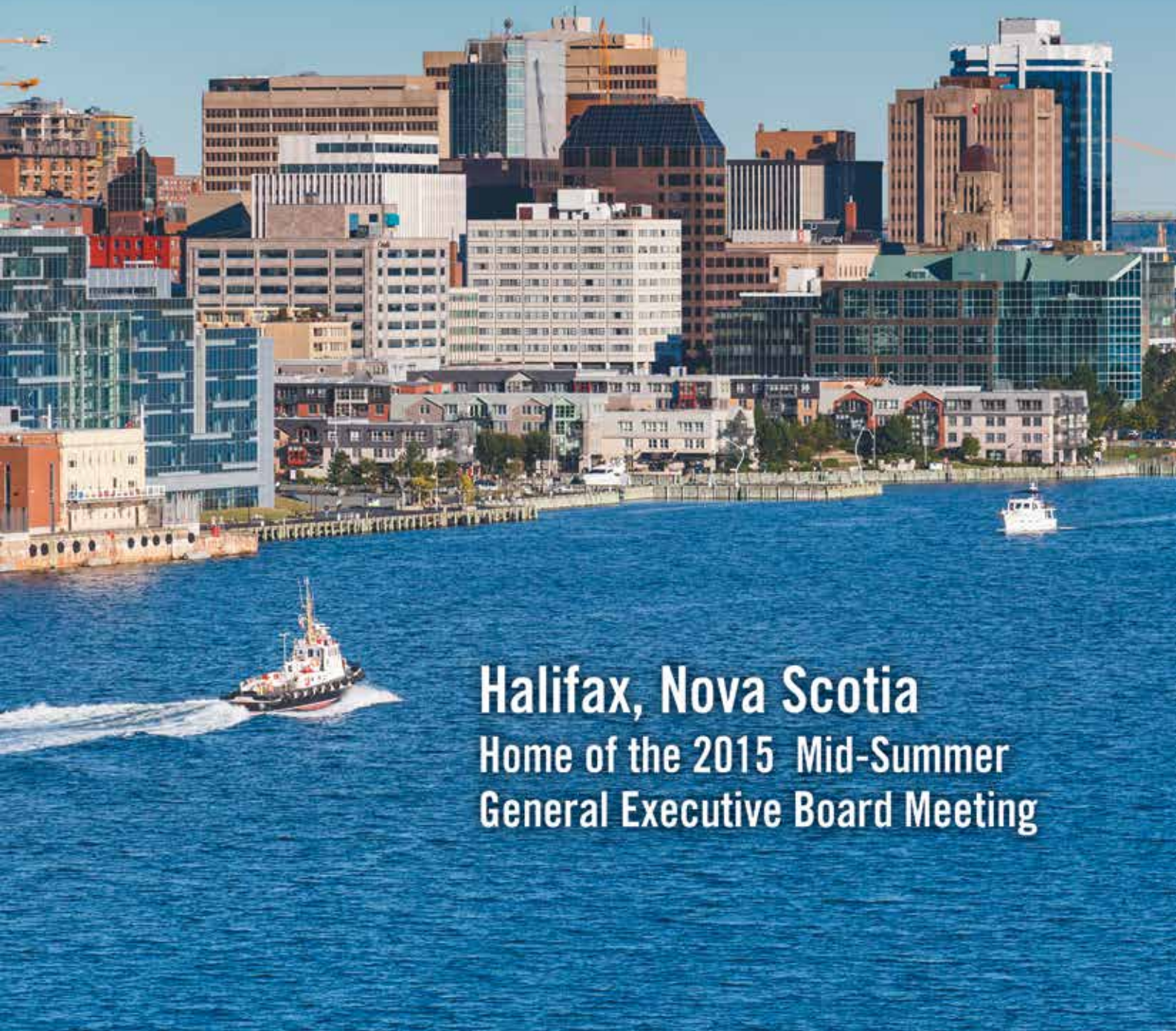


THE OFFICIAL  
**IATSE**

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

NUMBER 649  
THIRD QUARTER, 2015

# Bulletin



**Halifax, Nova Scotia**  
Home of the 2015 Mid-Summer  
General Executive Board Meeting

INSIDE: ▶ HALIFAX GEB MINUTES ▶ FINANCIAL STATEMENTS

# Stand Up, Fight Back!

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

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

## Help Support Candidates Who Stand With Us!

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

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



## Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

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

Card #: \_\_\_\_\_ Expiration Date (MM/YY): \_\_\_\_/\_\_\_\_ Card Security Code: \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_ Last 4 Digits of SSN \_\_\_\_\_ Local Number \_\_\_\_\_

Print Name \_\_\_\_\_ Email \_\_\_\_\_ Phone Number \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ State/Zip Code \_\_\_\_\_

Billing Address \_\_\_\_\_ City \_\_\_\_\_ State/Zip Code \_\_\_\_\_ Occupation/Employer \_\_\_\_\_

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

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

RETURN TO: IATSE PAC~ c/o PAC Services, 150 Post Office Road, #2398, Waldorf, MD 20604

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**James B. Wood**  
 Editor

**MaryAnn Kelly**  
 Assistant to the Editor



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## EXECUTIVE OFFICERS

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## GENERAL OFFICE

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

## WEST COAST OFFICE

10045 Riverside Drive, Toluca Lake, CA 91602  
Tele: (818) 980-3499 FAX: (818) 980-3496

## CANADIAN OFFICE

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

## WESTERN CANADIAN OFFICE

1000-355 Burrard St., Vancouver, British Columbia V6C 2G8  
Tele: (604) 608-6158 FAX: (778) 331-8841

## CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

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Tele: (416) 362-2665 FAX: (416) 362-2351  
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## I.A.T.S.E. NATIONAL BENEFIT FUNDS OFFICE

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[www.iatsenbf.org](http://www.iatsenbf.org)

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Tele: (818) 980-3499 FAX: (818) 980-3496

## DID YOU KNOW



Local 28 President Rose Etta Venetucci attended the recent meeting of the General Executive Board in Halifax where she wore her PAC skirt to the IATSE-PAC Event. Sister Venetucci made this her "PAC skirt" by embellishing it with an outline of her Local's state of Oregon. Thank you Sister Venetucci for your creative thinking.

## FIND US ONLINE



Visit us on the Web: [www.iatse.net](http://www.iatse.net)



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Our Flickr stream: [www.flickr.com/groups/iatse](http://www.flickr.com/groups/iatse)



IATSE Training Trust Fund: [www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org)

# Protecting Ourselves and Others

*At the time of the printing of this issue Labor Day will be just behind us. It is the last big weekend of the summer with fun-filled celebrations abounding as families brace themselves for the next school year. Labor Day, however, is an important day for all of us as members of this International and as part of the labor movement.*



 @matthewloeb

It is a day when we celebrate the workers of both the United States and Canada with parades and picnics so all of us may come together and in solidarity express our beliefs in what labor has done for working women and men across our two countries.

As a member of the AFL-CIO since 1955, the importance of our affiliation cannot be stressed enough with our involvement and participation on all levels. As a member of the Executive Council of the national AFL-CIO I am among labor leaders representing nearly 60 labor unions whose collective decisions and actions have enormous impact on the millions of union members we represent and all workers throughout the United States and Canada.

The IATSE Constitution (Article Nineteen, Section 22) requires that all local unions “secure and maintain affiliation with their respective State, Provincial and Central Labor bodies of the” AFL-CIO and CLC. In the United States the IATSE is also represented at the leadership level of a number of state and local labor bodies, including California, Massachusetts, Nevada, New Mexico, New York, and North Carolina, as well as Los Angeles, Boston and New York City to name just a few.

By maintaining our affiliations we preserve our place in the labor movement and build new relationships with other unions and like-minded organizations. The voice of our membership is heard and we are able to join with others to act on legislative and policy issues from health care and raising wages,

to the recent STOP FAST TRACK campaign in efforts to protect jobs for all workers which would be at risk. We also work in solidarity on political campaigns by joining the forces with boots on the ground to support candidates for elective office who work hard to protect the interests of working families.

The IATSE also holds a seat on the Executive Board of the AFL-CIO’s Department for Professional Employees (DPE). Here we join the other unions in the entertainment industry and this is where we discuss common issues and challenges. With other entertainment unions decisions are made and actions are recommended by the DPE to the national AFL-CIO Executive Council about challenges affecting our members such as digital theft. The IATSE also participates on the AFL-CIO’s Union Veteran’s Council (UVC) which brings together union leaders and union members who are veterans to speak out on veterans’ issues and influence public policy to improve the quality of life for U.S. veterans and their families. Our two primary areas of focus are access to good jobs and access to quality health care for veterans through a strong, fully-funded and staffed U.S. Department of Veterans Affairs.

The mission of the AFL-CIO as expressed in its Constitution states that:

“The American Federation of Labor and Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.” (see page 8 for full mission statement and continued newsletter.)



## OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at The Diplomat Resort & Spa, 3555 South Ocean Drive, Hollywood, Florida 33019, at 10:00 a.m. on Monday, January 11, 2016, and will remain in session through and including Friday, January 15, 2016. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Diplomat Resort & Spa by calling 1-855-689-2911. Guest room rate for the IATSE is \$199.00, 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 affiliation with the IATSE.

Cut-off date: December 10, 2015

## 2016 SUPPLIES

The 2016 local union supplies and membership cards will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2015 and purchased the necessary number of per capita stamps.

The number of per capita stamps that must be purchased is based on the number of members reports on the 1st and 2nd Quarter Reports plus two times the number of members reported on the 3rd Quarter Report (to allow for an estimate of the numbers that will be reported on the 4th Quarter Report). When the 4th Quarter Report is submitted in January 2016, an adjustment to the balance of the Local's account is made if necessary.

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

### BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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



# There Is A Reason That It's Our Day

*On Monday September 7th, residents of the United States and Canada celebrated Labor (Labour for our Canadian Brothers and Sisters) Day. For many people this day symbolizes the end of summer and is embraced because of the long weekend that it provides.*

However, for those of us in organized labor, this day carries with it much more significance.

One hundred and thirty three years have passed since the first Labor Day observance took place. The origins in the United States can be traced to September 5, 1882 when the Central Labor Union in New York City organized an unpaid day off for union workers who marched around Union Square to support the creation of the holiday.

In Canada, the roots of Labour Day can be traced to the year 1872 when the Toronto Trades Assembly organized the first "workingman's demonstration" to support the elimination of a law that included the language "trade unions were criminal conspiracies in restraint of trade".

From those points forward, organized protests and demonstrations continued, but it was not until 1894 that both the United States and Canadian governments enacted legislation to make the first Monday in September of each year a legal holiday.

Imagine for a moment the struggles that the earliest trade unionists had to endure. The eight-hour day, overtime, health and pension benefits, and many of the other things that much of society takes for granted today were only dreams at that point in time.



JAMES B. WOOD

The battles of the labor movement have been won because of our commitment and dedication. Although we have never represented the majority in society, our successes have been achieved because we acted in a unified manner and that solidarity magnified our influence exponentially.

In his newsletter, President Loeb discusses our various affiliations within the labor movement and their importance in helping to build influence in the communities in which our members live and work. It is that solidarity and the goal of working towards common goals that in the past led to the great gains of the labor movement and it is that cohesiveness that will help us fight the current attacks against us.

Is the labor movement in both the United States and Canada facing a tremendous number of challenges at this point in our history? Unfortunately we are, but throughout history workers have always met resistance. Accomplishing our goals has never been easy, yet that did not deter our predecessors. Over one hundred and twenty years ago they named a day after us because we were a relevant and important part of society and that reason still exists today. This is our time and our set of challenges and together we are up to the task.

This International has also been an affiliate member of the Canadian Labour Congress (CLC) since 1952 and we are represented with a seat on the CLC Executive Committee and the Canada Council of the CLC, and, at each of the IATSE International Conventions the delegates elect the IATSE's official Delegate to the CLC. The IATSE is also represented on various CLC Committees including Health and Safety, National Political Action, and Pride and Solidarity. On the Provincial and municipal levels, IATSE local union officers represent this International with seats on the Federations of Labour in Alberta, Nova Scotia, Vancouver, Quebec, Saskatchewan, and Halifax-Dartmouth.

The CLC has "... provided research and policy leadership on issues that impact the everyday lives of all working people such as wages, workplace health and safety, pensions and retirement security, social and economic justice and equality, access to public healthcare and childcare." (Continued below).

Working in solidarity with other unions, organizations in the labor movement and community allies, is critical to the preservation of the rights of our entire membership and of all working class citizens of the United States and Canada. I ask every local union and each and every member of this great Alliance, to work together whenever possible to be a part of the process of protecting ourselves and others.

## AFL-CIO MISSION AND VISION STATEMENT

"The American Federation of Labor and Congress of Industrial Organizations is an expression of the hopes and aspirations of the working people of America.

We resolve to fulfill the yearning of the human spirit for liberty, justice and community; to advance individual and associational freedom; to vanquish —oppression, privation and cruelty in all their forms; and to join with all persons, of whatever nationality or faith, who cherish the cause of democracy and the call of solidarity, to grace the planet with these achievements.

We dedicate ourselves to improving the lives of working families, bringing fairness and dignity to the workplace and securing social equity in the Nation.

The AFL-CIO envisions a future in which work and all people who work are valued, respected and rewarded. While the AFL-CIO represents millions of working people who belong to unions and have the benefits of union membership, the labor federation embraces all people who share the common bond of work.

Work is what we do to better ourselves, to build dreams and to support our families. But work is more than that. Work cures, creates, builds, innovates and shapes the future. Work connects us all.

The AFL-CIO is an organization of people who work. We help lead a movement for social and economic justice in America and the world."

### ABOUT THE CANADIAN LABOUR CONGRESS

"For more than 50 years, we have provided research and policy leadership on issues that impact the everyday lives of all working people such as wages, workplace health and safety, pensions and retirement security, social and economic justice and equality, access to public healthcare and childcare.

We advocate in support of our policy goals in the courts and in Parliament, and through public education and political mobilization. Internationally, the CLC is the voice of Canadian workers at the United Nations through the International Labour Organization (the ILO). Many of the things first won by unions are enjoyed by all workers today – such as minimum wages, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment.

Canadian labour has played a big role in making Canada a better place to work and live. Canada's working class became Canada's middle class as improved wages raised the standard of living. In addition to fair pay, workers and their unions have secured benefits from employers and governments, which has meant greater income security and a better quality of life."

Unions are a positive force for democratic social change.



## LEGISLATIVE ACTIONS AND CAMPAIGNS THAT RESULTED FROM THE INVOLVEMENT AND PARTICIPATION OF LABOR UNIONS WORKING IN CONCERT TO BENEFIT ALL WORKERS:



### UNITED STATES –

- Health Care Reform has been enacted and in time will help the system work better for everyone;
- Lily Ledbetter Fair Pay Act was signed in 2009 and provides recourse for workers in cases of pay discrimination.
- Banking/Financial reform legislation (Dodd-Frank Wall Street Reform and Consumer Protection Act) to protect consumers from high-handed banking policies
- Hiring Incentives to Restore Employment Act
- Raising Wages campaign
- Stop Fast Track campaign
- Of particular significance to us in the IATSE and to others in the entertainment industry was the appointment of an Intellectual Property Enforcement Coordinator to provide greater government enforcement and address the technological and legal tools we must have to protect our members from the impact of digital theft/piracy. Prior to the appointment input from both the AFL-CIO and the D.P.E. was sought.

### CANADA –

- Increasing CPP (Canada Pension Plan) benefits through increasing both employer and employee contributions
- Rolling back eligibility from 67 to 65 for OAS (Old Age Supplement – a component of the CPP, which was only increased to age 67 under this Conservative government)
- Fighting for the return of door-to-door service for mail (under this Conservative government, all door-to-door mail delivery is being phased out and everyone will have to go to the corner, a nearby park, etc., to retrieve mail from “community mailboxes”)
- Fighting to restore much of the funding cuts (made under this government) to the CBC, our national, public broadcaster
- Fighting for a national \$15/day day-care program
- Fighting for a national \$15 minimum wage

Not surprising is that all of the above initiatives are part of the NDP platform in the upcoming federal elections on October 19, 2015.

