

IATSE OFFICIAL Bulletin

FIRST QUARTER, 2011 • NUMBER 631



IATSE
STANDS WITH
WISCONSIN

IATSE OFFICIAL Bulletin

FIRST QUARTER, 2011

NUMBER 631

FEATURES

16 IATSE Stands with Wisconsin

See Photos from around the IA in support

18 Report of the General Executive Board Meeting

January 25 – 29, 2011, Las Vegas, Nevada



**INTERNATIONAL ALLIANCE OF THEATRICAL
STAGE EMPLOYEES, MOVING PICTURE
TECHNICIANS, ARTISTS AND ALLIED CRAFTS
OF THE UNITED STATES, ITS TERRITORIES
AND CANADA, AFL-CIO, CLC**

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Please send your Bulletin submissions to bulletin@iatse-intl.org

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.

Labor is Under Attack

By the time you receive this issue of the *Bulletin*, it has become abundantly clear that workers in Wisconsin are undergoing radical measures imposed by a Governor who has made it his mission to obliterate labor unions from the face of the state. While the legal and electoral systems in Wisconsin will now take their course against the outrageous actions taken by Governor Walker, it is my fervent hope that legislators in other states across the country – Ohio, Missouri, Michigan, Indiana, Florida and others - will come to their senses, so that workers will not lose their right to the protections that strong unions provide. There is no doubt that working families need fair wages and benefits, decent working conditions, and the guarantee that those rights will not be taken from them.

We have fought long and hard for those rights, through hours of negotiations and through the passage of legislation over the course of many years. No one wants to strike, no one wants to fight with employers; job actions hurt everyone. But there has been a turn in this country against the labor movement that echoes back to the days of late 19th and early 20th Centuries, when disasters were common and working families suffered tragedies. March 25th marks the 100th anniversary of the Triangle Shirtwaist Fire, one of the deadliest industrial accidents in American history. Through those experiences, we learned lessons: that without the protection of unions, workers suffer from unbearably hazardous conditions that can lead to substantial loss of life.

In the entertainment industry, we have made it a point to ensure that our union members have the most up-to-date information on safety and improved working conditions, including protection against long hours and hazardous circumstances. Through collective bargaining, we have been able to fund our health care and pension plans, ensure a degree of security for our retirees, and encourage young members of our Locals that they will be protected in the future and one day retire with dignity.

Right-to-work legislation threatens all of us. When one state causes its workers to lose their collective bargaining rights, other states will use it as a precedent and then all of us are in grave danger. Ballot initiatives that attack labor and the progressive agenda on health care and pension reform, that set back the funding of public schools and deprive our children of the education that made this country great, look back, not forward. It is clear that the right wing is trying to take labor out of politics to secure their agenda. Unions are the strongest counterbalance and greatest contributors to offset corporate support and donations.

It is with tremendous pride that I have seen IA members in numerous cities throughout the United States, demonstrating with public service employees, supporting their efforts, contributing to their cause. We know the entire labor movement in this country is under serious threat. We can't let a

Continued on page 7

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at Sheraton Boston Hotel, 39 Dalton Street, Boston, Massachusetts 02199 at 10:00 a.m. on Monday, July 25, 2011, and will remain in session through and including Friday, July 29, 2011. 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 Sheraton Boston Hotel by calling 866-716-8120 or 617-236-1702. Guest room rate for the IATSE is \$205.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliations with the IATSE.

Cut-off date: June 24, 2011

The Stage Caucus will be held at the Sheraton Boston Hotel on Sunday, July 24, 2011, 9:00 a.m., in the Back Bay Ballroom A. Representatives of Stage, Wardrobe and Mixed locals are welcome.

Communication In Our Ever-Changing World

If you are a regular reader of the *Official Bulletin*, you are no doubt already aware that the International has launched a Member Email Initiative. One of the major purposes of this project is to distribute various publications of the International in electronic format. This has obvious environmental benefits and also speeds the receipt of those publications.

As you will see on page 15 of this issue of the *Bulletin*, seventy-one local unions have provided us with the email addresses that they have on file for their members. The International has now sent out almost 27,000 emails to those members and provided them with information about how to register for the new Initiative. Thousands of our members have completed the brief verification process that is necessary to confirm that you are a member of a local union. It is interesting to note that while there is a variance amongst individual local unions, on average, almost 75% of our members have an email address registered with their local union.

What if you are a member who prefers actually holding an *Official Bulletin* in your hands while reading it as opposed to perusing it on a computer screen? Then this Initiative is applicable to you as well. While the environmental benefits of receiving publications from the International in electronic form are obvious and the quicker receipt time over traditional mail may be advantageous, the other major benefit of being registered for email communication is that you will receive information from the International that may not be distributed through traditional channels.

As you can see from the cover of this issue of the *Official Bulletin* and from President Loeb's message, these are challenging times for the labor movement. Situations are, and will continue to be, extremely fluid and will often require a rapid response. This will require our members to have access to timely information which can only be achieved through electronic methods.

Members that are registered for email communication have been receiving information from the International on the Wisconsin situation as well as other issues that the International is involved in. Press releases and other information related to the activities of the International and our affiliated local unions, is now being sent to those members that are registered for the Initiative.

If you are not presently registered to receive email communication from the International either because your local union has not yet supplied us with your information or perhaps you deleted the message before acting, you can simply go to the International's Web site and click on the "Email Subscriptions" box on the left hand side navigation bar. Sign up today and start receiving the most up-to-date information from the International.

2011 SUPPLIES

Those local unions that were in compliance with their financial and reporting obligations with the International were sent their 2011 membership cards and supplies starting in late November.

If your local union has still not received their supplies for 2011, you are advised that as of this late date, the 4th Quarter Report for 2010 must be submitted and the per capita stamps for all of 2010 as well as the 1st Quarter of 2011 must be purchased before your supplies can be sent.

PERSONAL CHECKS

In order that the processing of membership applications is not delayed, local unions are reminded that all processing fees and back per capita payments forwarded to the International must be drawn on a local union bank account and be made payable to "I.A.T.S.E."

The International does not accept personal checks submitted by applicants and if these are received, they are returned to the local union which delays the processing of new applicants.



Payroll Stewards Class for Local 15

Pictured here are members of Local 15, attending a day long mandatory Payroll Steward class, in the classrooms of the Western Washington Theatrical Training Trust. The class was taught by Training Coordinator, Dick DeLay. The Western Washington Theatrical Training Trust is a jointly sponsored employer/union 501(c)(3) training trust.



ELECTED OFFICERS OF LOCAL 52



Pictured here are the new Local 52 Executive Board Members: (Kneeling) from left to right: Richard Tice and William Klatt. From left to right: Barbara Kastner, Raymond Fortune, International Representative Dan Mahoney(Oath Administrator), John Fundus, International Vice President/President, Local 52 John Ford, Glen Pangione, John L. Oates, Alan Hicks, Charles Meere, Chris De Titta, William Mc Gavin, Ronald Mazzola, Robert Reilly, Richard Fellegara, Glynis Burke, Nils Johnson and Frank Graziadei.

On December 3, 2010, several members of Local 121 received their 25-year IA pins at the Local's Holiday party. From left to right: Local 121 President Robert Gardner, 25-year members Dave Schuey, Mark Gardner, Wendy Whittall, Local 121 Vice President John Wrobel and Business Agent John Scardino, Jr.



On Saturday, January 8, 2011, International Vice President J. Walter Cahill swore in the newly elected Officers of Local 22. From left to right: Trustee Jim Utterback, Secretary-Treasurer John Page, Chairman of Trustees Larry Barrett, President Chuck Clay, Trustee Mike Clem, International Vice President Cahill, Business Agent John Brasseux, Vice President Joseph Kelly, Vice President Alan Perry and Vice President Reggie Fitzgerald.

President's Newsletter

Continued from Page 4

small group of politicians use the labor movement as a scapegoat for the massive fraud and collusion that put us into the economic quagmire we're trying so hard to leave behind us.

The middle class has been disappearing for longer than we care to acknowledge. We can't go back to a time of robber barons and hopeless poverty. It is our responsibility to our families, and especially to our children, to see that the union movement is alive, healthy,

and willing to do what it has to do to keep the rights we've fought over one hundred years to get. Anything less is unacceptable.

I am committed to this cause and will do whatever I can, and go wherever I think I can help, and join IA members all over this country to see that their rights to collective bargaining remain intact and healthy. The alternative just simply won't work.



Pictured are Local 729 brothers and sisters that were awarded Gold Cards and a 50 Year Scroll. From left to right: International Trustee/Business Agent Local 729 George Palazzo, Ernie Millanponce, Evans Maloof (50 Year Scroll), Howard Graydon and Barbara Murphy.

All past and present officers at the Local 534 Farewell/Holiday Party are pictured here. As of January, Local 534 (Central New Jersey), originally chartered in 1918, has proudly merged with sister Local 21.



Pictured here is Local 720 President Dan'l Cook, International President Loeb and Local 720 Secretary Treasurer Ron Poveromo taken at the PAC fund raiser held in Las Vegas during the Mid-Winter General Executive Board Meeting.

LOCAL 728 MARCHES IN MARTIN LUTHER KING DAY PARADE



Pictured is the Local 728 Diversity Committee at the Los Angeles Martin Luther King Day parade. From left to right: Cordell Boyd, Fitzhugh Banks, Rondalis Tandy, Local 728 Business Representative Patric J. Abaravich, United States Secretary of Labor Hilda Solis, Stephan Ohab Jr., Los Angeles County Federation of Labor Executive Secretary Treasurer Maria Elana Durazo, Leigh Klemmer, and Dave Darwin.

PHOTO CREDIT: KAREN WEILACHER



International Vice President Tony DePaulo (center) swore in the new Officers of Local No. 306, New York, NY. Front Row: Victor Broder, Executive Board; Lea Lefler, Executive Board; Roy DuBose (resigned as Trustee), Barry Garfman, Business Representative Traditional, Vice President DePaulo; Carol Bokun, Business Representative Theatrical; Dotty Rogan, Vice President; Lorraine Lowrey, Secretary/Treasurer; Rita Russell, Executive Board.

Back Row: Stephen Coco, Executive Board; Nancy DiBeneditto, Trustee; Rosaire Caso, Executive Board; Michael Satran, Executive Board; President John Seid; Joseph Rivierzo, Executive Board; Helen Bentley, Executive Board.



MPTF Honors MPEG Members

Retired motion picture editors Bill Elias and Alan Marks were honored at the annual Motion Picture & Television Fund Community Volunteers Appreciation Brunch held in Los Angeles on December 5, 2010.

Elias, who is also Local 700's Sergeant-at-Arms, was recognized for his contributions to the Rebuilding Together and Home Safe Home Programs. Holly Spiegel, MPTF's Rebuilding Together coordinator, presented him with his award thanking him as Volunteer of the Year. The Rebuilding Together and Home Safe programs provide MPTF clients with home safety assessments and home modifications to aid in the process of aging in place.

Marks was presented a special award for volunteering as a Fitness Buddy at the MPTF's Saban Center for Health and Wellness by Debra Greenwood, aquatics and fitness manager.



Bill Elias accepts his Volunteer of the Year award from Holly Spiegel.

GOLD CARD FOR LOCAL 66 MEMBER

Brother Nelson D'Aloia received his Gold Card for years of service to Local 66, Dayton, OH. D'Aloia accepted this honor at a ceremony at the Victoria Theater, where he and his wife Betty, served the IATSE and the performing arts community. Representatives from the various theatrical performing groups and organizations from the Dayton area were in attendance.

Brother D'Aloia joined the IATSE in 1961, after serving in the U.S. Navy. From 1962 to 1989 he toured with shows like Hello Dolly, The King and I, Cabaret and numerous others. After retiring from the road in 1989, Brother D'Aloia came home to the Victory Theater in Dayton and began work as the House Carpenter at the theater where he proudly served for 20 years until retiring at the age of 85 in September 2010. Local 66 will remember Brother D'Aloia as a leader and a teacher of the craft for stage work.

Editor's Note: At press time, Brother D'Aloia passed away on March 14, 2011.

Left: Ken Rice, Local 66 Business Agent, Brother Nelson D'Aloia and Fred Zavakos, President Local 66.



On October 8, 2010, William "Billy" Carroll, Business Agent for Local 54 Binghamton, New York was the recipient of the 2010 Broome County Arts Council's Heart of the Arts Award.

The award recognizes individuals who have made significant contributions, in William's case for more than 30 years, to the arts in the Greater Binghamton area and Broome County. During his acceptance speech William thanked the members of Local 54 for their professionalism and dedication to the local arts organizations and stated that the members are as deserving of this award as he is.



Workers' Memorial Day

By Kent Jorgensen,
Chairman, IATSE Craft
Advancement Program Committee



A worker woke up this morning and prepared to go to his job - nothing special, nothing different from a hundred other days. The difference is today this worker won't be coming home. Today, this worker will die on the job. Co-workers, friends and loved ones will mourn. And, this will happen more than 15 times today and everyday in the United States and Canada.

April 28 is Workers' Memorial Day in the United States and Canada. Around the world people at International Workers' Memorial Day or International Commemoration Day (ICD) for Dead and Injured events mourn the two million women and men who die each year from job related accidents or diseases. That is one worker dying every 15 seconds. And, approximately 400 million workers are hurt or get sick annually around the world.

This is not just a problem in emerging countries. It doesn't only happen in other industries. And, it's not just about dying. IATSE members in the Entertainment Community go home everyday with injuries and illnesses. Workers are hurt from falls, tools, cars, lifting, equipment failure, poorly designed jobs, electricity, and hundreds of other things. Chemicals, biological hazards, infectious diseases, and environmental conditions cause illness. Stressors are an often overlooked problem. Work schedules, pressure to perform, hostile work environments, and time pressures are a few of the stressors researchers believe contribute to heart conditions, high blood pressure, being over weight, sleep disorders, and many other ailments afflicting workers.

But, April 28 is not just a day to remember; it is a day to take action. The feisty Mary Harris "Mother" Jones fought for mine workers. She said, "Pray for the dead, and fight like hell for the living."

There is not a good reason to put ourselves in harms way. We should fight to have a safe place to work as is required, by law, of our employers.

There are many ways to fight for safer work places. If you work for an employer who has safety plans in place, follow the plan. A good plan wants employee involvement. Employees should be part of safety committees, inci-

dent investigations, training development, and identifying and eliminating hazards. If the employer has no plan, help them create one. There are methods for doing this that will mean the best protection for workers.

We should support OSHA's efforts to protect workers. OSHA was started as a protector of workers. One of the things OSHA is looking into is increasing the penalties for violation of regulations. It is felt that the fines are not harsh enough to deter employers from fixing a problem. During a Workers' Memorial Day speech last year, David Michaels, Assistant Secretary of Labor for Occupational Safety and Health, told about a worker being killed when a tank of acid exploded at a refinery. The OSHA penalty was \$175,000. The acid spilled into a near-by waterway killing thousands of fish and crabs. The EPA penalties were \$10 million, more than 50 times higher than the penalty for killing a worker.

Report hazards when you see them and accidents when they happen. Employers many times don't want accidents reported. They threaten people with their jobs or promise incentives if you go so many days without an accident. This results in under reporting of accidents and hazards, and it allows employers to hold up safety awards when little is done about major problems. Executives were out on the drilling rig in the gulf last April to accept a "seven year without a lost time accident" award when it exploded. Eleven workers died on that rig.

This April 28, show solidarity with workers around the world. Have a safety meeting at your workplace and take a moment of silence for those who died on the job. Wear a purple forget-me-knot ribbon (a purple ribbon with a knot tied in it). And, everyday do what you can to be safe on your job, and "remember the dead; fight for the living."





I.A.T.S.E. Stands Against Digital Theft before Parliamentary Committee

International Vice President and Director of Canadian Affairs, John Lewis and International Representative Paul Taylor appeared on February 8th before a Parliamentary Committee charged with reviewing Bill C-32, the Copyright Modernization Act.

While expressing support for the government's stated objectives, particularly with respect to job protection and creation in our industries, Vice President Lewis and Representative Taylor also expressed concerns that the Bill, as drafted, would fall short of attaining these objectives. The appearance was recorded and is avail-

able for viewing at <http://parlvu.parl.gc.ca/ParlVu/ContentEntityDetailView.aspx?ContentEntityId=7279>

Written submissions detailing the IATSE's position and arguments for technical modifications to the Bill were submitted in conjunction with the appearance. One of the most important changes that the IATSE is asking for is that the Bill deal effectively with the problem of the so-called enablers of digital theft—the sites which either facilitate online theft by peer-to-peer technology or the so-called cyberlockers such as RapidShare and MegaVideo. These sites host illicit content on their sites,

oftentimes appearing as virtually indistinguishable from legitimate sites and thereby tricking consumers into unwittingly purchasing illegal content. If the new copyright law fails to address the growing problem posed by these sites, the government will have missed the opportunity to take a meaningful stand against the problem of digital theft.

The IATSE continues to lobby on behalf of preserving jobs in the entertainment industry. Efforts, which have included meetings with government officials and a grassroots email campaign involving all members, have continued to make an impact and are ongoing.

IMPORTANT REMINDER

GET YOUR EMPLOYERS TO REGISTER FOR GOVERNMENT CONTRACTS! PUT IA MEMBERS TO WORK!

All agencies and departments of the U.S. Government hold meetings and host events throughout the country on a regular and ongoing basis, including events for the President. The staffing of these events is chosen via the Central Contractor Register (CCR), the primary database from which the US government finds employers for government contracts.

As union members we are not eligible to register but we can encourage employers who are signatories to our various contracts to do so. Once they register they are then able to bid on government contracts. If an IA signatory company is granted such a contract, IA members will have an opportunity to obtain work when government officials travel to the jurisdiction of our local unions for their next event. Every local in the U.S. should contact their signatory employers/contractors and encourage them to register with the CCR so that they become eligible to provide these jobs.

All applicable IA Locals are encouraged to provide sign-up information for their vendors, advising them how to register to get on the government list to be considered for these events, thereby creating the opportunities for more employment for IA members.

Vendors need to access the CCR Web site: www.ccr.gov - click on the "Start New Registration" box and provide the requested information. The registration process is a simple one and will take less than fifteen minutes. (This is not registering for the G.S.A. schedule.)

A link to the CCR is also provided on the home page of the IATSE's Web site: www.iatse-intl.org

When your signatory employers register with the CCR, you are requested to notify International Vice President J. Walter Cahill via email at: waltercahill@comcast.net.

This is a tremendous opportunity.

Don't let it pass us by.

Fight for Increased CPP Benefits: Go to the IATSE Web site and Make Your Voice Heard!

The Canada Pension Plan (CCP) is a publicly funded retirement scheme made available to virtually all Canadians. While the CPP is well-funded, the benefits have not been increased since its inception. Today, 68% of the workforce has no workplace pension. Many seniors have to rely exclusively on the CPP and sometimes its low-income supplement, Old Age Security, for their retirement income. The number of seniors living in poverty has almost doubled in the last three years.

The labour community, spearheaded by the Canadian Labour Congress, feels that the most logical vehicle for change is the CPP. It already covers 93% of working Canadians, it's a defined benefit plan, it's highly risk tolerant due to its size, it has low administration fees, and it's portable - following workers from job to job or even province to province. Labour has therefore designed a plan with two major components: doubling CPP benefits, which would be accomplished over seven years by incremental increases to both employer and employee CPP contributions, and

an increase of 15% to the Old Age Security (OAS) and the Guaranteed Income Supplement (GIS).

In June of last year, the federal government made public representations that it was in support of our proposal. Most of the provinces were also in support. In order to make changes to the CPP, federal law requires the support of at least two-thirds of the provinces representing at least two-thirds of the population.

In order to bolster support for our position on amending the CPP, the IATSE began an online lobbying campaign for members. Once again, members were able to go to the International Web site and use either a template letter or write a personalized letter to the Federal Finance Minister, their Provincial Finance Minister and their elected federal and provincial representatives. Response was good, and going into the Finance Ministers' Meeting in December, hundreds of members had taken advantage of the software to make their voices heard. It also seemed we had the support we needed from the provinces.

Despite favourable public support, in December, the federal government completely reversed its position and came forward with a new proposal. The new proposal is a non-mandatory, privately run defined contribution plan, rather than a defined benefit plan, and is privately managed, along with the associated management fees. Unsurprisingly, the only major groups in support of this reversal are the banks and the insurance companies - i.e., the organizations that stand to profit from the management fees for all of these new assets.

Over the past few months, the IATSE has been a participant in the Pension Reform Working Committee, made up of labour unions across the country. Although this reversal has been a disappointment, this Committee is continuing to lobby extensively and a number of Provincial Finance Ministers are continuing to fight for our proposed amendments. We encourage all Canadian members to go to the International Web site and use the software to send your letter to your elected representatives.

CANADIAN PINK CONTRACTS

The new Pink Agreement was finalized in July of 2010. The major change from the old Pink is that the new agreement is a proper collective agreement between the Employer and the International, rather than between the Employer and individual Member. As a collective agreement, it is therefore binding upon both parties and fully enforceable.

The new Canadian Pink Agreement was finalized in the Fall of 2010. The Canadian Pink is almost identical to its American counterpart, but was designed to be more reflective of Canadian standards and practices. In addition, the American Pink has two signatories that represent all of the

major theatrical producers in the country. Canada has no such body, so the agreement is being signed on an individual basis with each producer.

There are now five signatories in Canada: The Stratford Shakespearean Festival, Mirvish Productions, The Vancouver Playhouse, The Royal Winnipeg Ballet and the Canadian Opera Company. The agreement was also translated into french in preparation for the Quebec market and for the ease of our french-speaking members.

We expect we will continue to sign agreements as production companies begin to plan for tours.



The Importance of Grassroots Organizing in Political Campaigns

Throughout the last couple of elections union activists in some states have done really well protecting crucial issues on the ballot and electing sympathetic politicians who will continue to regard the voice of organized labor.

But as a country, there are many states where unions need to develop their grassroots organizing in order for us to keep our voices from being

drowned out in the current, contentious political climate.

It is very important to get out the vote when we have political campaigns because it ultimately translates to political power.

Grassroots political action is critical, as the mobilizing power of a group of people with the same goals and mindset could help elect a politician sympathetic to the union's voice

on important issues such as health care, and digital theft

In order to make ourselves heard, we must participate when our local unions ask for help with phone banking or precinct walking. The payoff is the knowledge that it will permit us to be heard and represented, ultimately protecting the future of good middle-class jobs.

THE BOTTOM LINE

Workers represented by unions are better off than their non-union counterparts. Period. These facts, provided by the AFL-CIO, are stark reminders of why it is important to work union.

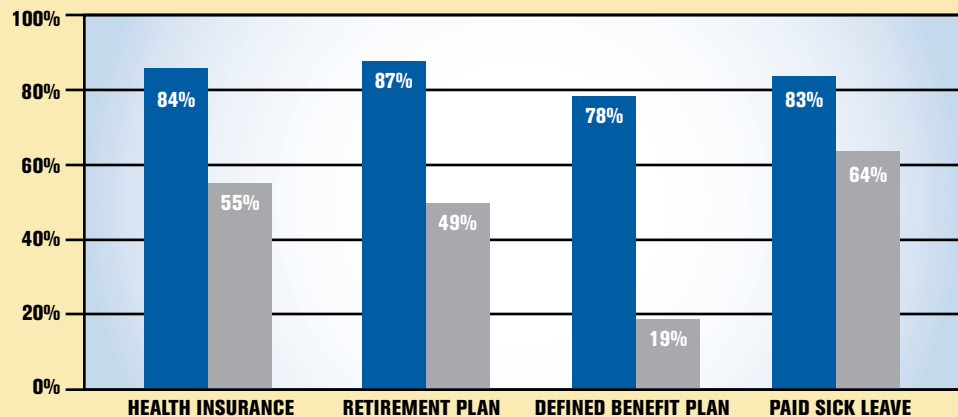
- Unionized workers earn 28% more than non-union workers.
- Unionized workers are four times more likely to be covered by health insurance than non-union workers.
- 77% of unionized workers are covered by a pension plan but only 20% of non-union workers have a similar plan.

None of us can afford to take a 28% cut in wages nor can we afford the loss of health insurance. Help your union represent you with the strength vital to successful collective bargaining. How can you protect your better way of life?

- Call in your jobs.
 - Alert your shop steward or Business Representative of contract violations.
 - Support organizing of jobs not under contract.
 - Attend membership meetings.
 - Run for elected office.
- Live better. Work union.**

UNION WORKERS HAVE BETTER HEALTH CARE AND PENSIONS

UNION ■
NONUNION ■



IATSE GOES GREEN



RECEIVE THE OFFICIAL BULLETIN AND OTHER COMMUNICATIONS BY EMAIL

We all have to do our part to save the planet. Receiving your copy of the Official Bulletin and other communications from the International by Email will reduce paper usage, burn less fuel to deliver materials and decrease the number of paper notifications sent out by direct mail. Additionally, we'll be able to get important information to you more quickly.

Thank you to the following local unions that complied with the International's request to provide Email addresses for their members:

2	50	161	266	470	488	600	720	829	884
4	53	166	295	476	491	631	748	USA829	892
5	93	168	336	479	492	635	752	835	904
6	115	187	357	480	493	667	769	849	916
15	138	210	411	481	495	669	796	856	924
16	150	212	412	482	514	675	798	868	927
22	151	260	416	484	534	705	822	875	ATPAM

Locals listed as of March 15, 2011

VISIT WWW.IATSE-INTL.ORG TO SIGN UP

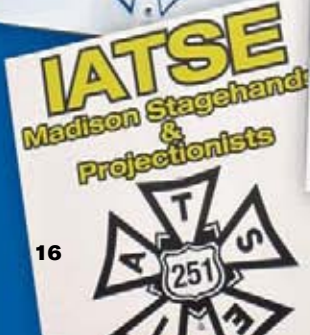
IATSE TURNS OUT IN SOLIDARITY WITH WORKERS IN WISCONSIN AND BEYOND...

The assault on working families across the United States has perhaps, never been felt as severely as it has since the Governor of Wisconsin brought forth legislation to eliminate the collective bargaining process of public workers. Governors like him in other states – Ohio, Missouri, Indiana, Michigan, to name just a few – are seeking passage of legislative measures in their states to undercut workers in this country.

There is no doubt the American labor movement is under severe attack and we in the IATSE are understanding the severity of the attacks which if not met with combative measures, will do nothing but decimate working families and their unions, in both the public and private sectors.

As seen on these two pages, IATSE officers and members are showing solidarity and support of the workers in Wisconsin by attending rallies across the country.

For additional information and updates on the situation in Wisconsin and what you can do to help, please visit the IATSE's web site at: www.iatse-intl.org and click on the yellow banner.





Stand
sin
Local 25

MECHANICS
LOCAL 476

STUDIO
MECHANICS
LOCAL 476

NO
LAYOFFS

INTERNATIONAL
CINEMATOGRAPHERS GUILD

LOCAL 52
IATSE

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE PARIS LAS VEGAS HOTEL



CALL TO ORDER

The regular Mid-Winter 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, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, January 24, 2011 in the Champagne 3 and 4 rooms at the Paris Las Vegas hotel in Las Vegas, Nevada.

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
TIMOTHY F. MAGEE,
First Vice President
MICHAEL BARNES,
Second Vice President
J. WALTER CAHILL,
Third Vice President
THOM DAVIS,
Fourth Vice President
ANTHONY DE PAULO,
Fifth Vice President and
Co-Director of Stage Craft
DAMIAN PETTI,
Sixth Vice President
BRIAN J. LAWLOR,
Seventh Vice President and
Co-Director of Stage Craft
MICHAEL F. MILLER, JR.,
Eighth Vice President and
Director of Motion Picture and
Television Production
JOHN T. BECKMAN, JR.,
Ninth Vice President
DANIEL E. DI TOLLA,
Tenth Vice President and
Director of Organizing

JOHN R. FORD,
Eleventh Vice President
JOHN M. LEWIS,
Twelfth Vice President and
Director of Canadian Affairs
CRAIG P. CARLSON,
Thirteenth Vice President

In addition to the members of the Board, those present included: International President Emeritus Thomas C. Short, General Secretary-Treasurer Emeritus Michael W. Proscia, International Vice President Emeritus Edward C. Powell, Retired International Vice President Nick Long; International Trustees C. Faye Harper, George Palazzo and Thomas Cleary; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of the Trade Show and Display Work Department William E. Gears, Jr.; Assistant Director of Motion Picture and Television Production Daniel Mahoney; International Representatives Ben Adams, Steve Aredas, Sandra England, Brian Faulkner, Jamie Fry, Don Gandolini, Ronald Garcia, David Garretson, James Goodman, Barny Haines, Scott Harbinson, Joseph Hartnett, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Paul Taylor, Lyle Trachtenberg, Patricia A. White, and Joel Youngerman; Special Representatives Ronald G. Kutak, Don Martin, and Rick Perotto; ICAP Chairman Kent Jorgensen; and Staff members Colleen Paul, Marcella Oliver, Marcia Lewis, Terri Simmons, Krista Hurdon, and Eileen Lehane.

