new float, with the build led by Local 873's Vice President David Tellez. It was a proud day for IATSE members to show up together in support of the 2SLGBTQIA+ community.



Toronto Pride Group on Float



VANCOUVER PRIDE PARADE

On Sunday August 2nd, Local 891 members, their families, and friends joined their comrades from UBCP-ACTRA to march in the iconic Vancouver Pride Parade. Filled with colour, vibrancy, and enthusiasm, the float was proud to represent the best of B.C.'s motion picture industry. The energetic float made its way through the streets of downtown Vancouver, and celebrated pride and love with more than 250,000 spectators while dancing to some of the greatest music hits from the 80s and 90s.



Local 871 Climate Action Committee Chair (Left) Scott Root and (right) Cass, a non-IA member, but works with the Expendables Upcycler that was founded by Local 600 member Seth Craven.

Green Committees Launch First-Ever Zero Waste Share Fair

The IATSE Interlocal Green Committees recently brought members together for their first Zero Waste Share Fair, an event focused on sustainability, community building, and giving unwanted items a second life. The fair encouraged a circular approach to both work and everyday living by promoting the exchange, donation, repair, and recycling of items that might otherwise end up in landfills.

Members arrived with a wide variety of donations, including clothing, books, household goods, tools, plant cuttings, and small appliances. Throughout the day, participants had the opportunity to swap items, discover new treasures, and connect with fellow IATSE members who share a commitment to reducing waste.

PLANT SWAP BRINGS GREEN THUMBS TOGETHER

One of the event's most popular attractions was the Plant Swap, where members exchanged plants, seeds, and cuttings while sharing gardening tips and expertise. Volunteers assisted with repotting and plant care, helping revive plants that needed a little extra attention before finding a new home.

CLOTHING, TEXTILES, AND HOME GOODS FIND NEW LIFE

The Clothing Swap and Fabric Recycling Station provided members an opportunity to refresh their wardrobes sustainably while ensuring unwanted textiles stayed out of the waste stream. Even damaged or stained fabrics were accepted for recycling, demonstrating how many materials can continue to be useful beyond their original purpose.

The Home Goods Exchange was equally successful, with members donating and browsing books, tools, household items, office supplies, pet supplies, lighting fixtures, and small furniture. The exchange highlighted how sharing resources within the union community can reduce consumption while helping fellow members.



This photo of the clothing swap area was taken by ADG Green Committee Co-Chair Kelsey Garrett, which shows CDG (Local 892) Sustainability Committee Co-Chair/Costume Designer Maggie Walsh in the middle.

REPAIR, REUSE, AND RESPONSIBLE RECYCLING

A major focus of the event was keeping items in service for as long as possible. Members brought broken electronics for troubleshooting and repair, while items beyond repair were collected for responsible recycling through Homeboy Electronics Recycling.

The repair area also featured free knife sharpening and lighting fixture repairs, courtesy of Ian from Practical

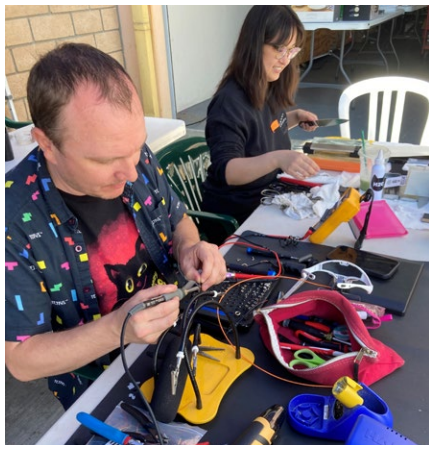
Props, giving participants practical ways to extend the life of everyday items rather than replacing them.

INDUSTRY PARTNERS SHOWCASE SUSTAINABLE SOLUTIONS

Several environmentally focused organizations participated in the Share Fair, offering information, resources, and sustainable alternatives for the entertainment industry. Participating vendors included EcoSet and its Materials Oasis Trailer, Practical Props, Green Set, LA Tool Library, Plastic Beach, Set Swap, and other organizations dedicated to reducing waste and promoting reuse.

BUILDING COMMUNITY THROUGH SUSTAINABILITY

Beyond the swaps and repair stations, the event served as an opportunity for members to connect, exchange ideas, and learn more about sustainable practices both on and off the job. With light refreshments and plenty of conversation, the Share Fair demonstrated how environmental stewardship and union solidarity go hand in hand.