*The labor movement is directly responsible for the creation and sustenance of the middle class. The labor movement is responsible for safe work places, the eight-hour work-day, overtime, and the weekend. The good wages provided by labor unions means that people have money to support their communities.*



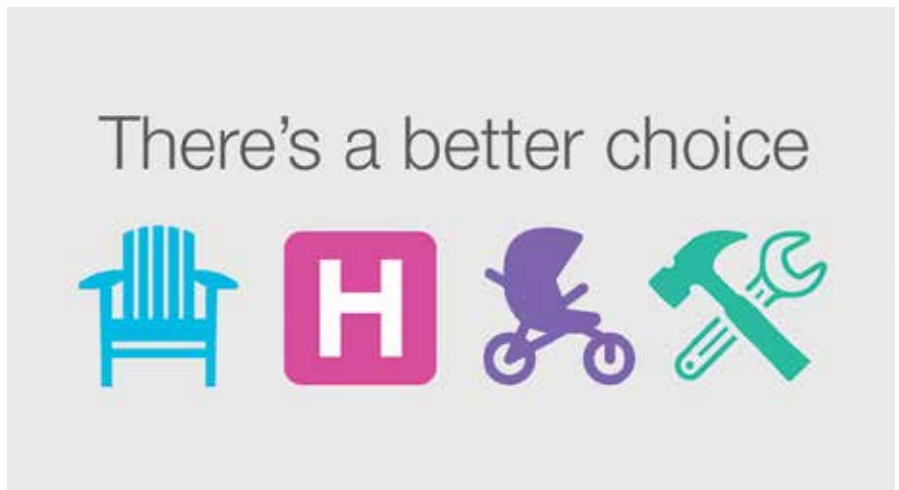
## Federal Election in Canada

**A**fter the longest campaign in modern Canadian history, Canada will hold its next federal election on October 19th. This is a critical election for the country, as the Conservatives have had a majority government and have used that majority to pass anti-union legislation such as Bill C-525 and Bill C-377. Labour has been preparing for this fight for months, while we've watched the Conservative government doing everything in its power to destroy workers' rights.

Over the last month, many different polling firms have indicated that the three major parties are in a statistical dead heat, and we have also seen the New Democratic Party polling with a slight lead. In a country with a number of major political parties, the problem tends to be vote-splitting, and this, arguably, is a major reason why the Conservatives have gotten into office in at least the last two elections. The IATSE is united in the belief that the current party is damaging to labour, workers, and support for the arts.

The Canadian Labour Congress conducted polling and identified four issues that are important to Canadians going into this election – Retirement Security, Healthcare, Childcare, and Good Jobs. Below is some more info on the issues identified as being of the most concern to Canadians.

**Retirement Security:** Canadians are worried about their retirement, and the number of seniors living in poverty in Canada is on the rise. As older workers near retirement age, many fear they won't have enough money saved. For



some, the investment returns they were promised never materialized. Others just couldn't save enough on their own. After a lifetime of hard work, no one should have to retire in poverty.

In fact, a small increase in Canada Pension Plan contributions could help make things easier. For less than a cup of coffee and a donut a day, the average worker could double their CPP benefits at retirement. Despite support from the majority of provinces, the Conservatives oppose this.

**Healthcare:** Canada is aging. By 2026, one in five of us will have reached

age sixty-five, and over the next ten years we face a shortage of 86,000 long-term care beds. While Canadians wait for care, the federal government is breaking its promise to put the funds we need into the system.

Before the last federal election, Prime Minister Harper promised to renew the Federal Health Accord, committing to increasing health care transfer payments to the provinces by six per cent a year, but in 2013, the government broke that promise, tying any further increases to economic growth. Even if the outlook for Can-

ada's economy exceeds expectations and improves, increases in funding for health care are unlikely to exceed three per cent. That means a funding shortfall of about \$36 billion in health care transfers by 2024.

**Childcare:** Today, four out of every five children under six years old don't have access to a regulated child care space. For many families, the cost of child care is their second-highest expense after housing. In Ontario, for example, families can spend between \$40 and \$60 a day for care – in bigger cities, the cost can be even higher.

Finding quality, affordable care shouldn't be a never-ending struggle. Quebec's example shows that affordable childcare benefits everyone. A national child care system is a better choice for children, families and the economy. The Conservatives oppose it.

**Good Jobs:** Canadians need quality jobs they can rely on so they can feel more secure about their future. Our shaky economic recovery has left 2.8 million Canadians unemployed or un-

deremployed. Nearly three-quarters of the jobs created over the past six years have been precarious - part-time, temporary or in the self-employed sector. Nearly a million Canadians have to work multiple jobs just to make ends meet. The impact is most apparent among younger Canadians, who continue to struggle with double the national unemployment rate.

Workers are our strongest competitive advantage. Let's start to transition away from an economy dependent on fossil fuels to a low carbon economy that would create tens of thousands of quality jobs, boost the manufacturing sector and help fight climate change!

For more info on all four of these issues, visit [www.betterchoice.ca](http://www.betterchoice.ca).

The bottom line is, we all must get involved. Get out to the polls and encourage your friends, families, and co-workers to do the same. It's time for a change. Voting is a right, but it is also a responsibility. Stand up and be counted!

## ENGAGE CANADA

Engage Canada is a broad-based, grassroots organization formed in response to a growing movement that is looking for change in Ottawa. It has received funding from progressive groups, organizations and individuals from across Canada who want to fight to ensure that middle class families get their voices heard. The only way to ensure this happens is by working together; a principle unions are quite familiar with. Donations have gone toward advertising and getting the message out online.

In order to protect the interests of our members, the IATSE and many individual Locals have aligned with Engage Canada. Between the International and the Locals, the IATSE's total contribution was \$88,590. For more info on Engage Canada, visit [www.notthereforyou.ca](http://www.notthereforyou.ca).

## NO TO ALEC



Here is a group photo of IATSE members who attended the "No to ALEC" Rally in San Diego on July 22, 2015, coordinated by International Representative Ron Garcia.

# IATSE Women's Committee Expresses Thanks to President Loeb

**A**s reported in the minutes of the Mid-Summer General Executive Board meeting held in Halifax, Nova Scotia, the week of July 27-31, 2015 (see page 97 of this Bulletin), President Loeb officially established the IATSE Women's Committee in June.

The women of the IATSE have been getting together for dinner at each of the General Executive Board meetings for about five years, with a continued show of increased participation. Originally, these dinners were small and organized as a social event. However, as more and more women became interested in attending, the dinners also provided networking opportunities with time to share a few laughs. On occasion, guest speakers were invited to address the attendees and share their stories of success in the work-

place and their communities. It became clear that the need for a more formal structure was appropriate as a forum for the women of the IATSE to act in concert for the benefit of their distinct issues, the IATSE and the labor movement at large.

By establishing the IATSE Women's Committee, it is clear that President Loeb recognizes the voices of the many diverse women of the IATSE. The Committee wants to thank him for the opportunity to strengthen those voices.

The Committee announced its first

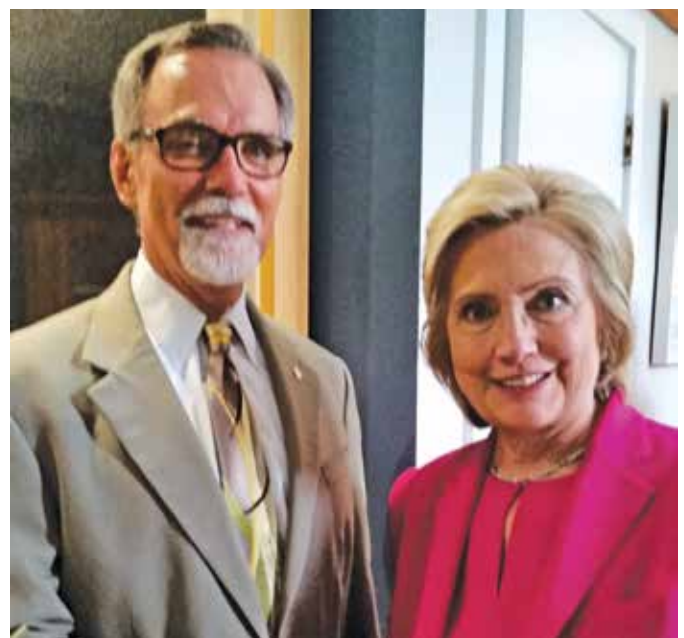
endeavor - support of the Spread the Word campaign in conjunction with the Coalition of Labor Union Women (CLUW). The campaign focuses on women's heart health and testing options. For more information, please go to [www.GoSpreadtheWord.com](http://www.GoSpreadtheWord.com).

If you are a Woman of the IATSE and want to receive information about future events and other information from the Committee, please send an email to [IATSEWomen@iatse.net](mailto:IATSEWomen@iatse.net). Please be sure to include your contact information.

## HILLARY FOR AMERICA

On July 14, 2015 at the home of the Chairman of the 2016 Hillary Clinton presidential campaign, John Podesta, in Washington D.C., a reception was held for "Hillary for America".

International Vice President J. Walter Cahill with Hillary Rodham Clinton.



## INTERNATIONAL TRUSTEE CORINTHIA FAYE HARPER AWARDED LABOR LEADER OF THE YEAR

On July 25, 2015, union champion Faye Harper, International Trustee and Business Representative of Local 834, which represents workers in the Exhibition and Trade Show Industry, was awarded the Labor Leader of the Year award by the Georgia AFL-CIO Labor Awards Committee at the 44th Georgia Labor Awards Banquet.

Faye began her career working in the Convention and Trade Show industry in 1984. She worked as a freelance exhibition employee for various employers and in 1992 became a member of the newly chartered IATSE Local 834, where she served as a job steward. When her dedication and leadership skills were recognized by the International as being instrumental to the organizing success of IATSE Local 834, her journey as a union leader began. She was appointed to the position of IATSE International Representative and she was a guiding force as Local 834 gained its autonomy. Ms. Harper

was elected as Local 834's first Business Representative in 1993. In 2000, Ms. Harper was unanimously elected as an International Trustee and has been re-elected to that position ever since. Under Ms. Harper's leadership, Local 834 has succeeded and thrived. Her ability to work effectively within her Local, and the IATSE Tradeshow Department has contributed much to the success of the exhibition industry in Atlanta and has helped to establish it as one of the premier convention host cities anywhere in America. Local 834 members know her to be tough, fair, considerate, and responsive to their needs.

In writing about Faye, Local 834 President Denny Barrow said, "Ms. Harper is the embodiment of a Labor Leader, not just for this year but for her entire career. Her dedication, tenacity, professionalism, and leadership are unparalleled." International Trustee Tom Cleary, who has served in that capacity with Faye since



2006 said, "I can think of no individual more deserving." In accepting the award, Faye said, "I feel humbled by this award. It is nice that my peers think I do a good job, but every day of my life, from the time I was an at-home mom until today, as the Business Representative of Local 834 and International Trustee, it has been the same for me. I just show up and do my job." As she concluded, Faye quoted Galatians 6:9, in reminding the audience, "Let's not get tired of doing what is good. At just the right time we will reap a harvest of blessing if we don't give up."

## AFL-CIO MINORITY CAUCUS ATTORNEYS

On Monday July 13, 2015, the International hosted a gathering of minority union lawyers and summer law clerks in the General Office. This annual informal meeting held every summer in New York is an off-shoot of the AFL-CIO Lawyer's Coordinating Committee's (LCC) Minority Caucus. The LCC Minority Caucus

is committed to encouraging minority law students to become union lawyers. This summer gathering of attorneys and law clerks is part of the effort to make that happen. The LCC Minority Caucus provides support and mentoring opportunities to attorneys and law clerks. The picture here was of some of those

who turned out for this warm and enticing gathering. IATSE General Counsel Samantha Dulaney and the New York host committee of the Minority Caucus extended their heart felt appreciation to President Loeb and General Secretary-Treasurer Wood and the International for their gracious hospitality.



# INDEPENDENT AUDITOR'S REPORT

Mr. Matthew D. Loeb, President  
International Alliance of Theatrical Stage  
Employees, Moving Picture Technicians, Artists  
and Allied Crafts of the United States, Its  
Territories and Canada and Affiliates

## Report on the Financial Statements

We have audited the accompanying combined financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International") which comprise the combined statements of financial position as of April 30, 2015 and 2014, and the related combined statement of activities and combined statements of cash flows for the years then ended, and the related notes to the combined financial statements.

## Management's Responsibility for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error.

## Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free of material misstatement.

An audit involves performing procedures to obtain evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk

assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Opinion

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2015 and 2014, and its changes in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

## Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplementary information on pages 27 through 38 are presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

## COMBINED STATEMENT OF FINANCIAL POSITION APRIL 30, 2015 AND 2014

	2015	2014		2015	2014
<b>Assets</b>			<b>Liabilities and Net Assets</b>		
Current assets			Current liabilities		
Cash	\$ 2,139,824	\$ 2,197,099	Accounts payable and accrued expenses	\$ 593,793	\$ 447,864
Investments - at fair value	44,404,711	41,251,796	Tenant deposit payable	35,680	24,231
Receivables			Total current liabilities	629,473	472,095
Accrued interest and dividends	121,822	147,528	Deferred compensation plan	12,583,745	15,135,839
Promissory notes	61,400	74,800	Deferred income	7,682,000	7,024,000
Per capita taxes	79,000	214,000	Employers' bonds	1,333,554	1,531,205
Other	218,479	320,990	Total liabilities	22,228,772	24,163,139
Prepaid expenses	112,871	108,825			
Total current assets	47,138,107	44,315,038	Net assets		
Property and equipment - net	20,455,386	20,672,470	Unrestricted	45,080,456	40,712,248
Other assets	58,275	98,494	Temporarily restricted	342,540	210,615
Total assets	\$ 67,651,768	\$ 65,086,002	Total net assets	45,422,996	40,922,863
			Total liabilities and net assets	\$ 67,651,768	\$ 65,086,002

**COMBINED STATEMENT OF ACTIVITIES**  
**YEAR ENDED APRIL 30, 2015**  
**(WITH COMPARATIVE TOTALS FOR 2014)**

	2015			2014
	Unrestricted	Temporarily Restricted	Total	
<b>Revenue</b>				
Per capita taxes and assessments	\$22,873,809	\$ -	\$22,873,809	\$22,433,298
Political action contributions	-	346,014	346,014	327,505
Processing fees	1,632,347	-	1,632,347	1,506,350
Supplies and other	61,000	-	61,000	43,791
Rent	368,974	-	368,974	369,207
Royalty income	163,487	-	163,487	265,458
Other	172,149	-	172,149	352,866
Net assets released from restrictions:				
Satisfaction of program restrictions	214,089	(214,089)	-	-
Total revenue	<u>25,485,855</u>	<u>131,925</u>	<u>25,617,780</u>	<u>25,298,475</u>
<b>Expenses</b>				
Program services	17,810,204	-	17,810,204	21,355,972
Management and general	6,048,332	-	6,048,332	6,141,662
Total expenses	<u>23,858,536</u>	<u>-</u>	<u>23,858,536</u>	<u>27,497,634</u>
Change in net assets before pension liabilities	1,627,319	131,925	1,759,244	(2,199,159)
Other changes				
Investment income	188,796	-	188,796	(222,785)
Pension related changes other than benefit costs	2,552,093	-	2,552,093	5,141,177
Change in net assets	<u>4,368,208</u>	<u>131,925</u>	<u>4,500,133</u>	<u>2,719,233</u>
<b>Net assets</b>				
Beginning of year	40,712,248	210,615	40,922,863	38,203,630
End of year	<u>\$45,080,456</u>	<u>\$342,540</u>	<u>\$45,422,996</u>	<u>\$40,922,863</u>

**COMBINED STATEMENT OF CASH FLOWS**  
**YEARS ENDED APRIL 30, 2015 AND 2014**

	2015	2014
<b>Cash Flows from Operating Activities:</b>		
Change in net assets	\$4,500,133	\$2,719,233
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	807,365	834,908
Net (appreciation) depreciation in fair value of investments	(917,377)	509,802
Receivable - Accrued interest and dividends	25,706	23,693
Receivable - Promissory notes	13,400	15,800
Receivable - Per capita taxes	135,000	(214,000)
Receivable - Other	102,511	13,328
Prepaid expenses	(4,046)	57,131
Other assets	40,219	(47,260)
Accounts payable and accrued expenses	145,929	(788,814)
Payroll withholdings	-	(89,592)
Tenants' security deposits	11,449	(4,995)
Deferred compensation plan	(2,552,094)	(5,141,177)
Deferred income	658,000	611,611
Employers' bonds	(197,651)	258,679
Currency translation adjustment	1,189,177	202,737
Net cash provided by (used in) operating activities	<u>3,957,721</u>	<u>(1,038,916)</u>
<b>Cash Flows from Investing Activities:</b>		
Purchase of investments	(45,533,278)	(34,170,776)
Sale of investments	42,108,562	37,039,458
Purchase of property and equipment	(590,280)	(1,381,701)
Net cash provided by (used in) investing activities	<u>(4,014,996)</u>	<u>1,486,981</u>
Net increase (decrease) in cash	(57,275)	448,065
<b>Cash</b>		
Beginning of year	2,197,099	1,749,034
End of year	<u>\$2,139,824</u>	<u>\$2,197,099</u>
<b>Supplemental cash flow information:</b>		
There were no cash outlays for interest or income taxes during the years ended April 30, 2015 and 2014		

**NOTES TO COMBINED FINANCIAL STATEMENTS**  
**YEARS ENDED APRIL 30, 2015 AND 2014**

**Note 1 - Description of Organization and Significant Accounting Policies**

**General**

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The combined financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.