Also in attendance at various open sessions of the Board meeting were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 4, Brooklyn-Queens,

NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 12, Columbus, OH; 14, Albany-Schenectady-Amsterdam, NY; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark, NJ; 22, Washington, D.C.; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis, IN.; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 100, New York, NY; 101, Niles-Warren-Youngstown, OH; 110, Chicago, IL; 122, San Diego, CA.; 129, Hamilton-Brantford, ON; 160, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 210, Edmonton-Calgary, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 260, Lake Charles-Alexandria-Pinerville-Fort Polk, LA; 274, Lansing-East Lansing-Jackson-Saginaw-N. Central Michigan-Traverse City-Cadillac-Alpena, MI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 340, Nassau/Suffolk Counties of Long Island, NY; 411, Province of Ontario; 423, Albuquerque-Roswell-Santa Fe, NM; 471, Ottawa-Kingston-Bellefonte, ON; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 488, Pacific

Northwest, OR; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 504, Orange County-Parts of Corona, CA; 536, Redbank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 680, Halifax-Dartmouth-Nova Scotia/Saint John-Moncton-Fredericton, NB; 683, Hollywood, CA; 690, Iowa City-Cedar Rapids-Waterloo-Dubuque, IA; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 750, Chicago, IL; 751, New York, NY; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; EE829, New York, NY; USA829, United States; 835, Orlando, FL; 839, Hollywood, CA; 849, Atlantic Canada; 862, Pittsburgh, PA; 871, Hollywood, CA; 873, Toronto, ON.; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory, Canada; 892, Hollywood, CA; 18032, (ATPAM) New York, NY; B-20, Portland, OR; and B-27, Cleveland, OH.

HOST LOCALS

The General Executive Board and attending members of the Official Family were welcomed to the City of Las Vegas at a breakfast on Monday, January 24, 2011 by Host Locals 720, 600, 700 and 800. In addition, representatives of the Host Locals appeared before the Board at the opening ses-

sion of the meeting to officially extend their appreciation to the International for holding this meeting in Las Vegas. The Host Locals were represented by Brothers Dan'l Cook (President), John Hanson (Business Agent) and Ronald Poveromo (Secretary-Treasurer) for Local 720, Bruce Doering (Executive Director) for Local 600, Sister Cathy Repola (Assistant Executive Director) and Brother Paul Moore (Eastern Regional Director) for Local 700 and Brother Scott Roth (Executive Director) for Local 800. On behalf of all the representatives Brother Cook expressed best wishes for a successful meeting and noted that the Locals would provide any and all assistance possible to ensure that the attendees enjoyed their stay.

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for their hospitality. He noted that Las Vegas Local 720 was chartered in 1939 and was represented at the International's 1940 convention with one delegate. He further commented that the Local has grown in membership to nearly 1,600 over the years and is continuing to do good work under the leadership of President Cook and others. President Loeb stated that Las Vegas is an entertainment mecca and there are many opportunities for our members.

INTRODUCTIONS

At the onset of the Board meeting, President Loeb made the following introductions:

Marcella Oliver was introduced as Executive Assistant to President Loeb who started at the General Office on October 18, 2010. Marcella has been assisting high level executives for a number of years and came to the I.A.

with the technological knowledge that will no doubt be of great assistance in the increasingly time-sensitive nature of our business. President Loeb commented that Marcella has already demonstrated her abilities to him and others, and she will be an asset to the President's Office.

James Goodman was appointed as an International Representative to work out of the West Coast Office and focus on organizing in visual effects. Jim comes with a legal background as well as experience with employee benefits in the labor community, and at this time he has been assigned to focus on issues concerning the benefit plans of our members.

Jamie Fry has returned to the IATSE as a full-time International Representative and while she was assigned to be in Philadelphia, she was unable to attend due to a more pressing organizing assignment in Cleveland. Jamie returned to the IA after completing law school and was officially welcomed back.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood appeared before the Board and reported on the following:

Electronic Communication Initiative

During the mid-summer General Executive Board meeting held in Philadelphia, PA, a presentation was made in regards to a soon to be launched initiative that would allow for electronic communication between the International and our members.

Subsequent to that presentation, a letter was sent to all local unions requesting that they supply the International with email addresses for their members and advise those members



that they would soon be receiving an email from the International inviting them to participate. As of press time for the Fourth Quarter 2010 issue of the *Official Bulletin*, 35 local unions had supplied the requested email addresses. Since that time, another 27 local unions have provided the requested information and additional email addresses are being added every day.

The International now has over 18,000 email addresses entered into our database and have sent an email to those members asking them if they want to subscribe to future email correspondence. The members also have the ability to request future issues of the *Official Bulletin*, the French summary Bulletin and the Hollywood Organizer be sent to them electronically instead of paper form.

Thus far, over 5,600 members have signed up for electronic communication and over 1,500 members have requested the *Official Bulletin* in electronic format and both of these numbers are growing daily. The most recent issue of the *Official Bulletin* was sent electronically to over 900 members in late December.

In a sign that email addresses are becoming as much a fixture in today's society as a telephone number, the percentage of members that have registered an email address with their local union is 74% of the total membership numbers reported by the 62 local unions that have participated so far.

This year's Officer Address cards now have an email address line for our local union officers and so do the most recent supply of membership applications that are now being distributed to our local unions.

While this project is certainly in line with "green" practices, it should

be noted that President Loeb called for this program to increase communications with the membership and, if need be, to activate and educate them in relation to matters of organizing, bargaining and political initiatives.

Traveling Member Program

Work has been completed on the new Traveling Member Program used by our Stagecraft Department to issue Pink Contracts including those under the new Passport system. The new program has robust reporting capability as well as integrated electronic communication capability.

Another component of the Traveling Member Program is the integration with the Yellow Card section of the International's Web site. Information for the site is now extracted directly from the Traveling Member Program so that all Yellow Card and Head of Department information on our Web site is accurate and up-to-date and refreshes anytime a change or update is made by the Stagecraft Department.

Local Union 2011 Supplies

The process of sending the 2011 supplies to our local unions began in late November of last year. Supplies were sent to those local unions that had filed their first three Quarterly Reports for 2010 and purchased the necessary amount of per capita stamps for 2010.

As of the commencement of the General Executive Board meeting, all but 34 of our 386 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2011 supplies and membership cards.

Local unions that have not received their 2011 supplies should contact the General Office to determine which issues need to be resolved.

Online Membership Database

The online portion of the system used by our local unions has been in use now for a few years and continues to see increasing numbers of local unions registering to use the system. We now have 142 local unions, representing over 71% of our membership numbers using the system to change member addresses, submit Quarterly Reports, order per capita stamps and other supplies and view/print membership rosters. In addition, local unions registered to use the system now have the ability to change their officer information online and no longer need to submit a new Officer Address Card every time a change occurs.

Finance Department

Staffing Changes

During the mid-summer General Executive Board meeting last August, Barbara Jackson announced her retirement from the position as Executive Assistant to the General Secretary-Treasurer.

Marcia Lewis who for many years worked closely with Barbara in the Finance Department was promoted to assume Barbara's responsibilities and Wesley Vega who had been working in our IT Department was promoted to take over Marcia's previous duties.

A new employee, Jimmy Rainey was hired to work in our IT Department and assist Art Bracco with the growing technological demands being placed on that Department.

In other Finance Department News,

- 1) The International continues to receive royalty payments from the AFL-CIO credit card program and other Union Privilege programs as well as the Canadian Union Ad-

vantage Benefit programs. During 2010, royalty payments totaling \$154,631 were received.

- 2) The International continues to charge fees for consultation responses for INS Visas. During 2010, almost \$450,000 in fees were collected and as per an earlier General Executive Board decision, those monies were deposited in the International's Building Fund which now stands at \$4.1 million.

REPORT OF THE BOARD OF TRUSTEES

International Trustees George Palazzo, C. Faye Harper and Thomas Cleary appeared before the Board to present a review of their audit of the books and records of the International for the period May 1, 2010 through September 30, 2010 pursuant to the call of the International President.

The Board accepted the report of the Board of Trustees.

APPEAL OF MICHAEL COOLEY V. LOCAL NO. 442, SANTA BARBARA, CA

Brother Michael Cooley appealed to the General Executive Board from a decision of the International in connection with his expulsion from membership.

Local 442 was in negotiations with the Metropolitan Theatres, parent company of the Arlington Theatre where Brother Cooley was employed. Negotiations broke down and the Local requested and received strike authorization from International President Loeb. The Local set up picket lines at the Arlington Theatre.

The evidence was that Brother Cooley not only crossed the picket lines, he tried to persuade other members to withdraw from membership and cross the Local's picket line.

Charges were filed against Brother Cooley on six counts of violating constitutional provisions. A trial was held on February 16, 2010 and he was found guilty on all six counts.

The trial board recommended fines totaling \$12,460.00, suspension or expulsion from membership. The Local held a general membership meeting on May 4, 2010, and the membership voted to impose the trial board's recommendations, including expulsion.

Brother Cooley appealed to the International President on June 20, 2010 and submitted additional information in support. After thorough review of the entire file, including the decision of the trial board, Cooley's appeal and his support documentation, as well as the Local's response, the Local's Constitution, the Arlington Theatre contract, the International President issued a decision to uphold the Local's decision to expel Cooley.

The Executive Board upheld the decision of the International President. President Loeb did not vote or participate in the deliberation.

LOCAL NO. 21, NEWARK, N.J.

Re: Merger with Local No. 534

Vice President Anthony DePaulo and Local 21 President Michael Stas and Business Manager Stan Gutowski appeared before the Board to report on the merger of Local 534 into Local 21.

The merger was effective January 1, 2011 and the newly merged Local held its first meeting on January 15, 2011, with 92 people in attendance. Brothers Stas and Gutowski reported that the Local has set forth an ambitious organizing agenda. They extended their appreciation to Vice Presidents Tony DePaulo and Brian Lawlor, as well as to In-House Counsel Saman-

tha Dulaney, for their assistance and advice throughout the lengthy merger discussions. They especially thanked President Loeb for having confidence in Local 21 and the former officers of Local 534 and their ability to effectuate a merger.

Vice President DePaulo commended all of the former officers of former Local 534 and the officers of Local 21 for their hard work in connection with the merger.

President Loeb remarked that the merger was and is about the members, organizing, protecting and securing jobs. He charged the Local with being inclusive and fostering the democratic process.

ATPAM (LOCAL NO. 18032), NEW YORK, N.Y.

Re: The Broadway League

Vice President Brian Lawlor, ATPAM President Robert Nolan, Vice President David Calhoun, Secretary-Treasurer Nick Kaledin and Negotiating Committee members Penny Daulton and David Gerston appeared before the Board to report on ATPAM's successful negotiations with The Broadway League. Although the agreement has not yet been ratified, those appearing were confident it will be approved by the ATPAM membership.

The negotiating process began in Spring 2009 and initial meetings were held in late Summer that same year. It was a tough, drawn out negotiation which resulted in term of contract increases of 7% for company managers and 4% for press managers. Improvements to the welfare plans were obtained with the equivalent of a 25% increase in coverage under the HMO plan and a 50% increase in post employment coverage in the PPO plan.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE PARIS LAS VEGAS HOTEL



Just as significant, the bargaining committee set out to improve the working relationship with the Employers. Vice President Lawlor and the other committee members indicated that the relationship has been substantially repaired.

ATPAM Secretary-Treasurer Nick Kaledin thanked President Loeb, Vice Presidents Lawlor and DePaulo, Representative Patricia White, and Local One President James Claffey for their invaluable assistance.

President Loeb indicated that he assigned Vice President Lawlor in part to send a message that they were not alone and that the IATSE was united behind them. President Loeb added that the IA family would be there to assist future organizing efforts.

LOCAL NO. ONE, NEW YORK, N.Y.

Re: Organizing at Joyce Theatre and Pace University; Negotiations with IMG/Fashion Week at Lincoln Center

Local One President James J. Claffey, Jr., Legitimate Business Manager Kevin McGarty, Television Business Manager Edward J. McMahon, III, and Trustee William Ngai appeared before the Board to report on Local One's recent successes in organizing.

Local One mounted an organizing drive in May 2009 at the Joyce Theater, which is a 472-seat theater that is primarily used for dance. Authorization cards were signed and when Joyce refused to voluntarily recognize Local One, an election consisting of 16 people was held and Local One prevailed 12-0.

A three-year contract was reached, effective November 1, 2010, which includes 8% wage increases over the term of the contract, as well as a 17%

benefit package and a six member house crew staff.

In April 2009, Local One began an organizing drive at the Schimmel Center theater, a part of Pace University. The theater is a 743-seat venue that hosts numerous broadcasts, televised political debates, webcasts and student productions. It has also been used as a venue for the Tribeca Film Festival and for performances by the road company of the Royal Globe Theatre Company and the New York Chinese Opera Company. Local One obtained authorization cards and requested voluntary recognition; when Pace refused, the Local filed for an election and prevailed 4-0.

A three-year contract was reached, starting December 1, 2010, that included substantial wage increases and benefit contributions. Two department heads are guaranteed 52 weeks of employment and one additional department head is guaranteed 42 weeks.

Local One also achieved success in reaching a three-year contract, beginning September 2010, with IMG Fashion, the company that produces New York Fashion Week. Plans were made to produce the shows at Lincoln Center plaza and the surrounding park area, locations that were not covered by Local One's contract with Lincoln Center. The terms of the agreement reached between Local One and the producer are significant as they apply to wherever the event is held, not just at Lincoln Center. The payroll for the September 2010 event was in excess of \$500,000.00.

President Loeb stated that he supports the Local's efforts and commended them for their organizing activities.

CANADA

International Vice Presidents John M. Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barny Haines, Julia Neville and Paul Taylor, Special Representative Rick Perotto, Canadian Office Operations Manager Krista Hurdon, and Canadian Counsel Bernard Fishbein reported to the Board on developments in Canada since the last Board meeting.

In Quebec, both Locals 514 and 667 continue to implement the most recent settlement with AQTIS. However, Bill 32, which formally recognized the bargaining rights of Locals 514 and 667 and granted exclusive jurisdiction to IATSE and AQTIS for separate levels of production, will expire in 2014. The International and the Locals are commencing to plan for this.

Local 924 (Stratford, ON – Wardrobe) requested the assistance of the International in its contract negotiations with the Stratford Shakespearean Festival. In particular, the Local needed assistance in addressing the growing wage gap between its membership and the Stage employees represented by Kitchener Local 357. Although the Local had received the same or similar percentage increases as the Stage employees in previous contracts, because of the original wage disparity, the gap had significantly widened over time. Only the week before the Board meeting, negotiations had successfully concluded and the Festival had agreed to follow the approach used by other theatres to move toward wage parity between stagehands and wardrobe employees (most recently in negotiations between Local 822 and Mirvish Pro-

ductions reported elsewhere in the Minutes). The employer had agreed to match the stagehands' increase, not on a percentage basis, but on an absolute dollar basis, which effectively translates into a greater percentage increase and will ensure the gap widens no further. Other improvements were also gained. It was an important achievement for the Local.

In November 2010, a collective agreement covering approximately 50 new members was unanimously ratified between Local B173 (Toronto – Front of House) and the Sony Centre. The Centre had been dark for more than two years due to major renovations and the new agreement now encompasses new positions covering the expanded food facilities at the Centre and provided raises (including one immediately effective upon signing, to cover the dark period). Representative Taylor had assisted the Local in these negotiations.

In light of the International's growing efforts to be more politically active on issues such as Bill C-10 (censorship and film financing), amendments to the Copyright Act, the Criminal Code (with respect to illegal camcording), changes to Temporary Foreign Worker Permits and labour tax credits, officers of the International have now been registered as lobbyists under the federal Lobbying Act.

In 2010 IATSE had implemented a reciprocal agreement for Canadian Locals with respect to benefit flow for members to ensure members receive benefits no matter where they work in Canada. A list of signatory Locals is now managed and published regularly by the Canadian Office, which enables Locals to better assist members working in the jurisdiction of other

Canadian Locals. Since many IATSE members also have dual membership in the Directors' Guild of Canada, and since the DGC is already a member of the Canadian Entertainment Industry Retirement Plan, it seemed that a similar arrangement for health benefits would also make sense. The DGC National Office has given a positive response to such a proposal, but since the DGC's collective agreements are essentially negotiated with the provincial branch affiliates or District Councils of the DGC, meetings are now being arranged with them.

As previously reported to the Board, and further to President Loeb's message that each Local Union should have at least one active organizing target, research was conducted by Operations Manager Hurdon with additional input provided by the Locals. Every Canadian stage local was presented with a list of potential organizing targets that they had identified as possible considerations. Whether or not organizing campaigns for these potential targets come to fruition, the purpose of raising the consciousness of the Locals and making organizing one of their priorities is being achieved.

With the conclusion of negotiation of the new Pink Agreement in the United States, Assistant to the President McGuire and Operations Manager Hurdon oversaw the efforts to create a new Canadian Pink Agreement. Since there is no similar producer group in Canada to the League of American Theatres and because Canadian Locals had always made individual arrangements with producers, this was a challenge. After some Locals availed themselves of the opportunity to provide input, a new Canadian Pink was

finalized in November. Although individual Locals would still be allowed to make arrangements with producers, they would work through Assistant to the President McGuire, which would ensure continuity and consistency in both applying the Pink and negotiating any amendments. More importantly, there would now be a record of variances granted, so that accurate information could be maintained to assess what changes to a new Pink would be required, or whether a Modified Pink would be necessary to introduce in Canada. There has been initial success in getting producers to execute the agreement – there are now three signatories (Vancouver Playhouse, Stratford Shakespearean Festival and Mirvish Productions) but more are expected as more producers plan tours.

Efforts continue to consult with the Locals and Director of Tradeshow and Display William Kearns to identify potential organizing targets in the tradeshow industry. The initial focus will be on medium-sized markets to gauge the IATSE's effectiveness in this effort.

As reported previously, efforts were continuing with respect to a possible National Term Agreement with the Canadian Media Production Association (formerly the CFTPA) and the AMPTP. In March of 2010, President Loeb had restated the long-standing position of the Alliance that the IATSE was prepared to bargain for a National Term Agreement to cover all jurisdictions in Canada not already covered by existing term agreements which would be binding on all parties. Potential legal issues had been identified and reviewed with Canadian Counsel. The structure and bar-

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE PARIS LAS VEGAS HOTEL



gaining protocols of national agreements of the other guilds were also reviewed. A letter was then delivered to the CMPA and the AMPTP indicating that while the IATSE was of the view that any legal issue concerning a national agreement could be dealt with, the IATSE would not commence bargaining until both the CMPA and the AMPTP identified their member companies who would agree to be bound exclusively to a national agreement. No response has been received and therefore no bargaining has yet commenced.

As part of the IATSE's ongoing efforts to support diversity in the workplace, the International was a gold level sponsor of an international symposium on women in media entitled "Sex Money Media" at Simon Fraser University in October. It was attended by hundreds of educators, government officials, producers, broadcasters, labour organizations, and workers, including CLC Delegate Moon and Representative Neville, who was also a speaker on one of the panels.

The second half of 2010 also saw the latest round of submissions in the Section 41 Film Industry Review commenced by the British Columbia Labour Board in 2008. In October the Board issued a decision announcing the test for a valid voluntary recognition agreement and the presumptive collective agreement that would apply after a successful application for certification. At the direction of the Board, an industry working group was formed to develop recommendations for more cooperative labour relations. A subcommittee has also been formed to address alternative dispute resolution mechanisms. Meetings of these committees are ongoing.

President Loeb complimented the Canadian representatives once again for progressive leadership and the significant activities taking place in Canada.

AICP

International Vice Presidents Michael Miller, Thom Davis and John Ford, Assistant Division Director Daniel Mahoney, International Representative Steve Aredas, Local 600 National Executive Director Bruce Doering, Local 720 Film and Television Business Agent Tony Gennarelli, Local 764 Business Agent (Film) Frank Gallagher, Local 44 Business Agent Edmond Brown, Local 481 Business Agent Chris O'Donnell, Local 600 Eastern Region Director Chaim Kantor and General Counsel Dale W. Short reported on the 2010 AICP negotiations.

The Committee met with AICP representatives, who had authorization from 225 companies to bargain on their behalf, in July 2010. Negotiations did not conclude at that time as issues concerning money and benefits could not be agreed upon. Talks were scheduled for September, right against the September 30, 2010 expiration date of the 2007 AICP agreement, and on the evening of the last day of negotiations an agreement was reached.

The Memorandum of Agreement has previously been approved by the General Executive Board and what follows are the significant changes to the Agreement:

- Language concerning first consideration for employment were tightened to increase employment for IA members
- Location/travel modified so that after 16 hours, the employer must offer transportation to and from hotel or home

- Increased benefit contribution rates as follows for MPIPHP contributions:

- the higher rates remain at the annual costs of benefit rate
- lower rate increased November 1, 2010 by \$1.50 per hour over the current AMPTP Majors rate; will increase August 1, 2011 to \$2.00 per hour over the Majors rate; and on August 1, 2012, the rate will increase to \$3.00 per hour over the Majors rate
- Estimated to generate \$19.5 million dollars over the life of Agreement

- The IA now has the right to reallocate any portion of the IAP to the Health Plan
- All other daily benefit contributions will increase by \$5.00 per day for each year of the Agreement.
- Wages to increase 2% per year, compounded
- New provision added to cover editorial staff when employed by AICP companies.

The AICP attempted to eliminate working conditions in the North East Corridor, specifically those held by Local 600. After hours of debate, and with some minor trades, the beneficial conditions of the NEC were retained and the employer's goal of eliminating these working conditions was buffed.

It is notable that for the first time employers will be required to pay higher contribution rates than the major studios to the MPIPHP.

ATLANTA CIVIC CENTER AND FOX THEATER

International Vice President Timothy Magee and Special Representative

David Garretson reported on matters concerning the Atlanta Civic Center and Fox Theater.

Vice President Magee was assigned to assist Local 927 with its Fox Theatre collective bargaining agreement. Negotiations were difficult but Vice President Magee successfully maintained the Local's conditions and attained wage increases in each year of the agreement. Representative Garretson was assigned to assist Local 927 with its negotiations at the BET Hip-Hop Awards which were held at the Atlanta Civic Center. Significantly, the Local maintained higher wages for commercial events like the BET Awards. In addition, the referral procedures for over hires and role of the union steward were clarified. Specifically, with regard to the show, the production company was very complimentary of the professionalism of the Local and its referrals.

President Loeb remarked that both of these reports were signs of progress and success achieved by the Local with the capable assistance of Vice President Magee and Representative Garretson.

BIGGEST LOSER

International Vice President Michael F. Miller, International Vice President Thom Davis, International Representatives Steve Aredas, Ronald Garcia, Peter Marley and Lyle Trachtenberg, and the Business Agents of the West Coast Studio Locals reported on the organizing campaign of the crew on "Biggest Loser". This reality show is a production of Reville Productions and 3 Ball Productions. The show is in its 11th cycle on primetime NBC television.

The crew was unanimous in seeking IATSE representation and voted

100% to strike the show until recognition and a contract were received. The producer responded to the strike by shutting down production for a week while hiring replacement workers.

The strike lasted two weeks and took a great deal of concerted activity on many fronts to put the message to the producer that the employees were adamant in their quest for union representation. Pre-dawn picket lines of upwards of 150 picketers met the production staff and their replacement workers at the location each morning of the strike. Picketing also took place at the post-production facility headquarters of the production company. Joining the crew and the IATSE on the picket line were members of some of the Hollywood Guilds and the International Brotherhood of Teamsters. Teamster-represented catering drivers and trash haulers refused to cross the picket line. Teamster UPS drivers recognized the line. Also supporting the strike and walking the picket line were members of non-entertainment unions affiliated with the Los Angeles County Federation of Labor and California State Labor Federation. Local politicians also lent their support, recognizing the importance of organized labor in their community. The message was further spread with a huge banner held outside the studios of NBC Television in Burbank advising the public of the labor dispute. The voice of the crew and IATSE was loud, and was ultimately heard loud and clear by the producer.

After two weeks of striking, the producers asked to meet with the Union to begin negotiations. President Loeb joined the picketers and then accompanied Vice Presidents Miller and Davis and the appointed IATSE stew-

ard to the commencement of the contract talks, sending another loud message that this effort had the support of the entire International, Local Unions and the crew. A 19-hour negotiation marathon led to a successful conclusion, and the parties signed a project agreement incorporating the Videotape Supplemental Basic Agreement. Also, at the insistence of the IATSE, an amnesty agreement was executed and all the striking crew members returned to work without adverse impact. The new contract covered the entire crew in the traditional craft classifications represented by the IATSE, including editorial and production accountants. The contract was unanimously ratified by the crew.

The success of this campaign has had repercussions throughout the reality television production community. It became clear that reality television is no longer a non-union industry. This success has led to negotiations with several other reality production companies. In addition, other Reville Productions projects have been brought under IATSE contracts, including the series "Live to Dance".

CANADIAN TEMPORARY FOREIGN WORKER PROGRAM

International Vice President John M. Lewis and International Representative Julia Neville reported on these recent changes in Canada.

Effective April 1, 2011 the federal government announced changes to the Temporary Foreign Worker Program. Essentially, the changes introduced a four-year cumulative time limit for workers in Canada under temporary time limits. After the four-year limit is reached, workers will be required to wait for a four-year period before being eligible for a tempo-

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rary work permit again. The changes were intended to address the issue of temporary permits in the domestic worker industry and to encourage the use of other long-term options such as landed immigrant status or permanent residency.

The entertainment industry had not been consulted with respect to the charges. Many IATSE members who work on multiple productions in Canada or long running productions such as television series could be seriously affected, to say nothing of the impact of these charges on the level of work in Canada. As a result, the IATSE, along with many other industry stakeholders, are now lobbying the government to either exempt film and television workers or at least have the implementation date delayed to allow for further industry consultation.

CANADIAN NATIONAL HEALTH PLAN

International Vice Presidents John M. Lewis and Damian Petti, International Representatives Julia Neville and Paul Taylor, Local 58 President Jim Brett, Local 849 Business Agent Gary Vermier and Local 411 Business Agent Robert Shea reported to the Board on progress with the establishment of the Canadian National Health Plan.

As previously reported to the Board, at the 2010 Canadian Off-Year Convention Canadian Locals overwhelmingly endorsed, in principle, the establishment of a National Health Plan following reports indicating the desire and need for such a Plan and the potential for savings on administrative costs. The proposed structure of a national legal entity to negotiate and contract with an insurer to provide benefits, both to a national coalition of large existing health benefit

plans and to a national health benefit trust in which Canadian Locals would elect to participate, has now been reviewed and approved by counsel to the International. In December of 2010 proposals were sought for the Plan from any insurer currently working with an IATSE Local as well as other national insurers. Eight companies have indicated their interest. The National Committee will review the submissions and convene meetings to assess the candidates best able to provide the services. Once an insurer is chosen, the process of reviewing the benefit plans of each Local will begin.

CANADIAN INDUSTRY RETIREMENT PLAN

International Vice President John M. Lewis, International Vice President Damian Petti and Local 891 Treasurer Frank Haddad gave the Board an update on the Canadian Entertainment Industry Retirement Plan since the last General Executive Board meeting.

Since its formation in 2001 the Plan has experienced phenomenal growth. Twenty-seven Locals and the Directors' Guild of Canada now participate. A provision to renegotiate the management fees of Great West Life was triggered when the assets of the Plan exceeded \$100 million in October 2010. Fees were reduced by 13.9% for Pooled Funds and by 10% for Cadence Funds. These reduced fees will remain in effect until the Plan's assets exceed \$200 million - which is expected in less than two years and when the opportunity to renegotiate further reductions will again present itself. The Plan now has 13,400 members with assets of \$115 million. It is now one of the 50 largest reported defined contribution plans in Canada. In 2007,

an Expense Recovery Account was created with the reallocated negotiated fee reductions. In 2010, the Plan broke even and is budgeting a surplus in 2011. The Plan is administered by a National Plan Manager out of the Canadian Office. The International President once again complimented Brother Haddad, who received a standing ovation for his efforts in the creation of the Plan and its success which has exceeded all expectations.

CANADIAN PENSION REFORM (ONLINE LOBBYING CAMPAIGN)

International Vice President John M. Lewis and Canadian Office Operations Manager Krista Hurdon reported to the Board on the newest lobbying effort after the success of the Canadian Online Lobbying Campaign with respect to Digital Theft.

The Canada Pension Plan (CPP) is a publicly funded retirement plan available to virtually all Canadians. When CPP was implemented, it was seen as a supplement to workplace pensions, which were the norm at the time. Since its inception, benefits have not increased. Sadly, today more than two-thirds of the work force has no workplace pension. Many retirees are compelled to rely solely on CPP, and the number of seniors living in poverty has almost doubled in the last three years. The labour community, spearheaded by the Canadian Labour Congress and the Pension Reform Working Committee (of which the IATSE is a member) regards the CPP as the most logical vehicle to achieve improvement and change – it already covers 93% of Canadians, it is a defined benefit plan, it is highly risk tolerant due to its size, it has low administration fees and it is portable.