Pictured on the left is Andrew Parrotte (Local 600 Camera Technician/1st AC) doing electronic repairs (next to him is Jesse Zhu, former Panavision worker but is not an IA member)

The success of this inaugural event showed the power of IATSE members working together to reduce waste, share resources, and strengthen community connections. By embracing repair, reuse, recycling, and donation, participants helped divert materials from landfills while advancing a more sustainable future for our industry. The event was such a success it will now be a bi-annual, with the next event being held in early November.

The IATSE Interlocal Green Committee includes members from Hollywood Locals 44, 80, 600, 800, 871, and 892. The Committee applauds these Locals for setting an example for the industry by providing resources, volunteers, and leadership in support of sustainability efforts.





SCAN THE QR CODE TO SUBSCRIBE TO GREEN COMMITTEE UPDATES

Our Voice, Our Vote: What to Know Ahead of the 2026 Midterm Elections

This summer, members of the Diversity, Equity, and Inclusion Committee gathered in Toronto during the mid-summer General Executive Board meeting. Toronto is rich in culture, heritage, and diversity. The city encompasses the traditional territory of Indigenous peoples and has long been shaped by Black and immigrant communities and histories of resilience and refuge.

The Committee infused the city's sprit of solidarity into the week, participating in a joint Committee-led Solidarity Social and holding an open DEI Committee meeting, where GEB attendees learned about the Committee's work and connected with kin from across the Alliance. As part of a joint fundraising effort tied to the Solidarity event, each IA Committee contributed items for a raffle, with the DEI Committee curating a basket featuring goods from Black- and Indigenous-owned brands, many sourced locally.

In the GEB report, the Committee reflected on southern Ontario's ties to the Underground Railroad. Harriet Tubman lived nearby in St. Catharines, and in 1851 helped freedom-seekers cross into Canada, followed by thousands who settled throughout the region. Remembering the rights we have today that were won through generations of collective action and resilience is a timely reminder that protecting those rights requires constant engagement. The Committee announced its collaboration on the 2026 IATSE Votes campaign and encouraged members to participate in the DEI video prompts and to help engage others.

The responsibility to protect our rights is especially important as U.S. members prepare for the November 3, 2026, midterm elections. Voting rights are civil rights and workers' rights. We hear it often that elections have consequences. The decisions made at the ballot box shape laws, protections, labor standards, economic opportunities and resources affecting our members, families, and communities. Being





Pictures are of Harriet Tubman statue and descendants of the first freedom fighters brought to Ontario by her standing in front of Salem Chapel.



DEI Committee members gather at the Solidarity Event held in Toronto.

prepared matters as the voting rights-landscape is ever-evolving.

The Voting Rights Act (VRA) remains one of the most important U.S. civil rights laws. Section 2 prohibits voting practices that discriminate on the basis of race and has provided an important tool for challenging election systems and district maps that dilute minority voting strength The U.S. Supreme Court's (SCOTUS) recent decision in Louisiana v. Callais narrowed how Section 2 protections for redistricting may be applied, raising serious concerns about future challenges to discriminatory maps. Worker power and political representation are interconnected by who has a seat at the table, and who has the power to shape policies that affect working people.

The generations-long fight to having the right to cast a ballot is only part of equal representation. How districts are drawn or redrawn also affects the power of a ballot. Redistricting and partisan gerrymandering have a long history in American politics, and has shown disproportionate consequences for Black, Latino, Native, Asian American and other historically underrepresented and marginalized communities.

The stakes are high, and the DEI Committee is encouraging members to vote, get engaged, and Get Out the Vote (GOTV) by encouraging family, friends, and communities to participate in the midterms.

As legislative maps face changes and legal challenges, members should stay informed. Know your district and who will appear on your ballot. Election rules differ by state and can change, so make a voting plan early. Verify your voter registration and address and check your current voter-identification requirements. If voting early, by mail, or absentee, know the rules and deadlines. Your state or local election authority should be your primary source for up-to-date election information or to view a sample ballot. Be cautious about unverified information circulating online.