Management has evaluated subsequent events through the date of the auditors' report, the date the financial statements were available to be issued.

#### Basis of accounting

The financial statements are presented on the accrual basis of accounting.

#### Fund accounting

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been combined for financial statement purposes.

#### Canadian exchange

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the combined statement of financial position are translated at the appropriate year end exchange rates. Canadian dollars included in the combined statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the combined statement of activities.

#### Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

#### Administrative expense allocation

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services include salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2015 and 2014 was \$258,723 and \$90,142, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2015 and 2014 was \$276,124 and \$259,650, respectively. This amount is included in employee benefits in the combined schedule of expenses.

#### Functional allocation of expenses

The cost of providing the various programs and other activities has been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated between the programs and supporting services benefited.

#### Inventory

The International maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of the items held.

#### Valuation of investments

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.

#### Note 2 - Cash

	2015	2014
Interest bearing	\$1,713,705	\$1,917,443
Non interest bearing	426,119	279,656
Total	<u>\$2,139,824</u>	<u>\$2,197,099</u>

At times throughout the years the International may have, on deposit in banks, amounts in excess of insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

#### Note 3 - Investments

Investments consist of the following:

	2015	2014
Interest bearing cash	\$ -	303,678
Certificates of deposit	3,710,507	2,867,366
Government securities	23,084,504	22,238,605
Corporate debt instruments	10,787,726	10,136,549
Registered investment companies	6,710,875	5,532,808
Non publicly traded stock	111,099	172,790
Total	<u>\$44,404,711</u>	<u>\$41,251,796</u>

Investment income (loss) consists of the following:

	2015	2014
Interest and dividends	\$634,235	\$702,980
Net appreciation (depreciation) in fair value	917,377	(509,802)
Currency translation gain (loss)	(1,189,177)	(202,737)
Less: investment expenses	(173,639)	(213,226)
Total	<u>\$188,796</u>	<u>\$(222,785)</u>

#### Note 4 - Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2015 and 2014 were \$663,410 and \$357,500, respectively. The fair value of the International's investment in the building reserve as of April 30, 2015 and 2014 was \$1,152,435 and \$483,623, respectively. This amount is included in the investments at fair value in the combined statements of financial position.

#### Note 5 - Fair value measurements

The Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Interest bearing cash: Valued at cost.

Certificates of deposit, government securities, corporate debt instruments and registered investment companies: Valued at the closing price reported in the active market in which the securities are traded.

Registered investment companies: Valued at the closing net asset value of shares held at year end as reported in the active market in which the securities are traded.

Non publicly traded stock: Valued at the closing net asset value of shares as reported by independent third party valuation.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.



The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2015, with fair value measurements on a recurring basis:

Description	2015	Level 1	Level 2	Level 3
Cash and cash equivalents	\$3,710,507	\$3,710,507	\$ -	\$ -
Investments at fair value as determined by quoted market price				
Government securities				
U.S. treasury securities	18,955,156	18,955,156	-	-
Mortgage backed securities	2,494,533	-	2,494,533	-
Foreign government securities	1,634,815	-	1,634,815	-
Corporate debt instruments				
Domestic corporate bonds	9,421,829	-	9,421,829	-
Foreign corporate bonds	1,365,897	-	1,365,897	-
Registered investment companies				
Money market mutual funds	5,257,042	5,257,042	-	-
Fixed income mutual funds	1,453,833	1,453,833	-	-
Investments at estimated fair value				
Other investments				
Non publicly traded stock	111,099	-	-	111,099
<b>Total</b>	<b>\$44,404,711</b>	<b>\$29,376,538</b>	<b>\$14,917,074</b>	<b>\$111,099</b>

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2014, with fair value measurements on a recurring basis:

Description	2014	Level 1	Level 2	Level 3
Cash and cash equivalents	\$ 3,171,044	\$ 3,171,044	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	17,736,565	17,736,565	-	-
Mortgage backed securities	2,888,820	-	2,888,820	-
Foreign government securities	1,613,220	-	1,613,220	-
Corporate debt instruments				
Domestic corporate bonds	8,391,412	-	8,391,412	-
Foreign corporate bonds	1,745,137	-	1,745,137	-
Registered investment companies				
Money market mutual funds	4,231,132	4,231,132	-	-
Fixed income mutual funds	1,301,676	1,301,676	-	-
Investments at estimated fair value				
Other investments				
Non publicly traded stock	172,790	-	-	172,790
<b>Total</b>	<b>\$41,251,796</b>	<b>\$26,440,417</b>	<b>\$14,638,589</b>	<b>\$172,790</b>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period ended April 30, 2015:

Description	Total	Non publicly traded stock
Opening balance	\$172,790	\$172,790
Total investment income included in changes in net assets	(61,691)	(61,691)
Closing balance	\$111,099	\$111,099
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	\$(61,691)	\$(61,691)

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period ended April 30, 2014:

Description	Total	Non publicly traded stock
Opening balance	\$172,790	\$172,790
Total investment income included in changes in net assets	-	-
Closing balance	\$172,790	\$172,790
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	\$ -	\$ -

Total gains or losses for the period attributable to the change in unrealized gains or losses relating to assets still held at the reporting date are included in the "Investment income" category in the Combined Statement of Activities.

#### Note 6 - Risks and uncertainties

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Contributions to and the actuarial present values of the Pension Fund are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

#### Note 7 - Promissory notes

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2015 and 2014.

Following is a summary of outstanding promissory notes as of April 30th:

Local No.	2015	2014
55	\$ 2,500	\$ 6,000
153	9,000	9,000
423	2,800	6,800
707	9,600	10,000
822	37,500	43,000
<b>Total</b>	<b>\$61,400</b>	<b>\$74,800</b>

#### Note 8 - Property and equipment

	2015	2014
Land	\$ 3,865,543	\$ 3,865,543
Building and improvements	17,512,937	17,017,762
Furniture and equipment	2,746,624	2,690,708
	24,125,104	23,574,013
Less accumulated depreciation	3,669,718	2,901,543
<b>Property and equipment - net</b>	<b>\$20,455,386</b>	<b>\$20,672,470</b>

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2015 and 2014 was \$807,365 and \$834,908, respectively, computed using the straight line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

#### Note 9 - Per capita tax

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

		Quarterly Stamps Allocation				Alfred W. DiTolla/ Harold Spivak Foundation
Period		Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2015	Apr. 30, 2015	\$51.00	\$44.75	\$4.00	\$2.00	\$0.25
Jan. 1, 2014	Dec. 31, 2014	50.00	43.75	4.00	2.00	0.25
Jan. 1, 2013	Dec. 31, 2013	48.00	41.75	4.00	2.00	0.25

#### Note 10 - Rent income

The Realty Corp., the International Building Corp. and the General Building Corp. are lessors under six commercial leases, which expire during various dates ranging from fiscal 2016 through 2019.

Future annual rental income under noncancelable leases are as follows:

2016	\$214,347
2017	196,317
2018	199,758
2019	108,828
Total	<u>\$719,250</u>

Total rent income received for the years ended April 1, 2015 and 2014 was \$368,974 and \$369,207, respectively.

#### Note 11 - Royalty income

The International has entered into a multi year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL CIO) under which the AFL CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL CIO. The annual royalties received by the International for the years ended April 30, 2015 and 2014 were \$163,487 and \$265,458, respectively. The term of the existing agreement expires on February 28, 2017.

#### Note 12 - Employee 401(k) Savings Plan

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 15% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

#### Note 13 - Multiemployer plan that provides postretirement benefits other than pension

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2015 and 2014 were \$2,123,811 and \$1,931,058, respectively.

#### Note 14 - Staff pension plan

Employees of the International receive retirement benefits from the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund is valued on April 30th of each year.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure a plan's assets and its obligations that determine its funded status as of the end of the employer's fiscal year.

The following tables set forth the funded status of the Pension Fund as provided by the Pension Fund's actuaries at April 30, 2015 and 2014:

	2015	2014
Change in projected benefit obligation		
Projected benefit obligation at beginning of year	\$41,056,281	\$42,593,057
Service cost	1,242,841	1,617,196
Interest cost	1,778,216	1,662,729
Actuarial loss (gain)	(706,959)	(3,508,926)
Benefits paid	(1,250,179)	(1,307,775)
Projected benefit obligation at end of year	<u>42,120,200</u>	<u>41,056,281</u>
Change in fair value of plan assets		
Fair value of plan assets at beginning of year	25,920,442	22,316,041
Actual return on plan assets	2,010,192	2,056,176
Employer contributions	2,856,000	2,856,000
Benefits paid	(1,250,179)	(1,307,775)
Fair value of plan assets at end of year	<u>29,536,455</u>	<u>25,920,442</u>
Fair value of plan assets	29,536,455	25,920,442
Projected benefit obligation	<u>42,120,200</u>	<u>41,056,281</u>
Funded status at end of year	<u>\$(2,583,745)</u>	<u>\$(5,135,839)</u>

Amounts included in unrestricted net assets consist of:

	2015	2014
Accrued pension liability	<u>12,583,745</u>	<u>15,135,839</u>
	<u>\$12,583,745</u>	<u>\$15,135,839</u>

Net periodic pension cost (credit) includes the following components:

	2015	2014
Service cost	\$1,242,841	\$1,617,196
Interest cost	1,778,216	1,662,729
Expected return on plan assets	(1,998,224)	(1,739,652)
Amortization of unrecognized prior service cost (credit)	17,374	23,274
Amortization of unrecognized transition asset (liability)	-	-
Amortization of net loss / (gain)	<u>1,063,783</u>	<u>1,712,649</u>
Net periodic pension cost (credit)	<u>\$2,103,990</u>	<u>\$3,276,196</u>

The plan sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Combined Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

Amounts that have not yet been recognized as components of net periodic benefit pension cost:

	2015	2014
Unrecognized prior service cost (credit)	\$ 50,815	\$ 68,189
Unrecognized net actuarial loss (gain)	13,615,720	15,398,430
Unrecognized transition asset (liability)	-	-
Total unrecognized components	<u>\$13,666,535</u>	<u>\$15,466,619</u>

Estimated amounts to be amortized into net periodic benefit pension cost over the next year are as follows:

Assumptions used to determine benefit obligations are as follows:

	2015	2014
Discount rate	4.50%	4.50%
Rate of compensation increases	3.25%	4.00%
Measurement date	4/30/2015	4/30/2014

Assumptions used to determine the net periodic pension cost are as follows:

	2015	2014
Discount rate	4.50%	4.00%
Rate of compensation increases	3.25%	4.00%
Long term rate of return on assets	7.50%	7.50%
Measurement date	4/30/2015	4/30/2014

Additional year end information:

	2015	2014
Projected benefit obligation	\$42,120,200	\$41,056,281
Accumulated benefit obligation	36,828,013	34,770,466
Fair value of plan assets	29,536,455	25,920,442

Plan Assets - At April 30th, allocation of the Pension Fund assets were as follows:

	Target allocation range	2015	2014
Equity securities	30% - 60%	53%	53%
Fixed income	20% - 45%	33%	33%
Alternative investments	5% - 30%	6%	5%
Cash & equivalents	0% - 12%	8%	9%
Total assets		100%	100%

The Pension Fund has investment guidelines that seek capital preservation and long term growth. The investment guidelines are designed to create an investment portfolio which will attain total returns equal to or in excess of applicable benchmarks and actuarial assumptions while adequately supporting ongoing cash flow requirements of the Pension Fund. The guidelines require all assets portfolio to be marketable and selected with due care, skill, and diligence.

To develop the expected long term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.50% long term rate on assets assumption for the years ended April 30, 2015 and 2014.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2015, with fair value measurements on a recurring basis:

Description	2015	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,455,792	\$ 2,455,792	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,877,578	1,877,578	-	-
Mortgage backed securities	1,119,268	-	1,119,268	-
Corporate debt instruments				
A or above credit rating	335,078	-	335,078	-
Below A credit rating	626,196	-	626,196	-
Corporate stock				
Large cap sector rotator	2,413,344	2,413,344	-	-
Large cap value	4,120,907	4,120,907	-	-
Large cap growth	3,026,100	3,026,100	-	-
International value	2,027,396	2,027,396	-	-
All cap core	4,176,398	4,176,398	-	-
Registered investment companies				
Global flexible portfolio	1,815,333	1,815,333	-	-
Fixed income & mortgage backed securities	3,434,089	3,434,089	-	-
High yield corporate bonds	393,205	393,205	-	-
Alternative	665,862	665,862	-	-
Emerging markets	202,828	202,828	-	-
Investments at estimated fair value				
Partnership/joint venture interests	847,081			847,081
Total	\$29,536,455	\$26,608,832	\$2,080,542	\$847,081

The following table sets forth, by level within the fair value hierarchy, the Plan's investments, as of April 30, 2014, with fair value measurements on a recurring basis:

Description	2014	Level 1	Level 2	Level 3
Interest bearing cash	\$2,444,505	\$2,444,505	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,981,317	1,981,317	-	-
Mortgage backed securities	1,097,571	-	1,097,571	-
Corporate debt instruments				
A or above credit rating	329,168	-	329,168	-
Below A credit rating	630,939	-	630,939	-
Corporate stock				
Large cap sector rotator	2,047,439	2,047,439	-	-
Large cap value	3,770,746	3,770,746	-	-
Large cap growth	2,498,817	2,498,817	-	-
International value	1,771,942	1,771,942	-	-
All cap core	3,681,899	3,681,899	-	-
Registered investment companies				
Global flexible portfolio	1,716,300	1,716,300	-	-
Fixed income & mortgage backed securities	1,406,680	1,406,680	-	-
High yield corporate bonds	1,259,407	1,259,407	-	-
Investments at estimated fair value				
Partnership/joint venture interests	1,283,712			1,283,712
Total	\$25,920,442	\$22,579,052	\$2,057,678	\$1,283,712

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period ended April 30, 2015:

Description	Total	Partnership/joint venture interests
Opening balance	\$1,283,712	\$1,283,712
Total investment income	(19,093)	(19,093)
Sales	(417,538)	(417,538)
Closing balance	\$ 847,081	\$ 847,081

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period ended April 30, 2014:

Description	Total	Partnership/joint venture interests
Opening balance	\$2,243,914	\$2,243,914
Total investment income	7,832	7,832
Sales	(968,034)	(968,034)
Closing balance	\$1,283,712	\$1,283,712

Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period

	\$ -	\$ -
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#### Contributions

Contributions for the years ended April 30, 2015 and 2014 were \$3,132,124 and \$3,115,650, respectively. These amounts include reimbursed administrative expenses of \$276,124 and \$259,650, respectively. Contributions to the Pension Fund are expected to be \$2,856,000 for the year ending April 30, 2016.

#### Estimated Future Benefit Payments:

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

2016	\$ 1,656,210
2017	1,633,429
2018	1,695,174
2019	1,767,095
2020	2,036,516
2021 through 2025	11,852,235
Total	\$20,640,659

**Note 15 - Net assets**

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as unrestricted and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as temporarily restricted as they arise from contributions made for the restrictive purpose of this fund.

**Note 16 - Contingencies**

The International is a party to various legal actions and administrative proceedings and subject to various other claims arising in the ordinary course of business. Management of the International believes that the disposition of these actions and proceedings will not have a material adverse effect on the financial position of the International.

**Note 17 - Tax status**

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

The International Building Corp. is a Canadian tax exempt not for profit Corporation.

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.

In general, information returns are subject to audit by governmental agencies for a period of at least 3 years.