As a result, the CLC has made proposals that included a doubling of CPP benefits over seven years through small increases to employer and employee contributions. After initially supporting these proposals generally, the federal government reversed its position in December 2010, now advocating a non-mandatory, privately managed (with the associated management fees) defined contribution plan. As a result, the IATSE has again, through its Web site, begun an online lobbying campaign with members sending letters to the Federal Finance Minister, their Provincial Finance Minister, and their elected federal and provincial representatives. So far, over 400 members have taken advantage of the software to make their views heard. Operations Manager Hurdon demonstrated to the Board all the steps necessary for members to send their letter in support of Canadian Pension Reform.

CENTRAL CONTRACTOR REGISTRATION (CCR)

International Vice President J. Walter Cahill reminded the Board of his report at the 2010 Mid-Summer meeting in Philadelphia, at which time he advised that due to the complicated process of acquiring employment opportunities for the crewing of various political and/

or government events, it is necessary for employers/vendors which employ IA members to register on the Central Contractor Registration (“CCR”) website to be considered for such events.

Vice President Cahill advised that since the mid-Summer meeting he is aware of only one IA employer, through a local union’s encouragement, that has registered on the CCR site. He reminded all those present that this registration and approval is required before vendors can work events at which the President, Vice President, or other governmental officers is speaking. Failure to register signatory employers/vendors and or employers/vendors that regularly employ the Local could result in non-signatory employers and or employers/vendors that do not use the Local to be contracted with, thus diminishing the Local’s chances to work such events. President Loeb strongly encouraged Locals to contact their employers to encourage them to sign on with the CCR whose website is www.bpn.gov/ccr/default.aspx.

CHILD GUARDIANS

At the 2010 Summer meeting of the General Executive Board in Philadelphia, International Vice Presidents Anthony DePaulo and Daniel E. DiTolla and International Representative

Patricia White reported on the International’s child-actor guardians who work on Broadway. On August 6, 2010, the International won a representation election for the guardians at Billy Elliot: The Musical. Subsequent to that, the International was recognized as the bargaining representative for guardians on “Little Night Music, via a card check proceeding. (This show has since closed.)

Negotiations for a first collective bargaining agreement with NBC/Universal, the producer of Billy Elliott have been unnecessarily drawn out and unproductive.

President Loeb directed those reporting to communicate to the employer that “the International and all of its Broadway Locals will do what we have to do and will take all necessary action in behalf of the child-actor guardians.”

DIGITAL THEFT

At the beginning of this report, President Loeb noted that because of the importance of this issue, he dedicated the entire morning session on Tuesday, January 25th to allow presentations by various guests, as well as reports from IATSE officers and representatives.

Mr. Erik R. Barnett, Assistant Deputy Director of the United States Im-

Assistant to the President Debbie Reid, Assistant Division Director Dan Mahoney, Mr. Alec French, International Representative Scott Harbinson and International Vice President J. Walter Cahill reported on Digital Theft.



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Erik Barnett, Assistant Deputy Director of ICE, with International President Loeb

migration and Customs Enforcement (ICE) was introduced by President Loeb among the International's guests at this Board meeting and was asked to attend to make a special presentation to the Board regarding the work of ICE as it relates to the issue of intellectual property and digital theft. The IATSE has been working with Mr. Barnett's office in connection with our campaign against digital theft.

Mr. Barnett explained that the U.S. Customs Department and the Immigration and Naturalization Service were joined together to form ICE after 9/11 when the Department of Homeland Security was created. One of the main priorities of ICE is to seize counterfeit and pirated goods including movies, music, pharmaceuticals, health and safety products, electronics and games. To this end, ICE has been working with the Homeland Security Investigations (HSI) and the Intellectual Property Rights Center (IPR), which is one of the U.S. government's key weapons in the fight against criminal

counterfeiting and piracy. The IPR Center is led by ICE HSI and includes partners from U.S. Customs and Border Protection; the FBI; the Department of Commerce; the Food and Drug Administration; the Postal Inspection Service; the General Services Administration, Office of the Inspector General; and other entities. The IPR Center allows law enforcement and the private sector jointly to address the growing transnational problem of counterfeit products. The IPR Center coordinates outreach to U.S. rights holders and conducts domestic and international law enforcement as well as coordinates and directs anti-counterfeiting investigations.

One such investigative operation of is "Operation in Our Sites", which is an ongoing investigation into websites that illegally offer copyrighted and counterfeited goods. In June 2010, authorities executed seizure warrants against nine domain names of websites offering pirated copies of first-run movies. In November 2010, 82 domain names of commercial websites engaged in the illegal sale and distribution of counterfeit goods and copyrighted works were seized.

During his presentation, Mr. Barnett described additional operations in which ICE is involved and stated that while this is a difficult fight, we must seek and campaign for legislative measures that will aid and protect us. He stated that we must send messages to the U.S. Senate and Congress calling their attention to this issue and urging them to take action.

At the conclusion of Mr. Barnett's presentation, President Loeb introduced Mr. Greg Pinelo and Ms. Tanja Hester of Greer, Margolis, Mitchell, Burns and Associates (GMMB), a lob-

bying firm retained by the Coalition of major studios, guilds and trade unions to lead the fight against Digital Theft. Representatives presented a detailed report on their findings and strategy to galvanize the Entertainment Industry in this endeavor.

Mr. Pinelo explained that GMMB has put together a plan, the first phase of which is to identify the problem as an existential threat. Currently it is perceived as "the Hollywood Studios vs. Consumer Groups", the latter being represented by groups such as Public Knowledge, Google and EFT. These groups are well funded, highly visible, nimble and effective. Our side of the issue lacks an educated and activated constituency. The goal is to target those who make a living in the entertainment industry and to educate, activate and deploy this base.

Initial research has demonstrated that education dramatically changes viewpoints and motivates action and involvement. Showing those working in the entertainment industry that they have a personal stake, that there is unity in the fight, and that there are workable remedies are the keys to success. GMMB's strategy includes the following actions:

- 1) Reintroduce the issue and put a middle class face on it.
- 2) Connect emotionally with the base, that the fight is part of something bigger, i.e., such as protecting American creativity.
- 3) Shift the frame of dialogue i.e. "Digital Theft" replaces "Piracy", "Entertainment Community" as opposed to the "Industry".
- 4) Reflect and leverage the creativity of the community.
- 5) Communicate in the context of lives, not just work.

- 6) Demonstrate unity at every turn.
- 7) Sustain and grow

The focus should be on loss of jobs, impact on the community and families, and the protection of American creativity. To implement the task, the first step will be to activate union leadership and design a custom internet communication campaign. This will be followed by a “Creative American” campaign, which will be utilized to galvanize the base.

International Vice Presidents J. Walter Cahill, Thom Davis, Michael F. Miller, Jr. and John M. Lewis, Assistant to the President Deborah A. Reid, Assistant Division Director Daniel M. Mahoney, and International Representatives Scott Harbinson and Paul Taylor appeared before the Board to report further on the IATSE’s activities. In addition, President Loeb introduced Mr. Alec French of the firm Thorsen-French Advocacy and advised the Board that Mr. French is engaged by the International as a consultant/lobbyist in Washington, D.C.

Mr. French advised the Board on the importance of grassroots efforts and specific digital theft issues in which IA engaged last Congress, and will engage throughout the new Congress as follows:

Net Neutrality - at the core, this requires that ISPs treat all Internet data travelling on their pipes equally, whether they are owned/paid for or not. The effect of this on IP rights holders could be prohibition against content protection. The Status of this issue is that it has been a multi-year battle: with the Comcast decision in April 2010, FCC Title II reclassification attempt, Congressional negotiations (Waxman bill), FCC Open Internet Order December 21, 2010.

Mr. French stated that his firm has been involved with the IATSE on this issue with multiple filings at the FCC with other unions/guilds and the Motion Picture Association of America with a focus on anti-piracy flexibility. In addition, we have had a seat at the table in the Waxman negotiations and industry discussions, and have had direct advocacy with the FCC and Congress. Mr. French noted that the IATSE played a critical role in pushing for stronger language than the industry appeared willing to accept, and through our persistence, good language was obtained in the final FCC order which was stronger than any prior version and allows for the freedom to enter into voluntary agreements. Going forward, Mr. French stated that House Republicans will challenge this through Energy & Commerce and Judiciary, and the ISPs must be convinced to use their anti-piracy authority.

Rogue Sites – On the positive side, and as reported at previous Board meetings, the Obama Administration has prioritized IP enforcement. In December 2009, a meeting was held at the White House with Vice President Biden, Attorney General Holder, Department of Homeland Security Secretary Napolitano, movie studio heads, President Loeb, and leaders from DGA, AFTRA, and SAG. President Obama appointed the first ever Intellectual Property Enforcement Coordinator (IPEC) Victoria Espinel. And, while Federal law enforcement is doing a great job cracking down on Internet theft with the tools it has including ICE’s “Operation in our Sites” as reported by Mr. Barnett during his presentation, it is a very resource intensive, slow, and laborious process and there is really very little action that

law enforcement can take against foreign websites. Therefore, it is our hope that law enforcement may be given more and better tools to quickly and efficiently seize domestic sites and deprive foreign theft sites of U.S. customer eyeballs and financial revenue. To this end, Mr. French reported that during the last Congress Senator Leahy introduced legislation in which the IATSE played an important role including participation in negotiations over language in the bill, attendance at meetings with staff on House/Senate Judiciary, Joint guild/union letters in support of the bill as well as letters from non-entertainment unions and AFL-CIO affiliates secured by President Loeb, as well as testimony before the Senate Judiciary by DPE President Paul Almeida in June 2010. The Bill was attacked by Copyleft and the tech industry with many emails and blogs stating their opposition and anti-Leahy op-eds, Cornyn Facebook, Coburn emails. With the 112th Congress, we find ourselves starting from scratch on the legislation with a new introduction of the bill mid-late Spring 2011. The IATSE will continue to be intimately involved and grassroots will be key battleground, by engaging the wider labor movement, direct advocacy in Washington, negotiating language and through industry coalitions.

Streaming as a Felony – in summary, motion picture and television streaming is supplanting downloads as primary theft source. Under the current law, online streaming can only be prosecuted as misdemeanor, and Federal prosecutors will only prosecute felonies. Therefore, making streaming a felony is key in the solution to this aspect of the fight.

The IA has developed and negotiated language with DGA, studios,

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Senate staff, and Administration for legislation and has secured Senator Amy Klobuchar as sponsor of the legislation. President Obama's Administration will support the legislation in IPEC Leg Recommendations. We are currently seeking a Republican Co-sponsor in the Senate and are working with the House Judiciary, as well as with studios, sports leagues, music, and Ultimate Fighting Championship.

Digital Literacy - President Loeb recognizes that the industry cannot sue, legislate, and prosecute piracy into oblivion and we ultimately, need to change the culture. To this end the use of other successful campaigns such as anti-smoking and others will be employed to educate K-12 that Internet theft is bad. Mr. French reported that the National Broadband plan adopted by FCC proposes a "Digital Literacy" campaign with focus as drafted on ID theft, sexting, viruses, Internet privacy. The Office of Science and Technology Policy (OSTP) in Obama White House will be charged with implementation of this campaign. In addition, the IATSE is working with OSTP and Obama's Chief Technology Officer (CTO) to incorporate copyright "Do's and Don'ts" within Digital Literacy campaign. Through several meetings and communications, we have secured commitment from OSTP, given them information on all available copyright education resources, and put OSTP in touch with copyright education experts.

Mr. French touched on a number of other issues that his firm is working on with the IATSE and noted that this issue comes with a number of challenges; however, the commitment of the IATSE to protect its members is strong and is the driving force in this campaign.

Representative Harbinson reported that a number of people have asked how digital theft can be such a problem to an industry that makes tens of billions of dollars every year. He first explained that feature films rely on downstream revenue sources (sources other than N. American box office) for 70% of their total revenue and television derives 50% of its total revenue from similar downstream sources. These are the same revenue streams that fund health and retirement funds of our members. Digital theft siphons money from legitimate markets thereby eroding contributions to our benefit funds.

Secondly, is the corrosive effect on reinvestment. The studios are all owned by multi-national corporations that have diverse business interests. Not one is solely dependent on motion picture and television production. Corporations' first loyalty is to its shareholders. Therefore, if the only certainty in producing a motion picture is that a large portion of revenue will be stolen, they can be assured that this is part of the calculus when multi-national companies consider where to reinvest their income.

The situation is far worse in the low budget realm. Most low budget productions do not have financial backing from studios - that have at least some understanding of the industry. Low budget producers often receive hard-eyed scrutiny from banks and other investors who are even more skeptical of the economic viability of a motion picture. Worse yet, many of these productions never have a box office release and are thereby 100% dependent on downstream revenues making them even more susceptible to the ravages of digital theft.

Just as small business is the engine of growth in the broader American economy, low budget production has much the same effect in our industry. So our members suffer a double-whammy; depleted revenues to fund benefit plans and a chilling effect on jobs and job creation.

Representative Harbinson continued that generally after the cost to our membership is understood, the next question is what is being done to combat the problem.

With the approval of the General Executive Board, President Loeb has retained the services of Alec French of Thorsen French Advocacy to assist with lobbying efforts in Washington D.C. Working with the firm, the International has spent more than a year taking our fight against digital theft to lawmakers and agencies advocating for new laws and rules to help stop the bleeding. We have also partnered with the DGA, SAG and AFTRA in this fight, bringing harmony to the voice of working people in the battle of those who steal from creators.

President Loeb has mobilized the overall labor community to strengthen the advocacy beginning with an anti-piracy resolution adopted by the AFL-CIO Executive Council, and most recently, engaging the Department for Professional Employees and its affiliates to sharpen the message.

More importantly, the IATSE has launched a broad grassroots initiative including the Creative America campaign. Beyond this, a program has been initiated with Advocacy Online designed to enroll our local leadership and rank-and-file in targeted political activity aimed at having our voices heard by our elected officials. The success of the Advocacy Online

campaign in Canada was reported on by Vice President Lewis at the 2010 mid-Summer meeting of the General Executive Board in Philadelphia. Advocacy Online allows our members the opportunity to communicate with their elected officials on the topics that affect their lives. As the broader program evolves additional information about using this tool will be provided to our members.

The International has also become involved in promoting our issues in the media. President Loeb authored an OpEd for the Huffington Post that was very well received. The former president of the New England Studio Mechanics, Brother Peter Letzelter-Smith also authored an OpEd for the Burlington Free Press supporting Senator Patrick Leahy's bill "Combating Online Infringement and Counterfeit Act." Invitations are also being extended to legislators and regulators to visit sets to learn about who we are and what we do first hand.

Finally, and most recently, in a critical showdown in the FCC net neutrality rulemaking process, Local 491 Business Agent Jason Rosin produced a video message from two of his South Carolina members to Commissioner Mignon Clyburn of South Carolina. This video was instrumental in gaining the Commissioner's commitment to include good content protection language in the FCC order.

Representative Mahoney reported that the New York City Mayors Office of Film, Theatre and Broadcasting contacted the IATSE in October of 2010 to ask for assistance in updating their successful multi-platform campaign of 2007 which focused on the sale of pirated DVDs. The new campaign would refresh and expand on

that message by focusing on the effects of digital theft on workers who make their living working in and supporting the creative industries in New York City. The key message will be how piracy hurts employment. The title of the new campaign is: "Take a stand against digital piracy. Piracy doesn't work in NYC."

The new campaign centered on the production of three new Public Service Announcement spots, highlighting the effects of digital piracy on the Technicians working in the Motion Picture and Television Industry in New York City. The IATSE New York Production Locals were instrumental in the production of the spots and our crews worked both in front of and behind the cameras.

The tag line for the new PSA's is "Piracy does not work in NY". There are two 15- second spots and one 30-second PSA for broadcast along with a print campaign as well. The spots feature IATSE members. Local 52 boom operator Kay Denmark is featured in a thirty second spot and fifteen second spot. International Cinematographers Guild Local 600 camera operator Quinell Jones is featured in a 15 second spot. The spots can be viewed on the web site: www.StopPiracyinNYC.com and will also appear as Public service announcements on the city- run television stations. NYC taxicabs will also have them on their video monitors and bus stop shelters will have banner ads on stopping digital theft in New York City.

Commissioner Katherine Oliver of the New York City Mayor's of Media and Entertainment thanked the IA and the New York Production Locals for their "invaluable collaboration in making the new campaign a reality."

Vice President Lewis reported that the International has been actively involved in lobbying the Federal government to modernize Canada's antiquated Copyright Act to more effectively address the growing threat of digital piracy. The Act has become badly outdated after successive minority governments have failed to pass new legislation.

In 2008, the government introduced a bill which was similar to the U.S. Digital Millennium Copyright Act (DMCA); unfortunately, however, the bill died on the order paper when Parliament was dissolved prematurely and an election was called on September 7, 2008. Following its re-election in October 2008, the Conservative government opted to conduct broad public consultations on the issue of copyright reform. The International participated throughout the process, attending roundtables, town hall meetings and making formal submissions outlining the IATSE's position in support of badly needed copyright reform.

In March 2010, the Federal government announced in its Throne Speech that it would make another attempt at modernizing Canada's copyright legislation. Following this announcement, the IATSE stepped up its lobbying efforts and launched the Canadian Copyright Campaign—an innovative online letter-writing campaign aimed at getting the membership involved in the process. Canadian locals were asked to distribute a link to their members which would allow them to connect to a message from International President Loeb. The message from President Loeb outlined what the campaign was about, the devastating effect of piracy

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on members' employment, and encouraged members to get involved by sending emails to their Members of Parliament and the ministers responsible for copyright reform.

The Canadian Copyright Campaign was an unprecedented success. IATSE members from all across Canada responded to the call, sending hundreds of emails to their elected representatives. On June 2, 2010, the government announced the introduction of Bill C-32, the Copyright Modernization Act and in recognition of the effectiveness of our Campaign, Vice President Lewis was among a select group of individuals who were invited to the government's advance legislative briefing.

Since the introduction of Bill C-32, the International has continued its lobbying efforts and has adopted a position of expressing support the government's objectives, particularly with respect to job protection and creation, while arguing for a number of technical changes which are need to ensure that the Bill meets its objectives and that the government keeps its promises. The following is a summary of these initiatives:

Following the introduction of the Bill, the Canadian Copyright Campaign was immediately revised so that members could send emails expressing their support for the objectives of the Bill.

An Op-Ed piece by Vice President Lewis was published in the Hill Times, a weekly newspaper that covers the federal government and politics. The Op-Ed stresses the importance of copyright reform for IATSE members and urges the government to follow through on its promises;

Both Vice President Lewis and

Representative Paul Taylor have participated in various meetings with influential politicians and bureaucrats, including members of the Legislative Committee which was struck in November 2010 and which has charged with fine-tuning the Bill and ensuring that it meets the government's objectives. These meetings have necessitated the registration of Vice President Lewis as an official lobbyist and the reporting of these meetings under the Lobbying Act Regulations;

Vice President Lewis has been invited to appear before the Legislative Committee in February 2011. Written submissions detailing the IATSE's position and arguments for technical modifications to the Bill have been prepared to be presented in conjunction with the appearance.

At the conclusion of this report, President Loeb expressed his thanks to all the guests for traveling to Las Vegas to participate in the Board meeting and for their impressive presentations. President Loeb also expressed his appreciation to the officers and representatives who have been involved in this issue, particularly Representative Scott Harbinson whose time and efforts have primarily been devoted to the campaign. He also noted that, with the assistance of GMMB and Thorsen French Advocacy, the IATSE game plan is now in place. President Loeb stated that digital theft is not a victimless crime and this perception needs to be changed. IATSE represents workers affected by this problem and is committed to mobilizing our members in this endeavor. As long as IA jobs are being threatened, the IA will be right in the middle of the fray.

EXCEL DECORATORS, INC.

Director of Tradeshow and Display Work William E. Kearns, Jr. and International Representatives Brian W. Faulkner and Joanne Sanders reported on the banner campaign directed at Excel Decorators and other contractors that use non-union labor brokers based in Columbus, Ohio and Atlanta, Georgia. Efforts began in Orlando with Local 835 banner several targets in Florida. Additional targets were identified in Peoria and Springfield, Illinois; South Bend and Indianapolis, Indiana and Richmond, Virginia. A total of eight targets were identified in Illinois and five in Indiana. In late October, Representative Faulkner joined Representative Sanders for several days of banner in Springfield, Illinois. Representative Faulkner returned to Springfield the week of November 15 to guide Local 138 through another round against six targets.

Following the 2010 mid-Summer Board meeting, Columbus Local 12 began a banner campaign in its own jurisdiction. Seven targets were identified and banner commenced in late August. Excel filed a charge with the NLRB, arguing that Local 12 was engaged in picketing against secondary employers and thus engaged in activities prohibited by the NLRA. Upon review, the Labor Board's Regional office advised that they would be dismissing the charges. Excel continued to file additional charges, all of which were dismissed as the proper display of a stationary banner is non-coercive conduct falling outside the referenced picketing proscriptions.

The banner campaign was expanded to include additional targets in Akron, Dayton, Cleveland and Toledo, Ohio.

A total of 14 targets were identified across these four cities. Representative Sanders anticipates that the effort will be expanded, with the cooperation of Washington, D.C. Local 22. Numerous national associations are located in the DC area as well as Alexandria and Reston, VA, many of whom do business with Excel.

The onset of winter weather has hampered the banner efforts which will resume when the weather breaks. In summary, there are ongoing efforts in at least seven states across 12 cities, in cooperation with 11 of our local unions.

Additionally, there have been attempts to reach out to other labor organizations who may be engaged in planning 2011 conferences or conventions. If successful, this provides another tool to impact employers like Excel.

Representative Sanders reported that as a result of banner efforts, one General Service Contractor that used the Atlanta based, non-union contractor "Phong" has signed directly with Orlando Local 835. Another GSC has dropped Phong and subcontracted to a contractor signatory with Local 835 and an additional Association that produces an education tradeshow in Orlando has dropped both Phong and non-union GSC and now uses Freeman Decorators, a union company.

President Loeb noted that the fact that the employer went to the expense of filing formal charges is indicative that the campaign is working. He stated that this process is enabled by the support of all the Locals standing behind the effort. President Loeb pointed out that not one Local offered any resistance to these often difficult efforts. He commended the representatives and participants on their good

work and pledged to be there to support the effort through to victory.

GENERAL SERVICES CONTRACTORS (GSC) – ORLANDO, FL

Division Director William E. Kearns, Jr. reported that negotiations for the wage and benefit reopener with five of the largest General Service Contractors in Central and Northern Florida concluded in September 2010. The reopener was for the last three years of a five year agreement. GES and Freeman were at the bargaining table with the other employers agreeing to be bound by the results. The settlement was above industry standards with the Journeyman wage and benefit package increases of 3.3%, 2.2% and 2.2% over the last three years of the agreement. Helpers and New Hires receive 0%, 1.3% and 1.3% over the same period. When combined, these classifications only represent seven percent of the total hours worked. Helpers and New Hires do not receive benefits which accounts for the difference in the settlement.

Negotiations were successful in changing the benefit contribution rates from cents per hour to a percentage of gross wages. This was the most difficult issue because it was the most expensive part of the package and was front loaded. Thirty percent of the total hours worked annually are at the overtime rate. This change will cause the benefit contributions to multiply during periods of overtime and double time just like wages, and will add significantly to health and welfare fund contributions.

Representatives from Tampa Local 321 and Jacksonville Local 115 participated in the negotiations along with Orlando Local 835. All Locals ratified

the agreement which went into effect October 1, 2010.

There are several other GSC and freight contracts that renewed on December 31st. Most significant among these are the Brede freight agreement and the Champion GSC agreement which includes freight. The Brede settlement followed the pattern set in the October GSC negotiations with the addition of 62 cents per hour added to wages in the first year of the agreement. This is significant because it brings Brede's freight agreement to parity with the decorating agreement and to parity with all other freight employers except GES.

Champion agreed to the first year of the pattern agreement and it was agreed to reopen economics at one year for the last two years of the agreement. At this time the only employers not paying percentages for benefits are GES freight and the Exhibitor Appointed Contractors. These contracts renew June 30 and August 31, 2011 respectively. Both have agreed to begin negotiations early.

Local 835 expressed its sincere gratitude to President Loeb and Director Kearns. As a charter member of Local 835, Vice President Brian Lawlor congratulated the Local on the substantial progress this agreement represents.

President Loeb commended the efforts and results and suggested that, with the help of Director Kearns, the Local should continue to progress.

GIGAPIX PRODUCTIONS/ "BLACKBEARD"

Assistant Director of Motion Picture and Television Production Daniel M. Mahoney and In-House Counsel Samantha Dulaney reported on a grievance was filed against Gigapix Productions and the Low Budget fea-

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ture production entitled “Blackbeard” on September 18, 2009. Hearings were held at the American Arbitration Association on March 2, 2010 and subsequently on June 28, 2010. The International prevailed at the hearing(s) before Arbitrator Ralph Berger and an Award totaling \$353,568.96 representing wages and benefits was issued on June 28, 2010.

The International immediately filed a petition on June 30, 2010 with the Superior Court of the State of California in the County of Los Angeles to enforce the award of the Arbitrator. Gigapix challenged the arbitration award and on August 19, 2010 filed an opposition to our petition to confirm the arbitration award and a notice of stay of that order. A hearing date on the matter was scheduled for September 1, 2010 in Superior Court of the State of California in the County of Los Angeles between the parties.

Both In-House Counsel Samantha Dulaney and Assistant Division Director Mahoney prepared certified declarations in support of our position. Attorney Robert Giolito represented the International at the hearing.

The IATSE prevailed and the judge confirmed the arbitration award and entered a judgment in favor of the International on September 1, 2010. Several further actions have been pursued by the International in enforcing the judgment. The IATSE is continuing its efforts on a weekly basis to secure funds from the Company which will be distributed to the crew when the Company pays the judgment.

GREER, MARGOLIS, MITCHELL, BURNS AND ASSOCIATES (GMMB)/LOBBYING

The General Executive Board approved funding and support for the

creation of the Creative America Coalition to aid in our fight against digital theft. It was noted that the lobbying firm of GMMB is engaged to work with the Coalition and funding will be borne by the IATSE Defense Fund.

HBO, SHOWTIME, STARZ

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John R. Ford, Local 800 Executive Director Scott Roth, Local 480 Business Agent Jon Hendry, General Counsel Dale W. Short and West Coast Counsel James G. Varga reported on the recently completed negotiations with HBO Entertainment, Showtime and Starz. These contracts are the primary term contracts covering pay cable television production. All three contracts had expiration dates of December 31, 2010. The HBO Entertainment negotiations were led by President Loeb and began in October 2010. The goal of the IATSE was to bring the rates, terms and conditions under the HBO Entertainment contract to par with those with the major studios. Historically, the HBO contract contained a lower rate scale and lesser terms and conditions than those found under the major studios contracts in New York and the Basic Agreement in Hollywood. This situation evolved from the time when the IATSE recognized HBO's unique circumstances during entry into pay cable production. The company now, however, has firmly established its place in the industry, and in fact had approximately 2 million hours of IA covered employment in 2010. The aim in this season of negotiations was to achieve parity with the majors agreements during the term of the new contract. This goal was accomplished.

By the termination of the contract in 2014, the wage rates in New York

and Hollywood will be equal to the studio contracts in those respective regions.

The new contract is for a four year term commencing January 1, 2011. Wage rates in Los Angeles will increase 4.5% effective in January 2011. In January 2012, the wages will increase by one-third of the difference under the then current HBO Entertainment scales and the then current Basic Agreement rates. In January 2013, another remaining third of the gap will be made up. In January 2014, the rates will increase the remaining one-third to achieve parity with the Basic Agreement rates.

In New York, wage rates will increase by 3.5% in January 1, 2011, and will continue to increase in a similar formula as in Los Angeles. In addition, many of the terms and conditions in the New York HBO Entertainment agreement will be at par with those in the Local 52 New York Majors Agreements.

In the Production Cities, the rates will continue to be tied to the Basic Agreement Movie of the Week scales. In the non-Production Cities, the wages will increase by 2% on January 1, 2011 and another 2% on January 1, 2012. In 2013 and 2014, the wages will increase by the same amounts to be negotiated with the AMPTP in the successor Area Standards Agreement.

In the area of benefits, contributions to the MPIPHP will track AMPTP-negotiated contribution rates. The union has the ability to reallocate money from the IAP to the Health Plan. All other contribution rates will increase \$5.00 per person, per day, for each year of the contract term.

In addition to all the wage increases, a bonus was paid to all those

employees who worked on HBO Entertainment productions during the first 10 months of 2010. Approximately 5000 employees received a pro rata bonus for their work from a \$1.8 million bonus pool.

President Loeb noted that the Locals and their members repeatedly expressed dissatisfaction with the HBO contract and expressed his commitment to listen and be responsive to their needs.

The Showtime and Starz contracts were negotiated subsequent to the HBO agreement. Patterned results were achieved.

These contracts have been ratified by the General Executive Board and executed by the parties.

IATSE CRAFT ADVANCEMENT PROGRAM (ICAP)

ICAP Chairman Kent Jorgensen, along with International Representative Julia Neville and West Coast Counsel James G. Varga reported on the recent activities of the IATSE Craft Advancement Program (ICAP).