If you encounter a problem at the polls, do not just leave. For example, if your registration cannot be located, your identification is questioned, you are directed to another polling place, or your eligibility is challenged, ask a poll worker to explain the issue and what voting options are available. If you encounter accessibility barriers, threats, harassment, or suspected voter intimidation, report it promptly to election officials and to voting-rights protection resources.

Concerns about immigration enforcement or intimidation at the polls may discourage voter participation in immigrant and mixed-status communities. Know Your Rights resources are easy to access and can help workers and members to be prepared. If there are reports of immigration enforcement near a polling location, verify the information through reliable sources and avoid amplifying unconfirmed rumors. Any suspected intimidation or interference should be reported promptly. Members can find more information and resources here:

KNOW YOUR RIGHTS & VOTING RESOURCES:

ACLU Know Your Voter Rights
www.aclu.org/issues/voting-rights
ACLU Know Your Civil and Constitutional Rights
www.aclu.org/know-your-rights
AFL-CIO Know Your Rights Immigration Resources
https://aflcio.org/about-us/programs/immigration-resources

The DEI Committee is preparing for the midterms and supporting the ongoing fight to protect worker and civil rights. Our collective strength depends on an informed and engaged membership working in solidarity. Stay informed, participate, and help family and friends access accurate information and make a voting plan. Protect our rights, our voices, our votes, and make sure we are heard this November.

FIFTY YEARS STRONG! LOCAL 504 MEMBER RECEIVES 50-YEAR SCROLL

Congratulations to David Helgestad of Local 504, who recently received his 50-year Scroll.



A GOLDEN MILESTONE: HONORING FRED BEVIS' 50 YEARS OF SERVICE

Congratulations to 50-year Gold Card recipient Fred Bevis! A longtime and instrumental member of Local 835, Fred has made lasting contributions to the Local's training programs. In recognition of his dedication and impact, Local 835 has named its training center in his honor.





Left to Right: Local 835 Business Agent Mark Hardter, 50-year gold card recipient Fred Bevis, and Local 835 President Herman Dagner.

POWERFUL REMINDER TO KEEP FIGHTING FOR JUSTICE

International Vice President and Local B-27 Business Agent, Toni Burns, pauses at the George Floyd memorial during the 2026 AFL-CIO Convention held in Minneapolis. The memorial serves as a powerful reminder of the ongoing fight for racial justice, equality, and dignity for all workers. As union members, we honor those who have been lost and remain committed to building a more just and equitable future, both in our workplaces and our communities.



DISTRICT SECRETARIES GATHER IN TORONTO

At every General Executive Board meeting, District Secretaries come together to share insights and discuss key labor issues impacting our members, from organizing and collective bargaining to workforce development and the future of the industry. Pictured here is the recent District Secretaries' Lunch held during the 2026 GEB in Toronto, where IATSE leaders came together to strengthen solidarity and exchange ideas.



SEVEN VENUES, ONE CITY: IATSE MEMBERS GO BACKSTAGE IN TORONTO

At the 2026 Mid-Summer General Executive Board meeting in Toronto, Locals 58 and 822 organized backstage tours for attendees. Volunteers Doug Hook (58) and Michelle Di Cesare (822) served as fantastic tour guides, giving IATSE members from across Canada and the United States the opportunity to explore seven different venues throughout downtown Toronto.



Venue pictured here Royal Alexandra Theatre on the Wednesday after GEB session.



Venue front entrance of the Elgin & Winter Garden Theatres on Thursday evening after GEB session.

LOCAL 78 CELEBRATES 50 YEARS AT BJCC

On July 11, 2026, the Birmingham-Jefferson Civic Center had its 50th Anniversary celebration. Local 78 was invited to have a booth at the celebration, as Local 78 has been with the venue since its opening.



Photographed left to right: B.A. Bill Crowley, A.B.A. Paul Whaley, Jennifer Blakey, Bobby Ungerbuehler and Gina Shealy.

LOCAL 50 CELEBRATES JIMMY LOVELESS

In July, Local 50 proudly recognized longtime member Jimmy Loveless with a 50-year scroll and pin in honor of his five decades of dedicated service to the Local.



Front row: Steve Odehnal, Christina Cahill, Jimmy R. Loveless and Michael R. Perry. Back row: Lawrence Murdock and Jordan Holland.