### COMBINING SCHEDULES OF INVESTMENT INCOME YEARS ENDED APRIL 30, 2015 AND 2014

	2015			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$406,330	\$ 30,026	\$197,879	\$634,235
Net appreciation (depreciation) in fair value of investments	848,265	60,930	8,182	917,377
Currency translation gain (loss)	(992,301)	(106,346)	(90,530)	(1,189,177)
Less: Investment expenses	(108,604)	(4,760)	(60,275)	(173,639)
<b>Total</b>	<b>\$153,690</b>	<b>\$(20,150)</b>	<b>\$ 55,256</b>	<b>\$188,796</b>

	2014			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 452,342	\$27,002	\$223,636	\$ 702,980
Net appreciation (depreciation) in fair value of investments	(356,699)	(2,073)	(151,030)	(509,802)
Currency translation gain (loss)	(156,408)	(13,336)	(32,993)	(202,737)
Less: Investment expenses	(137,901)	(4,885)	(70,440)	(213,226)
<b>Total</b>	<b>\$(198,666)</b>	<b>\$ 6,708</b>	<b>\$(30,827)</b>	<b>\$(22,785)</b>

### SCHEDULES OF DEFENSE FUND EXPENDITURES YEAR ENDED APRIL 30, 2015

	Total		Total
Local 3 re: August Wilson Center	\$3,540	Local 917 re: Atlantic City Resorts	35,910
Local 13 re: Varsity Theater Organizing	6,071	Local 927 re: Live Nation	1,775
Local 26 re: Meijer Gardens	3,545	Local B 173 re: Toronto Centre for the Arts/TIFF Bell Lightbox	15,219
Local 56 re: Theatre du Vieux Terrebonne/Monument National	2,489	IATSE re: AQTIS	157,317
Local 58 re: Toronto Artscape	11,005	IATSE re: Axium International Bankruptcy	1,193
Local 118 re: York Theatre	6,112	IATSE re: Barclays/ Crew One/EEB29/ Golf Chan./Met Opera/	
Local 119 re: PAC 12 Networks	14,000	Mid Atl. RSN/NBC/RIPD/Jt. Emp./Other	157,041
Local 122 re: LEGOLAND	2,406	IATSE re: Basic Agreement	204,719
Local 125 re: Horseshoe Casino RC Petition	21,961	IATSE re: Broadway Overages	8,400
Local 127 re: AEG Negotiations & ULPs	2,070	IATSE re: Canadian Organizing Manual	2,211
Local 129 and B 173 re: Hamilton Entertainment	3,563	IATSE re: Crew One	18,836
Local 129 re: FFP Laser Systems Canada/Global Spectrum	2,183	IATSE re: Freedom Films	2,250
Local 142 re: ULP Charge (Randall Finch)	175	IATSE re: Gigapix "Blackbeard"	1,263
Local 193 re: Bloomington Performing Arts Center	1,762	IATSE re: Live Nation Atlanta	10,522
Local 205 re: Long Center	6,913	IATSE re: Metropolitan Opera/Save The Met	125,844
Local 210 re: Maclab Centre Certification	6,857	IATSE re: Providence of Quebec Bill 32	14,275
Local 212 re: Redemption/Forsaken	64,200	IATSE re: RIPD Arbitration	15,000
Local 262 re: Cineplex Entertainment	3,673	IATSE re: Social Media Campaign Juno Awards	1,748
Local 320 re: Lucas Theater	44,895	IATSE re: Update Referral Rules	2,727
Local 415 re: Rialto Theatre Foundation	10,198	IATSE re: William A. Doucette, Jr.	1,693
Local 461 re: Brock University and the City of St. Catharines	4,875	IATSE re: Wisconsin Broadcast RC Petitions	9,282
Local 500 re: Kravis Center	1,398	L.E.A.P. Reimbursements to Locals and/or Officers	57,216
Local 611 re: Erin Barlowe and Sunset Cultural Center	8,685	Misc. Training/InfoComm/Instructors/Young Workers/Printing/Promo	297,715
Local 631 re: WDW Outsourcing ESPN Wide World of Sports	3,786	Thorsen French Advocacy	116,334
Local 695 re: TRO	2,688	David Binder Research Focus Groups	43,500
Local 849 re: Egg Productions Court of Appeal	10,655	Molinari Associates, LLC	7,500
Local 859 re: Fox Theatre	250	<b>Total</b>	<b>\$1,559,445</b>

**SCHEDULES OF DEFENSE FUND EXPENDITURES  
YEAR ENDED APRIL 30, 2014**

	<u>Total</u>		<u>Total</u>
Local 3 re: August Wilson Center	\$2,394	Local 695 re: TRO	14,045
Local 8 re: Legal Fee Reimbursement	15,000	Local 750 re: The Chicago Bears	2,889
Local 12 re: Organizing and ULPS	5,720	Local 756 re: The Cleveland Browns	2,500
Local 30 re: Indiana State Fair	2,699	Local 822 re: Sony Center for the Performing Arts	4,730
Local 39 re: New Orleans Convention Center	8,298	Local 835 re: Bannering	366
Local 56 re: Centre Bell	4,538	Local 849 re: Egg Productions	71,716
Local 63 re: Live Nation/NASCO	11,337	Local 906 re: Harbourfront Festival	2,880
Local 66 re: Dayton Downtown Revival	4,214	Local 917 re: Trump Plaza, Atlantic City	7,936
Local 85 re: iWireless Center	216	Local 927 re: Live Nation	22,162
Local 112 re: SMG	4,894	Local B 173/Local 129 re: HECFI and Global Spectrum Facility Management	23,561
Local 114 re: State Theater Election	1,025	IATSE re: Axiom International Bankruptcy	8,839
Local 118 re: York Theatre	10,064	IATSE re: Barclays, Golf Channel, NBCSN/RIPD/EE829/Other	238,933
Local 121 re: Global Spectrum/Certification Petition	1,960	IATSE re: Basic Agreement	21,634
Local 122 re: American Audio Visual Center	2,588	IATSE re: Freedom Films	1,126
Local 142 re: Hiring Hall	37,161	IATSE re: Gigapix "Blackbeard"	1,998
Local 193 re: Bloomington Performing Arts Center	25,807	IATSE re: Local 112 and SMG	1,444
Local 205 re: Long Center	385	IATSE re: Metropolitan Opera	8,000
Local 212 re: Redemption/Forsaken	42,244	IATSE re: PAC 12	27,387
Local 262 re: Cinema Brossard	11,243	IATSE re: William A. Doucette, Jr.	14,300
Local 300 re: Inland AV Certification	35,783	L.E.A.P. Reimbursements to Locals and/or Officers	44,398
Local 357 re: Mustang Drive In/Sunset Cinema Inc.	9,072	Misc. Training/InfoComm/Instructors/Young Workers	307,137
Local 461 re: Brock University and the City of St. Catharines	11,975	Solidarity Strategies	6,449
Local 500 re: Kravis Center	1,872	Thorsen French Advocacy	70,223
Local 611 re: Erin Barlowe and Sunset Cultural Center	11,817	<b>Total</b>	<b>\$1,166,959</b>

**COMBINING STATEMENTS OF FINANCIAL POSITION  
APRIL 30, 2015**

	<u>General Fund</u>	<u>I.A.T.S.E. Office Building Corp.</u>	<u>I.A.T.S.E. Realty Corporation</u>	<u>I.A.T.S.E. International Building Corporation</u>	<u>Convention Fund</u>	<u>Defense Fund</u>	<u>Security Department</u>	<u>Political Action Committees</u>	<u>Elimination</u>	<u>Total</u>
<b>Assets</b>										
<b>Current assets</b>										
Cash	\$ 257,383	\$ 26,995	\$35,543	\$ 3,126	\$ 65,410	\$ 74,256	\$1,334,571	\$342,540	\$ -	\$ 2,139,824
Investments -at fair value	27,471,427	-	-	-	4,532,568	12,400,716	-	-	-	44,404,711
<b>Receivables</b>										
Accrued interest and dividends	76,987	-	-	-	7,465	37,370	-	-	-	121,822
Related organizations	21,552,382	-	-	-	125,095	179,842	-	-	(21,857,319)	-
Promissory notes	61,400	-	-	-	-	-	-	-	-	61,400
Per capita taxes	64,000	-	-	-	5,000	10,000	-	-	-	79,000
Other	215,989	-	2,490	-	-	-	-	-	-	218,479
Prepaid expenses	81,633	24,688	6,550	-	-	-	-	-	-	112,871
<b>Total current assets</b>	<b>49,781,201</b>	<b>51,683</b>	<b>44,583</b>	<b>3,126</b>	<b>4,735,538</b>	<b>12,702,184</b>	<b>1,334,571</b>	<b>342,540</b>	<b>(21,857,319)</b>	<b>47,138,107</b>
Property and equipment net	416,159	16,935,078	2,121,822	982,327	-	-	-	-	-	20,455,386
Mortgage receivable	956,462	-	-	-	-	-	-	-	(956,462)	-
Other assets	53,295	4,980	-	-	-	-	-	-	-	58,275
<b>Total assets</b>	<b>\$51,207,117</b>	<b>\$16,991,741</b>	<b>\$2,166,405</b>	<b>\$985,453</b>	<b>\$4,735,538</b>	<b>\$12,702,184</b>	<b>\$1,334,571</b>	<b>\$342,540</b>	<b>\$(22,813,781)</b>	<b>\$67,651,768</b>

**COMBINING STATEMENTS OF FINANCIAL POSITION**  
**APRIL 30, 2015**

Liabilities and Net Assets

Current liabilities

Accounts payable and accrued expenses	\$341,432	\$ -	\$ -	\$9,950	\$ -	\$242,411	\$ -	\$ -	\$ -	\$593,793
Related organizations	-	18,316,273	3,318,118	221,928	-	-	1,000	-	(21,857,319)	-
Tenant deposit payable	-	24,665	7,899	3,116	-	-	-	-	-	35,680
Total current liabilities	<u>341,432</u>	<u>18,340,938</u>	<u>3,326,017</u>	<u>234,994</u>	<u>-</u>	<u>242,411</u>	<u>1,000</u>	<u>-</u>	<u>(21,857,319)</u>	<u>629,473</u>
Deferred compensation plan	12,583,745	-	-	-	-	-	-	-	-	12,583,745
Deferred income	6,763,000	-	-	-	306,000	613,000	-	-	-	7,682,000
Employers' bonds	-	-	-	-	-	-	1,333,554	-	-	1,333,554
Mortgage payable	-	-	-	956,462	-	-	-	-	(956,462)	-
Total liabilities	<u>19,688,177</u>	<u>18,340,938</u>	<u>3,326,017</u>	<u>1,191,456</u>	<u>306,000</u>	<u>855,411</u>	<u>1,334,554</u>	<u>-</u>	<u>(22,813,781)</u>	<u>22,228,772</u>
Net assets										
Unrestricted	31,518,940	(1,349,197)	(1,159,612)	(206,003)	4,429,538	11,846,773	17	-	-	45,080,456
Temporarily restricted	-	-	-	-	-	-	-	342,540	-	342,540
Total net asset	<u>31,518,940</u>	<u>(1,349,197)</u>	<u>(1,159,612)</u>	<u>(206,003)</u>	<u>4,429,538</u>	<u>11,846,773</u>	<u>17</u>	<u>342,540</u>	<u>-</u>	<u>45,422,996</u>
Total liabilities and net assets	<u>\$51,207,117</u>	<u>\$16,991,741</u>	<u>\$2,166,405</u>	<u>\$985,453</u>	<u>\$4,735,538</u>	<u>\$12,702,184</u>	<u>\$1,334,571</u>	<u>\$342,540</u>	<u>\$(22,813,781)</u>	<u>\$67,651,768</u>

**COMBINING STATEMENT OF FINANCIAL POSITION**  
**APRIL 30, 2014**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	2014
Assets										
Current assets										
Cash	\$ 253,928	\$ 18,612	\$ 33,977	\$ 6,950	\$ 68,124	\$ 73,342	\$ 1,531,551	\$ 210,615	\$ -	\$ 2,197,099
Investments - at fair value	25,549,686	-	-	-	3,593,718	12,108,392	-	-	-	41,251,796
Receivables										
Accrued interest and dividends	96,626	-	-	-	6,464	44,438	-	-	-	147,528
Related organizations	20,785,319	-	-	-	139,835	240,420	-	-	(21,165,574)	-
Promissory notes	74,800	-	-	-	-	-	-	-	74,800	-
Per capita taxes	189,000	-	-	-	8,000	17,000	-	-	-	214,000
Other	303,334	15,827	1,224	-	-	605	-	-	-	320,990
Prepaid expenses	80,739	21,536	6,550	-	-	-	-	-	-	108,825
Total current assets	<u>47,333,432</u>	<u>55,975</u>	<u>41,751</u>	<u>6,950</u>	<u>3,816,141</u>	<u>12,484,197</u>	<u>1,531,551</u>	<u>210,615</u>	<u>(21,165,574)</u>	<u>44,315,038</u>
Property and equipment - net	593,990	16,896,940	2,178,741	1,002,799	-	-	-	-	-	20,672,470
Mortgage receivable	956,462	-	-	-	-	-	-	-	(956,462)	-
Other assets	90,218	4,980	-	3,296	-	-	-	-	-	98,494
Total assets	<u>\$ 48,974,102</u>	<u>\$ 16,957,895</u>	<u>\$ 2,220,492</u>	<u>\$ 1,013,045</u>	<u>\$ 3,816,141</u>	<u>\$ 12,484,197</u>	<u>\$ 1,531,551</u>	<u>\$ 210,615</u>	<u>\$ (22,122,036)</u>	<u>\$ 65,086,002</u>
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	369,264	-	-	4,500	-	74,100	-	-	-	447,864
Related organizations	-	17,510,832	3,303,118	351,624	-	-	-	-	(21,165,574)	-
Tenant deposit payable	-	13,217	7,898	3,116	-	-	-	-	-	24,231
Total current liabilities	<u>369,264</u>	<u>17,524,049</u>	<u>3,311,016</u>	<u>359,240</u>	<u>-</u>	<u>74,100</u>	<u>-</u>	<u>-</u>	<u>(21,165,574)</u>	<u>472,095</u>
Deferred compensation plan	15,135,839	-	-	-	-	-	-	-	-	15,135,839
Deferred income	6,178,000	-	-	-	282,000	564,000	-	-	-	7,024,000
Employers' bonds	-	-	-	-	-	-	1,531,205	-	-	1,531,205
Mortgage payable	-	-	-	956,462	-	-	-	-	(956,462)	-
Total liabilities	<u>21,683,103</u>	<u>17,524,049</u>	<u>3,311,016</u>	<u>1,315,702</u>	<u>282,000</u>	<u>638,100</u>	<u>1,531,205</u>	<u>-</u>	<u>(22,122,036)</u>	<u>24,163,139</u>
Net assets										
Unrestricted	27,290,999	(566,154)	(1,090,524)	(302,657)	3,534,141	11,846,097	346	-	-	40,712,248
Temporarily restricted	-	-	-	-	-	-	-	210,615	-	210,615
Total net assets	<u>27,290,999</u>	<u>(566,154)</u>	<u>(1,090,524)</u>	<u>(302,657)</u>	<u>3,534,141</u>	<u>11,846,097</u>	<u>346</u>	<u>210,615</u>	<u>-</u>	<u>40,922,863</u>
Total liabilities and net assets	<u>\$ 48,974,102</u>	<u>\$ 16,957,895</u>	<u>\$ 2,220,492</u>	<u>\$ 1,013,045</u>	<u>\$ 3,816,141</u>	<u>\$ 12,484,197</u>	<u>\$ 1,531,551</u>	<u>\$ 210,615</u>	<u>\$(22,122,036)</u>	<u>\$ 65,086,002</u>