Under the direction of President Loeb, ICAP has engaged in the groundbreaking establishment of an IATSE training trust. This trust will be designed as a Taft-Hartley benefit plan and will register as a Section 301(c)(9) non-profit voluntary employees' beneficiary association. Governing documents, including the Trust Agreement and Training Plan, are being drawn. The IATSE will be the settlor of this training trust. Ultimately, the trust will be funded through collective bargaining agreement negotiated contributions and subscriber agreement contributions. The mission of the trust will be to provide training for employees working under IATSE collective bargaining agreements in

areas of safety education and craft skills advancement. The goal is to make IATSE-represented employees the best skilled workers in the entertainment industry.

The International's training trust will partner from time to time with the local unions to bring safety awareness and craft advancement to members throughout the Alliance.

In other areas, ICAP is working on the design of a program for training trainers of safety workshops. This is being coordinated with the National Labor College and OSHA. ICAP is also developing relationships with third party vendors, such as InfoComm, to provide training opportunities.

ICAP includes the involvement of the Canadian Locals in all of its program work. The benefits of establishing a training trust will reach to all members of the Canadian Locals, under provisions established to comply with Canadian law parallel to that of the United States.

President Loeb made clear that to remain the preeminent entertainment union we need to be the most qualified and safest craftspeople available, and, that every other union representing technical trades supports training and this is long overdue in the IATSE.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Anthony DePaulo, Brian Lawlor and Timothy Magee, International Representatives Peter Marley and Patricia White and Special Representative Don Martin reported on the Stagecraft Division.

Vice President DePaulo emphasized the effort the Stagecraft Department has taken to improve communi-

cation between the International, the Locals and the road crews. Many of our touring members on the lower tier shows are traveling for the first time and they have numerous questions regarding procedure and contracts that need to be addressed. The following reports demonstrate this effort but also show the continued efforts at organizing and contract renewals.

Wardrobe

Representative White reported that Local 799, Philadelphia, PA ratified a new four-year contract with the Shubert Organization for work at the Forrest Theater. The new agreement provides wage increase of 2%, 2½%, 3%, and 3%; additionally, a .5% increase in contributions to the health fund in years two and three. Local 799 offers its thanks to Vice President Barnes for his valuable assistance.

In November 2010, Local 830 – State of Rhode Island, negotiated a three-year contract with SMG at the Dunkin Donuts Center. The new agreement calls for a wage increase of 2% in years one and three and a 1.5% increase to the annuity contribution in year two. Local 874, Sacramento, CA executed its first ever agreement at the ARCO Arena for Wardrobe, Hair and Makeup employees. The new 2½ year agreement calls for a 2% wage increase after six months and another 2% wage increase on August 1, 2012. The Local was also able to negotiate a 16% benefit contribution, which increases to 18% on August 1, 2012. Business Agent Sheryl Emmons and the Organizing Committee worked extremely hard to obtain this agreement and offer their sincere thanks to President Loeb, the Executive Board, General Counsel Dale Short and In-

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House Counsel Samantha Dulaney for their support.

After lengthy and difficult negotiations, Local 764, New York ratified a new four-year with the Broadway League. After requesting strike authorization and assistance from President Loeb, Vice President DePaulo was assigned to assist the Local. The two issues that were at the center of the dispute were the employer's demand for a wage freeze in year one and new employer-friendly language concerning the Pension Fund. An agreement was finally negotiated which provides for a 1% wage increase in the first year and wage and benefit increases totaling 8% over the term of the contract. Local 764 offers its thanks to President Loeb, Vice President DePaulo, and to the other New York Broadway IA Locals - One, 306, 751, 798, USA 829 and ATPAM for their support.

Efforts are being made to assist Local 803, Dallas, TX, in incorporating hair and makeup contract language into their agreements and encouraging those performing work in that craft to become members of the Local.

Outreach Program

Special Representative Don Martin reported on the Road Crew Outreach Program, which came about as a result of a conversation between Special Representatives Joe Short and Brian Munroe and him regarding ways to better communicate with the road crews, including ACT members.

The Outreach Program was presented to President Loeb at the last Board meeting and he quickly ordered the implementation of the program. President Loeb assigned Representatives Martin, Short and Munroe,

as well as Special Representatives Peter Marley and Barny Haines to travel and visit the road crews under the direction of Vice Presidents Brian Lawlor and Anthony DePaulo.

To date, 44 tours have been visited and numerous questions have been answered, on topics from how the Yellow-Card works to concerns regarding the various agreements that cover the road. The crews are thrilled for the one-on-one contact and telephone numbers and addresses are being collected to be able to better serve these members. Special effort is being made to educate carpenters on how to manage the Yellow-Card itself and facilitating a dialogue with the Local union on how to interact with IA touring productions.

Representative Martin expressed his sincere thanks to President Loeb for his outstanding effort in demonstrating his commitment to make the road crews feel part of the IATSE. He stated that half of his 40 years as an IA member have been spent on the road and he feels that the future for touring IA members is now certainly bright.

ACT Department

Vice President Lawlor reported that, membership in ACT has increased more than 20% from the past year. Many of these members are employed by Non-League Modified Tours, which serve as an incubator for training these technicians. As a result, we are now seeing more Stage Locals offering membership to these skilled individuals.

Family Entertainment Touring Agreement

The IA was successful in obtaining a new term agreement that tracks the Broadway League/Disney Theatri-

cal Pink Contract. This is a significant development since the practice for the past ten years has been to sign "one-offs". The new agreement mirrors many of the provisions of the SET Agreement, with provisions that acknowledge past practices and different presenting models. Significant improvements were made to the crew's working conditions.

Television Specials and Award Shows

Modifications to the TV Special and Award Show Pink Contract, effective May 2, 2011, include an increase in the per diem to \$60.00 per day, increases in salary minimums from \$125.00 to \$200.00 per day, and the introduction of a vacation fund contribution of 3% of gross wages earned. Vacation fund contributions will increase to 4% in 2012 and 5% in 2013.

Networks/Troika/Big League/Worklight/and Phoenix

The initial agreement with these presenters expires on June 30, 2011. This agreement came to fruition because of a job action the IA initiated against Networks in 2009. The Department has solicited input for changes to the agreement and has conveyed to the companies that it is looking to mirror the agreements it has with the Broadway League/Disney as much as that is feasible.

PLASA

As of January 1, 2011, Entertainment Services Technology Association (ESTA) has merged with Professional Lighting and Sound Association (PLASA), its European counterpart. The Entertainment Technician Certification Program (ETCP) will continue to stand alone. Long-time Local 16 Vice President Eddie Raymond has be-

come chair of PLASA North America, and Vice President Lawlor has been elected as an organizational member of PLASA NA. There are now more than 1000 certified riggers and electricians in the ETCP program. The next ETCP meeting will be held in Charlotte, NC in March 2011.

Vice President Lawlor indicated that he is looking forward to working with Brother Raymond for the betterment of our industry and members.

Tradeshows

The future of LDI remains in doubt as PLASA and ESTA have merged. PLASA does its own yearly tradeshow and has made it clear that more than one show is unnecessary. Since LDI continues to be the pre-eminent show in our industry, the IA will continue to exhibit there until some sort of transformation occurs.

President Loeb and the IATSE CAP committee met with the principal officers of Infocomm to discuss issues concerning advanced training for our members in the Audio-Visual industry. The stagecraft department exhibited for the first time at Infocomm in June 2010 is committed to exhibit this June at Infocomm 2011 in Orlando, FL.

The United States Institute of Theatre Technology (USITT) tradeshow will occur this March in Charlotte, NC and we will join again with Local One and USA 829 in exhibiting at the show. This show continues to grow in size and number of exhibitors and is our best opportunity to introduce ourselves to our future members. This show strategically moves from region to region each year and is always embraced by the local and regional theater and college communities. USITT President is Local 720 member

Joe Aldridge. USITT recently added an Executive Director to its ranks and this reaffirms the growth and commitment of USITT to its constituencies.

Broadway

Broadway broke the billion dollar threshold, driven mostly by increased ticket prices and premium ticket prices but also contributing were plenty of product, full theatres and shows waiting in the wings. Of particular interest was Christmas week, where the cumulative total for the week was \$35 million for 36 shows, up more than \$9.6 million from last year.

The Road

Other than the mega hits, the road continues to be a challenge. There is a dearth of product being presented by League signatories and many of these shows are going out at the modified or SET levels. One of the reasons for this is the lower guarantees that the presenters are willing to pay for shows that were not hits on Broadway. The new agreements have captured most/all of the work and the fact that the non-League tours are traveling under the Yellow Card system has given stage Locals the work when these shows come to their towns.

Global Spectrum

Under the leadership of Vice President Michael Barnes, the extensive process of putting together the updated rate sheets and trust acceptance documents was accomplished culminating in the new Global agreement. This new agreement was signed by John Page of Global and President Loeb just prior to his traveling to this Board meeting. The master agreement includes the Canadian Supplement and the agreed to Drug and Alcohol

policy, as well as the Employment Application for new hires of Comcast Spectacor, of which Global Spectrum is a subsidiary.

In house counsel Samantha Dulaney and her assistant Megan Dougherty, were instrumental in assembling the new documents and cleaning up the language.

There are several venues where a final deal has not been reached. Discussions are still being held with the Miami Beach Convention Center (Local 500) and the Mass Mutual Center, in Springfield, MA (Local 53) and the Sandler Center in Virginia Beach, VA (Local 285). The common thread in these unresolved issues is that this contract now covers arenas, convention centers, and performing arts centers. Integrating this new language into the existing venues is a challenge but we are confident that the problems can be resolved.

In addition to the various segments of this report above, a synopsis of other activities throughout the Department was provided including the following:

Vice President Magee continues to provide assistance to Local 220—Sioux Falls, South Dakota; Local 285—Davenport, Iowa; Local 187—South Bend, Indiana; Local 251—Madison, Wisconsin and Local B-26—Minneapolis, Minnesota.

Representative Pat White assisted Local B-66-Sacramento, California in organizing the Arco Arena Elevator Operators. The unit was certified by card check and then incorporated into Local B-66's existing agreement which already covers Ushers, Ticket Sellers, and Merchandise Sellers.

Representative Ben Adams assisted Local 412-Sarasota, Florida with its

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contract at the Van Wezel Theatre, and Local 500-South Florida with its agreement at the Broward County Convention Center. In addition, he continues to work with Locals 631—Orlando, Florida and Local AE-938—Jacksonville, Florida.

Representative Peter Marley assisted Local 107-Oakland/Berkley, California for a new contract with an SMG venue, the Oracle Arena and Oakland-Alameda County Coliseum, and assisted Local 504-Orange County, California to negotiate a contract with the traveling attraction of Peter Pan at the Orange County Performing Arts Center. He also continues to work with Local 720—Las Vegas, Nevada and Local 707—Palm Springs, California.

In addition to his duties in the Tradeshow division, Representative Mark Kiracofe continues to assist Local 46—Nashville, Tennessee and monitor the Country Music Awards the I.A. is party to that contract.

President Loeb commended the Department for its work and stated that this was a report of progress.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Division Director Daniel M. Mahoney and International Representatives Ben Adams, Steve Aredas, Jamie Fry, Scott Harbinson and Lyle Trachtenberg reported on developments in motion picture and television production. The Division continues its policy of signing production companies with a proven production track record to the term agreements. Otherwise, the efforts are to sign productions to one-off project agreements.

There are advantages in terms and conditions when a term agreement, as opposed to a one-off, is signed. Recent term signatories include: After Dark Films, LLC; Gilbert Films, Inc.; IM Productions, LLC; Island Film Studios, LLC; Locomotive, LLC; Red Crown Productions, LLC; RKO Pictures, LLC; Upload Films, Inc.; View Askew Productions, Inc.; Voltage Productions, LLC. Horizon Scripted Television, Inc. and Horizon Alternative Television, Inc. are new term signatories. The contract with the latter company will serve as a template for future reality television term agreements.

Since last reported at the Mid-Summer GEB Meeting in Philadelphia, the Division has signed over 170 agreements. Included here are signatories to the Area Standards Agreement, Music Video Agreements, and Low Budget Agreements, and Single Production Agreements. The recently negotiated contract with the Association of Independent Commercial Producers (AICP) has several hundred signatories. Eleven production companies have signed on to the full IATSE Term Agreements package since the last Board Meeting. Collective agreements in Canada continue to increase in number with signatories to the Low Budget, Canadian Binder, and term and project agreements being signed.

The Motion Picture and Television Division operates the audit program to monitor low-budget independent productions. Since last reported, the audits have shown four productions to fall within their projected budgets, while another four projects went over budget. In the latter case, grievances were initiated and back wages were paid to crews according to the penalty provisions in the collective bargaining

agreements. There are currently 11 features in the audit process.

The trend continues for production levels to be up in those states where tax incentives are offered to the production companies. States including Florida, Texas, New Mexico and Michigan show that producers continue to seek out locations where the highest tax incentives are in place.

It continues to be the policy to secure payroll deposits on independent projects. Success in this area is only had when the crew calls in their work to their Locals as soon as they are hired. It is crucial to get a project agreement or a single production agreement in place as soon as possible, beginning with pre-production when crew starts to get hired. Crew should be willing to work only if they are paid for their services, for history has taught us that often promises of payment are not kept.

It was reported that the newly signed one-off agreements contain the increased contribution rates that follow the pattern set by the new AICP contract.

Although the Basic Agreement is in mid-term, preparation is already underway for the next negotiating season. There are currently negotiations in progress for successor agreements with three major television stations in Los Angeles. The contracts recently negotiated with HBO Entertainment, Starz, and Showtime have been ratified by the General Executive Board, and executed. The Area Standards Agreement, the Low Budget Agreement, and the Music Video Production Agreement are all in mid-term. Local Unions representing crew under the ASA are reminded that there are templates for requesting crew infor-

mation available from the West Coast Office. The information to be requested is relevant to the administration of the collective bargaining agreement, and the Local Unions should make the request for the information early on in the production. Any difficulty in obtaining the information should be reported to the West Coast Office.

Organizing continues to be a focus in both motion picture production and television productions, including reality non-scripted episodic projects. Commercial production has continued to be a target for organizing nationally. Organizing continues in the areas of post-production, digital facilities, visual effects, pre-visualization and other motion picture crafts.

IATSE TRADE SHOW & DISPLAY WORK DEPARTMENT

Director of Tradeshow and Display Work William E. Gearn, Jr., International Representatives Brian W. Faulkner, Donald Gandolini, Jr., Mark Kiracofe and Joanne Sanders and International Trustee and Local 834 Business Agent C. Faye Harper presented the Trade Show & Display Work Department report.

TERM Group National Agreement

The TERM Group is a national Exhibitor Appointed Contractor (EAC) based in Chicago. The TERM Group has executed a national agreement that tracks the Sullivan Management Services Agreement, which will only cover secondary and tertiary markets. Major tradeshow cities will continue to be covered by their existing free-standing agreements.

The contract will be implemented on a city by city basis in a similar manner to the initial implementation of the Global Spectrum agreement.

Representatives Faulkner and Sanders and Trustee Harper have been assigned to work with Director Gearn in the process. Each Local will be contacted by an International Representative to discuss being included in the agreement and to determine their area standards. The area standard wages, benefits, and overtime will then be included in an addendum to the master agreement. The initial agreement provides for a wage/benefit package increase of 3% each year with each Local determining the split between wages and benefits.

Representative Faulkner also reported on Salt Lake City Local 838's successful negotiations with Modern Exposition Services on a new two-year Agreement. The new Agreement includes economic increases of over 3% during the two year term which represents substantial progress toward parity with the best contracts.

Growth appears to be returning in the market. The city of Provo has broken ground on an 80,000 square foot Convention Center that will become the home to the Novell BrainShare, an annual week long product event for the local software manufacturer. With BrainShare as their cornerstone event, the city is hoping to draw another 200 consumer shows a year. Reports indicate that Global Spectrum will manage the new facility.

Reno Local 363

Negotiations with Local 336 and the Reno Exhibitor Service were delayed due to medical problems of Employer's principal. Consequently, and because of stagnant economic conditions, the contract was extended one year.

Phoenix Local 336

Representative Faulkner was as-

signed to assist with numerous expiring contracts including General Service Contractors Freeman, GES, Brede, and Modern Expo, as well as numerous Exhibitor Appointed Contractors. Three-year term agreements have been negotiated and ratified by the membership with the General Service Contractors that include economic increases of 3% with a freeze in the first year. Other positive changes in language regarding "upgrades" and "request by name" made the first year freeze more palatable.

Both Freeman and Modern have also entered into Memorandum Agreements with Tucson Local 415 that mirror the Phoenix Agreement. Their new EAC Agreement yields annual economic increases of 3% a year over a 3-year term. Early signatories of the EAC Agreement include National Convention Services, TERM Group, Trade Show Specialist, Trade Show Services Network and Event Solutions. Numerous other agreements will expire at the end of February this year. The Business Representative of Local 336, Bill Hennessey, and Representative Faulkner are actively engaging these employers to sign the new area standard.

New Orleans Local 39 and Champion Freight

Representative Gandolini reported that negotiations for a first ever collective bargaining freight agreement with Champion Exposition Services are ongoing. Most issues are resolved except the economics. The Local proposed the terms of its Shepard freight agreement that was signed a year ago as the area standard. Champion is attempting to negotiate much lower wages and conditions and refuses to



pay benefits. This is problematic in light of the “most favored nations” clause in the Shepard agreement. There are other employers on the radar and the IA will be taking steps to organize their freight departments in the next few months.

ESCA Summer Educational Conference & ESCA Annual Meeting

Director Gearns and Representatives Kiracofe and Gandolini attended the annual ESCA Summer Educational Conference. Representatives Sanders and Gandolini attended the ESCA Annual Meeting in New Orleans, LA in December. This provided an opportunity to introduce Representative Sanders to tradeshow contractors in attendance.

EDPA Winter Conference

Director Gearns and Representatives Kiracofe and Gandolini attended the Exhibit Designers and Producers Association (EDPA) conference in Jacksonville, Florida in early December. This association is composed of the creative side of the exhibition industry including designers, architects, manufacturers, suppliers and EACs. This association and its members are often at odds with the GSCs. Exhibitors are concerned about the lack of transparency in the way that general service contractors charge for the storage, transportation and handling of freight. This issue will be of primary concern in the industry for the foreseeable future. Since this is a huge profit center for the general contractors, there will be resistance to change. As a result, exhibitors are designing lighter and more efficient types of exhibits which not only affects the freight lines but also the manufacturers, suppliers, EACs and

labor. The situation will be monitored and any developments reported.

Trustee and Local 834 Business Agent C. Faye Harper presented a report about a recent NLRB charge against Atlanta Local 834. Local 834's Referral Rules and Regulations provide that no referral hall participant may accept bargaining unit work within Local 834's jurisdiction directly from any signatory employer without prior written permission from the business representative. Employees who accept bargaining unit work within Local 834's geographic jurisdiction without prior written are subject to removal from the referral list for up to one year. This rule was challenged before the NLRB in August 2010.

On November 26, 2010 the NLRB found in favor of the Local and dismissed the charge. The Local received notice on December 20, 2010 that an appeal had been filed to the NLRB Office of Appeals in Washington, DC.

Nashville Local 46 - EAC Contracts.

Representative Kiracofe reported that negotiations were held in Nashville with representatives of the EAC employers in December. The result was a successor 3 year term contract with a 5% economic increase over the term. The Local also achieved language giving them the ability to allocate increases to wages or benefits. It was also noted that the Gaylord Opryland convention facility reopened following flood restoration in November with tradeshow scheduled to resume this month. The Local's gross tradeshow wages were reduced by 30% in 2010 from the loss of work at this facility.

Memphis Local 69 - Ked Tech

Local 69 renewed their agreement

with Ked Tech, a scenic and exhibit production facility in Memphis. This the second contract with this employer for full time, part time and I&D referrals who will all receive increased wages of 6% over the 2 year term.

Salt Lake City Local 838 - Freeman Negotiations

The Freeman agreement in Salt Lake City has historically set the pattern for all GSCs that do not have local operations. Over time, this agreement grew increasingly richer than the other local contractors, Modern and GES, to the point that when Local 838 was chartered, the disparity was over 30%. Our efforts have been focused on bringing the local contractors up to the area standard and the last two contract cycles have achieved two-thirds of that goal. The Freeman negotiations have been difficult and are ongoing.

Denver Local 7 - Negotiations

Local 7 Treasurer Gary Schmidt and Representative Kiracofe met with Freeman in November and reached agreement on a 3 year term contract. The result was a 6% economic increase for the term, broken down as 3% in wages in year one, 1% wage and .5% benefit contribution in each of the remaining years.

During the course of the Freeman negotiations, Representative Kiracofe became aware of 25 contracts with tradeshow contractors that have regional or national operations that Local 7 held through their relationship with the Colorado Convention Center. There were additional issues in the current contract's recognition, grievance and term provisions. It was decided to hold first time direct negotiations with these tradeshow contrac-

tors. The Local sent notices to the employers and FMCS in a timely manner and appointed a committee to prepare a proposal that would separate tradeshow crafts from the catch all agreement that also covered production, A/V and theatrical events. Response to our offer to bargain resulted in four EACs attending the November 30 session, and several other employers contacted the Local saying they would accept the result of the negotiations.

Our proposals to correct the previously mentioned deficiencies were accepted. The real question from the employers was the Local's ability to provide lead men to service their clients. The employers contend that they regularly transport full and part time employees into Denver to perform jurisdictional work and would not be able to operate if that practice were restricted. When it was confirmed that it was common practice in most jurisdictions for EACs to have their lead people working, the Local agreed to work with the employers to contain the numbers rather than abandon the practice.

Negotiations resumed in December, with an additional employer at the table, and agreement was reached on a plan that will recognize a maximum number of company employees, currently 15, and reduce that number in each year of the agreement. The Local expressed the desire to cut that number in half by the end of the next term agreement. The employers expressed their desire to also reduce their expenses incurred in the importing of employees. This led to a discussion and acceptance of our proposal to form a Training Committee for the purpose of teaching the necessary skills for Local 7 referrals to staff the

employers lead positions in the future. The Local now has a means for increasing employment opportunities through employer funded education. A Training Trust will be established that will be funded by the employer contribution of 1% of gross wages. This contribution is included in the total economic increase of 8% over the 3 year term.

It was determined that the recognition of the company employees in lead positions is specific to the EACs and is not included in the contract for general service contractors. There are now two separate agreements for the area standard tradeshow contractors in Denver, and both were ratified by the Local 7 membership in December.

Southern California

Blizzcon is a large computer gaming show that takes place annually in October in Anaheim, California. This show takes up the entire convention center and GES has historically handled the show. This year Production Associates obtained a contract to do most of the work. Production Associates is signatory to our Southern California agreement and this transferred the majority of the labor on the show to the IA. Significant issues were raised by GES and the other affected unions, with some of the work being retained by those unions.

Locals 504 (Anaheim), 33 (LA), 614 (San Bernadino) and 707 (Palm Springs) provided competent journeymen members of the crew. The association producing the show, as well as Production Associates (the Employer), was pleased with the IATSE labor. Director Gearn's pointed out that Representative Trombetta was responsible

for getting Production Associates to sign the SoCal tradeshow agreement in the first place and deserves full credit for nurturing the relationship to where it is today.

South Florida Local 500 - Negotiations

Director Gearn's and Local 500 Business Representative Alan Glassman met with Fort Lauderdale Convention Services management on October 8th and negotiated a one year term agreement that provides for a 2% increase in the wage/benefit package. This employer has always insisted on one year contract, claiming an inability to foresee business beyond that. It was stressed to the employer that next year a multi-year agreement would be a priority.

Negotiations with BH&L concluded in January with a new three year collective bargaining agreement. This agreement begins the process of converting Local 500's tradeshow agreements to benefit contributions based on a percentage. This change alone costed out at a 4% increase in the first contract year. The wage/benefit package increases by 3% per year in the second and third years of the agreement. All future tradeshow agreements negotiated in South Florida will convert the benefit contributions to a percentage of gross wages.

Seattle Local 15 - NCS/Carpenters

National Convention Services (NCS) is an Exhibitor Appointed Contractor based in New York City. This past summer NCS was involved in a 10(k) case in Seattle with the Carpenters and IATSE Local 15. The Carpenters, who were facing defeat at the NLRB, entered into a negotiated settlement agreement with the employer.

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In that agreement NCS agreed to work with split crews until June 2011 at which time the Carpenters relinquish all claims to tradeshow work and it will be 100% Local 15 going forward. The Carpenters also agreed to drop their civil lawsuit against NCS.

Las Vegas Local 720 - Freeman A/V Negotiations

Negotiations with Freeman A/V began in November and are continuing. All language issues have been resolved and only economics remain. Director Gearns hopes to have an agreement in place by the end of February.

Industry Overview

The tradeshow industry is showing signs of recovery. Traditional tradeshow metrics all showed increases for the third quarter of 2010. Orlando Local 835 reports that hours worked in 2010 increased over 2009 by 16%, with most of that increase in the third and fourth quarters of 2010.

President Loeb noted that the tradeshow industry is complicated with multiple unions, numerous employees and varied types of events. He expressed his sincere appreciation for the Department covering such a diverse challenge over a broad geog-

raphy. President Loeb thanked them for a job well done.

IATSE ORGANIZING DEPARTMENT

International Vice President Daniel E. DiTolla, International Representatives Sandra England, Fran O'Hern, D. Joseph Hartnett, Joel Youngerman, and Special Representative David F. Garretson brought the Board up to date on the Division's activities since the summer Board meeting in Philadelphia. Vice President DiTolla reported that the International had filed a representation petition against Iron Horse Entertainment covering four venues in Northampton, MA. The National Labor Relations Board had scheduled a hearing in the event the parties are not able to stipulate to an election.

Representative England reported on Locals B-20, the Matthew Knight Center in Eugene, Oregon in which the change-over crew was represented by Local 675, and the Upstage Center.

Local 675 Eugene, Oregon

The Matthew Knight Arena has just opened on the campus of the University of Oregon. Local 675 has been working very hard to secure the

associated jobs within the arena. They have secured the change over crew work and are engaged in working through an agreement with the management for these workers.

With assistance from the International the Local is working on getting an agreement with Live Nation for touring concert work. Portland Local 28 has been assisting the Local with rigging and training, and the International has been assisting the Local with Live Nation management.

The Local has been able to secure work in the building for the upcoming Elton John Concert and hopes to secure a term contract soon for this work.

Local B-20, Portland, Oregon

Local B-20 recently renegotiated their longstanding collective agreement with the Metropolitan Exposition and Recreation Commission, Portland Center for Performing Arts. The Commission oversees all the performing arts facilities in Portland, Oregon including the Oregon Convention Center. Along with successful renegotiation of their collective agreement, they were able, for the third contract cycle, to organize a new segment of workers in to the agreement. This



International Representatives Joel Youngerman and Fran O'Hern, International Vice President Daniel E. DiTolla, International Representatives Sandra England and D. Joseph Hartnett, and Special Representative David F. Garretson reported on the Organizing Division's activities.

new unit is the Door Watchpersons employed at the stage door of each of the theaters. The agreement was ratified by an overwhelming majority of the members.

Representative Youngerman reported on preparations to file an unfair labor practice charge against Upstage Center, a non-union crewing service operating in Texas. The International had negotiated a non-exclusive agreement with Upstage that was to be supplemented by local union appendixes which would stipulate area rates and the percentage of union members to be referred for each event. Due to organizing activity on the part of the International and Local 127 in Dallas, Upstage has refused to sign the Local 127 appendix.

With regard to Broadcast, Vice President DiTolla reported on a national meeting amongst all Locals in Broadcast that took place in Houston in October 2010. Every local union holding jurisdiction in sports broadcast participated, either in person or by telephone. This meeting represented the first time these Locals had been together. The Locals discussed administrative best practices, contract enforcement and coordinated organizing activity.

The Division has been using the services of the Federal Mediation and Conciliation Service to conduct steward's training. The training has been inconsistent from region to region and, as a result the Division is standardizing its own steward's training protocols. Representative O'Hern will be conducting the training for all sports broadcast Locals.

Negotiations have concluded with new agreements with Local 748, Arizona and, Program Productions, TRO and the Burke Brothers.



In-House Counsel Samantha Dulaney, International Representative Patricia White, and National Labor College instructors Patricia Westwater and Robyn Cavanaugh.

Representatives Garretson and O'Hern updated the Board on the organizing efforts involving non-union labor contractors operating in stage craft. They advised that their efforts will continue.

President Loeb remarked that the Division is doing a great job covering a large jurisdiction over two countries. The International appreciates the efforts from the Division.

IATSE EDUCATION PROGRAM

International Representative Patricia White and In-House Counsel Samantha Dulaney reported on the various IATSE Educational Outreach programs, including those that have taken place since the meeting in Philadelphia last summer, and things currently in the planning stages. They were joined by National Labor College instructors Patricia Westwater and Robyn Cavanaugh.