BRINGING SCOUTING AND THE LABOR MOVEMENT TOGETHER

In June, Justin Conway was proud to serve as a Merit Badge Counselor at the Chicago Federation of Labor's recent Labor Merit Badge Workshop, where twenty-five Eagle Scouts participated in the CFL's first coordinated workshop for the American Labor merit badge.

As an Eagle Scout and Assistant Broadcast Department Director with IATSE, Justin says, "This was a meaningful opportunity to bring together two parts of his life: Scouting and the labor movement."

The Scouts came prepared with thoughtful questions about paid time off, healthcare, outsourcing, wages, career advancement, collective bargaining, and workplace rights.

"It was encouraging to see young people take these issues seriously and begin to understand the role unions have played in building and protecting the middle class."

Justin said. "Thank you to the Chicago Federation of Labor and the Pathway to Adventure Council for making this event possible, and to everyone who helped introduce these Scouts to the history and continuing importance of organized labor."





2026 NORTHWEST OREGON LABOR COUNCIL LABOR APPRECIATION DINNER

Local 28 Executive Board members met and spoke with County Commissioners about why IA members need Portland to build the new Performing Arts Center and fund the updates at the MODA Center

Many IATSE workers' needs were discussed throughout the evening, including Film Tax Credits, Statewide Healthcare, funding the upgrades needed at the Moda, supporting the choice to build the new Portland Performing Arts Center at Portland State University and then renovate the Keller to an 1800-seat, support for the METRO negotiations and more.



United States Representative Maxine Dexter talks with Local 488 Business Agent Sierra Robinson, Local 28 Business Representative/ Local 488 Trustee Rose Etta Venetucci, and Local 28 Executive Board Members Dana West and Laura Fraley. Photo taken by Local 793 Business Representative Joel Berhow.



Governor Tina Kotek with Local 28 Executive Board Members Dana West and Laura Fraley.



First Lady Aimee Kotek Wilson, Local 28 Business Representative Rose Etta Venetucci and Oregon Governor Tina Kotek.



LOCAL 74 CELEBRATES WILLIAM MENSCHING

On May 17th, Local 74 presented a 50-year scroll to William Mensching, Sr, President of ShowMotion Incorporated (SMI). Congratulations to William on this incredible milestone and fifty years of dedicated service to IATSE!

Left to Right: Local 74 Business Agent Bob Hofmiller, Secretary Catherine Moore, Brother William Mensching, Sr, and President Gaudette.

50 YEARS STRONG! LOCAL 333 HONORS JOE GOLZ

Congratulations to Brother Joe Golz on receiving his 50-year membership certificate from Local 333 President Greg Eddins.

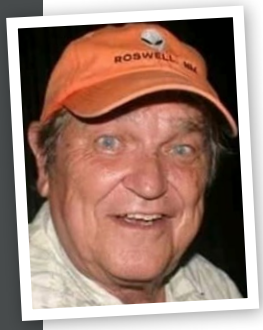


IN MEMORIAM

REMEMBERING DAVID FORSTATE



Brother David Forstate, a Local 820 Pittsburgh member since 1982, passed away on May 11, 2026. Dave was a very talented Photographer and Editor at both the KDKA and WQED venues over a span of forty-four years. He won numerous Emmy awards at that time and was a good friend to so many. He Is survived by his wife and former Local 820 member Judy, three children, and numerous grandchildren.



REMEMBERING RON ORTH

In losing Ron Orth earlier this year, Local 868 lost a gentle giant. Ron was from the aptly named town of Friendship, Wisconsin. He was generous and friendly to all and everyone who knew him loved him. Ron and his wife Carol (another Local 868 member) loved the 4th of July and used to have the best 4th of July parties. All who were fortunate to work with Ron remember him as kind, benevolent, fun, hard-working, easy going, a little cheeky and mischievous. Ron is sorely missed. Our deepest condolences to his family and his colleagues.

REMEMBERING PATRICIA "PAT" BRANNIGAN DOHERTY



Patricia "Pat" Brannigan Doherty, 98, passed away peacefully on March 20, 2026. After World War II, Pat performed as an overseas USO entertainer, then returned to Pittsburgh to work in wardrobe at the Nixon Theatre and at the inaugural season of the Pittsburgh Civic Light Opera. Pat was a founder of Theatrical Wardrobe Union, Local 787 in 1945 and a 70+ year member serving as treasurer, an International Representative for the IA, and later toured as wardrobe supervisor for Gypsy and the Ice Capades. She is fondly remembered by her Local for mentoring new members, always striving to elevate our work, as well as her strong commitment to the union and all that it stands for.