**COMBINING STATEMENTS OF ACTIVITIES  
YEAR ENDED APRIL 30, 2015**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Revenue</b>										
Per capita taxes and assessments	\$20,116,426	\$ -	\$ -	\$ -	\$ 919,801	\$ 1,837,582	\$ -	\$ -	\$ -	\$22,873,809
Political action contributions	-	-	-	-	-	-	-	346,014	-	346,014
Processing fees	1,632,347	-	-	-	-	-	-	-	-	1,632,347
Supplies and other	61,000	-	-	-	-	-	-	-	-	61,000
Rent	-	202,190	119,084	187,712	-	-	-	-	(140,012)	368,974
Royalty income	163,487	-	-	-	-	-	-	-	-	163,487
Other	46,728	45	-	-	55	124,550	771	-	-	172,149
<b>Total revenue</b>	<b>22,019,988</b>	<b>202,235</b>	<b>119,084</b>	<b>187,712</b>	<b>919,856</b>	<b>1,962,132</b>	<b>771</b>	<b>346,014</b>	<b>(140,012)</b>	<b>25,617,780</b>
<b>Expenses</b>										
Program services	14,790,779	689,694	131,721	59,808	4,309	2,016,712	1,100	214,089	(98,008)	17,810,204
Management and general	5,707,051	295,584	56,451	31,250	-	-	-	-	(42,004)	6,048,332
<b>Total expenses</b>	<b>20,497,830</b>	<b>985,278</b>	<b>188,172</b>	<b>91,058</b>	<b>4,309</b>	<b>2,016,712</b>	<b>1,100</b>	<b>214,089</b>	<b>(140,012)</b>	<b>23,858,536</b>
Change in net assets before pension liabilities	1,522,158	(783,043)	(69,088)	96,654	915,547	(54,580)	(329)	131,925	-	1,759,244
<b>Other changes</b>										
Investment return in excess of amounts designated for current operations	153,690	-	-	-	(20,150)	55,256	-	-	-	188,796
Pension related changes other than benefit costs	2,552,093	-	-	-	-	-	-	-	-	2,552,093
<b>Change in net assets</b>	<b>4,227,941</b>	<b>(783,043)</b>	<b>(69,088)</b>	<b>96,654</b>	<b>895,397</b>	<b>676</b>	<b>(329)</b>	<b>131,925</b>	<b>-</b>	<b>4,500,133</b>
<b>Net assets</b>										
Beginning of year	27,290,999	(566,154)	(1,090,524)	(302,657)	3,534,141	11,846,097	346	210,615	-	40,922,863
<b>End of year</b>	<b>\$31,518,940</b>	<b>\$(1,349,197)</b>	<b>\$(1,159,612)</b>	<b>\$(206,003)</b>	<b>\$4,429,538</b>	<b>\$11,846,773</b>	<b>\$ 17</b>	<b>\$342,540</b>	<b>\$ -</b>	<b>\$45,422,996</b>

**COMBINING STATEMENT OF ACTIVITIES  
YEAR ENDED APRIL 30, 2014**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Revenue</b>										
Per capita taxes and assessments	\$19,699,303	\$ -	\$ -	\$ -	\$ 910,256	\$1,823,739	\$ -	\$ -	\$ -	\$22,433,298
Political action contributions	-	-	-	-	-	-	-	327,505	-	327,505
Processing fees	1,506,350	-	-	-	-	-	-	-	-	1,506,350
Supplies and other	43,791	-	-	-	-	-	-	-	-	43,791
Rent	-	208,613	117,657	42,937	-	-	-	-	-	369,207
Royalty income	265,458	-	-	-	-	-	-	-	-	265,458
Other	78,205	2,349	128	-	224,380	-	1,151	46,653	-	352,866
<b>Total revenue</b>	<b>21,593,107</b>	<b>210,962</b>	<b>117,785</b>	<b>42,937</b>	<b>1,134,636</b>	<b>1,823,739</b>	<b>1,151</b>	<b>374,158</b>	<b>-</b>	<b>25,298,475</b>
<b>Expenses</b>										
Program services	15,533,341	607,859	164,149	54,360	3,297,442	1,534,473	805	163,543	-	21,355,972
Management and general	5,783,007	260,510	70,349	27,796	-	-	-	-	-	6,141,662
<b>Total expenses</b>	<b>21,316,348</b>	<b>868,369</b>	<b>234,498</b>	<b>82,156</b>	<b>3,297,442</b>	<b>1,534,473</b>	<b>805</b>	<b>163,543</b>	<b>-</b>	<b>27,497,634</b>
Change in net assets before pension liabilities	276,759	(657,407)	(116,713)	(39,219)	(2,162,806)	289,266	346	210,615	-	(2,199,159)
<b>Other changes</b>										
Investment return in excess of amounts designated for current operations	(198,666)	-	-	-	6,708	(30,827)	-	-	-	(222,785)
Pension related changes other than benefit costs	5,141,177	-	-	-	-	-	-	-	-	5,141,177
<b>Change in net assets</b>	<b>5,219,270</b>	<b>(657,407)</b>	<b>(116,713)</b>	<b>(39,219)</b>	<b>(2,156,098)</b>	<b>258,439</b>	<b>346</b>	<b>210,615</b>	<b>-</b>	<b>2,719,233</b>
<b>Net assets</b>										
Beginning of year	22,071,729	91,253	(973,811)	(263,438)	5,690,239	11,587,658	-	-	-	38,203,630
<b>End of year</b>	<b>\$27,290,999</b>	<b>\$(566,154)</b>	<b>\$(1,090,524)</b>	<b>\$(302,657)</b>	<b>\$3,534,141</b>	<b>\$11,846,097</b>	<b>\$346</b>	<b>\$210,615</b>	<b>\$ -</b>	<b>\$40,922,863</b>

**COMBINING SCHEDULES OF EXPENSES  
YEAR ENDED APRIL 30, 2015**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$ 8,009,477	\$ -	\$ -	\$ -	\$ 2,998	\$ 405,941	\$ -	\$ -	\$ -	\$ 8,418,416
Payroll taxes	587,424	-	-	-	-	-	-	-	-	587,424
Employee benefits	5,253,303	-	-	-	-	-	-	-	-	5,253,303
Occupancy	214,177	162,000	-	-	-	-	-	-	(140,012)	236,165
Utilities	-	73,070	22,768	8,589	-	-	-	-	-	104,427
Real estate taxes	-	140,137	39,297	31,959	-	-	-	-	-	211,393
Maintenance and repairs	37,529	23,352	55,796	1,750	-	-	-	-	-	118,427
Telephone	142,831	-	-	-	-	-	-	-	-	142,831
Printing and postage	951,765	-	-	-	-	-	-	-	-	951,765
Office	274,359	57,402	1,991	16,210	1,311	1,326	1,100	2,893	-	356,592
Legal	292,134	22,259	-	-	-	1,559,445	-	-	-	1,873,838
Accounting	245,096	-	-	5,617	-	-	-	-	-	250,713
Consulting and outside services	115,830	42,617	10,800	1,933	-	-	-	-	-	171,180
Computer	300,325	-	-	-	-	-	-	-	-	300,325
Insurance	214,019	-	600	4,527	-	-	-	-	-	219,146
Meetings and conferences	1,905,764	-	-	-	-	-	-	-	-	1,905,764
Per capita taxes - affiliated organizations	888,421	-	-	-	-	-	-	-	-	888,421
Promotional and charitable	464,345	-	-	-	-	-	-	-	-	464,345
Political contributions	213,500	-	-	-	-	-	-	211,196	-	424,696
Training	16,657	-	-	-	-	-	-	-	-	16,657
Currency exchange	105,343	-	-	-	-	50,000	-	-	-	155,343
Depreciation	265,531	464,441	56,920	20,473	-	-	-	-	-	807,365
<b>Total expenses</b>	<b>\$20,497,830</b>	<b>\$985,278</b>	<b>\$188,172</b>	<b>\$91,058</b>	<b>\$4,309</b>	<b>\$2,016,712</b>	<b>\$1,100</b>	<b>\$214,089</b>	<b>\$(140,012)</b>	<b>\$23,858,536</b>

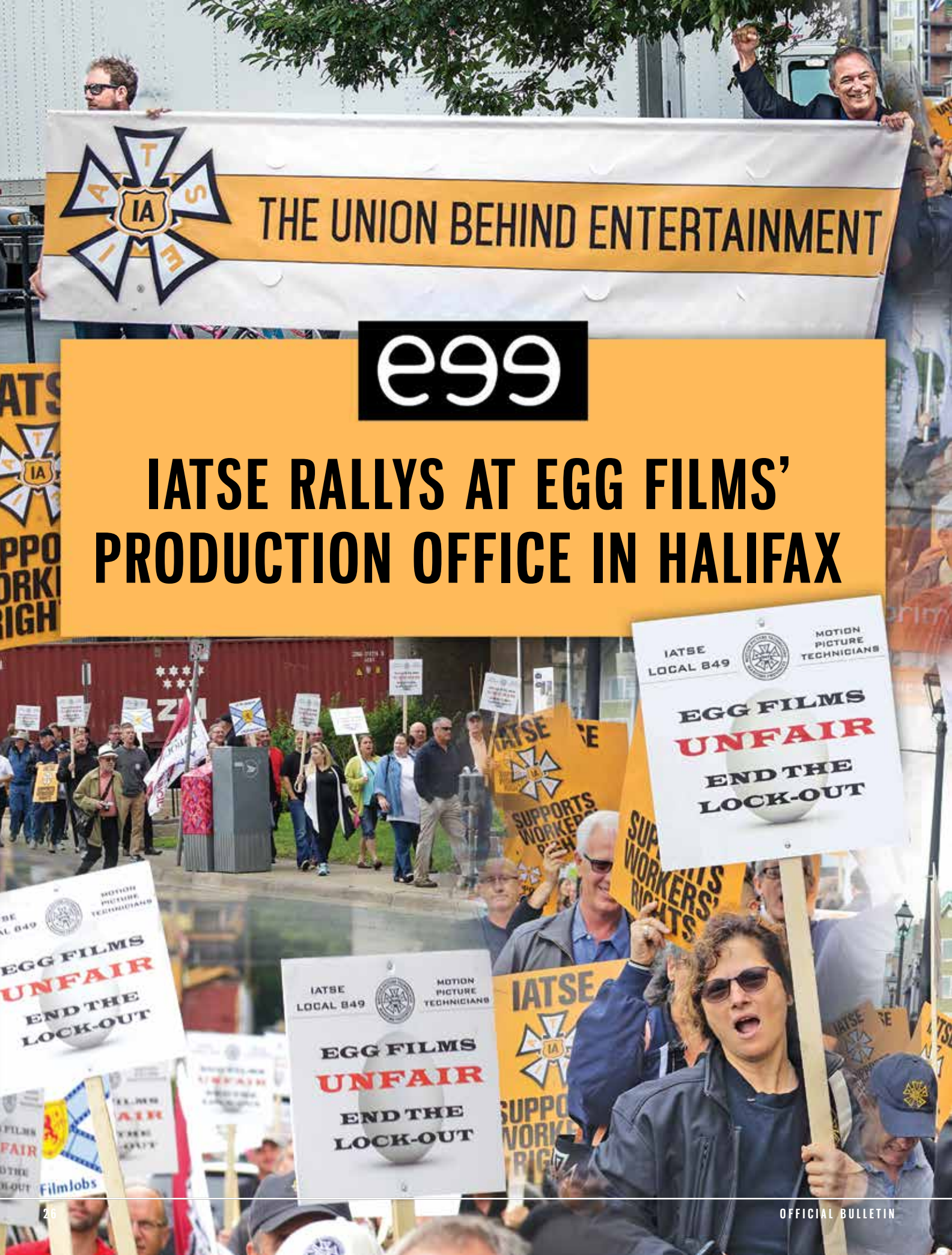
**COMBINING SCHEDULES OF EXPENSES  
YEAR ENDED APRIL 30, 2014**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$ 7,965,081	\$ -	\$ -	\$ -	\$ 2,465,658	\$ 268,485	\$ -	\$ -	\$ -	\$ 10,699,224
Payroll taxes	679,544	-	-	-	-	-	-	-	-	679,544
Employee benefits	4,963,335	-	-	-	-	99,029	-	-	-	5,062,364
Occupancy	516,676	150,000	-	-	-	-	-	-	-	666,676
Utilities	-	72,188	19,911	8,207	-	-	-	-	-	100,306
Real estate taxes	-	128,295	39,387	25,888	-	-	-	-	-	193,570
Maintenance and repairs	37,456	9,538	103,226	3,074	-	-	-	-	-	153,294
Telephone	115,331	-	-	-	-	-	-	-	-	115,331
Printing and postage	885,980	5,099	-	-	472,711	-	-	-	-	1,363,790
Office	250,045	11,123	3,654	15,654	1,829	-	805	3,793	-	286,903
Legal	495,089	25,870	-	-	-	1,166,959	-	-	-	1,687,918
Accounting	341,949	-	-	4,500	-	-	-	-	-	346,449
Consulting and outside services	169,126	22,509	10,800	-	-	-	-	-	-	202,435
Computer	282,519	4,198	-	-	-	-	-	-	-	286,717
Insurance	194,224	-	600	4,359	-	-	-	-	-	199,183
Meetings and conferences	2,508,268	-	-	-	327,720	-	-	-	-	2,835,988
Per capita taxes - affiliated organizations	949,059	-	-	-	-	-	-	-	-	949,059
Promotional and charitable	379,348	-	-	-	-	-	-	-	-	379,348
Political contributions	184,302	-	-	-	-	-	-	159,750	-	344,052
Training	24,015	-	-	-	-	-	-	-	-	24,015
Currency exchange	57,036	-	-	-	29,524	-	-	-	-	86,560
Depreciation	317,965	439,549	56,920	20,474	-	-	-	-	-	834,908
<b>Total expenses</b>	<b>\$21,316,348</b>	<b>\$868,369</b>	<b>\$234,498</b>	<b>\$82,156</b>	<b>\$3,297,442</b>	<b>\$1,534,473</b>	<b>\$805</b>	<b>\$163,543</b>	<b>\$-</b>	<b>\$27,497,634</b>



**COMBINED SCHEDULES OF EXPENSES  
YEARS ENDED APRIL 30, 2015 AND 2014**

	2015	2014
Payroll and allowances	\$ 8,418,416	\$10,699,224
Payroll taxes	587,424	679,544
Employee benefits	5,253,303	5,062,364
Occupancy	236,165	666,676
Utilities	104,427	100,306
Real estate taxes	211,393	193,570
Maintenance and repairs	118,427	153,294
Telephone	142,831	115,331
Printing and postage	951,765	1,363,790
Office	356,592	286,903
Legal	1,873,838	1,687,918
Accounting	250,713	346,449
Consulting and outside services	171,180	202,435
Computer	300,325	286,717
Insurance	219,146	199,183
Meetings and conferences	1,905,764	2,835,988
Per capita taxes affiliated organizations	888,421	949,059
Promotional and charitable	464,345	379,348
Political contributions	424,696	344,052
Training	16,657	24,015
Currency exchange	155,343	86,560
Depreciation	807,365	834,908
Total expenses	<u>\$23,858,536</u>	<u>\$27,497,634</u>



e99

# IATSE RALLYS AT EGG FILMS' PRODUCTION OFFICE IN HALIFAX

IATSE LOCAL 849  
MOTION PICTURE TECHNICIANS  
**EGG FILMS UNFAIR**  
END THE LOCK-OUT

IATSE LOCAL 849  
MOTION PICTURE TECHNICIANS  
**EGG FILMS UNFAIR**  
END THE LOCK-OUT

IATSE LOCAL 849  
MOTION PICTURE TECHNICIANS  
**EGG FILMS UNFAIR**  
END THE LOCK-OUT

IATSE  
SUPPORTS WORKERS' RIGHTS



# IATSE Family Members Awarded 2015 Union Plus Scholarships

## WINNERS HONORED FOR ACHIEVEMENT AND UNION VALUES

**U**nion Plus recently awarded \$150,000 in scholarships to 106 students representing 36 unions, including two winners representing the International Alliance of Theatrical Stage Employees, in the 2015 Union Plus Scholarship Program. In this 24th year of the program, more than 5,000 applications were received from union members, their spouses and their dependent children in all 50 states, Puerto Rico and the U.S. Virgin Islands. This year's IATSE winners are:

**Jennifer Sheeren** of Houston. Jennifer, whose father, John Sheeren, is a member of IATSE Local 600, has been awarded a \$1,000 scholarship.



**Delaney Swink** of Ashland, OR. Delaney, whose mother, Jana Carole, is a member of IATSE Local 700, has been awarded a \$4,000 scholarship.



Learn More About the Union Plus Scholarship Program by visiting: [UnionPlus.org/Education](http://UnionPlus.org/Education) for applications and benefit eligibility.

## YOUNG WORKERS HOW-TO GUIDE

*“By providing opportunities for our young members to come together at the Young Workers events and activities, and creating their own young worker groups, they are able to gain knowledge about the history of the IATSE and gain a better understanding of our industry. They are skilled and sophisticated members who are able to build camaraderie and solidarity that helps to ensure they will carry us into the future with all our brothers and sisters in the labor movement.”*

—International President Matthew D. Loeb

Inspired by a growing push to engage young union members across North America, the IATSE Young Workers was formed January 2012 to give our young union members a greater understanding of the responsibilities of leadership and encourage their active participation in the IATSE. Over the years, our young workers have engaged in organizing efforts, set up charity drives, coordinated educational events at their Local, and much more.