I.A.T.S.E. Labor Education Assistance Program (LEAP)

As President Loeb has said many times (at these Board meetings, at the District Conventions and elsewhere) the IATSE and its locals owe our members the best, most up-to-date and informed representation possible. The IATSE Labor Education Assis-

tance Program was begun to further this goal. Under LEAP, all representatives (Officers, Officials, Trustees, and Executive Board Members) from local unions may, with pre-approval, have tuition and reasonable housing expenses reimbursed for one (1) labor studies course each calendar year.

Since the last Board meeting at the beginning of August of 2010, \$24,570 in qualifying expenses has been approved. It was at that time that the General Executive Board voted to expand the Program to include all local representatives (it began in the fall of 2009 by covering only officers). This brings the total amount of reimbursement money since LEAP's inception, to almost \$50,000. Utilization continues to grow, as more locals become aware of the program and of the educational opportunities available to them in their own cities and on-line. It has also been helpful that International Representatives have been encouraging the local leaders they work with to take courses, and we see evidence of that, too, in reviewing the requests.

Briefly, the request for reimbursement must be submitted to the International President in writing on the Local's letterhead and must contain

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the name of the course and teaching establishment, along with the cost of instruction and any anticipated housing expenses. Transportation is the responsibility of the individual or local union. (A sample letter that may be adapted for this purpose is available on the IATSE Web site.) This pre-approval process is essential to guarantee reimbursement, which will be provided upon the receipt of proof of successful completion of the course. LEAP funding is available for courses at any accredited institution with a bona fide Labor Studies program.

Feedback from Local officers is positive, and supports President Loeb's idea that everything you learn makes you, your local union, and the IA stronger. There are courses available to help to learn the skills and gain the knowledge needed to win better deals, whether that means bargaining better agreements; organizing; improving public speaking skills; how to be effective in political involvement, or even how to run a good meeting.

Details of the Program, along with lists of institutions offering courses and instructions on how to apply are on the IATSE Web site: www.iatse-intl.org/education. Representative White would also be glad to answer any questions, and can be reached by phone or e-mail in the General Office.

Educational Training:

A seminar was held on Wednesday afternoon by James Heinzman, a partner with the accounting firm of Schulteis & Panettieri, on "Best Practices in Union Administration". Topics covered included record keeping, document retention, a discussion of IRS and DOL required

filings and issues, as well as practical ways to avoid catastrophes. This seminar was well attended and received by representatives from all Local Unions in attendance.

Following James Heinzman's seminar for the Locals, West Coast Counsel James G. Varga and Canadian Counsel Bernard Fishbein presented training for IATSE Representatives on employer unfair labor practices.

There will be Staff Training for IATSE officers and representatives at the National Labor College in March 2011.

Trainings for Local Leaders at 2011 District Conventions:

Since the August Board meeting, the last two sessions of the 2010 district training sessions, on Communication and Leadership, were presented to District 6 in San Antonio, Texas and District 10 in Albany, New York.

Letters were mailed to all District Secretaries to apprise them that once again this year, the International will be sponsoring educational training workshops at each District meeting. The curriculum for these sessions is still in the development phase, and details of the workshops will be forwarded to the Districts as soon as they are available. In the meantime, District Secretaries were reminded to coordinate with President Loeb's office to schedule the date of their convention. Specific questions related to conducting Educational Workshop at the District conventions may be directed to Representative White at the General Office.

President Loeb remarked that IATSE local unions have the finest leaders in the labor movement but we can all be better. He is pleased that

members have grasped on to the education initiatives and that he will lead by example. To that end, he is planning to attend the IATSE's staff training in March 2011. President Loeb encourages officers to take a course and take advantage of the LEAP funding in order to become better leaders and to better serve their memberships. He extended his appreciation to Ms. Westwater and Ms. Cavanaugh. Finally, he commended Representative White and In-House Counsel Dulaney for an effective and successful beginning.

IATSE NATIONAL BENEFIT FUNDS

In their capacity as Trustees of the IATSE National Benefit Funds, General Secretary-Treasurer Wood, International Vice Presidents DiTolla, Lawlor, Miller, Division Director Gearn, and Representatives White and Kutak appeared before the Board to present a report on the Funds.

As was reported at the last meeting of the General Executive Board, the IATSE National Benefit Funds have continued to see growth even during these challenging economic times. Employer contributions increased 9.12% from \$142.7 million in 2009 to \$155.7 million in 2010. These contributions were derived from over 1,900 distinct collective bargaining agreements spanning numerous industries from all over the United States.

The IATSE National Health and Welfare Fund's Plan C continues to provide coverage to an increasing population, particularly in its two primary options, C2 and C3. The Fund now provides benefits through Plans A and C to over 16,000 working men and women. Including dependents, the Fund is providing coverage to over 25,000 lives nationally.

The Trustees of the National Health and Welfare Fund chose not to grandfather its Plans which will allow changes under the Health Care Reform Act to broaden benefits now rather than wait until 2014. The Trustees were able to accomplish this without adding cost to the Plan offerings. Some of the more important expanded benefits effective January 1, 2011 include: 1) coverage for all children to age 26 regardless of student status, marital status or employment status; 2) no annual dollar limitations on essential benefits e.g. prescription drugs; 3) similar copayments for emergency care in a hospital whether or not the hospital is a network facility; and 4) over the counter medication or supplies, if prescribed by a participant's doctor are covered under the Plan.

The National Funds have joined with the West Coast Entertainment Industry Plans to form a collective voice in Washington, D.C. to advocate for our participants under the Health Care Reform Act. Meetings are being held with the Department of Health and Human Services and the Department of Labor to review issues that are exclusive to workers in the entertainment industries.

The National Annuity Fund is transferring its account to MassMutual effective the week of March 13, 2011. Announcements have been sent to participating local unions regarding this transition and a training tool has been placed on the Funds Web site within the Locals portal area at www.iatsenbf.org. Participant mailings have been sent and there will be online guides and reminder information sent in regard to this valuable change. MassMutual brings broader investment options at lower fees which the Trustees believe will assist our working members with their goal of achieving more secure and prosperous retirement funds.

On December 1, 2010 the National Annuity Fund completed one of our larger mergers and welcomed Local 22 with more than 400 participants and over \$25 million in assets.

The National Pension Fund continues to be fully funded and has remained consistently in the Green Zone, as defined by the Pension Protection Act of 2006, even during the worst economic times. Based on the present funding percentages, the Actuaries expect that the Fund will continue to be in the Green Zone in 2011. During 2010 the Fund returned 11.0% net of fees.

The Fund's Web site continues to boast a steady visitor log, particularly since the introduction of real time work history viewing capabilities, CAPP account maintenance, address change functionality and dependent maintenance. The online CAPP payment functionality continues to see over 40% of all participants required to make such a payment do so via this method. The biggest advantage is an immediate receipt of such payment and concerns regarding timely mail delivery are eliminated.

The Trustees are investigating a re-vamping of the site to make it even easier to navigate while offering more interactive features for participants, local unions and contributing employers. Enhanced and custom reporting features for our participating Locals as well as online reporting forms for employers that do not use payroll companies are just some of the expected new features.

The Benefits Department of the Fund Office, under its new Director, Scott Trivigno, is endeavoring to redesign its operation and structure in order to better service our growing covered population and their needs. The Trustees are awaiting reports in regard to a restructuring of our current Health and



Special Representative Ron Kutak, International Vice President Daniel DiTolla, Divison Director William Gearns, General Secretary-Treasurer Wood, International Representative Patricia White, International Vice Presidents Brian Lawlor and Michael Miller (not shown) reported to the Board on the IATSE National Benefits Funds.

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Welfare Call Center to become a more robust Participant Services Center. The intent is to have a structure where all inquiries, whether Health, Pension, Annuity, Vacation, 401(k) or contribution related, can be easily handled in one place. With an expanded staff and expanded capabilities our intent is to dramatically decrease call wait time, call return time and the need to speak to more than one staff member when multiple issues arise.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Re: Mutual Aid Pact – Jurisdiction Committee

President Loeb appointed a committee consisting of International Vice Presidents Michael F. Miller, Jr., John M. Lewis, Timothy Magee, Thom Davis and John R. Ford, Assistant Division Director Daniel M. Mahoney and District 7 Secretary Andrew Oyaas to meet with their International Brotherhood of Teamsters counterparts to discuss and formulate a plan to begin cooperating in organizing and determine how we can assist one another in organizing drives pursuant to the Mutual Aid and Assistance Pact between the IATSE and the Teamsters.

The results of the pact have been

immediate. The IA has benefited by achieving contracts that would not have been possible before the Pact, and the Teamsters have likewise covered their members with contracts as the result of the IA's assistance. Just as important, the Pact has eliminated the constant disputes that had existed between the IA and the Teamsters, which benefited no one other than the employers. The Pact has also resulted in an obvious spirit of cooperation between the respective workers on the ground.

The respective committees have agreed to meet not less than once per year.

President Loeb stated that the IA and the Teamsters are natural allies and the obvious beneficiaries to this Pact are the members of both unions.

INTERNATIONAL BYLAWS

The General Executive Board met in closed session to take up a resolution to amend the International Bylaws as proposed by President Loeb. In accordance with Article Eleven, Section 4 of the International Constitution, the General Executive Board may amend the International Bylaws.

The Board unanimously adopted the resolution which read as follows:

RESOLUTION

INTERNATIONAL BYLAWS

ARTICLE NINE - Standing Rules for Meetings

WHEREAS, it is important and necessary for labor unions and guilds to be involved and participate in the political process in order to survive the assault on unions and working families by anti-union politicians, and

WHEREAS, the IATSE established a Political Action Committee (the IATSE-PAC) in order to raise funds for contributions to be made for endorsed candidates and for lobbying on issues necessary for the welfare of the Alliance and its local unions, in accordance with Article Twenty-four, Section 6 of the International Constitution,

THEREFORE, BE IT RESOLVED that Article Nine, Paragraph 12 of the International Bylaws, be amended to delete the words "partisan or", and

BE IT FURTHER RESOLVED that said Paragraph 12 will now read as follows:

"12. No subject of a religious nature shall at any time be admitted."

BE IT FURTHER RESOLVED that this General Executive Board signifies its approval and adoption of this Res-



International Vice President John M. Lewis, Assistant Division Director Dan Mahoney, International Vice Presidents Michael Miller, Thom Davis and Timothy Magee, District 7 Secretary Andrew Oyaas and International Vice President John Ford reported on the Teamsters.

olution to amend Article Nine, Paragraph 12 of the International Bylaws, by signing below on this 25th day of January, 2011 in Las Vegas, Nevada.

S/MATTHEW D. LOEB

International President

S/JAMES B. WOOD

General Secretary-Treasurer

S/TIMOTHY F. MAGEE

First International Vice President

S/MICHAEL BARNES

Second International Vice President

S/J. WALTER CAHILL

Third International Vice President

S/THOM DAVIS

Fourth International Vice President

S/ANTHONY DEPAULO

Fifth International Vice President

S/DAMIAN PETTI

Sixth International Vice President

S/BRIAN J. LAWLOR

Seventh International Vice President

S/MICHAEL F. MILLER, JR.

Eighth International Vice President

S/JOHN T. BECKMAN, JR.

Ninth International Vice President

S/DANIEL E. DI TOLLA

Tenth International Vice President

S/JOHN R. FORD

Eleventh International Vice President

S/JOHN M. LEWIS

Twelfth International Vice President

S/CRAIG P. CARLSON

Thirteenth International Vice President

ISOPOD

International Vice Presidents Michael F. Miller, Jr., John M. Lewis, Thom Davis and John R. Ford, Assistant Division Director Daniel M. Mahoney, International Representative Scott D. Harbinson, Local 600 Eastern Region Director Chaim Kantor and Local 491 Business Agent Jason Rosin reported on the organizing of ISOPOD. This ultra low budget mo-

tion picture is a production of Barry Levinson Productions. The location was in South Carolina, but the campaign included concerted activities not only on the location set, but on a studio lot in Hollywood, a location in Philadelphia and a special effects studio in Toronto. With the support of IATSE Locals and members in all these locations, pressure was brought to bear on the South Carolina production. In Philadelphia, support for the IATSE struggle also came from the local Brotherhood of Teamsters. As if the strike supported by the crew of ISOPOD wasn't enough, it was soon apparent to the producer that this fight was not limited to a small local crew in South Carolina, but throughout the United States and Canada. The solidarity of the Alliance proved once again that good things can happen when all of the Locals of the IATSE work and communicate with each other in organizing the industry. No production budget is too low, no location too remote, for the IATSE to support its members in their struggles.

LETTERS TO GOD

IATSE Local 700 Executive Director Ronald Kutak and West Coast Counsel James G. Varga reported on the grievance settlement with Possibility Pictures, LLC. In the summer of 2009 this production company filmed a motion picture called "Letters to God." The production occurred in Florida under a collective bargaining agreement with the IATSE. When it came to post-production, however, the company sub-contracted all the work to individuals it claimed were independent contractors, or in some cases interns at a Florida college called Full Sail University. The Internation-

al filed a grievance claiming that all post-production work was covered work under the agreement. The company's response to a comprehensive request for production of documents showed that all the editing work was performed by persons not covered. Ultimately, a settlement was reached whereby a lump sum was paid to the Motion Picture Industry Pension and Health Plan to cover benefits in an amount that should have been paid to the individuals performing the editing work. In the end the relationship between the parties was restored and future productions will continue to be covered under IATSE agreements.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John R. Ford, International Trustee George Palazzo, Special Representative Ronald G. Kutak, General Counsel Dale W. Short, and Associate Counsel John B. Shepherd, appeared before the Board to report on the Motion Picture Industry Pension & Health Plans. All those appearing before the Board serve as Labor Directors of the Plans.

At the last Board meeting, the projected deficit facing the Plans was estimated to be \$1 billion. That number has been reduced significantly but still represents a daunting challenge. Factors contributing to the revised financial picture include:

- 1) Covered hours of work were projected at 75 million and came in at 78 million for 2010.
- 2) Actual return on investments was 13.2% wherein the actuarial investment assumption was 8%.
- 3) Post 60s residuals projected to be flat were actually down \$7 million.

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- 4) Supplemental markets residuals were up \$21 million from 2009.
- 5) Employer contribution increases per the last Basic Agreement were triggered.
- 6) Negotiated increases of employer contributions in the AICP and other single production agreements.
- 7) Healthcare cost inflation was only 6% for 2010 when it was projected to be 9%.
- 8) On August 1, 2010, the hours required for eligibility were increased from 300 hours to 400 hours.

Other factors that will come into play include the additional cost mandated by Health Care Reform, COBRA expense, and the Pension Funding Relief Act which has allowed actuarial changes.

Vice President Miller noted that the only thing certain about the new projected deficit is that it will continue to change as the plan has actuarial experience to replace projections. He then summarized some of the proactive developments that are being pursued to reduce the projected deficit.

The Plans are currently conducting a search for a new healthcare consulting firm. The International has engaged Segal & Co. as an independent consultant. There have been changes to the Plan's structure and staff that is expected to bring a more efficient and effective operation as well as more responsive service to the beneficiaries.

Issues that are under review include non-affiliates and Home Plan participation. The abuse of the employee shareholder company has been addressed and the Musicians are moving out of the Plan as a result of their collective bargaining.

Also Vice President Miller touched upon the Medicare carve-out problem wherein the effect on retirees has been burdensome and different from what the health care consultants had advised during the collective bargaining process. The solution must be bargained for and is being pursued in as expeditious manner as possible. The Plan Directors are very aware and concerned with this issue and have made it a focal point of their efforts.

Vice President Miller expressed his appreciation for the union Directors who volunteer their time and are extremely engaged in all aspects of the Plans.

Trustee Palazzo, co-chair of the Joint Board for the Plans, stated that the senior staff changes have brought a high level of professionalism and focus. He credited Vice President Miller for his exceptional leadership, commitment and focus as the key point person, thereby "making us better Trustees".

President Loeb reiterated the serious challenges ahead and pledged his commitment to solve the issues. He stated that with transparency we can accomplish this together. As reported at the mid-summer General Executive Board meeting in Philadelphia, a research firm has been engaged to solicit input from our member participants in the MPIPHP. This approach started with the initial focus groups and continued with the professional survey of both East and West Coast participants. The information gleaned helps guide the process by giving the membership a voice, and also educates the membership, which will facilitate the implementation of the solutions. President Loeb thanked the voluntary Trustees, members of the

Benefits Bargaining Committee and Vice President Miller for their hard work, focus and commitment.

NATIONAL AMUSEMENT, INC./ RAVE CINEMAS

Re: Locals 84, 150 and 163

International Vice President Brian J. Lawlor, General Counsel Dale C. Short and West Coast Counsel James G. Varga reported on the final negotiations with Rave Cinemas. As it was reported during the mid-Winter 2010 Board meeting, Rave Cinemas purchased the remaining six theaters of the National Amusement, Inc. (NAI) movie house chain. President Loeb extended an offer of the International's services to the impacted Locals 84, 150 and 163, to help in negotiating the effects of this sale. The predecessor company, NAI, was unwilling to negotiate any kind of settlement on the grounds that all the impacted employees were hired by the successor employer on the same terms and conditions as they had with NAI. While this was technically true, it was a short lived employment for the six projectionists covered by the three collective bargaining agreements because shortly after the sale the successor employer, Rave Cinemas, announced that it was converting its entire chain to digital projection and would no longer employ traditional projectionists. The International then began negotiating with Rave for a severance package for the remaining employees. Negotiations concluded with each of the impacted employees receiving a severance payment based on years of employment that included employment with NAI, and all accrued vacation and sick pay as provided under the collective bargaining agreements and the Rave company policies. The

employees were all were entitled to file for unemployment benefits in their respective states. Each employee was eligible for other employment at the company should they choose to apply, in addition to getting the severance package.

ONTARIO LABOUR RELATIONS BOARD

Re: Bernard Fishbein, Chair

In December of 2010, the Government of Ontario nominated IATSE Canadian Counsel Bernard Fishbein to the position of Chair of the Ontario Labour Relations Board. Labour Relations under the Canadian Constitution is principally provincially regulated as opposed to federal jurisdiction as in the United States. As a result, the OLRB is considered to be the pre-eminent Labour Relations Tribunal in Canada.

Counsel Fishbein recounted his 22 years of acting on behalf of the IATSE – from his initial attendance at a General Executive Board Meeting in Omaha, Nebraska in 1989 to the present – serving under three Interna-

tional Presidents and attending seven International Conventions and countless General Executive Board meetings. Counsel Fishbein observed that during this period the IA had virtually doubled in size and equally, the IA in Canada had also experienced the same doubling of membership. The Canadian highlights accomplished during Counsel Fishbein's time with the Alliance included the creation of a Director of Canadian Affairs and a second Canadian Vice President, the establishment of a permanent IATSE Canadian Office in Toronto and an additional permanent West Coast Canadian Office in Vancouver. Many new Canadian IA Locals have been established and flourished. A national retirement plan was created and a national Health and Welfare Plan is in the process of being established. The retirement plan has been so successful that other entities, including the Directors' Guild of Canada, have joined, so the plan is now known as the Canadian Entertainment Industry Retirement Plan and is now one of the

50 largest defined contribution funds in the country.

Counsel Fishbein expressed his sincere thanks to the IATSE for the opportunity to act on behalf of the good and talented membership and the leadership of the IATSE. He expressed his deep and profound appreciation for the friendships made, which he will always treasure.

After a standing ovation, President Loeb stated that Counsel Fishbein's sound advice, knowledge of the IATSE and our business, as well as the relationships he established with many of our local unions and his ability to cut through the underbrush with clear thinking has been of tremendous assistance and truly an asset to the Alliance. On behalf of the Officers, Representatives and local unions throughout the IATSE, President Loeb expressed his thanks to Counsel Fishbein for his many years of guidance and wise counsel.

PACIFIC TITLE AND ARTS STUDIO

Special Representative Ronald G.



From left to right: International Vice President Damian Petti, Assistant to the President Sean McGuire, International President Matthew Loeb, Canadian Counsel Bernie Fishbein, General Secretary-Treasurer James Wood and International Vice President John M. Lewis.

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Kutak and West Coast Counsel James G. Varga reported on the events surrounding the closure of one of the oldest post-production title houses in Los Angeles. Pacific Title and Arts Studio first became signatory to the Basic Agreement in 1954. The company began experiencing financial difficulties at the end of 2008. They began to downsize their workforce which at the time was approximately 85 employees covered by the IATSE collective bargaining agreement. The covered employees were members of IA Locals 600, 683, 700 and 800. The company then continued with a skeleton crew of approximately a dozen employees. In May, 2009 the company announced that it had filed a petition for receivership in the California Superior Court and that it expected to wind down its business in the upcoming weeks. The company also advised the remaining employees that they would not be paid their severance package because the company had no money. When the employees contacted the IATSE, the Union filed an unfair labor practice against the company for unilaterally changing the terms and conditions of employment, including refusal to pay the contractual severance.

Although faced with an employer with no money and debts far exceeding its assets in liquidation, the Union did not give up the fight. Upon learning that the Court Appointed Receiver was ordered to continue to operate the business through liquidation, the IATSE filed unfair labor practices against the Receiver on the basis that it was the employer's successor for purposes of continuing the operation of the business. Faced with the prospect of lengthy litigation over these

charges, the Receiver gained authority from the leading creditor to resolve the matter with the Union. Ultimately, a settlement was reached which was then approved by the Receiver Court and the Regional Director of the NLRB. Under very bleak circumstances, the remaining employees, some with more than twenty-five years of seniority, were paid a pro rata share of their severance by the Receiver, funded by a major Creditor, despite the lack of funds of the employer.

RESOLUTION CONFERENCE

International Vice Presidents John M. Lewis and Damian Petti reported to the Board on an innovative process that Local 212 (Calgary Stagehands) had adopted to more efficiently and quickly resolve internal union disputes and charges. Copying resolution conferences more frequently being used now by Labour Boards and other tribunals, Local 212 has introduced such conferences to its process for internal changes filed under the Constitution. Not replacing or over-riding any of the constitutional procedures, and when the charging and charged parties agree in writing, a settlement or mediation conference is conducted by someone not participating in the Trial Board proceedings. The process provides an opportunity for members to speak to each other in an informal "off the record" (but still controlled) environment, and to directly address the actual issues between them, not confined by any constitutional or formal constraints. As a result, many settlements have been reached, resulting in the withdrawal of charges and avoiding costly, time consuming and often acrimonious trial proceed-

ings. Vice President Petti left members of the Board handouts, sample letters and documents for the process. President Loeb observed that the procedure was, in appropriate cases, an innovative and visionary way for Locals to expediently deal with internal charges.

UNI GLOBAL UNION

International Vice President John M. Lewis, Assistant to the President Deborah A. Reid and Special Representative Ronald G. Kutak reported on their assignment to attend UNI Global Union's 3rd World Congress that was held in November 2010 in Nagasaki, Japan.

Since the decision was made at the 2005, to hold the 3rd World Congress in Nagasaki, the UNI-Liaison Council Japan (LCJ) laid out three objectives: 1) to accomplish organizing one million members, 2) to sign a Global Framework Agreement (GFA) with at least one Japanese multi-national; and 3) to spread global consciousness among young members. To this end, it was reported that in 2005 there were 928,000 members of the LCJ and as of this Congress, that number has increased to a million. A GFA was also signed in 2008 with Japanese Takashimaya Department store, and, 400 people had attended the LCJ's Youth English Seminar and many members worked as volunteers for the World Congress.

It was reported that there were 2,063 attendees at the Congress including the delegates, alternates and observers. Opening Day ceremonies were filled with many examples of Japan's culture including a dragon dance, calligraphy demonstration, high school choir and others. The speakers included the Governor and

Mayor of Nagasaki, LCJ President Takaaki Sakurada, and other representatives of labor and the community.

The theme of the Congress was "Breaking Through for Union Growth". UNI General Secretary Philip Jennings stated that the need to break through has never been more necessary with the current economic crisis. He stated that the corporate world is buying the political process and we need and will organize the new workforce inclusive of all sectors and regions to aim for growth.

There were 36 resolutions in total with subject matter ranging from a Strategic Plan, to the global Financial and Economic Crisis, to world Peace. Because of the City's history, the resolution on Peace brought much attention with guest speakers who referred to atomic bomb that hit Nagasaki in 1939. The Congress attendees marched through the streets of Nagasaki to the City's Peace Park where speakers again expressed the need for world peace.

Reports were presented regarding some global agreements with employers who have global interests. These agreements are defined as companies having a presence globally, executes an agreement with UNI saying they will recognize the union in their area that represents their employees and say they will sit down to negotiate with those unions. While these agreements are not enforceable, they have proven to be effective in creating a working dialogue resulting in improvements in working terms and conditions.

Organizing and growing the unions around the globe are paramount to the UNI agenda and Organizing Awards were presented to

four unions including Mexico, South Africa, Malaysia and the Netherlands where a union representative spoke of the 140,000 cleaning workers that were organized and brought into her union after much pain and suffering.

It was also noted that Joe Hansen, President of UFCW stepped down from his position as President of UNI Global Union and it was announced that Joe De Bruyn would succeed him in this post. Mr. De Bruyn is General Secretary of the Australian Commerce Union.

The IA maintains its presence in UNI Global with digital theft/piracy as our front burner issue, and has also established relationships with unions and guilds in various countries and have held discussions with them concerning safety issues, training and other issues. Representatives from the Broadcast union from Egypt have expressed their concerns to us regarding the safety of their members and through ICAP Chairman Kent Jorgensen it is expected they will travel to Los Angeles sometime in the near future to meet with Kent.

It was also noted that while there is a stark contrast between many UNI Global affiliates and the IATSE and other labor organizations in our two countries, the basic fundamental principles of protecting and representing workers is the same.

At the conclusion of the UNI Global World Congress, the IATSE representatives were joined by President Loeb in Tokyo to attend the UNI-MEI World Executive Committee meeting. UNI-MEI is the sector that the IATSE belongs to as an entertainment industry union.

Some of the issues and resolutions presented at the conference related

to Public Service Broadcasting, Commercial Broadcasting, and Piracy. The various regions reported and made statements to the conference regarding issues of concern to their region and it was reported by Johannes Studinger, head of UNI-MEI, that there are a number of campaigns and projects currently underway on organizing, training for workers, promotion of women, health and safety, salaries and working conditions, and workers' social protections.

Mr. Studinger also reported that in January 2010 UNI-MEI launched a global campaign against digital theft. Elements of the campaign include coalitions at the national and international levels. In many countries affiliates are part of creative coalitions and push for awareness of the public as well as legislative measures. New legislations have been introduced in a number of countries and affiliates are actively involved. The UNI working group on Intellectual Property is coordinating efforts at the international level, and has met regularly over the past year to steer the work of the organization. Members have also participated in several actions directed at governments and European Union institutions. Actions focused on the political debate in the EU and UNI-MEI carried out a very intense campaign targeting the EU Parliament. The Parliament adopted a report calling for better protection of content over the Internet in September 2010.

The campaign made a significant impact and removed barriers, paving the way for adoption of the report. The opposition that was met from diverse groups and corporate interests that promote a dogma of "culture and

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content is free” underlined the importance of the campaign and the need to educate the public and the decision makers as to why intellectual property rights need to be protected in order to guarantee the sustainability of the industry and the employment opportunities of our members, and future media and entertainment workers.

On behalf of the United States and Canada, President Loeb spoke extensively on this issue and stated that digital theft is a jobs issue. He advised the Committee of various activities we are involved with as reported elsewhere in these minutes under the report on Digital Theft.

UNI Global Union General Secretary Philip Jennings visited the Committee meeting and in his remarks stressed the need to change the “rules of the game.” There is a real need to deal with the economy, regulatory practices, and we cannot continue with business as usual. The lifelong jobs are gone – we need a plan and we need to include everyone.

It was also reported that in addition to serving on the World Executive Committee of UNI Global Union, and Vice President of UNI-MEI, President Loeb was elected to serve as a Vice President of PANARTES, the sector’s regional branch for the Americas.

President Loeb expressed his thanks for the report.

VALLEY PERFORMING ARTS CENTER (VPAC) AT CAL STATE NORTHRIDGE

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, and International Representative Peter Marley reported on organizing efforts at Valley Performing Arts Center (VPAC). VPAC is a new theatre in the San Fernando Valley in Los Angeles. It

is located on the campus of California State University at Northridge. CSUEU, an affiliate of SEIU, and State Employees Trades Council – United (SETCU), both independent unions not affiliated with the AFL-CIO, represent the house crews. Los Angeles Stage Local 33 intended to organize the workers brought in to crew all productions, whether concerts or live theatre, that will be produced at the theatre. At first, Local 33’s efforts were met with a great deal of resistance by CSUEU, SECTU and the University. However, with the help of the International there has been progress in this campaign.

IATSE worked with the State Federation of Labor to facilitate meetings with the two groups of organized workers already employed at the venue. The IATSE will continue to coordinate efforts with the State Federation of Labor and the in-house unions to eventually help organize the employees within the jurisdiction of Local 33. It is not the goal to displace the unions already working the house, but to find a way to increase the representation of all workers in the venue. To this end, the IATSE, CSUEU and SECTU will coalesce in their efforts.

The progress in this organizing is due in part to the relationship established by the IATSE with both the AFL-CIO State Federation and the participation in the political process that controls the public venues such as VPAC.