THANK YOU

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

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

Contributor	*In Memory Of*
Mark Kirakofe	Fund Contribution
Local 728	Fund Contribution
Robert Christopher Score	Fund Contribution
District 2 and MPTAAC	Fund Contribution
Local 15	Fund Contribution

NAME	LOCAL
Thomas E. Burke May 8, 2026	**1**
Thomas S. Commons May 15, 2026	**1**
Giorgio Costa February 18, 2182	**1**
Timothy P Gorey June 4, 2026	**1**
Arthur J. Lutz May 16, 2026	**1**
Charley P. Mann May 18, 2026	**1**
Arthur Pontecorvo June 2, 2026	**1**
Barry K. Reed June 30, 2026	**1**
Noel Twitchell May 29, 2026	**1**
Steven C. Conrad June 28, 2026	**2**
George A. Acevedo April 23, 2026	**4**
Juliee Hudal June 24, 2026	**4**
John V Saalfeld May 7, 2026	**5**
James M Campise June 14, 2026	**6**
Dan L. Hodapp May 6, 2026	**6**
Richard L. Parker May 12, 2026	**6**
Francisco Marra April 1, 2026	**7**
Carmelo R. Polito June 13, 2026	**10**
William Wallace April 14, 2026	**19**
William R. Crome Iii May 19, 2026	**21**
Joseph R. Feola June 25, 2026	**21**
James Mccue June 10, 2026	**27**

NAME	LOCAL
Russell Bishop April 24, 2026	**33**
Tad Dunphy May 5, 2026	**33**
James R. Higholt April 17, 2026	**33**
George J. Karlsen May 1, 2026	**33**
Daniel J. Serna May 5, 2026	**33**
Arthur Young April 9, 2026	**33**
Gilbert Aguilar April 1, 2026	**44**
Peter H. Albiez May 9, 2026	**44**
Edward Candanoza May 8, 2026	**44**
Louis Fasano April 1, 2026	**44**
Tom James Gebr June 6, 2026	**44**
Bryson H. Gerard Jr. June 5, 2026	**44**
Mark Jameson April 17, 2026	**44**
Scott Lodwig April 12, 2026	**44**
Douglas B. Poole April 17, 2026	**44**
John M. Schenk May 15, 2026	**44**
Peter S. Spurr May 24, 2026	**44**
Richard A. Wheeler June 2, 2026	**44**
Edward A. Coleman, Jr. April 7, 2026	**46**
Nancy G. Blake June 6, 2026	**52**
Vincent C. Camuto May 18, 2026	**52**
Richard Dowgin May 9, 2026	**52**

NAME	LOCAL
Jamie Gallagher April 10, 2026	**52**
Thomas Grunke April 6, 2026	**52**
Leigh A. Johnson April 1, 2026	**52**
Kevin T. Knott April 10, 2026	**52**
Dennis Yi June 9, 2026	**52**
Allan J. Gill May 4, 2026	**58**
Laura Duncan June 16, 2026	**63**
Christopher Williams May 4, 2026	**74**
George Campain June 16, 2026	**80**
Brandon Dale Hubbard May 7, 2026	**80**
Gloria M. Rothrock June 29, 2026	**80**
Robert Rust Jr. June 29, 2026	**80**
John Tim Ryan June 22, 2026	**80**
James R. Streeter June 15, 2026	**80**
Robert L. Wilder June 1, 2026	**80**
David W. Smith June 25, 2026	**87**
Ivan S. Klenov June 17, 2026	**99**
Robert Ryan Lasalle May 1, 2026	**99**
Jtoe Bassemier April 3, 2026	**102**
Gregory L. Wiser June 16, 2026	**112**
John R. Christopher May 26, 2026	**115**
Peter Gerencher May 20, 2026	**118**