The Young Workers Committee has held three conferences since 2012 – two in Philadelphia, PA and one in Portland, OR. Following the 2014 conference, attendees requested a guide to forming a young worker group at their Local. We are proud to announce that this guide, based off of the AFL-CIO’s NextUP Toolkit, is now available for download on the IATSE website at [www.iatse.net/ywc](http://www.iatse.net/ywc). Below is a summarized checklist version.

- **Consult local leadership and Constitution and Bylaws.**

Most Constitutions and Bylaws

include language about forming a committee. Talk with your local leadership and consult the Bylaws if you wish to start a formal committee. The IATSE Young Workers Committee does not have formal requirements for young worker groups. Do what works best for your Local.

- **Gauge interest and recruit young members.**

Is the local leadership on board? Are the young members in your Local interested in forming a group? Do you have capacity to organize and run the group? Refer to our recruitment strategies for helpful tips and methods.

- **Write a mission statement.**

A mission statement describes what your young worker group is about, what you do, and where you see yourselves going. This statement is a foundation of the plan that lays out how you will achieve your group’s objectives.

- **Convene a meeting and discuss actions the group would want to take – select one to start! – strategize, and execute the action.**

Whether your group has dozens of ideas or not, you should pick one activity to complete as your first project to demonstrate success to your local leadership and fellow members.

- **Prepare a report to read at the next local membership meeting.**

You should prepare reports after each activity your young worker group engages in, and read them at local membership meetings. This is a great way to keep everyone up-to-date and feeling positive about the young worker group.

Optional: reach out to the IATSE International Young Workers Committee to report on your success – we are always excited to hear about what our sisters and brothers are up to!

**Visit [www.iatse.net/ywc](http://www.iatse.net/ywc) to download the full 11-page guide.**

# Make Organizing Fun

**O**rganizing is many things: Top down or bottom up, open shop or closed shop, voluntary recognition or a stipulated election, wall to wall or a micro unit. Most importantly, in order to be successful you need to know all the legal rules and have a strategy that is adaptable in order to be successful.

First, when selecting a target to organize, you have to talk with all entertainment workers employed at the work site. Without the workers support you cannot be successful. That includes those who may not support the union. You should be seeking to represent all employees that make entertainment happen. When the IATSE represents a wall-to-wall unit, the unified workers have strength and power at the bargaining table.

Sadly, sometimes this is not possible. Whether it is because some employees are not ready or willing to be a part of a union or they are scared of losing their job, most times you will not get 100% support for the union.

Sometimes we can identify an Appropriate Unit that meets the qualifications of the NLRB that is smaller than a wall-to-wall unit known as a Micro Unit.

A successful organizer needs to look at the big picture to see if they can get a majority the workers to want Union representation and they have enough of them sign authorization cards. One also needs to identify if this is an Appropriate Unit of employees. What constitutes an appropriate unit? An Appropriate Unit is readily identifiable as a group of employees that share a “community of interest” with each other.

The NLRB notes that there are certain factors determining “community of interest”: whether the employees are or-

ganized into separate departments; have distinct skills, training and job functions and perform distinct work; have common supervision of employees; have significant interchange; have distinct terms and conditions of employment.

Let’s look at the factors that led to identifying the Micro Unit at the Oregon Shakespeare Festival. The IATSE was able to separate the people who run shows from the people who construct the show. The Employer had broken up the Production department into multiple smaller departments by craft. The Run Crew employees share a common work season and work schedule that is distinct from the costume and scene shop. The shops work regular hours from 8:30 a.m. to 5:00 p.m. weekly where the Run Crew could work variable hours and days depending on show assignments. The Run Crew works in the theaters that are separate buildings from the shops. The Run Crew has separate supervisors from the shop employees who they report to. The skills and training required by the Employer was different between the Run Crew and the Shops. People working in the shops are coming out of college programs or equivalent experience, most of the Run Crew receives training on the job. They have distinct working conditions such as tight dark spaces, wearing black clothing, running show tracks, having understudies, separate depart-

ment email and handbooks. Theater does involve collaboration, but collaboration is not interchange, we collaborate with actors to preform our work but are not included in the Actors Union. The Board has ruled that a small amount of interchange is even ok, especially when it is voluntary by the employee. All these things added up to define the Micro Unit of the Run Crew at the Oregon Shakespeare Festival.

You need to be prepared with all of the facts and ready to pass the community of interest test before filing your petition to represent the employees seeking a union. The Employer will most likely take the position that the smallest appropriate unit is improper and should include all employees. This will lead to a Unit clarification hearing. If you have done your homework and you are well prepared working with your legal counsel you will be effective at the hearing that will happen quickly after filing.

Make sure you ask lots of questions, so that you understand the process. Review the IATSE Organizing handbook, if you don’t have a copy a Local union officer can request it from the IATSE General Office.

Most importantly, remember to make organizing fun! This doesn’t mean it won’t be hard, it will just help you get through the tough times.

## LOCAL ORGANIZING ACTIVITY

### WON ELECTION

#### LOCAL

LOCAL 8  
LOCAL 8  
LOCAL 15

#### EMPLOYER

LIVE NATION/THEATER OF LIVING ARTS  
MEDIA THEATER FOR THE PERFORMING ARTS  
RHINO

#### UNIT

STAGEHANDS  
STAGEHANDS  
RIGGERS

### VOLUNTAY RECOGNITION

#### LOCAL

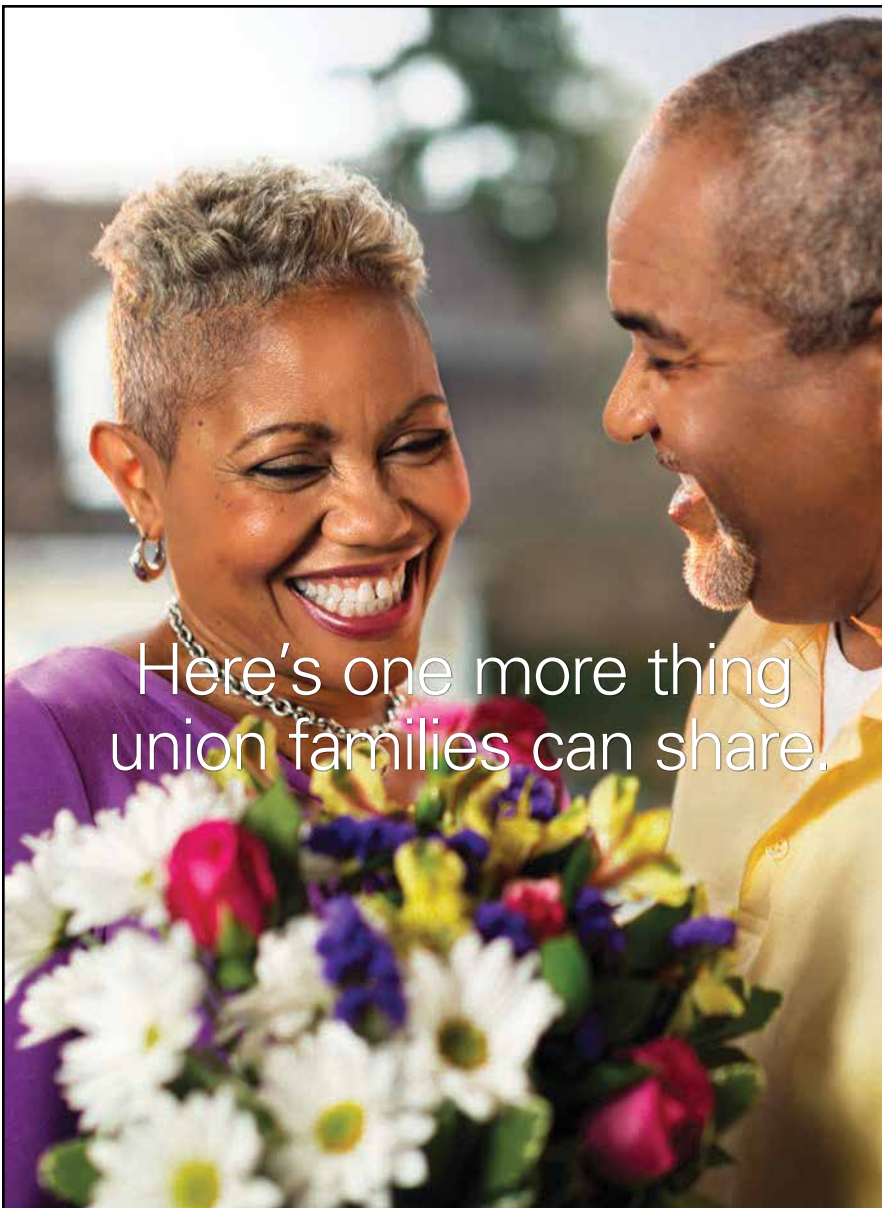
LOCAL 69  
LOCAL 927  
LOCAL 747

#### EMPLOYER

CORNERSTONE MEDIA GROUP  
ATLANTA RIGGING AND STAGING SERVICES  
CAPA

#### UNIT

STAGEHANDS  
RIGGERS  
MAKE-UP/HAIR



Here's one more thing  
union families can share.

**When you send flowers,** Union Plus sends back savings. Union Plus offers union families 20% off flowers, plants, wreaths and gift baskets from Teleflora. Order online with a Union Plus Credit Card and save 25%. Teleflora delivers through local florists, so freshness is assured. Sending flowers makes two people feel wonderful—your loved one and you!



Save the union way at  
[UnionPlus.org/Flowers](http://UnionPlus.org/Flowers)

# A Shifting Landscape in Basic Cable Unscripted Programming

This year, we've seen a growing number of Basic Cable unscripted shows come under IATSE contract.

Skin Wars, on GSN, was organized early in 2015 after a brief strike. After that, the producers of "Steampunk'd," a new competition series on GSN, reached out to the IA West Coast office once they caught wind that the crew were signing cards for union representation. Without a shutdown, the show became union.

Following quickly on the heels of that negotiation, the IA and Local representatives met the crew of WE TV's "Marriage Boot Camp," now in its third season. When the crew did not show up for work, negotiations began quickly, and the strike lasted less than a day; by 7:00 p.m., they were back on set, working union. This is WE TV's first IATSE-covered show.

On a cool, early morning in July, at a dusty movie ranch outside of Los Angeles, the Locals and IA representatives once again met with a crew on a 3rd season basic cable show. Steve Austin's "Broken Skull Ranch Challenge" has been a hit for CMT. This crew also elected not to report for work, but instead of getting a deal done quickly and painlessly, the company decided to fight. Attempting to finish production by cutting episodes and using a skeleton scab crew. For the next two weeks, the IA, members and the crew picketed the shooting location,

the offices of the production company, 51 Minds Entertainment, and the editorial facility. The displaced workers stayed strong, both production and post-production, in the face of incredible stress. 51 Minds and rGear, one of their employed entities, were designated as an Unfair Employer by International President Loeb after threatening their employees if they did not cross the picket line. This designation meant that no IATSE member could work for these two companies, on any production. This is the most serious charge that the IATSE can level at a producer. When contacted, IA members told the company they would not be working on their other upcoming productions. Combined with an Unfair Labor Practice Charge filed against the company, the threat of continued picketing, social media activism, and simply the inability to continue to produce the series with scab labor at the standards required, the company finally agreed to negotiate. After two weeks of attempting to outrun the IA, "Broken Skull Ranch Challenge" is now a union production.

A day after that strike was settled, and it was reported in the Trades, a new,



large series for GSN reached out ahead of production for an IATSE agreement. The fact that the production company Matador and their new series, Hellevator, came through the front door for a contract is a testament to what effect the crew of "Broken Skull Ranch Challenge" and similar crews of prior organizing drives have had on the industry.

The landscape is changing for those who work on basic cable unscripted productions. An IA member who joined the picket line to support the "Broken Skull" crew had worked on the last few shows organized for basic cable. He brought his seven month old daughter with him. His little girl has benefited directly from the shift towards more and more union work for those who work primarily on the hundreds of basic cable reality shows. These crews deserve the same protections and benefits as our members working in the rest of the industry and they're on their way to that goal.



## THE AREA STANDARDS AGREEMENT NEGOTIATIONS

Representatives of the affected Studio Mechanic Locals and members of their bargaining party, comprised of Local leadership and members, joined President Loeb, Vice President Michael F. Miller, Jr., General Counsel Samantha Dulaney and other actuary and pension experts were in Los Angeles for negotiations beginning the week of May 27th.

The Studio Mechanics Locals had researched and submitted proposals in the months preceding negotiations, and it was determined that the main goals would be to break the 2% yearly wage increase, increase the producer's daily contribution to the health plans, introduce wages and working conditions for New Media productions, and secure participation of the Employers in the IA Training Trust Fund.

Despite difficult negotiations, the IA was able to achieve

these goals. The IA Training Trust will now receive employer-paid monies that will support the mission of the Trust to provide entertainment-specific safety training for members around the country. We also secured jurisdiction and coverage for set teachers and the locations department, when they are not already represented by other Unions; increased protections for our members through the ability to require payroll deposits for problematic companies; and included safety guidelines language in the Agreement.

The General Executive Board of the IATSE ratified the Agreement in August of this year. Now the thousands of members who work across the country under this Agreement will reap the benefits of three more years of economic stability, increasing wages and higher contributions into their health plan.

---

## THE BASIC AGREEMENT

In August, the Basic Agreement was overwhelmingly ratified for a new three year term deal.

Negotiations were held in Los Angeles, beginning on April 6th, 2015, with a week of Local negotiations, followed by general negotiations a week later. The bargaining committee, led by International President Loeb, was comprised of IA Representatives, legal counsel, actuary and pension experts, Local leadership and IATSE members.

The core goals of the IA were to break the pattern of 2% wage increases, strengthen the pension plan while maintaining 13th and 14th checks for retirees, improve quality of life provisions and provide wages and working conditions for new media productions.

After a long week of general negotiations, Friday set a record with 24 hours straight of bargaining. After the sun rose on Saturday, a deal was reached. What was achieved was sizable, and the employers were not able to carve away long-standing, hard-fought for working conditions. The new Basic Agreement includes a total additional employer-paid contribution amount of \$86.4 million during the term of the contract, plus \$43.2 million every year thereafter. All this was achieved with no cuts to health plan benefits, no increased costs for dependents, and no increased number of hours needed to qualify for eligibility.

Some of the specific gains include: 3% yearly increases to the minimum wages of the Basic, Videotape and Digital Agree-

ments; an additional yearly contribution into the Pension Plan of \$0.18 per hour; Active members will see a 10% increase to their pension plans, provided that there are at least eight months of reserves in the Active and Retiree Health Plans; members who retired prior to August 1, 2009, will continue to receive their additional 13th and 14th checks, with the same requirements of the Active and Retiree Health Plans as for the 10% pension increase; payroll deposit language was agreed to that allows the IATSE to demand payroll deposits from new or problematic companies, thus providing additional protection for members working for these employers; for high and medium budget new media productions exhibited on Subscription Video on Demand services (such as Netflix), there are now wage minimums and working conditions in effect; the language regarding "Extended Workday Safety Guidelines" is now incorporated into the Local Union Agreements; the requirements to remain on the Industry Experience Roster were relaxed to the betterment of the membership; and guidelines were established for how to implement the new California Sick Leave Policy.

This is a strong contract that reflects the hard work done in the 2012 round of negotiations to secure the health and stability of the Active and Retiree health plans, as well as the intense preparation for this round of bargaining. 40,000 members and their families will benefit from working under these Agreements over the next few years.

## Welcome to lynda.com

This summer, in a continuing effort to provide professional development opportunities for all IATSE members, the Education and Training Department has added a valuable new tool to our training arsenal – lynda.com. Through this new partnership, members who enroll will have unlimited access to lynda’s online library of over 2,500 high quality instructional videos across a wide spectrum of technologies and disciplines that relate directly to some of the work our members do. Course subjects such as audio visual, animation, design, photography, and video can help members advance their craft. Topics like business writing, negotiation, conflict resolution, and communication can help union leaders expand business and leadership skills.