VISUAL EFFECTS

International Vice President Michael F. Miller, Jr. and International Representatives Steve Aredas, Jamie Fry, James Goodman and Peter Marley reported on their activities in connection with organizing Visual Effects employees.

There are large numbers of people who work in the Visual Effects community who have expressed an interest in becoming part of the IATSE. They overlap into many traditional IA crafts, but share a solid community of interest and have expressed a desire to remain undivided in their quest for representation.

During the many meetings with the group, it was learned that they are treated badly by the various employers, particularly the low-end employees, and the entire group lacks quality benefits. President Loeb noted that this group of technicians and artists deserve the same protections afforded others covered by IATSE agreements.

MID-TERM ELECTIONS/ LABOR 2010

International Vice Presidents J. Walter Cahill and Thom Davis, Assistant to the President Deborah A. Reid, International Representatives Brian W. Faulkner, Ronald Garcia and Joanne M. Sanders, District 7 Secretary Andrew Oyaas, District 14 Secretary Kimberly Bowles, Local 600 National Executive Director Bruce Doering, and Local 491 Business Agent Jason Rosin appeared before the Board to report on activities of the IATSE in connection with the 2010 Mid-Term elections.

It was known early on that the 2010 elections were going to be difficult and we would suffer some losses. The economic climate remained tough as we continued to climb out of the fiscal hole that President Obama inherited when he was elected and was greatly disconcerting. However, despite the challenges we faced the AFL-CIO’s grassroots political program had an incredible reach with union families talking to 17 million of their



International Representative Ron Garcia, Local 600 National Executive Director Bruce Doering, International Vice President Thom Davis, International Representative Joanne Sanders, Assistant to the President Deborah A. Reid, District 14 Secretary Kimberly Bowles, District 7 Secretary Andrew Oyaas, Local 491 Business Agent Jason Rosin and International Vice President Walter Cahill reported on Mid-Term Elections.

co-workers, their families, retirees and members of Working America. It was noted that outside of the political parties themselves, labor has the largest political mobilization operation in the United States.

While the election results on a national scale in November 2010 were somewhat disappointing to labor and working families across the country, the IATSE's time, efforts, participation and financial support were nothing short of outstanding. President Loeb communicated with all Locals in the various battleground states emphasizing the urgent need for our involvement and participation by appointing local union coordinators and recruiting worksite coordinators, to join Labor 2010 walks in targeted districts and to move communications to their members informing them about the issues in their states and laying out the reasons to vote with their union in 2010. President Loeb also directed that a message be posted on the IATSE's Web site stating that "the implications of doing nothing are serious."

Reports to President Loeb's office from throughout the country were received and indicated that our local unions were communicating with their members on a regular basis through

email blasts and Facebook, as well as phone calls and letters. They were also involved in various fund raising events, phone banking, leafleting and much more. It was reported that the IATSE was recognized for its efforts with communications to President Loeb from the AFL-CIO's headquarters in Washington and its State Federations in Oregon and Florida to name a few.

In California, the Los Angeles County Federation of Labor recognized the work of our Los Angeles area locals for the phone banking they did at the offices of Vice President Davis and Local 80 in Burbank. Coordinated by International Representative Ron Garcia, he reported that over a period of six weeks leading up to the elections, area Locals turned out nearly 300 volunteers who made over 12,000 phone calls in the successful GOTV efforts for Governor Jerry Brown and Senator Barbara Boxer.

Representative Sanders reported on the IA's involvement in various grassroots activities in the mid-west as well as in the AFL-CIO's Women's "Get Out The Vote" outreach through a postcard campaign. She noted that at least a dozen IA Locals participated by sending nearly 3,000 postcards to union members throughout the country.

In Florida, the Locals were encouraged through District 14 to engage in all activities by the usual means. The District enthusiastically supported those candidates identified and endorsed by the State Federation. These were candidates who had been thoroughly vetted and had a winning ground plan. District Secretary Bowles noted that on January 8, 2011, after a meeting of union leadership from around the State, she was elected to serve as the Treasurer of the newly formed Florida Democratic Labor Caucus whose charter was issued on that date by the Florida Democratic Party. Sister Bowles also thanked International Representative Ben Adams for his support and assistance throughout the grassroots efforts in Florida.

Representative Faulkner reported that over the last several election cycles, Utah Working Families Campaign (UWFC), with little or no attention either financially or organizationally, has become an exporter of resources in terms of volunteers as well as campaign funds. The UWFC was created as labor's new effort at developing and supporting candidates that advocated the working family agenda. The Campaign was able to raise over \$100,000 and secure future commitments of over \$120,000 to insure

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future efforts. These funds have not been distributed freely to candidates, but instead, UWFC invested in what we already knew from voter records. Less than half of union families were registered to vote, and only half those that registered were voting. The initial task was providing a vote-builder program to willing Unions that would not only register voters, but include them in a vote by mail campaign. Vote Builder allows each Union to cross-reference their own rosters with voter records, to see who needed to be engaged, and on what level. Salt Lake County has a permanent vote by mail program that makes voting more accessible to working families, and everyone was encouraged to participate. Effectiveness was monitored, and improved through a series of personal chase calls, confirming the receipt of the ballot, dates due, and commitment to vote. The individual Union as well as the State Federation provided additional issue education and endorsement lists. Overall, participation of Union families shifted from 30 percent to more than 60 percent, and only 6 percent of those registered failed to vote. UWFC also laid the foundation for greater involvement in the future through the creation of the Organizing for Utah, a pledge card for volunteers to commit 10 hours to the campaign. Another avenue of engagement was a bus tour that transported organizers and canvassers to often neglected districts. The bus tour incorporated local and statewide candidate appearances as well as efforts of various other constituency groups through the coordinated campaign.

District 7 Secretary Andrew Oyaas noted that the District was in

constant communication with its local unions providing them information about issues and candidates that had been received from President Loeb as well as the State Federations within the District. He also noted that many local unions worked with their respective State Federations and in doing so they demonstrated real solidarity and put forth every effort to assist. Brother Oyaas serves as Secretary-Treasurer of North Carolina's Western CLC and noted that a number of the State Federations are understaffed and underfunded and he stressed the importance of the Locals' working with their State Federations which in the end provides assistance to all working families. Brother Oyaas particularly noted that when local unions make the commitment to the GOTV efforts and work with their State federations, the outreach to the membership is improved and results in greater success.

Brother Rosin of North Carolina's Local 491, who serves on the Executive Council of North Carolina's State AFL-CIO, worked very closely with the State Federation in connection with the 2010 Labor Program for Local 491. He noted that for the first time ever, Local 491 sent three mailings to all its members, as well as a mailing to every IA member throughout the state enclosing a list of the union-endorsed slate of candidates that were specific to each member's community. Brother Rosin also stressed the need to work closely with the state and local labor bodies and get the message out to every member.

In conclusion, the IA's participation overall in Labor 2010 was quite notable. We now find ourselves with more challenges as we look ahead to the 2012 elections. The AFL-CIO

has issued a State Defensive Battles Update noting that with the enormous losses in state legislatures around the country, we will face not only more attacks on working families and their unions, but we will face more serious attacks, particularly in the formerly blue or purple states that are now controlled by a Republican trifecta: Indiana, Maine, Michigan, Ohio, Pennsylvania and Wisconsin. There will be "Right to Work for Less" bills introduced, a slew of Paycheck Deception initiatives introduced around the country, ballot initiatives that attack labor and more. The AFL-CIO has also issued a request to its affiliates asking that we inform them as quickly as possible when our local unions in various areas are learning of new initiatives that are being discussed in their states, and any other issues that should arise. The Republican majority in the House is ready to turn back to a place we can't afford to go and we need to be prepared to work diligently and put forth our best efforts for that not to happen.

It was noted that the political and legislative areas are yet another area that needs education by communicating more with our members – explaining worker's issues, our issues, and why they are important to us. There will be training available – offered on-line through webinars and in-person training sessions coordinated through targeted state federations – on defending unions and labor against the attacks in the states. The attacks are financed by the right-wing, corporate interests who see very clearly that labor is the only real obstacle left in their takeover of government at every level. The trainings will include message framing and talk-

ing points, based on the extensive research being conducted by the AFL-CIO in states across the country with union and non-union focus groups.

There's great solidarity in the fights across every state – unions are working very closely together. Every union has a critical role to play – and action is needed now. The IATSE will continue to play a leadership role in this fight, as strategies are implemented and resources deployed around the country.

We need to keep up the fight to put people back to work – and support those elected leaders who are standing with us and fighting for our members and JOBS.

LOCAL NO. 8, PHILADELPHIA, PA

Re: Training Hall

International Vice President Michael J. Barnes reported on the completion and opening of a new home of Local 8's offices and an 11,000 square foot training hall. The facility houses a training program focusing on three areas: 12 core classes for new hires, technological changes wherein equipment manufacturers often provide equipment instruction and certification on new equipment, and advanced instruction and certification in areas such as rigging, ECTP, electric, forklift, high scissor and first aid/cpr. National certifications will be offered whenever available. Plans include offering courses nationally on the Internet, partnering with educational institutions and maintaining a library of courses.

President Loeb indicated that he and several Vice Presidents attended the opening and were duly impressed with the comprehensive facility. He commended Vice President Barnes for working with the entertainment and political community to make this

project a reality. President Loeb concluded by stating this was simply one of the "best accomplishments [he] has seen a Local pull off".

LOCAL NO. 28, PORTLAND, OR

Re: MERC/PCPA (Metropolitan Exposition and Recreation Commission/Portland Center for Performing Arts

International Representative Sandra England and Local 28 Business Agent Chris Bateman reported on the successful completion of negotiations between Local 28 and Metropolitan Exposition and Recreation Commission/Portland Center for Performing Arts (MERC/PCPA). Negotiations were difficult, lasting 150 days with an accompanying breakdown in the relationship between the bargaining parties. Representative England was assigned and a three-year deal was obtained, with wage increases of 1.5%, 2.5% and 3%. Additionally, a previous wage freeze concession was recouped. Notably, a welfare package was achieved wherein the employer pays 94% of the cost. Additionally, a joint labor/management committee has been formed to oversee the healthcare benefit. Brother Bateman thanked President Loeb for assigning Representative England as she was instrumental in getting the matter resolved. Representative England stated that she was pleased to have facilitated the process.

President Loeb noted that this is a good, progressive Local and he was glad the International was able to assist.

LOCAL NO. 63, WINNIPEG, MN

Re: Winnipeg, MB and the Keystone Entertainment Group and Concerts North LTD

International Vice President John M. Lewis and International Representative Barny Haines reported to

the Board on developments in the organizing campaign between Local 63 and Keystone Entertainment, with which the International had assisted Local 63.

As previously reported to the Board, when Keystone Entertainment Group Ltd. rejected overtures from Local 63 and employed non-union forces to promote concerts, the Local waited for an opportune moment and filed a successful certification application for stagehands. When Keystone failed to respond to either the Local's attempt to bargain or provincial conciliation, the Local applied in September 2010 to the Manitoba Labour Board to impose a first collective agreement. When it became apparent that Keystone Entertainment Group was now operating as Concerts North Ltd., the Local applied to amend the original Keystone certificate, which the Manitoba Labour Board granted after a hearing on October 27, 2010. With the first contract hearings imminently scheduled for November, and with the assistance of the provincial conciliation officer, Keystone / Concerts North agreed to the Local's proposed collective agreement. Upon receipt of the signed collective agreement, the Local withdrew its first contract application. Representative Haines expressed the gratitude of the Local for the assistance of the International.

LOCAL NO. 96, WORCESTER, MA

Re: Wardrobe

Assistant to the President Sean McGuire was given the task of assisting Local 96, Worcester, Massachusetts in setting up a new wardrobe department. Accompanied by retired International Vice President

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Mike Sullivan, meetings were held with the Local's Executive Board and the wardrobe employees. Together they established the criteria for the new wardrobe department within Local 96. There are presently 12 new members in this department.

With the assistance of In-House Counsel Samantha Dulaney, work has begun to make the necessary amendments to the Local 96 Constitution & Bylaws. Assistant to the President McGuire noted that the Local showed that their heart was in the right place by accepting and supporting this effort. Members of the new wardrobe department will have full voting rights.

President Loeb expressed his appreciation that Local 96 stepped up and did the right thing by implementing this change.

LOCAL NO. 101, YOUNGSTOWN, OH

Re: Covelli Center

International Vice President Timothy Magee was assigned to assist Local 101 in negotiations with the Covelli Center for a first agreement. For the past several years, the Local had been working with just a "handshake" agreement.

Management informed the Local that they were in discussions with labor contractor Proton to provide labor. After a lengthy and difficult session, a tentative agreement was reached. However, the Local rejected the deal and Vice President Magee again met with the employer and made suitable changes which resulted in the Local ratifying its first ever agreement.

LOCAL NO. 260, LAKE CHARLES, LA

Re: VEE Corporation

International Representative Don-

ald Gandolini, Jr. and Local 260 Business Agent Todd Johnson appeared before the Board to report on negotiations with the VEE Corporation. The Local's last contract expired in 1981 and the members, who are paid through a payroll company, had not received an increase in years.

Local 260 decided to increase their wages through the payroll company. VEE Corp rejected the Local's increases and contracted with a non-union labor supplier after the Local informed them they would not service the job. Vice President Brian Lawlor was assigned to assist and he was successful in negotiating an arrangement where in VEE Corp paid a 3% wage increase and will enter into talks for a collective bargaining agreement. The Local maintained the work jurisdiction.

LOCAL NO. 274, LANSING, MI

Re: Michigan State University

International Vice President Timothy Magee was assigned to assist Local 274 with their negotiations with Michigan State University.

After several difficult negotiating sessions, a new four-year contract was reached that included wage increases of 1.5%, 1%, 2% and 2% and an increase in the Local's jurisdiction which now includes the University's football stadium.

President Loeb thanked Vice President Magee and noted that the gains reached for Local 274 with the University are due to his experience and persuasiveness.

LOCAL NO. 295, REGINA/ MOOSE JAW, SK

Re: Partners In Motion, Inc.

International Vice Presidents John M. Lewis and Damian Petti, International Representative Barny Haines as well as Local 295 President Andrew Gordon

and Business Agent Debra Sawarin reported to the Board on this matter.

As previously reported to the Board, Local 295 had filed an application for certification for Partners In Motion in January of 2008, which due to the upheaval from the change of government in Saskatchewan and the reconstituting of the Labour Board, was not heard until March 2009. The Local was ultimately successful in its certification application. Lengthy and difficult negotiations resulted in a three-year collective agreement signed in August 2010. When the Local contacted the employer about production commencing within weeks of signing the collective agreement, the Local was advised that the agreement did not apply because this production was being done by a separate, newly incorporated company (operating from the same office with apparently the same principals). As a result, an unfair labour practice complaint has been filed with the Labour Board to declare the two companies as a common employer and compensate the Local for any losses it suffers. Hearings are scheduled before the Saskatchewan Labour Board. Because of the flagrant conduct of the employer and the significant precedential value of the dispute, the Local will receive funding from the Defense Fund for their legal proceedings. The Local representatives thanked the International for all of its assistance.

LOCAL NO. 415, TUCSON, AZ

Re: Arizona Opera

After being assigned by President Loeb to assist Local 415, Tucson, AZ in its negotiations with Arizona Opera (AZOP), Representative Joel Youngerman and Locals 415 and 336 bargained

together as their agreements are co-terminus. AZOP has moved its base of operations to Phoenix and will continue to perform there and in Tucson. The move will result in an increase in work for Local 336 which is in Phoenix and a decrease for Local 415. The Opera reduced its budget by twenty-five (25%) percent and all its employees were asked to take a ten percent pay cut, including administrative staff which also sustained a loss of several positions. In its first proposal to the union, the Opera requested a ten percent pay cut. However, after several meetings agreement was reached whereby the Locals agreed to a freeze in wages and benefits in the first year, and a reopener of negotiations for wages and benefits in the second the third years of the contract.

After several meetings, a new three (3) year contract was agreed to and was ratified by both Locals 336 and 415.

LOCAL NO. 471, OTTAWA, ON

Re: City of Ottawa

International Vice President John M. Lewis, Assistant to the President Sean McGuire, Local 471 Member Heinz Regener and Canadian Counsel Bernard Fishbein reported to the Board on this matter.

The Local had an acrimonious relationship with the City of Ottawa. The Local had been unable to renegotiate a renewal collective agreement for six years before one was ultimately imposed, and only pursuant to the third party arbitration provision of the expired collective agreement. Even then the City refused to implement the new provisions, leading to several other grievances.

In the midst of these disputes, the City completed construction of The

Shenkman Theatre, a new 600-seat community theatre. The Local asserted that it had jurisdiction over the theatre pursuant to its long-disputed claim that it had city-wide bargaining rights within the City. When the City asserted that the Theatre was already covered by the collective agreement with its municipal workers, CUPE Local 503, the Local negotiated an agreement with CUPE Local 503, clearly stipulating the jurisdiction of the Local for stagehands. The City continued to ignore and dispute the Local's claim. When the City called Local 471 in an emergency to supply stagehands, the Local seized the opportunity to file an application for certification. Notwithstanding that the Local won the representation vote 10-0, the City still contested the application. The Local sought the assistance of the International, the Canadian Defense Fund and Canadian Counsel (as local counsel was unavailable for a number of months).

After a number of meetings with the Labour Relations Board officials a global resolution, of not only the certification application, but many of the disputes between the City and Local, was reached. Significant among the agreed upon terms, the City recognized the Local not only for stagehands at the Shenkman Theatre, the studios adjacent to it and other venues covered by the agreement, but for the first time recognized the Local for wardrobe employees at venues covered by the collective agreement (to be employed at the same terms and conditions as the stagehands). The long-standing dispute concerning the scope of the Local's bargaining rights was also resolved. Hopefully the settlement would

mark a new cooperative relationship between the City and the Local. In fact, soon afterward, the City and the Local were able to resolve other grievances before an arbitrator had to rule on them.

LOCAL NO. 680, HALIFAX, NS

Re: Neptune Theatre

Assistant to the President Sean McGuire, along with Local 680 President Marcel Boulet, Vice President Debbie Richardson and Business Agent Colin Richardson reported to the Board on the Local's recent negotiations with the Neptune Theatre.

The bargaining unit had been patient, accepting low and modest wage increases over the last three collective agreements, in the hope of achieving wages comparable to their other agreements, over a ten-year period. During these negotiations, it became apparent that the employer not only did not share or appreciate the Locals' goals, but believed the unit was more than adequately paid for the work. As a result, the bargaining unit met and unanimously voted in favour of a strike. Faced with the unexpected show of solidarity by the bargaining unit, the employer agreed to the union demands and a new collective agreement was reached obtaining minimum crew language and wage increases of 15%. The collective agreement was unanimously ratified. The International President observed that this was an example once again of what could be achieved when Local membership acted together.

LOCAL NO. 690, CEDAR RAPIDS, IA

Re: VENUWORKS

International Vice President

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Timothy Magee was assigned to assist Local 690 in its negotiations with VENUWORKS of Cedar Rapids, IA LLC, which operates the U.S. Cellular Center. This contract is held by the International Union. The employer's initial proposal was concessionary and included the loss of jurisdiction over setting up the stage, a 50% reduction of work increments and a wage freeze over two years.

A successful resolution was obtained wherein jurisdiction was retained, excepting a provision wherein the erection of a handicap ramp would be handled as a separate call. Wages were frozen for the first year only, followed by increases of 3% each over the next 3 years. Vice President Magee noted that Local 690 has a good relationship with the employer which was instrumental in the outcome.

President Loeb deemed this a success story as evidenced by membership approval.

LOCAL NO. 720, LAS VEGAS, NV **Re: Magic Hour; JR Lighting**

Assistant Division Director Daniel M. Mahoney, Local 720 President Dan'l Cook and Business Agent John Hanson reported that collective bargaining agreements have been achieved between the Las Vegas Local and two employers: Magic Hour and JR Lighting. Both agreements have a five-year term with annual compounded wage increases of 2%, 2%, 3%, 3% and 3% during the term of the contract. Additionally, a 1% pension increase was secured. President Cook thanked Assistant Division Director Mahoney for his hard work and assistance, noting they were able to maintain conditions and get both wages and benefit increases.

President Loeb commented that it was good to get these contracts closed. He also took the opportunity to thank Local 720, one of the host locals, for their kind hospitality here in Las Vegas.

LOCAL NO. 822, TORONTO, ON **Re: Mirvish Settlement**

International Vice President John M. Lewis, International Representative Paul Taylor as well as Local 822 President Cheryl Batulis, former President Heather Clarkson and Business Agent Valerie Corbin reported on the Local's difficult negotiations with Mirvish Productions, Canada's largest theatrical production company and the operator of four venues in Toronto.

The negotiations had proven lengthy and difficult due to the ever increasing wage gap between the wardrobe employees and the stagehands (represented by Local 58), the purchase of two of the theatres during the negotiations and the constant changing positions of the employer. As a result, the Local requested assistance from the International and Vice President Lewis and Representative Taylor were assigned to assist the Local. The employer's lack of respect for the Local culminated when the employer terminated the conciliation process and asked for a "no board" report. As a result, the Local, for the first time in its history, voted (virtually unanimously) to strike. Strike authorization was granted by the International President and a press release was issued on the possibility of a labour dispute at all Mirvish Theatres. Only then did the employer request to return to the bargaining table, and after two hours of hard bargaining, a collective agreement was concluded.

The six-year collective agreement (three of which had already expired during the lengthy negotiation process, thereby triggering substantial retroactive payments) provided for significant language improvements and wage gains. Most significantly, in the last two years of the agreement the wage increases will match the increases given to stagehands in absolute dollar-for-dollar terms, which will make significant inroads in reducing the wage gap. The International President complimented the Local on their success, which was the result of their solidarity.

LOCAL NO. 828, TORONTO, ON **Re: Collective Bargaining with** **Soulpepper Theatre Company**

International Representative Paul Taylor reported on the successful conclusion and ratification of a second collective agreement between Local 828 and Soulpepper Theatre Company, a classical repertory theatre located in Toronto's historic Distillery District. A pressing issue for the Local was the reduction of the wage gap between the paint and props departments. The first agreement had reduced the disparity from 25% to 9% but it was still significant. Negotiations proved difficult and a provincial conciliation officer was appointed. Ultimately, when the recently certified stagehands, represented by Local 58, achieved a breakthrough in their negotiations for a first collective agreement, the impasse with Local 828 was also broken. Not only was the wage disparity eliminated but an RRSP was established commencing in the third year of a four-year agreement. The Local was very happy with the collective agreement.

LOCAL NO. 834, ATLANTA, GA

Re: EAC Organizing

Director of Tradeshow and Display Work William E. Earns, Jr., International Trustee and Local 834 Business Agent C. Faye Harper and International Representatives Donald Gandolini, Jr. and Mark Kiracofe presented a report on the efforts to organize Atlanta's Exhibitor Appointed Contractors ("EACs"), a group of 40-50 subcontractors that install and dismantle tradeshow exhibits. Most national EACs have union contracts, except in Atlanta.

The organizing campaign is in its initial stages. Representatives Gandolini and Kiracofe are maintaining a physical presence on the tradeshow floors. Business Agent Harper is in the process of developing an employee database. Relationships are developing with key employees.

While the task at hand is challenging, there have been some positive developments. Director Earns has secured contracts with Expo Services and with CJHXpo out of Orlando. Two other EACs may soon be organized by voluntary recognition. While the project still has a long way to go, it is gaining some traction and there is reason for optimism.

President Loeb noted that they have done well but there remains a lot of work to be done. He further noted union benefits make the union option attractive and advised that if the Local employers fall in line, the others should follow.

LOCAL NO. 862, PITTSBURGH, PA

Re: Pittsburgh Cultural Trust and Pittsburgh Symphony

International Representative D. Joseph Hartnett reported at the last

several Board meetings on Treasurers and Ticket Sellers Local 862 and presented an update on the affairs of the Local since the last Board meeting.

First, the Local, with assistance from the International, had negotiations with the Pittsburgh Cultural Trust (PCT). This is the main employer for the Local and employs employees at two roadhouse theaters, a cabaret theater space and a centralized box office for all venues in the Cultural District. Negotiations were tense but the Local was able to reach an agreement with the PCT. It is a four year deal, with a wage/health reopener in year two. The agreement does not require the members of the Local to pay into their health care plan and provides wage increases. The membership of the Local voted for the agreement on August 30, 2010 and the employer implemented the agreement on September 1st.

In addition to these conditions, language was added to the agreement to allow the employer to make dues check off available for the members. This will assist the Local in getting control of its finances and eliminate confusion in the Local due to confusing and inconsistent past practices.

After negotiations with the PCT, negotiations with the Pittsburgh Symphony/Heinz Hall began. After many sessions over several months, the Local has a new agreement, with wage increases in each year. Both sides also agreed that if the Symphony board approves a wage increase of more than 2% for the non-union employees during years two and three of the agreement, the employees covered under the

agreement would receive the same increase. The increase in year one will be retroactive to September 1, 2010. As with the PCT collective bargaining agreement, language was added to the Symphony agreement to allow the employer to make dues check off available for the members. The agreement was voted on by the membership on January 10, 2011 and passed unanimously.

The Local has rewritten its Constitution and Bylaws, which was approved by the members at the August 30th meeting. The Local held nominations in December 2010 and elections in January 2011. Interest from new members was very good. At the nomination meeting, more than half of the membership attended, despite the fact that Pittsburgh was going through a snowstorm that evening.

All but one of the officers will be new to elected office. The officers were installed at the January meeting.

President Loeb remarked that he is pleased to receive this report reflecting the Local's progress in bargaining and its elections. He stated that all credit goes to Representative Hartnett, who has worked tirelessly and diligently in making the Local a fully functioning one.

LOCAL NO. 863, MONTREAL, QC

Re: Initiascene

International Vice President John M. Lewis and International Representative Paul Taylor updated the Board on the organizing of Initiascene, which manages several venues in the regional municipality of Therese-de-Blainville (a northern suburb of Montreal), including the 800-seat Lionel-Groulx Theatre.

As previously reported to the Board, Initiascene had recently been

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certified by Local 56 (Montreal Stagehands) but the bargaining unit sought by Local 863 covered only a single wardrobe person. Although legally permissible under Quebec legislation, the employer objected on the basis that the wardrobe activities more properly belonged in the Local 56 bargaining unit.

After discussions with both Locals and the employer, an agreement was reached to include the wardrobe functions in the Local 56 certificate but Local 863 was given a place at negotiations for the first collective agreement. As well, a second agreement was concluded between the two Locals, setting out their respective responsibilities for representation. This was a unique solution that avoided potentially costly litigation and demonstrated cooperation and solidarity between two Locals.

LOCAL NO. 864, CINCINNATI, OH

Re: U.S. Bank Arena

International Representative Patricia White reported on her assignments to assist TWU Local 864 Cincinnati in its negotiations with the U.S. Bank Arena operated by the Nederlander Organization.

At the conclusion of negotiations, the Local achieved wage increases in each year of a three-year agreement.

By contrast, the negotiations with the Cincinnati Ballet were contentious and difficult. During the course of talks with the employer, the Local filed unfair labor practice charges. After a hard fought, protracted process, the Local maintained jurisdiction and received wage increases. Local 864 Business Manager Peter Diamond

extends appreciation to President Loeb, Representative White, General Counsel Dale Short and In-House Counsel Samantha Dulaney for their assistance, support and advice. Representative White added that Local 5 Business Agent Thomas Guidugli's help was invaluable.

President Loeb commented that Local 864 and every Local Union has the support and resources of the International which stands ready to provide assistance to Locals in bargaining, organizing and educational training.

LOCAL NO. 918, ANCHORAGE, AK

International Representative Sandra England was assigned to assist Local 918 in its collective bargaining negotiations with the Alaska Center for the Performing Arts, Anchorage Symphony Orchestra, Anchorage Concert Associations, Anchorage Opera and Anchorage Ballet. The referenced entities proposed to bargain successor agreements with the Local as a multi-employer bargaining unit.

Representative England concluded negotiations for a 32-month agreement that includes substantial wage raises, increases in minimum calls and other improvements in conditions. The bargaining parties also established a joint training and joint qualifications committee.

President Loeb remarked that the Local is on the right path and charged Representative England with closely monitoring the Local and assisting it with internal union governance and administration.

LOCAL NO. 728, LOS ANGELES, CA.

President Loeb informed the

Board that Brother Patric Abaravich, Business Representative of Local 728 had met with him during the course of the Board meeting in Las Vegas regarding a decision made by the International President in July 2008 under the provisions of Article Nineteen, Section 21 of the International Constitution, whereby the jurisdiction of motion picture and television related rental houses/shops and warehouse work in Los Angeles was awarded to Local 80. Such jurisdiction was previously under the scope of Local 728.

President Loeb advised the Board that after discussions with representatives of both Locals 80 and 728, he was recommending that the action taken in 2008 be reversed only if Local 728 were to advise him in writing that the Local's Executive Board agrees that: a) Local 728 would participate in organizing campaigns of these rental houses/shops with Local 80; and, b) Local 728 would impose conditions for members so organized in parity with those conditions imposed by Local 80. The employees of such rental shops/houses would therefore be admitted into membership of Local 728 or Local 80, depending on the craft in which they are employed. It was noted that Local 80 was not opposed to this jurisdictional arrangement.