NAME	LOCAL
Jason Smith May 1, 2026	**118**
Laura Ann Miller June 15, 2026	**122**
Brian G. Simmerman April 11, 2026	**187**
Michael Johnson June 26, 2026	**193**
Jody L. Webster May 17, 2026	**193**
Dianne Jolly June 10, 2026	**212**
Zachary Aron King April 17, 2026	**212**
Willam D. Walton May 19, 2026	**212**
Brent C. Spradlin May 5, 2026	**215**
Mark Shapiro May 29, 2026	**216**
Kim E Whitmore May 17, 2026	**217**
David Seymour May 29, 2026	**251**
Michael Bennett May 5, 2026	**421**
George Mach May 10, 2026	**471**
Lawrence Hammer June 24, 2026	**476**
William A. Cimino April 16, 2026	**477**
Eric A. Hirt May 12, 2026	**477**
Timothy P Mcdonald May 21, 2026	**480**
Dannie L. Peters June 24, 2026	**484**
Charles Seale May 15, 2026	**484**
Michael Xavier May 16, 2026	**484**
David Drinkwater May 16, 2026	**500**

IN MEMORIAM

NAME	LOCAL
Douglas J Strong April 24, 2026	**504**
Yves Thauvette April 9, 2026	**514**
Paul Tremblay April 11, 2026	**514**
Michael C. Butler April 7, 2026	**600**
Matt Dinerstein June 9, 2026	**600**
Cary A. Fisher May 26, 2026	**600**
Henner Hofmann April 20, 2026	**600**
Lewis L. Lockwood May 7, 2026	**600**
Herbert Schwartz April 8, 2026	**600**
Jonathan P. Taylor June 22, 2026	**600**
Robert A. Torres May 7, 2026	**600**
Jeff Rawlins May 2, 2026	**618**
William H. Barnes May 5, 2026	**631**
Joseph R. Feola June 6, 2026	**632**
James Aquila June 11, 2026	**667**
David B. Perrault April 15, 2026	**667**
Martin Mcinally June 8, 2026	**669**
Finian S. Johnson May 25, 2026	**700**
Marcia G. Lucas May 27, 2026	**700**

NAME	LOCAL
Steven Maslow April 27, 2026	**700**
Richard Mettler April 27, 2026	**700**
Carrie Christine June 6, 2026	**705**
Marti Squyres May 19, 2026	**705**
Greg Cannom January 1, 5042	**706**
Dakota Lamb June 5, 2026	**720**
Ronald Mich'l June 19, 2026	**720**
Martha Neff June 2, 2026	**720**
Paul J. Caven May 24, 2026	**728**
Harvey Kamins May 8, 2026	**728**
Robert Knox June 29, 2026	**728**
Drain M Marshall June 6, 2026	**728**
Michael Seeman April 3, 2026	**728**
Christopher Warren April 20, 2026	**728**
Rod Weaver April 19, 2026	**728**
Neil A. Young, Ii May 4, 2026	**728**
Edward J. Sheridan June 8, 2026	**751**
Alexander Bartlett May 9, 2026	**764**
Judith Chew Mcfarland June 10, 2026	**764**

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Michael J. Mckenna April 9, 2026	**764**
Thomas Minton June 25, 2026	**800**
Dave Forstate May 11, 2026	**820**
Virginia A. Wright June 19, 2026	**834**
Lorne Bailey May 15, 2026	**856**
Brian W Clair April 27, 2026	**873**
Bradley Francis April 22, 2026	**873**
Rnjan (Rj) Guha April 12, 2026	**873**
Lambert Mckenzie April 14, 2026	**873**
Avelino Miguez May 12, 2026	**873**
Chris Rice June 21, 2026	**873**
Manjeet Trehan May 13, 2026	**873**
Andrew Verhoeven May 14, 2026	**873**
Brian Woodroof April 22, 2026	**873**
Giancarlo Colonna June 5, 2026	**891**
Gareth Farfan June 21, 2026	**891**
Murray Gibbs June 13, 2026	**891**
Ian N. Mc Dowell May 31, 2026	**891**
Tim Paller April 10, 2026	**891**