A lynda.com premium annual subscription can cost up to \$375, but IA members in good standing can enroll for a premium annual subscription through their local union for only \$20 (U.S. and Canadian). (As per enrollment forms, each local union must designate a lynda coordinator.) This latest program has been met with great enthusiasm by members and at press time, many Locals are already taking advantage of this great opportunity. All subscriptions begin on September 1, 2015 and end on August 31, 2015. Members can enroll anytime throughout the subscription period, but to take full advantage of this offer, call your local union office to enroll right away. For enrollment forms, flyers, and more go to [www.iatse.net](http://www.iatse.net), click on “Member Resources”, then “Member Education”, and “IATSE and lynda”, or type <http://iatse.net/member-education/iatse-and-lynda.com> into your web browser. ACT, MAL, and R & T members who would like to purchase subscriptions can contact Jennifer Halpern, Education Outreach Coordinator, at [lynda@iatse.net](mailto:lynda@iatse.net).

To learn how lynda.com can help you, watch the welcome movie at <http://files2.lynda.com/files/Sales/WelcomeMovie.mp4>.



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[lynda.com/files/Sales/WelcomeMovie.mp4](http://lynda.com/files/Sales/WelcomeMovie.mp4).

### I'VE ENROLLED, NOW HOW CAN I GET STARTED?

There are several ways to find the content you need

- Roll your mouse over “Browse the Library” to search the entire library by subject. Click on any of the subjects to see all the courses in that category. Filter courses by skill level, software, or author.
- Go to “browse the library” and click on Software for an alphabetical listing of all the software programs found on lynda and filter results by version, skill level, subject, or author.
- The search field lets you search for

specific words or phrases, and then provides you with a list of results. You can then browse through or filter by skill level, software, or author.

- Find the latest releases on the lynda home page, or by subscribing to the Latest Releases RSS feed.
- Watch a course’s welcome video, browse the course’s Table of Contents, read the course description, or search the course transcript to check out its training content or quickly scan ahead to find the specific information you’re looking for.

### WATCH THE TRAINING

- Download exercise files before viewing courses so you can practice applying knowledge as you go. These

are the same example files used by the instructors in the videos so that you can follow along doing exactly what the instructor is doing with photos, videos, audio files, business documents, and so on.

- Use the integrated note-taking tool as you watch to help retain the information you find valuable, keep it handy for later reference, or note how something you learned in the video can specifically be applied to your own work. The Notes tool automatically saves all of your notes and associates them with specific points of time in the video, so you can easily jump back when you want to reference what you've written. You can export any notes you've taken to three different file formats and two popular cloud services.

## MANAGE YOUR LEARNING

- Bookmarks are a great feature for storing and organizing the important information you learn while watching the training videos. Use the Bookmarks feature to mark any individual video, or even specific points in time in a video that you find especially important or useful, so that you can easily find them again later. To remember why you marked a particular video, add a description. You can add tags to your bookmarks to help you categorize and locate your bookmarked vid-

eos later. Clicking on a tag displays all the bookmarks that share that tag. For example, if you are learning the finer points of Keynote in preparation for an A/V job, you can tag specific points in relevant videos with the project name in order to access the information you need quickly.

- Shareable and assignable playlists support custom learning paths. Playlists are collections of related courses and/or videos that help you to organize your online learning into categories and lists that make sense to you.
- Creating and Sharing Playlists  
You can group playlists into categories according to learning priorities, topic, or any way you prefer. For example, a user may wish to create separate playlists for AV skills, office skills, and leadership skills. Users can create as many playlists as they want. It is possible to add full courses, sections of courses, and individual videos onto playlists, and, similar to playlists. The process is similar to iTunes, and items can be arranged in any order. A playlist allows you to quickly save and jump to any of the courses on your list. You can also share your playlists with other lynda users via email, by copying and pasting a direct link, or via Facebook, Twitter, or LinkedIn.
- Local Union lynda Coordinators and Assigned Playlists  
As per the enrollment forms, each

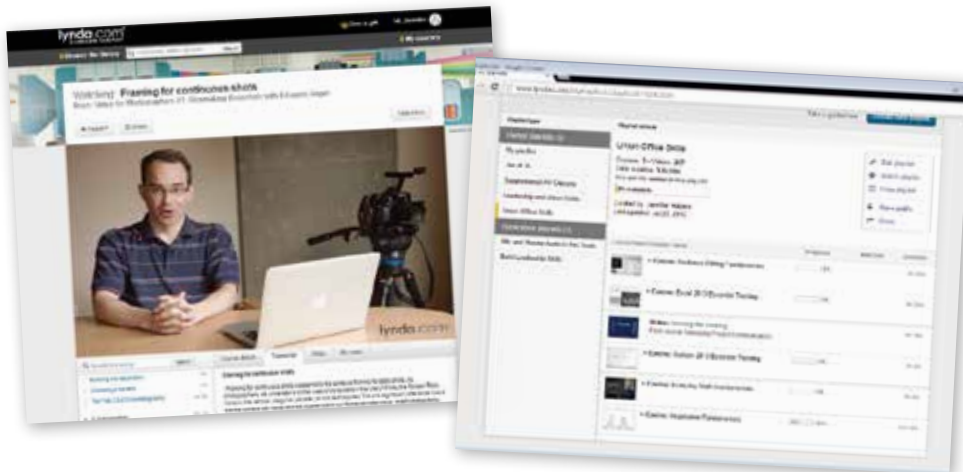
local union must assign a coordinator to collect subscription information and fees. This coordinator can also act as a sub-administrator on the lynda site. Local unions are automatically organized into their own lynda group, and the administrator for this group can create subgroups within the local union group if they wish to. For example, a Local might wish to organize users in subgroups according to craft, leadership role, or staff. The local union lynda coordinator, or sub-administrator, can then curate and assign playlists for subgroups, in order to target instruction to specific needs or goals.

For a more complete introduction to the site and information on how to make the most out of your subscription go to [www.lynda.com/How-to-use-lynda-com/77683-2.html](http://www.lynda.com/How-to-use-lynda-com/77683-2.html).

This entire introductory course is free, an active subscription is not required, and it's a great way to jumpstart your learning.

- Learn at your own pace – anytime, anywhere
- Learn from any device – desktop or mobile
- Maintain current proficiencies on rapidly changing programs and technologies
- Acquire new skills
- Problem solve with immediate just-in-time answers to questions

*Local Union Enrollment forms are included in this issue of the Bulletin. Interested members should contact their local union to purchase a subscription. ACT, MAL, and R & T members who would like to purchase subscriptions, and any member with questions, should contact Jennifer Halpern, Education Outreach Coordinator, at [jhalpern@iatse.net](mailto:jhalpern@iatse.net) or [lynda@iatse.net](mailto:lynda@iatse.net).*



# IATSE/ LYNDA.COM LOCAL UNION ENROLLMENT FORM

All Subscriptions begin September 1<sup>st</sup>, 2015 and end August 31<sup>st</sup>, 2016.

PLEASE TYPE OR PRINT LEGIBLY

<b>1. Local Information</b>		
Local Number	Phone	
Mailing Address		
<b>2. Local Union Contact for Lynda.com</b>		
Name and Title		
Email		
Work phone	Cell phone	
<b>3. Authorization from Local Union Leadership to Purchase Subscriptions</b>		
Name and Title		
Signature	Date	
<b>4. FOR IATSE EDUCATION DEPARTMENT ONLY</b>		
Form Received	Date	Initial
Status		

Please return this form to the IA Education Department with as many copies as you need of the Member Order Form and a check from the local union made payable to "IATSE"

**I.A.T.S.E. Education Department  
207 West 25<sup>th</sup> Street, 4<sup>th</sup> floor  
New York, NY 10001  
Attn: Jennifer Halpern**

## IATSE LOCAL #      /LYNDA.COM MEMBER ORDER FORM

This form should be completed by the local union coordinator and must be accompanied by a check from the Local's account made payable to "IATSE". Each subscription costs \$20.

**PLEASE PRINT OR TYPE LEGIBLY**

5. Subscriptions Purchased for the following Members:	
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
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**Please make additional copies of this form as needed - each Local may purchase as many licenses as they wish.**

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Video  
3D and Animation  
Time Management  
Conflict Resolution  
Communication

**Contact your Local Union Office to register today.**

***(Insert local union contact information here.)***

**Annual subscriptions begin on September 1, 2015.**

# I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2015

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course. Participants are required to attend all classes to graduate and to receive certification.

PLEASE PRINT LEGIBLY

1. APPLICANT				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE	
STREET ADDRESS			HOME PHONE _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____	
CELL PHONE _____-_____-_____	EMAIL ADDRESS (please print)			
2. IATSE OFFICER INSTITUTE				
<input type="checkbox"/> Toronto, ON, Oct 26 - 30, 2015				
3. LOCAL UNION INFORMATION				
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE	
OTHER UNION POSITIONS PREVIOUSLY HELD:				
4. APPLICANT SIGNATURE				
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.				
SIGNED				DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD				
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.				
SIGNED				DATE
TITLE				
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE				
APPLICATION RECEIVED	STATUS AND NOTIFICATION			INITIALS

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

I.A.T.S.E. Officer Institute  
 207 West 25th Street, Fourth Floor  
 New York, NY 10001  
 Email: officerinstitute@iatse.net

# EDUCATION AND TRAINING



**ATLANTA OFFICER INSTITUTE GRADUATES  
MAY 11 – 15, 2015**

- |                        |                        |                         |                         |
|------------------------|------------------------|-------------------------|-------------------------|
| Patric Abaravich, 728  | Mike Filosa, 479       | Alfred Kuhn, 900        | Michael Robillard, 478  |
| George Aytes, 333      | Nancy Flesher, 477     | Patrick Landers, USA829 | R. Stephen Rysted, 112  |
| Danny Barrow, 834      | Richard Foley, 347     | Rachel Magee, 205       | Miguel Sanchez, 494     |
| Michele Brooks, 33     | Todd Gacioch, 38       | Erik Molitor, 21        | Samantha Smith, 798     |
| Rusty Burrell, 600     | Patrick Gapusan, 115   | Martha Mountain, USA829 | Wendy Strickland, 900   |
| Peter Burton, 112      | Neil Gluckman, 927     | Fred Moyse, 477         | Mathew Terwilliger, 13  |
| Stephen Butler, 834    | Juan Guallini, 494     | Dennis Parker, 78       | Chris Tveitbakk, 745    |
| Suzanne Chambliss, 478 | Aaron Hallmark, 865    | Michael Paveglio, 834   | Anthony Vasquez, Jr., 7 |
| Erik Charles, 834      | Frank Hatcher, 479     | Susan Phillips, 115     | Lauralyn Walsh, 479     |
| Peter Cocchiere, 927   | Allan Herman, 927      | Jerry Popolis, 798      | Leo Wilhelm, II 38      |
| Paula Cohen, 764       | Jennifer Hutchins, 479 | Chucks Porter, 347      | Darryl Wilson, 492      |
| Hank Collins, 927      | Lynn Jackson, 772      | Bryant Preston, 7       | Robert Wilson, 60       |
| David Cottrill, 488    | David Jerkins, 78      | Troy Rigby, 838         |                         |



**Here is the class picture from the AV Essentials Class held the week of August 3rd in Portland, Oregon.**



## ACTIVISTS CORNER

*My name is Anthony Vasquez Jr. and I am the Exhibition Vice-President of IATSE Local 7 in Denver, CO.*

On July 21st our young workers committee hosted a “Why Unions Still Matter” event. We wanted to educate our members and the labor community about how to succeed in the labor movement, as well as showcase the work we do as stagehands. Local 7’s Executive Board unanimously voted to fund the food and beverages for the event. The Denver Coliseum (one of Local 7’s venues) let us use their facilities free of charge, and many volunteers helped set it up.

We had presentations about common sense economics, labor history, activism, and guest speakers. We also discussed Local 7’s structure and how we operate. AFL-CIO Colorado Presi-

dent Jason Wardrip, Denver Area Labor Federation (DALF) political analyst Norma Ruth, DALF organizer Madison Casseles, Colorado Winds field organizer Ben Bull, and IATSE Local 7 members Rita Richardson and Michael Micholitti all presented.

We decided to invite the whole labor community and brothers and sisters from labor unions like IBEW, SEIU, National Postal Mail Handlers attended, as well as many others. We had delegates from our area labor federation in attendance and workers from many community organizations. More than 250 people attended that night, which was awesome. I hosted the event and closed it with some words for everyone to take home. For my first time speaking in front of that many people, I was filled with energy and pride for sure.



I would like to give special thanks to, Brede Denver for supplying the 20’ drape, Darryl “DJ 56” Martinez for DJ’ing the event, Tammy Gallegos for helping with the set-up of food and beverages, and last but not least everyone who showed up for the event. It was a great success for the first time ever attempting to try something like this.

**Group shot from the “Why Unions Still Matter” Event in Denver.**



ANTHONY VASQUEZ, JR.

▶ WWW.IATSE.NET

# News Crews in San Francisco Increasingly under Physical Threat

## IATSE Sharing Agenda for Bay Area Safety Summit

In the last few years, criminals have been attacking news crews in the Oakland and San Francisco Bay Area, stealing cameras, related gear, and computers. Increasingly brazen, these attacks are sometimes at gun point and have been violent at times, physically assaulting and injuring our co-workers in the field. The IATSE, along with our contemporaries at NABET, IBEW, and SAG-AFTRA have called for and scheduled an industry-wide Safety Summit to address this developing threat.

The exact numbers of these attacks have been difficult to compile since not all stations and crews have been reporting to one another from the earliest days. An AP story from August 9, 2015 stated “at least a dozen television and newspaper photographers have been robbed since 2012.” However, Dave Twedell of Local 600 shared the AP news item in the run-up to the Safety Summit, noting AP’s “dozen” grossly underreports the actual number of prior incidents. Dave and Local 600 helped coordinate the first event held August 25, with leaders from multiple IATSE Locals and other unions, and attended by the news departments from seven Bay Area TV stations. And notably, the room at that time generally agreed the number of attacks totaled closer to sixty since 2012. We’ve seen reporting on many, and our crews relay good detail through their stewards, but until now there hasn’t been a central body or means for all the stations to collate and compare all these theft events.

The attacks have varied from apparent robberies of convenience to coordinated efforts with get-away vehicles waiting nearby. The lure of high-dollar cameras and other equipment is the obvious draw, but it’s unclear where the proceeds of these thefts are being converted or sold. A San Francisco Police Sergeant stated none of the equipment has turned up in the traditional places like Craigslist or eBay, though it’s not known what level of pawn store transactions are being monitored or whether the online marketplaces in neighbor and distant states may have sufficiently masked the origin of these stolen goods. What we do know is that none of the criminals have been caught. And with the levels of violence increasing—a cameraman from KNTV in San Francisco was pistol whipped in the course of a July 2 attack—the unions representing these workers at risk have had enough.

Adding more to the story, we’ve come to understand the group/gang doing at

least some of these robberies are no smash and grab and appear to be reasonably organized and well-funded. In the time since we scheduled the August 25th event a further incident occurred where three would-be attackers in a Porsche Cayenne SUV stopped and approached a news vehicle but were thwarted when the crew returned to their van, after which the lead-man, his lookout, and the vehicle driver fled.

That most recent event coupled with the violent July 2 attack raised the stakes for all parties. We were confident all the stations would take notice and that, frankly, regardless that the meeting agenda was developed by labor, none could afford the poor optics of failing to attend. And they did attend; all of them. So we had SAG-AFTRA, representing the on-air talent, and crew unions with varying degrees of interchange (jurisdictional vagaries continue as the “crew” may be one person setting up the camera then turning it on themselves for the report),

the TV Stations (with or without their corporate parents), and the various relevant law enforcement agencies (CHP and Oakland and San Francisco PDs) together for the first time to strategize for solution(s). This was no small thing. And even without law enforcement, it is doubtful that such a complete group of station management and labor has ever been assembled. Of course it occurred because safety issues naturally rise to trump contract and economic disputes.

But it did occur, and the focus is clear: make the work environment safe for field reporters and associated crews. But the challenges are complex. The reduced size of crews (again, sometimes to just one person) makes them easy prey. Even in small numbers, the roving broadcasters are no match for gunmen.