The General Executive Board concurred with President Loeb's recommendation.

ADJOURNMENT

Having completed all business properly brought before it, and after motion duly made and carried, the General Executive Board meeting was adjourned at 10:32 a.m.

REPORT OF THE DEFENSE FUND COMMITTEE

PARIS LAS VEGAS • LAS VEGAS, NEVADA • JULY 25, 2011

In conjunction with the Mid-Winter Meeting of the General Executive Board, the Defense Fund Committee met at 12:40 p.m. in the Champagne 1 and 2 Ballroom of the Paris Las Vegas Hotel, Las Vegas, Nevada.

Present at the meeting were Committee Members: International President Matthew D. Loeb; International Vice Presidents Timothy F. Magee, J. Walter Cahill, Anthony De Paulo, and John M. Lewis; as well as General Secretary-Treasurer James B. Wood, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney, West Coast Counsel Jim Varga, Canadian Counsel Bernard Fishbein and Stephen Wahl, and Mid-West Counsel John Shepherd.

President Loeb began the meeting by clarifying the procedures by which the Committee will review and approve all future requests from Local Unions, in accordance with Article Fourteen, Section 6 of the International Constitution. After a union requests assistance, the International President will review and determine in the first instance if it is appropriate for the Defense Fund. He will then proceed to take the steps mandated by the Constitution regarding approval. The procedure for approval and persons/entities responsible for approval are spelled out in each section of Article Fourteen, Section 6. This should streamline the procedure and provide Locals with expeditious answers to their requests.

In addition, the Committee approved a contribution in the amount of \$100,000.00 to the Creative America Coalition ("CAC"). The CAC is comprised of the six major Hollywood Studios, CBS, AFTRA, SAG, DGA and the International to start a grass roots campaign amongst entertainment industry stakeholders to effect legislation and public perception regarding digital theft. Earlier in the week, the Board had heard a comprehensive report on the perils posed to the International by digital theft/piracy. The committee approved monthly payments to Thorsen-French Advocacy, the International's consultant/lobbyist, which has been instrumental in the International's anti-piracy/digital theft campaign. At the Summer

meeting in Philadelphia, this Board authorized the retention of Thorsen-French Advocacy.

The Committee also authorized payment of the expenditures related to the Benefits Survey in connection with negotiations for the next Basic Agreement negotiations, and the Guiding Coalition related to the International's Education Initiative from the Defense Fund.

In addition, there were several requests from various Local Unions. The Committee authorized the following reimbursements:

Local No. 12- Columbus, OH- Legal/Bannering	\$2,581.68
Local No. 295- Regina-Moose Jaw, SK- Legal/Organizing	5,869.65
Local No. 63-Winnipeg, MB- Legal /Organizing	53,563.53
I.A.T.S.E.'s Training Trust	100,000.00
Creative America Coalition	100,000.00
Thorsen-French Advocacy (monthly payments of \$7500.00)	<u>90,000.00</u>
TOTAL	\$352,014.86

Other matters that were brought before the Committee and were approved pending submission of the appropriate bills were: Local No 864 Legal (Recalcitrant Employer); Local No. 645- Legal (Recalcitrant Employer); Local No. 15-Legal; Local No. 580- Legal; and Local No. 874- Special Organizing.

The Committee also voted to re-evaluate litigation brought by Local No. 423 against unfair employer Stage Services, Inc. upon receipt of the Judge's ruling.

The meeting adjourned at 1:15 p.m.

Respectfully Submitted,
 Matthew D. Loeb
 Timothy F. Magee
 J. Walter Cahill
 Anthony De Paulo
 John M. Lewis

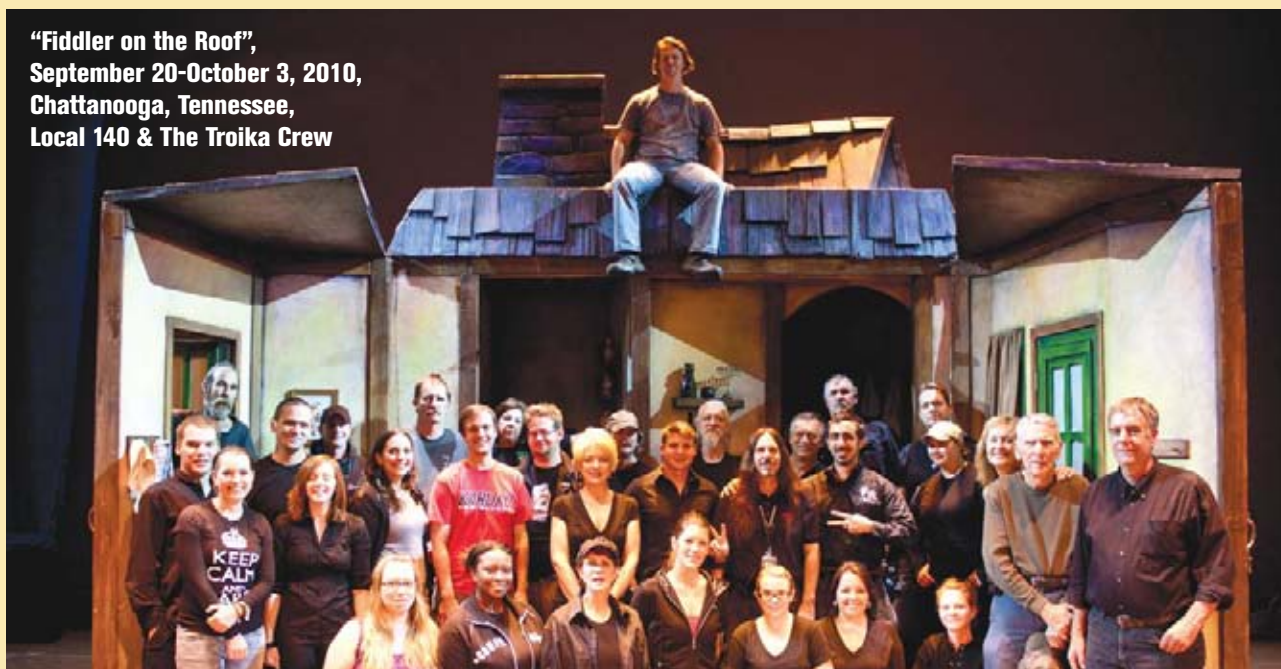


Pictured here is the crew for Royal Winnipeg Ballet's "Nutcracker" in Winnipeg December 2010

The crew of the 5th Avenue Musical Theatre in Seattle, WA on the set of "A Christmas Story" (December 29, 2010). IATSE members included are from Locals 15, 488, and 887.



"Fiddler on the Roof",
September 20-October 3, 2010,
Chattanooga, Tennessee,
Local 140 & The Troika Crew





Local 412 crew and Equity cast of "Bonnie and Clyde - A New Musical," which had a very successful run with the Asolo Repertory Theatre Co. in Sarasota, FL.



Here is the Alberta Ballet production of "Nutcracker" that performed in Southam Hall at The National Arts Centre in Ottawa, Ontario from November 29-December 5, 2010. The crew shot includes local crew (Local 471) and road crew.



The 25th Anniversary Production of "Les Miserables" was teched at the Papermill Playhouse. Pictured here is the Local 21 running crew and road crew that will be touring with the production. International Vice President Tony DePaulo (center) visited the Playhouse to work out final details before starting the tour on January 1, 2011.



Crew of "Spectacle of Dancing Lights" at Walt Disney World.



PHOTO CREDIT : JONATHAN GIVENS, TOUR CARPENTER.



Pictured here are the local and road crews of the “How the Grinch Stole Christmas” tour. The Local crew is Local 42 in Omaha, Nebraska. Production for the tour took place in Omaha at the Orpheum Theater. The tour began in Omaha at the beginning of November, and ended just after the New Year.



PHOTO CREDIT: PAT SULLIVAN

In August, at the Mississippi Coast Coliseum and Convention Center, members of Local 674, along with help from Local 60, Pensacola, Florida; worked a televised production called “The Coast Is Back”.

NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who makes a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core

Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.



Last Call for Suggestions for the Renewal of the Non-League Modified Term Agreements

As was explained in last quarter's *Official Bulletin*, the first cycle of our contracts with Networks, Troika, Big League, Phoenix Entertainment, and Worklight expire at the end of June, 2011. The Stagecraft Department very much wants to propose modifications to the contract that are appropriate and meaningful to those members who

travel under these agreements. We have received input from various tours, but we would like more participation from the members of these touring attractions. Towards that end, please sit as a group, compile your issues, and forward them to the General Office. We know you have concrete recommendations and this is the time to

act. These proposals can be sent via regular mail addressed to the Stagecraft Department at the General Office, via e-mail courtesy of stagecraft@iatse-intl.org or directly to Special Representative Don Martin at martinlite@aol.com. We can't ask for what we don't know so please take a few minutes in the coming weeks to give us your input.

WHAT SHOULD WE AND CAN WE DO?

Although we have been remarkably successful in organizing lower tiered shows in the past several years, occasionally we hear from our local unions about touring attractions that are not currently under contract. All individuals touring under Broadway style shows deserve the opportunity to be represented by the IATSE and enjoy the benefits of collective bargaining. If a non-IA represented tour comes to a theatre or venue where you are working, grab a "Playbill" and copy the page of the handout that identifies who is doing what. The General Office has a researcher on staff, and between her and the Finance Department, we can identify any individuals who might have or had IATSE affiliation, identify who is producing or managing the tour, and develop a plan to site visit these shows. Any hand outs can be forwarded via the methods described above.



IMPORTANT MESSAGE FOR ALL LOCALS UNION OFFICERS

SAVE THE DATE

An IATSE Education Seminar will be held in conjunction with the 2011 Mid-Summer General Executive Board Meeting

Wednesday, July 27, 2:00 p.m. to 4:00 p.m.

Back Bay Ballroom A, Sheraton Boston Hotel



Good Standing

The Constitutions of most, if not all local unions in the IATSE contain various provisions that refer to “members in good standing”. This deceptively simple phrase is actually one that is fraught with meaning and legal implications, and officers and members of IA Locals should know and understand the technical definition of the phrase.

Good standing is not the same as being a good person, a good union worker, or in a good position on a referral list. Members have numerous rights to representation, to free speech, and to self expression that cannot and do not affect their status in terms of “good standing” with their Local and the IATSE, even if perhaps these people might be considered by some to be “not good”. When used in a Union’s Constitution and Bylaws, the words “good standing” apply much more narrowly than may be commonly thought, and refer only to whether a member has satisfied all of his or her financial obligations to the Union.

Good standing most often comes into question when a member wishes to be nominated to run for office. The “Bill of Rights” for members of unions set forth in Title I of the LMR-DA guarantees that every member shall have equal rights to nominate candidates and to run for office, but is silent about the right to run as a candidate for office. That right appears in Title IV, which says that “every member in good standing” is eligible to stand for office, and which also imposes three important restrictions on this privilege:

- 1) Certain statutory prohibitions on persons convicted of certain crimes serving as officers
- 2) Good standing
- 3) The need to satisfy reasonable qualifications, uniformly imposed

by the particular Union’s Constitution. These may include such things as a reasonable meetings-attendance requirement, a working-at-the-trade-rule or other such provision.

So how can a Local be sure that its rule of good standing is reasonable? Article Nineteen, Section 4 of the IATSE International’s Constitution serves as

***When used in a
Union’s Constitution
and Bylaws, the words
“good standing” apply
much more narrowly
than may be
commonly thought.***

guide here. When it comes to good standing as it applies to eligibility to run for office, it provides that a two-year continuous good standing requirement is not broken unless a member has actually been formally suspended or expelled. It is the long-standing practice of the International that members must have been suspended or expelled in order to be excluded from running for office on the basis of good standing related to payment of dues. This long-standing practice of the International means that up until a Local suspends (or expels) a member, that member can

pay any arrearage and become current in their financial obligations. Thus, a member is eligible to be nominated for office unless they were suspended or expelled at the time of nomination or during the two-year period prior to nomination. Eligibility is not denied because the member was or is in arrears.

A review of published court decisions shows that, over the years, much litigation has been brought involving these principles. This is not surprising, since of course, locals and unions have a legitimate interest in insuring that candidates for office rise to at least a minimum standard of qualification for the job. While the law is complex and Locals with questions should always consult their own attorney, it is fair to say that, time and again, the courts have held that the good judgment of the membership in casting their votes should be the primary factor in determining who is qualified to hold office.

The best practice for Locals to follow is to read the International Constitution and Bylaws and the Local’s own documents well in advance of the nomination meeting. Publicize requirements for candidacy well to all members. Members, for many reasons, should pay their dues and remain current with all other financial obligations to their Local. In this way, elections can be free and fair, and the principle of “good standing” can be legally upheld.



TERM Group Signs National Agreement

The TERM Group (Trade Event Resource Management Group) has signed a three year national agreement with the International that became effective on January 1, 2011. The TERM Group is an Exhibitor Appointed Contractor based in Chicago, Illinois.

The contract will be implemented on a city by city basis in a similar manner to the initial implementation of the Global Spectrum agreement. International Representatives Brian Faulkner, Faye Harper and Joanne Sanders have been assigned to work with Tradeshow Division Director William Gearns in

implementing the agreement. Each local will be contacted by an International Representative to discuss being included in the agreement and to determine the area standards in that jurisdiction. The area standard wages, benefits, and overtime will then be included in an addendum to the master agreement. The initial agreement provides for a wage/benefit package increase of 3% each year and each local will determine how that is split between wages and benefits in its jurisdiction. This same process will take place when the contract renews in three years.

Major tradeshow cities like Orlando, Nashville, Louisville, Denver, and Phoenix, for example, will continue to be covered by their existing free-standing agreements in each city.

All locals who are contacted for labor by the TERM Group should contact the General Office in New York immediately for assistance with the implementation of the new agreement. The successful implementation of this contract will hopefully lead to similar agreements with other tradeshow contractors in the future.

Support the IATSE-PAC

Please complete this form and return it with your contribution to the IATSE General Office. Thank you.

YES! I want to support the IATSE-PAC and its efforts to make the voices of IATSE members heard in Washington. I enclose my voluntary contribution to the IATSE-PAC of:

_____ \$25.00 _____ \$50.00 _____ \$100.00 \$_____ (Other)

(THE IATSE IS UNABLE TO ACCEPT MONIES FROM OUR CANADIAN MEMBERS)

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

*If you are currently between jobs, but usually work for a variety of entertainment industry employers, you may state "Various Entertainment Employers."

All contributions to the IATSE-PAC are voluntary, and not tax-deductible.

A person's contribution to the IATSE-PAC may not exceed \$5,000.00 per year. The contribution amounts listed are suggestions only, and you may contribute more or less than the suggested amount.

Federal Law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of the employer of individuals whose contributions exceed \$200.00 in a calendar year.

The amount contributed, or the decision not to contribute, will not be the basis for the IATSE or any of its locals to benefit or disadvantage the member or his/her family. Neither the IATSE nor any of its locals will retaliate against a member for deciding not to contribute, or based upon the amount of the contribution.

IN MEMORIAM



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John A. Cooper, Jr. October 8, 2010	1	Jerry J. Fitzpatrick October 31, 2010	44	Greg A. Leatherman September 6, 2010	217	Richard M. Francis July 19, 2010	600
Fred J. Cyriacks, Jr. November 17, 2010	1	Paul David Harris December 30, 2010	44	Paul Gallanter September 15, 2010	306	Max Glenn December 28, 2010	600
Joseph Goldin October 9, 2010	1	Barry Kingston November 20, 2010	44	James Muro July 3, 2010	306	John J. Jones September 25, 2010	600
Robert X. Higgins October 11, 2010	1	Fritz Lauber October 5, 2010	44	Joseph Sheha September 30, 2010	306	Leo Lebowitz September 19, 2010	600
Joseph J. Kronyak November 27, 2010	1	Wayne Miller October 27, 2010	44	Ted Silverman September 30, 2010	306	Neil Lisk September 22, 2010	600
Tyrone Long November 28, 2010	1	Thol O. Simonson October 10, 2010	44	John W. Bergmann December 27, 2010	336	Cal A. Marlin November 9, 2010	600
Morton A. McConnell November 21, 2010	1	Melvin T. Wilkinson September 16, 2010	44	Lee Smidt January 17, 2011	336	Frank Napoleon October 3, 2010	600
Milton Zucker December 5, 2010	1	Donald J. Doyle September 24, 2010	48	Deane Helms November 20, 2010	340	Eugene E. Polito November 28, 2010	600
Bernard B. Klein December 26, 2010	2	Joe Sabo January 18, 2008	48	Donald L. Plott, Sr. October 12, 2010	343	David L. Quaid August 19, 2010	600
Thomas J. Wren January 7, 2010	2	Raymond Harris September 20, 2010	50	Frank Galambos November 26, 2010	412	Herbert C. Roberts November 23, 2010	600
Clarence T. Burke November 25, 2010	3	James J. Curry, Sr. December 13, 2010	52	Robert Heise December 3, 2010	470	Andrew N. Stires October 1, 2010	600
George Reid November 6, 2010	4	Morris Hoffman December 23, 2010	52	David K. McDougall December 30, 2010	485	Richard Sulprizio August 16, 2010	600
Michael J. Buermann, Sr. December 16, 2010	6	Charles T. Mattson December 3, 2010	52	Karl T. Cutler December 20, 2010	500	Albert Taffet August 22, 2010	600
Robert Kirchoefer July 24, 2007	6	Wilfred R. Culley December 27, 2010	58	Jack Dy Kokernoot October 11, 2010	500	Leslie R. Thomsen November 8, 2010	600
Ralph Bieber December 31, 2010	12	Edward W. Takach July 4, 2010	64	Edward A. Leary, Jr. February 8, 2010	500	Robert Ziller July 17, 2010	600
Henry Leischke December 25, 2010	32	Rick R.A. Ayotte October 12, 2010	80	Lester McGraw September 3, 2010	500	Ruth M. Crews December 10, 2010	631
John E. Code October 29, 2010	33	William D. Harris October 15, 2010	80	Harold L. Richter October 1, 2010	500	Paul Bukowski December 30, 2010	632
Burdette C. Monk November 16, 2010	33	James L. Miller November 16, 2010	80	Edmund C. Vena January 13, 2010	500	James Tittle September 1, 2010	636
Frederick Prideaux October 5, 2010	33	Morton I. Rosenthal October 26, 2010	110	Newman E. Ward April 9, 2010	500	Jeffrey L. Phillips September 16, 2010	665
Thomas Swircek October 12, 2010	42	Chuck Curtis December 15, 2010	122	Henri Taillon October 1, 2010	523	Dean Gilmore November 9, 2010	695
Bryan W. Aldrich December 3, 2010	44	Harry O. Davis, Jr. October 12, 2010	134	Bernie Abramson August 17, 2010	600	Carroll Pratt November 11, 2010	695
Alex M. Alvarez August 27, 2010	44	Earl W. Gehringer, Jr. September 26, 2010	160	David E. Blewitt July 8, 2010	600	Paul Anderson March 8, 2010	700
Roger W. Bernstein August 17, 2010	44	Eva A. Bell November 1, 2010	212	Enrique Carreon October 13, 2010	600	David E. Blewitt July 28, 2010	700
John Faerber October 10, 2010	44	George Bell November 4, 2010	212	Linda Dozoretz November 9, 2010	600	Umberto Accardi October 23, 2010	705

IN MEMORIAM



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
George Cote March 23, 2010	720	Claude A. Strickland October 1, 2010	819	Werner Schlatter July 22, 2010	873	Shirley C. O'Connor December 16, 2010	ATPAM
Michael D'Angelo December 6, 2010	728	Nicholas Tangredi November 1, 2010	819	Denis Brock January 20, 2011	891	Russell Hastings October 28, 2010	USA829
Voya Mikulic October 2, 2010	728	Matthew Campbell October 18, 2010	822	Barbara Gasior October 25, 2010	891	Julie Sloane December 16, 2010	USA829
Rudy Munoz October 12, 2010	728	Joyce Webb September 3, 2010	871	Frederick Jones October 7, 2010	891	Noel Taylor November 4, 2010	USA829
Michael Vanwoert December 16, 2010	728	Lloyd Brown November 16, 2010	873	T. Daniel Tolmie December 14, 2010	891	Joseph Weiss October 7, 2010	USA829
Richard Cobb October 2, 2010	751	Matthew Campbell October 18, 2010	873	Michael J. Potashnick January 10, 2011	919	Roland Carttom November 20, 2010	B29
William Stuis November 17, 2010	751	Wilfred R. Culley December 27, 2010	873	Cary A. O'Neill December 1, 2010	926	Preston James Seymore November 1, 2010	B184
Leo Namba November 26, 2010	764	Howard Galbraith October 27, 2010	873	John R. Corkill November 20, 2010	ATPAM	Philip J. Robinson February 2, 2011	MAL
Paul G. Pagel August 1, 2009	786	Bruce Z. Kochman December 9, 2010	873	Norman Maibaum January 4, 2011	ATPAM		
Nancy Cellini November 25, 2010	799	Janice Miller October 3, 2010	873	Nance Movsesian October 26, 2010	ATPAM		

Hitting hard times?

NEW Union SAFE grants provide a **SAFETY NET for union families** struggling in today's tough economy.

Union SAFE programs offer special grants and assistance to members facing financial hardship. These funds do not need to be repaid. They are emergency grants from your union, to help see you through economic crises. Visit our web site for full details.

1. Become more financially secure.

- Job Loss Grant
- Disability Grant
- Disaster Grant
- Layoff helpline

2. Make your mortgage payments.

- Mortgage Assistance Grant up to \$1000
- Save-My-Home Hotline

3. Deal with health care expenses.

- Hospital Care Grant of \$1000
- Health Savings Programs

4. Afford higher education.

- College Savings Grants
- Scholarships



NOTE: Some of this assistance is only available to members who have a Union Plus Credit Card, Mortgage or Insurance policy.



UnionPlus.org/UnionSAFE

IATSE 12/09

Remembering Max Glenn

Max G. Glenn, died December 28, 2010 as a result of injuries he suffered due to smoke inhalation following an accidental fire in his Queens, New York apartment in August. At his bedside were his wife of 69 years, Anne, his three children and his two grandchildren. He was 92 years old.

Max Glenn joined the camera-man's union (then, Local 644 of the International Alliance of Theatrical and Stage Employees—IATSE, based in New York City) with a group of others in the late 1940s.

As a freelancer, Max worked hard to establish himself in the industry. His modest, hardworking and gregarious nature recommended him to producers and he soon found employment on a fairly regular basis. He met Allen Funt when he was still recording his "Candid Microphone" radio program

and later worked with Funt on and off for years shooting episodes for his "Candid Camera" TV show. Subsequently and for several years in the '60s, in work of which he was particularly proud, he filmed the weekly children's educational series, "Discovery" for ABC-TV.

He was a natural teacher and wanted to use the technology within his grasp to instruct, or simply, to help people view life in a new way. By the mid 1960s he developed an interest in 3D photography.

Although for a time, he was among the busiest members of his local, he was modest about his accomplishments. He loved his craft and took great pride in the creative use of available light. He loved to talk about "painting with light."

Max had started working at the



age of eight. When he was no longer able to keep up with the rigors of freelance camera work he joined projectionists' Local 306, finally retiring—in his eighties—from a job as projectionist at the New York public Donnell Film Library.

He was much loved by his family and will be missed by all who knew him.

REMEMBERING FRANK GALAMBOS, SR.



Brother Frank Galambos, Sr. passed away November 26, 2010 in the company of his wife Doris and family. Part of an international circus family, Frank became a member of the IA in 1981, in Lake Charles, Louisiana. In 1987 he joined Local 412 in Sarasota, FL and quickly became an invaluable asset to the members and the community. His son Frank Jr. joined the IA in 1993. Frank Sr. was a talented rigger and carpenter with an even temperament, fine sense of humor and great people skills. He was serving on the Local 412 executive board, as Sergeant-at-Arms, and represented Local 412 in the CLC golf tournament. His humor, love of family and friends, and dedication to his craft will not be forgotten.

REMEMBERING MICHAEL J. BUERMANN, SR.

The members of St. Louis Local 6 are mourning the loss of Brother Michael J. Buermann Sr. who passed away suddenly on Thursday, December 16, 2010 at the age of 54. Brother Buermann was a third generation, 27 year member of Local 6. Mike's involvement in Local 6 went beyond, "just being a member". Over the years he served as a trustee to the Health and Welfare Fund and as Chairman of the Executive Board. The officers and members of Local 6 will truly miss him.





Remembering Theoni V. Aldredge

Sister Theoni V. Aldredge, a three-time Tony® Award-winning Costume Designer, died on January 21 in a Stamford, CT, hospice after an illness.

Born in Athens, Greece, as Theoni Athanasiou Vachlioti, she won Tony® Awards for her costumes for the original Broadway productions of *Annie* (1977), *Barnum* (1980) and *La Cage aux Folles* (1984). She was Tony®-nominated 15 times for her work on such shows as *The Devil's Advocate* (1961), *Two Gentlemen of Verona* (1972), *Ballroom* (1979), *The Secret Garden* (1991) and created iconic Tony®-nominated costumes for such shows as *A Chorus Line* (1975), *42nd Street* (1980) and *Dreamgirls* (1981). She also worked extensively in television, ballet and opera. Her film work included costumes for *I Never Sang for My Father*

(1970), *The Great Gatsby* (1974) – which won her both an Oscar® and a British Academy Award – *Network* (1976), *The Rose* (1979), *Ghostbusters* (1984), *Moonstruck* (1987), *Addams Family Values* (1993) and *The First Wives Club* (1996). Sister Aldredge earned 10 nominations for the Drama Desk Award, winning 6 times, and was inducted into the Theater Hall of Fame in 1990. In 2002, she won the Theatre Development Fund's Irene Sharaff Lifetime Achievement Award.

Sister Aldredge's professional career began in 1959 when she designed the costumes for Tennessee Williams' *Sweet Bird of Youth*, at the urging of leading actress Geraldine Page, whom Aldredge had gotten to know while studying at the Goodman School of Drama in Chicago. Particularly notable was her association with Joseph

Papp's New York Shakespeare Festival, where she was head designer for 20 years. The marquees of Broadway theatres were dimmed for one minute at 7 PM on January 25 to honor the work and life of a designer who created iconic costumes that are associated with shows and pop culture spanning the last five decades.

Sister Aldredge lived in Stamford with her husband of 57 years, actor Tom Aldredge (whom she also met at Goodman), and joined USA 829 in 1956. There were no services. Sister Aldredge's ashes are to be flown to Greece.



REMEMBERING HENRY LEISCHKE

Gold Card member Henry "Hank" Leischke, 90, of Duluth, passed away on December 25, 2010, with his loving family by his side.

He was born June 7, 1920, and joined Local 32 in 1953. Hank served as President for the Local for many years. He received his Gold Card in 1996. Hank had 33 years of membership when he retired at age 65 and a total of 58 years as a member of Local 32.



Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

- ADG** Art Directors Guild
- AG&AOE&GA** Animation Guild and Affiliated Optical Electronic and Graphic Arts
- AMPE** Airline Motion Picture Employees
- APC** Affiliated Property Craftspersons
- ATPAM** Association of Theatrical Press Agents and Managers
- C** Camerapersons
- CDG** Costume Designers Guild
- CHE** Casino Hotel Employees
- E, S&CST** Electronic, Sound & Computer Service Technicians
- EE** Exhibition Employees
- EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors
- FAE** First Aid Employees
- ICG** International Cinematographers Guild
- LF/VT** Laboratory Film/Video Technicians
- M** Mixed
- MAHS** Make-Up Artists & Hair Stylists
- MAHSG** Make-Up Artists & Hair Stylists Guild
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- MPEG** Motion Picture Editors Guild (inclusive of Editors and Story Analysts)
- 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,O,VT&CT** Motion Picture Projectionists, Operators, Video Technicians & Computer Technicians
- MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians
- MPSELT** Motion Picture Studio Electrical Lighting Technicians
- MPSG/CS** Motion Picture Studio Grips/Crafts Service
- MPSP&SW** Motion Picture Set Painters & Sign Writers
- MPSPT** Motion Picture Studio Production Technicians
- MPST** Motion Picture Studio Teachers and Welfare Workers
- MPVT/LI/AC&GE** Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees
- 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
- S** Stage Employees
- SA&P** Scenic Artists and Propmakers
- S&FMT** Sound & Figure Maintenance Technicians

- SM** Studio Mechanics
- SM&BT** Studio Mechanics & Broadcast Technicians
- SS,CC,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild
- SS,PC,CC&PA** Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants
- TBR&SE** Television Broadcasting Remote & Studio Employees
- TBSE** Television Broadcasting Studio Employees
- T&T** Treasurers & Ticket Sellers
- TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists
- TWU** Theatrical Wardrobe Union
- USA** United Scenic Artists

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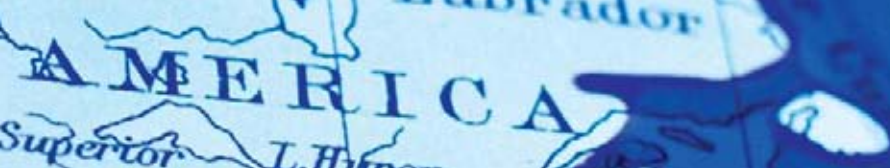
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S 007 DENVER/BOULDER-Mark J. Gabriel-Debell, 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Mark J. Gabriel-Debell.