NAME	LOCAL
Al Uglanica April 22, 2026	**891**
Andrew J. Verhoeven May 11, 2026	**891**
John A Westerlaken May 29, 2026	**891**
Julia M Shelton April 4, 2026	**900**
Julia M Shelton April 4, 2026	**900**
Diana Marcks May 3, 2026	**904**
Matthew Veintimilla May 6, 2026	**923**
David J. Gersten April 6, 2026	**18032**
Seth Marquette June 19, 2026	**18032**
Roland E. Baird May 1, 2026	**B2**
Lindsey Fogarty May 13, 2026	**B2**
Michael Bottari June 3, 2026	**USA829**
Robert Clores June 8, 2026	**USA829**
David Hays April 8, 2026	**USA829**
David Shuhy April 21, 2026	**USA829**
Albert Wolsky June 8, 2026	**USA829**

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

ADC Associated Designers of Canada

ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)

AE Arena Employees

AFE Arena Facility Employees

AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians

MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees

MT Mail Telephone Order Clerks

O Operators

PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators

PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

PWG Production Workers Guild

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS/C,C,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists GuildSS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

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)

CANADA

ALBERTA

S 210 EDMONTON, AB – Mel Geary, treasurer@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: John White, iaba210@iatse210.com.

S 212 CALGARY, AB – Peter Hawrylyshen, 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.

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

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

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

MANITOBA

M 063 WINNIPEG, MB - Jacqueline Robertson, 359 McDermot Avenue, Winnipeg, MB, R3A 0A6. (204 944-0511) (Fax: 204 944 0528) Bus. Agt.: Drew Derbowka.

MPSPT 856 PROVINCE OF MANITOBA - Margarita Vailas, 500-332 Bannatyne Avenue, Winnipeg, MB, R3A 0W5. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Eric Barnaby, businessagent@iatse856.com.

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

NEWFOUNDLAND AND LABRADOR

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

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

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

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ONTARIO

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

PC, CP&HO 411 PROVINCE OF ONTARIO – David Rumley, 2087 Dundas Street East, Unit 106, Mississauga, ON, L4X 2V7 (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: David Rumley, businessagent@iatse411.ca.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON – Pamela Gallop, P.O. Box 1594, Niagara On The Lake, ON, LOS 1J0. (905-932-4461) Bus. Agt.: Stacey Bonar.

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

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

M 580 WINDSOR/CHATHAM, ON – Eric Tulp, ia580secretary@gmail.com; 6-2557 Dougall Ave, Suite 538, Windsor, ON, N8X 1T5. (705)-331-6506) (Fax: 519-974-3488) Bus. Agt.: Crystal Benn, crystalbenn@hotmail.ca.

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ADC 659 CANADA – Simon Rossiter,treasurer@adc659.ca; 22 St. Joseph St., Toronto, ON M4Y 1J9. (416-907-5829) Bus. Agt.: Simon Rossiter.

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

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

O 262 MONTREAL, QC – Sebastian Molina Zevallos, 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 295 REGINA/MOOSE JAW, SK – Susan Parkin, secretary.iatse295@sasktel.net, 1849 Park Street, #3, Regina, SK, S4N 2G4. Stage Bus. Agt.: Joe Topuschak, stagesteward.iatse295@sasktel.net. Film Bus. Agt.: Brentyn Krekoski,iatse295.filmsteward@gmail.com. (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.

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

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

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

SM 479 STATES OF ALABAMA AND GEORGIA (Except Savannah and Vicinity) – International Representative In Charge, Andrew Oyaas; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677)

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

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S 918 ANCHORAGE – Brandy Bowmaster, ia918sectreas@gmail.com, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145)

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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.

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

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA – Abraham Montes, 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-5671-138) Bus. Agts.: (TV) Ronald Valentine, rvalentine@iatse33.com; (Legit) John Lehman, jlehman@iatse33.com.

APC 044 HOLLYWOOD – Ashley Swanson, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

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

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

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)

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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 – Daniel Lacour, 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 Tonisson; 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.

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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 – Kristin Holbak, 5127 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Laura Little, jbly@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.: Jennifer Long, 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.

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

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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.

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

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HAWAII

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

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ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD(See also Georgia, Illinois and New York) – Stephen Wong; National Executive Director Alexander Tonisson; 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).

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INDIANA

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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.

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

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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) – District Secretary: Christina Kasperczyk, #301-4390 Gallant Ave., N. Vancouver, BC V7G 1L2. (604-862-4000) Email: Iatsed12@gmail.com

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

DID YOU KNOW?

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

IATSE PAC 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 IATSEPAC.NET TO CONTRIBUTE

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

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