S 047 PUEBLO-Bob Krasovec, 1330 W. Abriendo Avenue, Pueblo, 81004. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006.

M 062 COLORADO SPRINGS-Bryan Patrick, 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Manning.

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

TWU 719 DENVER-Elisa Spadi, 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis (303-829-1567) (Fax: 303-948-3414).

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 074 SOUTHERN CONNECTICUT - David Barata, P.O. Box 9075, New Haven, 06532. (203-773-9139) (Fax: 203-516-2398). Bus. Agt.: Jon Damast (203-981-8479).

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-Joseph Davis, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: William Philbin.

SS,PC,CC&PA 161 CONNECTICUT/NEW YORK/NEW JERSEY-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

DELAWARE

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.- William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 1503, Wilmington, 19899-1503. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Michael Harrington.

DISTRICT OF COLUMBIA

S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211 (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

TWU 772 WASHINGTON-Sara Butt, P.O. Box 10999, McLean, VA 22102. (571-420-2990) (Fax: 301-322-3125). Bus. Agt.: Linda Boyland.

E,S&CST 815 WASHINGTON-Robert E. McFadden, 2512 Cliffbourne Pl., N.W., #2a, Washington, 20009-1512. (202-265-9067) Bus. Agt.: Samuel J. Mc Fadden.

TBSE 819 WASHINGTON-Renee Moore, prmoore2@verizon.net; 5151 Wisconsin Ave., NW, Washington, 20016. (202-966-4110) Bus. Agt.: David Lee, davidleejmu@aol.com.

T&T 868 WASHINGTON-Anita Wilkinson, P.O. Box 58129, Washington, 20037. (202-419-9207) Bus. Agt.: Michael Gilotte.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Diana Nelson, forgana@hotmail.com; P.O. Box 1084, Pensacola, 32591 (850-390-6819) (Fax: 850-455-0135). Bus. Agt.: Tim Lechner, thlechner@yahoo.com.

M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Scott Campbell, scampbell@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Judy Phillips, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Richard McCauley.

M 412 BRADENTON/SARASOTA-Michael Verbil, secretary@iatse412.com; P.O. Box 1307, Tallevast, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

SM 477 STATE OF FLORIDA-Nancy Flesher, 10705 N.W. 33rd Street, #120, Miami, 33172. (305-594-8585) (Fax: 305-597-9278) Bus. Agt.: William F. Moyses.

M 500 SOUTH FLORIDA-Alan Glassman, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Alan Glassman.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hilsman, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Kimberly A. Bowles, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Michael LaNinfa.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Christopher Grenier, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna.

MPVT/LT/AC&GE 780 (See also Illinois)-Debbie Beldard, debbie@iatse680.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Agt.: Larry Gianneschi, larry@iatse780.com.

EE 835 ORLANDO/DAYTONA BEACH-Richard Vales, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

GEORGIA

M 320 SAVANNAH-Michael Little, P.O. Box 5731, Savannah, 31414. (912-232-2203) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Terry Moody, tmoody@iatse479.org; 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins, makins@iatse479.org.

SM 491 SAVANNAH, GA/STATES OF NORTH AND SOUTH CAROLINA-Andrew Dyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin.

S 629 AUGUSTA-Anthony Capaz, 2314 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk.

M 824 ATHENS-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

EE 834 ATLANTA-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30318. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-714-6927) (Fax: 678-838-1456) Bus. Agt.: Sue Cochran.

S 927 ATLANTA-Dave Fedack, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Dave Fedack.

HAWAII

M 665 STATE OF HAWAII-Kay Carter, carter@iatse665.org; 875 Waimanu Street, Suite 610, Honolulu, 96813. (808-596-0227) (Fax: 808-591-8213).

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Melody Oliver, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT-Kathy Peck, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0705) Bus. Agt.: Nancy Trowse.

ILLINOIS

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

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall.

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

S 124 JOLIET-Tim Kelly, twk1415@sbcglobal.net, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l_lorin@hotmail.com.



S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-787-5440) (Fax: 217-787-5440) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Mary Roffers, P.O. Box 172, Bloomington, 61701-0172 (217-201-3969). Bus. Agts.: Tim Noe (Peoria), Chris Fields (Bloomington).

M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Dale Posey.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski.

SM 476 CHICAGO-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Richard Hall, P.O. Box 3272, Urbana, 61803-3272. (217-840-9969) (Fax: 217-688-3042) Bus. Agt.: Nancy Manganelli-Bues.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hillsman, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

T&T 750 CHICAGO-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-778-0809) (Fax: 888-799-9973).

TBSE 762 CHICAGO-Tom Hoover, P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates.

TWU 769 CHICAGO-Cheryl Weber, cheryl6884@sbcglobal.net; 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-608-6884) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twu769@sbcglobal.net.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Debbie Bedard, debbie@iatse780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Larry Gianneschi, larry@iatse780.com.

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

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

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/ EARLHAM COLLEGE /LOGANSPOUT/ PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND-John Baldwin, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: John Baldwin.

S 049 TERRE HAUTE-David G. Del Colletti, 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) (Fax: 812-237-3741) Bus. Agt.: David Target.

S 102 EVANSVILLE-Mark Fehr, 13 Dreier Blvd., Evansville, 47712 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDS-VILLE-Greg Palmer, 2905 DeKalb St., Lake Station, 46405.

(219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037).

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. Bus. Agt.: John H. Hinen, Jr., (260-403-1033)

O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers.

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/ FRENCH LICK-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Cassie Moore, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-MaryJo Williams, tmjwilliams4703@hotmail.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, raba67@mchsi.com, (515-707-8567).

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall.

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/ DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, nehomesfam@msn.com; 2317 N. 51st Street, Omaha, NE 68104 (402-289-1914) Bus. Agt.: Betty Haffner, bettyhaffner@juno.com.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Benjamin Juhnke.

M 464 SALINA- Kent Buess, P.O. Box 617, Salina, 67401-0617. (785-826-6160). Bus. Agt.: Bill Tuzicko.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Mark Ferree, electric17@aol.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716)

Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-Merrill Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

M 369 ASHLAND, KY/HUNTINGTON, WV/IRONTON, OH-Judy M Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 897 LOUISVILLE-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, 47130. (502-491-1071) (Fax: 812-282-4057) Bus. Agt.: Rita Gagliardi, rgaglia123@aol.com.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/ FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Robbie Mayberry, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, 400 Lee Joyner Expressway, Monroe, 71201. (318-329-2343). Bus. Agt.: Ross Slacks.

TWU 840 NEW ORLEANS-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Thomas Bull, P.O. Box 993, Portland, 04104 (207-657-7100) (Fax: 207-657-7109). Bus. Agt.: Dave Herrman.

TBSE 926 AUBURN- Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman.

S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

MPP,O&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-668-9545) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211 (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

M 591 HAGERSTOWN, MD/FREDERICK, MD/ WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

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

TWU 913 BALTIMORE-Brenda Strauss, 301 Stonewall Rd., Catonsville, 21228. Bus. Agt.: Marybeth Chase, 7427 Watersville Rd., Mt. Airy, 21771. (410-795-1590).

MASSACHUSETTS

S 011 BOSTON/WALTHAM-John Walsh, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: John Walsh

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, vlarrese@iats53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Affitto, agent53@comcast.net.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net

M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON-Stephen Livermash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

O 186 SPRINGFIELD/HOLYOKE/PITTSFIELD-Geraldine Hanley, 194 Kendall Street, Ludlow, 01056. (413-583-5170) Bus. Agt.: Kenneth A. Hanley.

M 195 LOWELL, MA./NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Paul Yager, P.O. Box 96, Deerfield, 01342. (413-687-3679) Bus. Agt.: Ted Hodgson.

SM 481 NEW ENGLAND AREA-James MacDonald, iats481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iats481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

MICHIGAN

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

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Calvin Hazelbaker.

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers.

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequinder Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-239-8547) (Fax: 810-239-8547) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-John McDaniel, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Matthew Woolman.

M 395 ANN ARBOR/MONROE-Mark Berg, P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb.

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

T&T 757 DETROIT-Tina Bell, 2565 Armada Drive, Auburn Hills, 48326. Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Diane McDaniel, diane0326@aol.com; 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530) (Fax: 586-771-3870) Bus. Agt.: Beverly Llobart-Ignich, bevmarie@wideopenwest.com.

SM 812 DETROIT-John DeMonaco, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: John DeMonaco.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Jamie Ostertag, Jamie_ostertag@iats13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt_rice@iats13.org.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Al Eastman.

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, 6066 Elm Creek Pkwy., Suite 1161, Minneapolis, 55311. (612-868-9711) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, eds.1@juno.com, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund, ba416iats@embarqmail.com, (507-753-3262).

SM 490 STATE OF MINNESOTA-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Joe Gallup.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) Bus. Agt.: James Torok

TBSE 745 MINNEAPOLIS-Int'l Vice President-in-Charge: Daniel DiTolla, 1430 Broadway 20th Floor, New York, NY 10018 (212-730-1770) (Fax: 212-730-7809).

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Mike McHugh.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill, titantowngrip@earthlink.net.

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net.

M 616 MERIDIAN-Jerry Tucker, Jr., P.O. Box 2903, Meridian, 39302-2903. (601-481-5942).

M 674 BILOXI/GULFPORT-Darrel Volesky, 6030 S. Vista Drive, Gulfport, 39507. (228-313-6865) Bus. Agt.: Martin G. Elchos.

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: John T. Beckman, Jr.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: William Watkins.

M 421 CAPE GIRARDEAU, MO/HERRIN/CENTRALIA, IL-Thomas Aken, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski.

SM 493 STATE OF MISSOURI-Cat Cacciatore, cat@iats493.org; P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen, iats493@aol.com.

T&T 774 ST. LOUIS-Mary Althage, 4056 Avenue F, St. Louis, 63123 (314-631-5065). Bus. Agt.: Angie Walsh, (314-647-9424).

TWU 805 ST. LOUIS-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (314-712-7013).

TWU 810 KANSAS CITY-Judith McElroy, 5113 West 70 Street, Prairie Village, KS 66208. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

MONTANA

M 240 BILLINGS-Gretchen Dibble, P.O. Box 545, Billings, 59103. (406-962-3655). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/ GREAT FALLS/HELENA-Katherine Matz, local339@gmail.com, P.O. Box 6275, Great Falls, 59406-6275. (406-403-8786) Bus. Agt.: Darrell Ogg.

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Cassie Moore, secretary@iats42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iats42.org.

M 151 LINCOLN-Eugene Trausch, P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: Tony Polanka (402-465-5045) (Fax: 402-464-8100).

O 343 OMAHA-Lynn D. Rogers, 21504 Old Coach Road, Elkhorn, 68022. Bus. Agt.: Jeffrey K. Jenkins (402-676-9166).

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, nehomesfam@msn.com; 2317 N. 51st Street, Omaha, NE 68104 (402-289-1914) Bus. Agt.: Betty Haffner, bettyhaffner@juno.com.



NEVADA

M 363 RENO/LAKE TAHOE-Claudia Johnson, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-786-2286) Bus. Agt.: Charlotte Picerno.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-4703). Bus. Agt.: John Hanson.

NEW ENGLAND AREA

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

NEW HAMPSHIRE

M 195 LOWELL, MA./NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-964-9309) (Fax: 267-455-0774). Bus. Agt.: Michael Barnes.

S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH -John Seubert, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY- Richard Drum, P.O. Box 3122, Secaucus, 07096. (973-769-6187) Bus Agt.: Richard Drum.

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-317-0958) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

M 632 NORTHEAST NEW JERSEY-Judy Feltus, 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agts.: (Stage) Joe Villani; (Proj.) Patrick Riley.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA -Susan Calaciura,, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

CHE 917 ATLANTIC CITY-Gilda Passarella, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Darrell Stark.

NEW MEXICO

M 153 LAS CRUCES, NM/EL PASO, TX-Ignacio Flores, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-886-4900) Bus. Agt.: Scott White.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Kimber Richardson, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Brian Shaffer, business-agent@iatse423.com.

SM 480 STATE OF NEW MEXICO-D.L. Herbert De Wing, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Darlene Jones, cdarlenejonz@hotmail.com; 369 Playful Meadows, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES - Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Mickey Fox and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Lewis Resnick, lresnick@iatselocal4.org

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, iatse9syracuseny@yahoo.com; P.O. Box 617, Syracuse, 13201-0617 (315-625-4131). Bus. Agt.: Keith Russell, karuss01@aol.com.

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-427-1580) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

M 029 TROY-Richard M. Regnier, Sr., Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) (Fax: 518-372-3176) Bus. Agt.: Richard M. Regnier, Sr.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 054 BINGHAMTON-Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

TBSE 100 NEW YORK-Rich Rahner, 545 West 45th Street, 2nd Floor, New York, 10036 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Greg Calvin.

M 121 NIAGARA FALLS/BUFFALO -John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 3673 Pleasant Avenue, Jame-

stown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

MPP,O,VT, & AC 306 NEW YORK-Lorraine Lowrey, 545 West 45th St., 2nd flr., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-692-4358) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

O 324 ALBANY-Stanley Blakeman, 171 East Side Drive, Ballston Lake, 12019 (518-399-2085). Bus. Agt.: John K. Hill.

S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Michael Brogden, P.O. Box 160, Jericho, 11753. (631-339-3009) (Fax: 631-730-8796) Bus. Agt.: James Mistler.

M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711) Bus. Agt.: John B. Senter, III.

M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439)(Fax: 845-331-7461) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439), iatse499@earthlink.net.

M 524 GLENS FALLS/SARATOGA-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

M 592 SARATOGA SPRINGS-James Farnan, 47 County Route 76, Stillwater, 12170. (518-727-3735). Bus. Agt.: Rick Daus.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois) Alan Gitiin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Timothy King, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

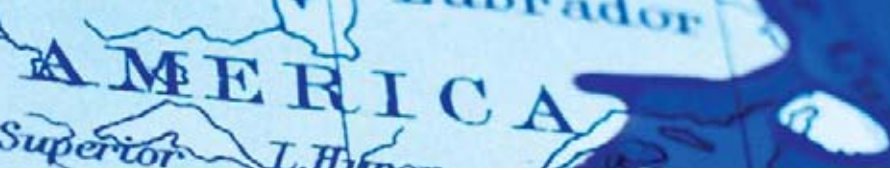
MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

LF/VT 702 NEW YORK-William Andrews, 542 Eastbrook Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio (201-447-0753).

M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

T&T 751 NEW YORK- Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

TWU 764 NEW YORK AND VICINITY-Rochelle Friedman, 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Bart Daudelin; (Film) Frank Gallagher.



TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223.

T&T 788 ROCHESTER-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen, local788@rochester.rr.com.

TBSE 794 NEW YORK-Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) Bus. Agt.: Timothy Daughtry.

MAHS 798 NEW YORK-Cindy Gardner, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Agt.: Daniel Dashman.

ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina) - Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

TBSE 821 ELMIRA-Norman Stull, 101 E. Water Street, Elmira, 14901 (607-733-5518) Bus. Agt.: Jon Shaban.

EE/BPBD 829 NEW YORK-John V. McNamee Jr, 386 Park Avenue South, 13th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON- William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce.

TWU 858 ROCHESTER-Clarice Lazary, 53 Meadow Glen, Fairport, 14450. (585-490-3009). Bus. Agt.: Anne Bowes.

ATPAM 18032 NEW YORK-Nick Kaledin, nkaledin@atpam.com, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

USA 829 NEW YORK REGIONAL OFFICE-Carl Baldasso, 29 West 38th Street, 15th fl., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friedrichs.

NORTH CAROLINA

M 278 ASHEVILLE-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Michael D. Rhodes, iatseba278@gmail.com.

M 322 CHARLOTTE/GREENVILLE- Randy Raynard, 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

M 417 DURHAM/CHAPEL HILL/RALEIGH-Amy O'Donnell, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Henry Grillo, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) Bus. Agt.: Patrick O'Kelly.

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York) - John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-235-3840) Bus. Agt.: James Torok.

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Joe McCutcheon, jmcutcheon@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, rshack@iatse12.org.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY-Sandra Cassaubon, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: John Palsa.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY- Michael Lehane, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dave Vacca.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Helen Louie, secretary@ialocal48.com; 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie, businessagent@ialocal48.com.

M 064 STEUBENVILLE, OH/WHEELING, WV- Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

S 101 NILES/WARREN/YOUNGSTOWN-David Rees, P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

MPP,O&VT 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

SM 209 STATE OF OHIO-Jonathan Andrews, secretary-treasurer@iatse209.com; 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan, businessagent@iatse209.com.

M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY-Judy M Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 747 COLUMBUS-Julia Johnson, 4791 Summit Road, SW, Pataskala, 43062. (740-927-1696) Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

T&T 756 CLEVELAND-Glenn Barry, 17157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Thomas Patton.

TWU 864 CINCINNATI-Jean Mueller, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser.

OKLAHOMA

S 112 OKLAHOMA CITY-Tina Saxton, iatse112tina@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Stephen Rysted, iatselocal112@att.net.

S 354 TULSA/PONCA CITY-Paul Clear, picmelito@cox.net, P.O. Box 354, Tulsa, 74101. (918-496-7722) Bus. Agt.: Steve Brown, s354brown@aol.com.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday, 35 NW 28th, Lawton, OK 73505. (580-248-0830).

TWU 904 TULSA-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Pat Chard, 4949 S.E. 26th Ave., Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-344-6306) Bus. Agt.: Rocky Haffner.

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

TBR&SE 793 PACIFIC NORTHWEST- Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

PENNSYLVANIA

S 003 PITTSBURGH/NEW CASTLE-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Robert J. Brown.

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 2401 South Swanson Street, Philadelphia, 19148. (215-964-9309) (Fax: 267-455-0774). Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.- William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-824-1665). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

S 097 READING-David Sterner, P.O. Box 7511, Reading, 19603-7511. Bus. Agt.: Russell Hoffman (484-955-3009).

S 098 HARRISBURG/HERSHEY/CARLISLE-F. Joseph Spackman, P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross.

S 113 ERIE-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-882-7763) Bus. Agt.: Kenneth Marchant.

M 152 HAZELTON-Nicholas St. Mary, 403 Lori Drive, Beaver Meadows, 18216. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.



S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM-Frank lafrate, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Eric Wills, iatse200ba@gmail.com.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, 17 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 WARREN COUNTY, PA/JAMESTOWN/CHAU-
TAUQUA, NY**-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/
LANCASTER COUNTY**-Judi S. Miller, iatsepejudi@yahoo.com; 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Charles Reynolds.

M 329 SCRANTON/PITTSTON- Patricia Martin, 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin (570-650-3607).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Charles Eccles, ba@iatse489.org.

**M 591 WAYNESBORO, PA/HAGERSTOWN, MD/
FREDERICK, MD/WINCHESTER, VA/MARTINSBURG,
WV**-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

**M 627 SOUTHWEST PENNSYLVANIA (excluding
West Alexander)**-Pat Gianella, 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Pat A. Gianella.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTING-
TON/ALTOONA/WILLIAMSPORT/ JOHNSTOWN//IN-
DIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SE-
LINSGROVE/INDIANA**-Roger Tharp, IV, rst110@yahoo.com; P.O. Box 394, State College, 16804. (814-571-4321) Bus. Agt.: Fred Park, Jr., businuessagent636@yahoo.com, (814-883-0769).

T&T 752 PHILADELPHIA-Tara Suppa, P.O. Box 70, Runne-
mede, NJ 08078. (215-431-5184) Bus. Agt.: Jerry Kelly.

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover
Ave., Pittsburgh, 15210-1009. (412-728-0503) (Fax: 412-471-
7787) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Susan Calaciu-
ra, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282)
(Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road,
Lower Gwynedd, PA 19002.

TBSE 804 PHILADELPHIA-Thomas Baginski, 210 Locust
Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.:
Debbie Harris.

TBSE 820 PITTSBURGH-David Ferry, P.O. Box 22365, Pitts-
burgh, 15222-0365. (724-733-1236) Bus. Agt.: Marji Murphy.

T&T 862 PITTSBURGH-Ryan Clark, 528 Knoll Street, Pitts-
burgh, 15212. (412-606-3298) (Fax: 412-231-0951) Bus. Agt.:
Luke Doyle.

TBSE 902 JOHNSTOWN/ALTOONA- Bob Hess, 49 Old
Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Joe
McGinty.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Mitzy Ann
Ramirez-Suarez, 259 Chile Street, Suite D, San Juan, PR 00918
(787-764-4672) (Fax: 787-765-3459). Bus. Agt.: Luis Estrella.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-John Brennan, 90
Printery Street, Providence, 02904. (401-225-2308) Bus. Agt.:
Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

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

TW, MA&S 830 STATE OF RHODE ISLAND-Jacque-
line Keegan, 10 South Bend Street, Pawtucket, 02860. (401-489-
0886) Bus. Agt.: Frances Howe, 85 Pine Hill Road, North Scitvate,
02857. (401-647-9333).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Michael Coffey,
P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax:
843-744-7336) Bus. Agt.: George Aytes.

M 347 COLUMBIA-Vivian Vandegrift, P.O. Box 8876, Co-
lumbia, 29202 (803-394-1896) (Fax: 866-925-3475) Bus. Agt.:
James Harwell (803-240-0111).

**SM 491 STATES OF SOUTH AND NORTH CAROLINA/
SAVANNAH, GA**-Andrew Dyaas, 1707 Castle Hayne Road,
Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448)
Bus. Agt.: Jason Rosin.

SOUTH DAKOTA

S 220 SIOUX FALLS-Terry Bader, P.O. Box 2040, Sioux Falls,
57101. (605-261-2639) Bus. Agt.: Dave Schreck.

M 503 MITCHELL/HURON-Wade R. Strand, 25798 409th
Street, Mitchell, 57301. (605-996-7533) Bus. Agt.: Tony Palli
(605-996-1591).

M 731 RAPID CITY/BLACK HILLS AREA-Gary Wallace,
P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Joe
Kern.

TENNESSEE

S 046 NASHVILLE-Bryant Fly, 211 Donelson Pike, #202,
Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus.
Agt.: George Fleming.

S 069 MEMPHIS-Allen Byassee, 3340 Poplar Avenue, Suite
129, Memphis, 38111. (901-327-4994) (Fax: 901-327-8626). Bus.
Agt.: Allen Byassee.

S 140 CHATTANOOGA-Robert Hobgood, P.O. Box 132, Chat-
tanooga, 37401. (423-645-9251) (Fax: 423-756-7875) Bus. Agt.:
Chris Keene.

S197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-
Charles J. Flenniken, P.O. Box 946, Knoxville, 37901. (865-428-
6583) Bus. Agt.: Ronald Carrell.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSIS-
SIPPI**-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte
Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492).
Bus. Agt.: Robert Hill, titantowngrip@earthlink.net.

**M 699 JOHNSON CITY/KINGSFORT, TN/BRISTOL,
VA**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-
7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

TWU 825 MEMPHIS-Dorothy L. Clark, 1472 Kinitwood,
Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus.
Agt.: Dorothy Clark.

TWU 894 KNOXVILLE-Tammy King, bbtax2@aol.com ;7724
Temple Acres Drive, Knoxville, 37938. (865-414-3047) (Fax: 865-
922-8608) Bus. Agt.: Roland Harkness.

TWU 915 NASHVILLE-Barbara W. Sullivan, P.O. Box 383,
Hermitage, 37076 (615-883-8023) (Fax: 615-851-6055). Bus.
Agt.: Judy Resha (615-590-7544) (Fax: 615-590-7544).

TEXAS

S 051 HOUSTON/GALVESTON-Scott Firth, 3030 North
Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222)
Bus. Agt.: Butch Lange.

S 076 SAN ANTONIO-James S. Bircher, local@iatse76.org;
206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax:
210-225-6115) Bus. Agt.: Raymond G. Sewell, ba@iatse76.org.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINES-
VILLE/GRAPEVINE**-Jim Brady, P.O. Box 185178, Fort Worth,
76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Dale
Domm.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita
Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax:
214-747-4792) Bus. Agt.: Carl Labry.

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores,
3349 Dungan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-
886-4900) Bus. Agt.: Scott White.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie
Pinner, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880)
(Fax: 409-729-0578) Bus. Agt.: Larry Allen.

M 205 AUSTIN- Bon V. Davis, P.O. Box 142, Austin, 78767.
(512-371-1217) Bus. Agt.: Jon Malay.

O 330 FORT WORTH/DENTON/GAINESVILLE- Coleman
Bennett, P.O. Box 146, Weatherford, 76086. (817-598-1517) Bus.
Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Darrell Dyer,
P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William
Sproul.

M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range
Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Leh-
man.

SM 484 STATE OF TEXAS- Jason Keene, 1514 Ed Bluestein
Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370)
Bus. Agt.: Stephen Beasley.

**M 604 CORPUS CHRISTI/HARLINGEN/MCALLEN/
BROWNSVILLE**-John Jones, P.O. Box 260356, Corpus Christi,
78426. (361-548-0472) Bus. Agt.: Simon Zambrano.

TBSE 796 STATE OF TEXAS-Frank Trevino, iatse796@aol.
com; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen,
kevincallen@windstream.com.

TWU 803 DALLAS/FORT WORTH-Vicki Ruth Cole-Perrin,
vrpc@aol.com, P.O. Box 570574, Dallas, 75357 (817-832-9090).
Bus. Agts.: (Dallas) Patsy F. Neumann, patsyneumann@gmail.
com, (214-352-8418) (Fax: 214-352-8418); (Fort Worth) Kathy
Neel Gentry, fg83425@earthlink.net, (817-834-4256) (Fax: 817-
834-4256).

M 865 ODESSA/MIDLAND/LUBBOCK-Lamont Furlow,
9372 W. University Blvd., Odessa, 79764. (432-381-2500) (Fax:
432-530-2223) Bus. Agt.: Lamont Furlow.

TWU 896 HOUSTON-Kathleen Pecha, P.O. Box 130774,
Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus.
Agt.: Glinda Anderson.

AMPE 920 DALLAS/FORT WORTH-Paul Thompson, 4841
W. Royal Lane, Irving, 75063 (972-929-1913) (Fax: 972-929-
3651). Bus. Agt.: Marvin Davis.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Melody Oliver, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Kathy Peck, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0705) Bus. Agt.: Nancy Trowse.

VERMONT

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

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

VIRGINIA

S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-Robert D. Walton, P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-564-6698) (Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Trustees: Int'l Representatives: Mark Kiracofe and Scott Harbinson, P.O. Box 9124, Hampton, 23670. (757-838-9045) (Fax: 757-838-1066).

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211 (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPOUR, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDOO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Noel Clayton, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agt.: Paul Bigman, stagerep@ia15.org.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA, 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

TWU 887 SEATTLE-Rita M. Brown, ritabrown@twu887.org; 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, deliam@twu887.org.

WEST VIRGINIA

M 064 WHEELING, WV/STUEBENVILLE, OH-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge, wrdelbridge@gmail.com, (703-868-3154).

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols.

WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Lujjak, 230 W. Wells St., Ste. 405, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

M 141 LaCROSSE-Trygve Zielke, trygvez@aol.com; N 2528 Baker Road, La Crosse, 54601. (608-787-7667) (Fax: 608-787-0610) Bus. Agt.: William Timm.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Justina Vickerman, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-616-0251) (Fax: 608-251-6023) Bus. Agt.: Chris Gauthier, ba@iatse251.com.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU-Richard Comfort, dabindinguy@gmail.com; P.O. Box 3351, Oshkosh, 54911. (866-426-4707) Bus. Agt.: Stephen Dedow, iatse470@hotmail.com.

TWU 777 MILWAUKEE-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, W346 N5708 North Lake Drive, Oconomowoc, 53066 (262-567-1863) (Fax: 262-567-1863).

WYOMING

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

M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

B Back Room, Film Exchange Employees

BPTS Ball Park Ticket Sellers

F Front Office, Film Exchange Employees

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

TSA Ticket Sales Agents

CALIFORNIA

T B18 SAN FRANCISCO-Christine Costello, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Christine Costello.

T B32 SAN JOSE-SANTA CLARA COUNTY-Carol Jossi, P.O. Box 2832, Santa Clara, 95055. Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Doris Goodwin, P.O. Box 19063, Sacramento, 95819. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen.

AAE B192 HOLLYWOOD-Frank Treppa, 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873).

CALIFORNIA SPECIAL BRANCH-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

CANADA

T B173 TORONTO/HAMILTON-Lloyd Ricketts, 2368-A Munns Ave., Oakville, Ontario L6H 6G9 (647-309-2024). Bus. Agt.: Chastity Brooker, 187 Park Street, South, Apt. 15E, Hamilton, ON L8P 3E9.

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

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