The Safety Summit was a first ideas meeting, and the ideas so far have been many and diverse. Suggestions so far include developing a real time (or near to real time) information networks so everyone is monitoring or can be made aware of further attacks and risky or dangerous areas; tracking devices on targeted equipment; surveillance cameras on station vehicles; armed assistance where necessary; and more secure communication between command and field units. The difficulty of getting the 30+ people in room, and the

sort of natural delegation of duties dictate that we move forward with a leaner “working group” which will meet again on Monday October 19. Additional ideas will likely develop between now and the second meeting, and we know already that some of the early ideas are easier to put in effect than others, and with varying degrees of effectiveness. Tracking devices, for

## The IATSE's commitment to safety is well established and our participation in this first Safety Summit was only the beginning.

example, may get us some of the criminals when gear is located, but do little for the crew at the time of attack. Guards, armed and otherwise, are proposed to accompany the crews, but it is not hard to imagine cash-strapped local news divisions pushing back on that insistence. And real-time monitoring and/or 360 degree cameras on the news vehicles present both cost and operational obstacles.

Interestingly, it was clear at our first meeting that the TV stations had some

dialogue between themselves as this agenda spun up. Again, no surprise that management would hope to address issues with such a public footprint without being instructed to do so (or gently led) by the unions. But we are leading the way on this because for certain it is those on the ground, in the field, at the site, and subject to these unreasonable safety violations that are best suited to speak on, strategize for, and counsel solution. So regardless the working group, we will continue to do that.

The IATSE's commitment to safety is well established and our participation in this first Safety Summit was only the beginning. By way of some disclosure, we allowed and encouraged the SAG-AFTRA to be the face of our campaign; they were ready and clearly saw the need, and it's always effective to have Talent on your side when management seems obstinate. But special notice goes to Dave Tweedel of Local 600. He has led, drafted, and developed this agenda. We'd be none further down the road without him. And while we sincerely hope safety issues like these do not rise up in other markets, we are keenly interested in the dynamics of these meetings with so many interested parties (unions, stations, and municipal and law enforcement agencies). Watch for more on this story and actions by all involved in upcoming *Bulletins*.



# CREW SHOTS

Local 822 Wardrobe Crew of the “Nutcracker” at the Four Seasons Centre in Toronto.



Locals 16 and 784 members of the Touring Crew, “Annie” at the Golden Gate Theatre.

▶ WWW.IATSE.NET



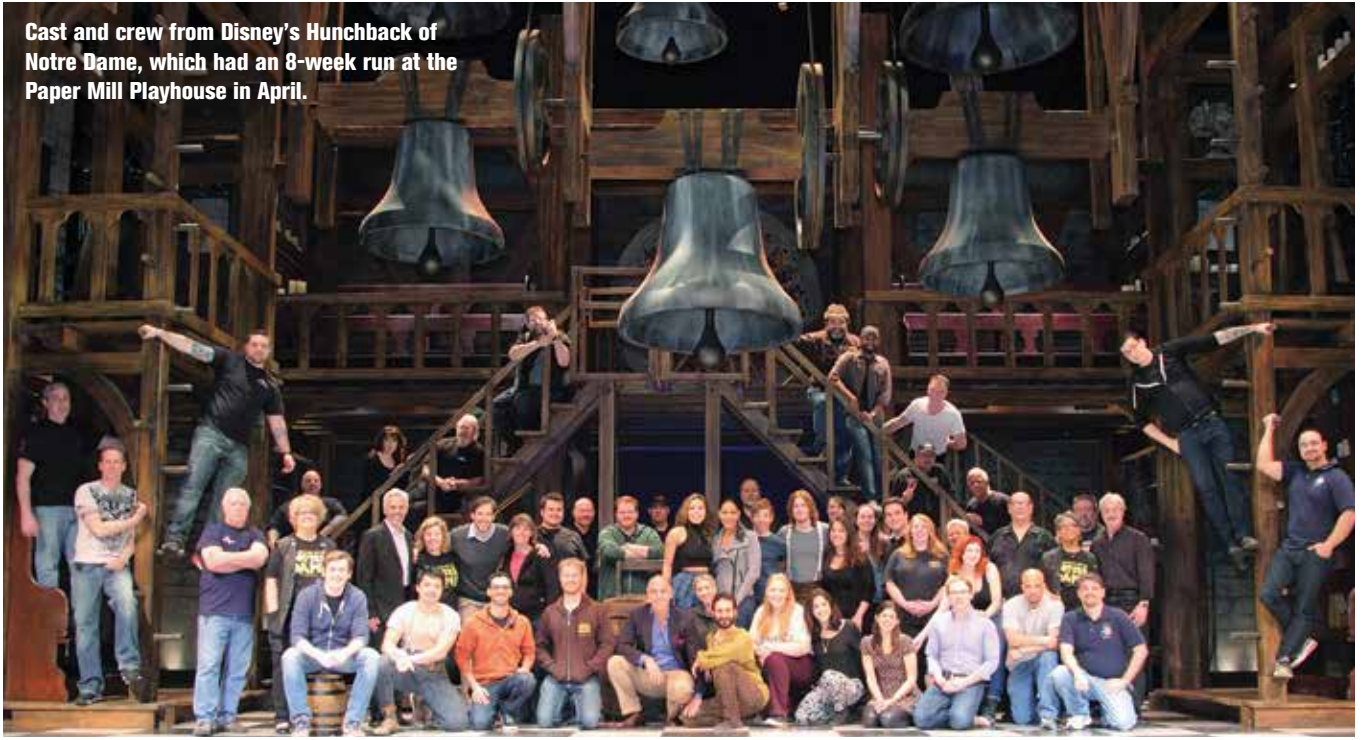
Crew from Microsoft Build 2015 at the HoloLens Studio. From left to right: Local 16 Head Carpenter Jason Boccaleoni, Jason Pappas, Head Props Jane Henderson, Patrick Knight, and Ryan Miller.



A crew shot from "The First Wives Club" pre-Broadway run at the Oriental Theatre in Chicago, IL.

# CREW SHOTS

Cast and crew from Disney's *Hunchback of Notre Dame*, which had an 8-week run at the Paper Mill Playhouse in April.



This picture was taken of the wardrobe department for the 2015 ESPY Awards at the Microsoft Theatre, Los Angeles, California on July 15, 2015. From left to right, Joanne Lavin, Maurine Isaacs, and Robert Cardenaz of Local 705; Mary Jane Wenzel-Hetrick, Phil Blikstad and Grover Cleveland Guessford of Local 768.



# IATSE Plays an Integral Role on ESCA Labor Council

**A**bout five years ago, the Board of the Exhibition Services and Contractors Association (ESCA) created a Labor Council to provide a setting for unions serving the Tradeshow Industry to discuss workplace issues with service contractors and facilities' representatives who host Tradeshows. Don Gandolini, International Representative, currently serves as co-chair of the Labor Council.

An issue of particular concern under discussion at the Council is the disregard for show floor rules that are published as part of exhibitor information packets. These rules generally define union jurisdiction as well as the procedures to follow regarding exhibit installation and dismantling. Unscrupulous contractors and exhibitors routinely hire non-union labor to set their exhibits, in direct conflict with these rules. This results in lost employment for our members and lost revenue for our employers.

Both Unions and their employers have confronted the non-conforming contractors and exhibitors directly, with mixed results. One of the goals of the Labor Council is to work closely

with ESCA to inform and educate show management and exhibitors in order to better enforce jurisdictional boundaries and show floor rules.

Another task undertaken by the Council is to address issues with customer service. To that end, a customer service training program has been developed. ESCA will be offering the program to its member organizations over the next several months. Cities that participate in the ESCA Worker Identification System (WIS) will likely be the first to receive the training. The WIS system, currently used in fourteen facilities nationwide, is a state of the art identification badge and security access system. The Atlanta World Congress Center, where IA Local 834

represents exhibition employees, may be first on the list to receive the training. Representative Gandolini was instrumental in shepherding this program through to completion.

All of the representatives of the Trade Show Department participate in the Labor Council. The Council's meeting is held in conjunction with the ESCA Summer Educational Conference, where attendees can choose from a variety of tracks that provide information and education about the current state of the industry. This year's Labor track focused on NLRB Election Rule Changes and updates on the Affordable Care Act. The panel presenting these topics included Dan'l Cook, President of IATSE Local 720.



Hope Goldstein, employer attorney with Bryan Cave, LLP, with Dan'l Cook, President of IATSE Local 720.



Don Gandolini, International Representative, leading the discussion at the ESCA Labor Council.

# Hierarchy of Control

A safe workplace is made up of a number of elements: leadership and commitment from management, participation by the workers, identifying hazards, preventing and controlling hazards, training and education, and an evaluation and improvement plan. Management is starting to come around on improving safety. They can be motivated by a number of things. They don't want to hurt workers. They want to avoid regulatory violations. Or, they are trying to save money by avoiding accidents. It doesn't matter which of these factors cause employers to act if it makes it safer at work. There needs to be a plan for making things safer.

Workers must take the second element of a safe workplace seriously. Our skills, knowledge, and expertise are often discounted by those we work for. In the safest workplace workers are part of the plan. Our bosses may not know everything about our jobs. If there is a problem, they may be tasked with making the decision, but not have the expertise to make the right fix. A good boss will listen to the employees they have hired, use their own common sense, and together come up with a plan that is safe and productive of the situation.

The process for correcting a hazard found at work should follow the plan. Often when a hazard is found, whatever seems the fastest solution is what is done.

"It is too noisy, give them ear plugs." Or, "Bending over that table makes your back hurt, we'll teach you how to stretch."

These are quick solutions, and they may be part of the correction. But, the workplace plan should include a hierarchy of control that wants to give the best protection for the workers. The hierarchy of control has five main elements:

Elimination, Substitution, Engineering Controls, Administrative Controls, and Personnel Protective Equipment (PPE).

**Elimination:** There is a hole in a stage floor. The hole exposes employee to a fall hazard. The hazard can be eliminated by covering up the hole.

**Substitution:** A job requires a chemical to be used. The chemical is an irritant that requires PPE to use it. Rather than using the PPE, substituting another chemical that is not toxic might be a better way to do the job.

**Engineering Controls:** A job requires a person to bend over a table, and it is causing neck and back pain. Raising the table to a more comfortable height for that worker is a better solution.

**Administrative Controls:** Because of limited space, rigging of lighting and painting of sets need to be done in the same space. The rigging has to be done over the painter's heads. The paint fumes are bothering the riggers. Changing the times that each task is done so the two groups are not working at the same time would solve that problem.

**PPE:** Fumes or dust are creating a hazard to the workers. Having them fit-



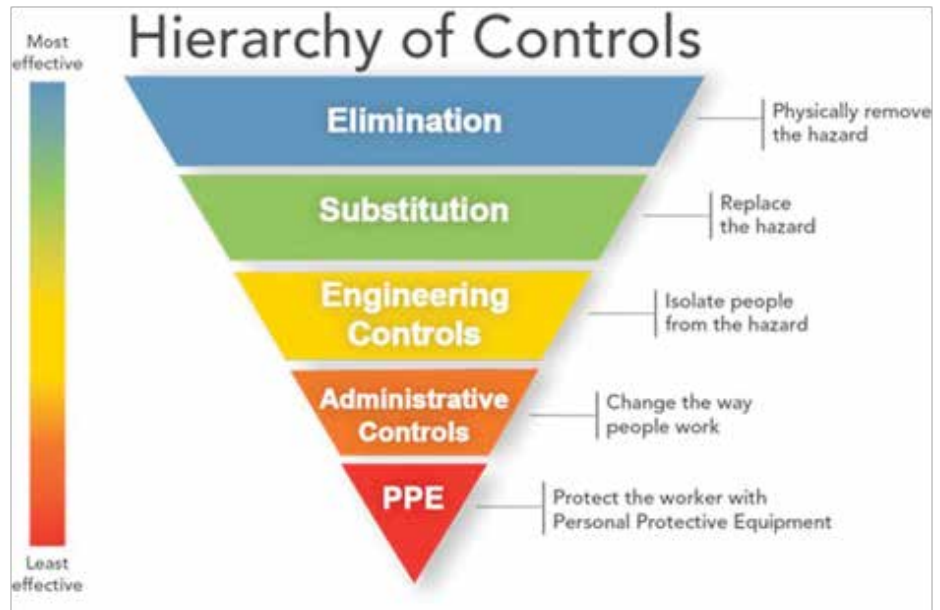
Alan Rowe, Chairman of ICAP Committee (left) with Kent Jorgensen, Chairman of Safety Committee.



ted with respirators can be an appropriate solution.

This hierarchy of control should be used to come up with solutions for hazards. The order, with elimination as the first choice, and PPE as the last, is what should be followed. PPE might protect a worker from fumes, but the fumes are still there outside the barrier. If the PPE fails or is not used properly, the hazard is still there. It is more effective to make the workplace safe for the employee then to fit the employee into a hazardous.

For more information go to the NIOSH website: [www.cdc.gov/niosh/topics/hierarchy/](http://www.cdc.gov/niosh/topics/hierarchy/)



## ACTIVISM - AN ESSENTIAL COMPONENT

By Alan Rowe, Chairman, ICAP Committee

Activism comes in all shapes and forms and is essential for us to gain better wages and conditions as well as simply survive. When most of us think of activism, we think of phone banks and picket lines. We need to expand our thinking of activism so that it is no longer something that we only do as a special event but as an essential component of our everyday lives. Opportunities and threats come from many directions and we must be on guard to see them all no matter from which direction they come.

I have spoken before on being a safety activist. We all must be vigilant when it comes to safety issues in our workplaces. Together, we will discover hazards more quickly and be more efficient in finding solutions that benefit both us and our employers. This is primary to protecting our jobs and our way of life. Another area where we need to utilize this activist spirit is with standards writing and en-

forcement. We need to get out there and participate in organizations that have the ability to affect us in both subtle and not-so-subtle ways.

PLASA is an international professional organization for the entertainment industry. PLASA members are composed of end users, manufacturers, and distributors. Some of the important work that they do is write standards for our industry through the Technical Standards Program. When the PLASA Technical Standards Program completes a standard, it is adopted by the American National Standards Institute (ANSI) and is an accredited ANSI Standard. These standards are then considered to be the industry's best practice and are often cited by enforcement agencies, such as OSHA and local Authorities Having Jurisdiction (AHJ)\*. Writing these standards is not easy and it is necessary to have input and support from end users,

such as ourselves. Without our input, these standards can be written in such a way that makes our jobs more difficult or creates a problem with enforcement. For more information on how you and your local can help please visit [www.plasa.org](http://www.plasa.org).

Through our OSHA Alliance, OSHA has asked for our help in understanding the entertainment industry and our safe practices where they vary from more traditional industries. Members of the ICAP have given presentations to both Compliance and Consultation officers around the country and the feedback is overwhelmingly positive. They want a better understanding of our work and a closer relationship with the people who work in our industry. The time for Locals to establish a relationship with your nearby OSHA office or AHJ is before they respond to an accident or complaint. The time to reach out and get to know them is now.

\* The AHJ is typically a representative of a governmental agency that is tasked with public safety and health, such as the Fire Department. The AHJ carries the force of law and can shut down work if they feel there is a threat to health and safety.

# Atlantic City Local Celebrates Milestone

**O**n April 27th, Local 77 celebrated its 115th anniversary at the Sheraton Atlantic City Convention Center Hotel. Monsignor William Hodge, the son and nephew of Atlantic City IATSE members and a fixture in the city for decades opened the evening with a meal blessing.

The event featured a montage of Atlantic City images, a Local 77 membership tribute video, music, dancing and speeches from many distinguished guests. The Local's more than century old original charter was also on display. Guests of honor included:

International Vice President Michael Barnes, Local One President James Claffey, Jr., Local One member James Claffey, Sr., Local 632 President Kevin O'Brien, Local 917 President Barry Flemming, Owner of Earls Girls Lighting and Local 77 member Don Earl, Owner of Tri-State Staging and Local 8 member Chuck Ogle, PSAV Director of Event Technology Chris Cirignano, PSAV Sales Manager and Local 77 member Steve Jost, Owner of ACIR Pro and Local 917 member John Grasso, IBEW 351 Business Agent Tim Carew and Atlantic City Mayor Don Guardian.



**From left to right: President of Local 77 Joseph LaSala, President of Local 632 Kevin O'Brien, Local One member James Claffey, Sr., President of Local One James J. Claffey, Jr., Business Agent/Secretary of Local 77 Thomas Bambrick, Jr., Mayor of Atlantic City Don Guardian, International Vice President Michael Barnes, and President of Local 917 Barry Flemming.**

## CHICAGO LOCAL WELCOME JOURNEYMEN

Chicago Local 2 Business Manager and International Vice President Craig Carlson, President Kelly Kerins and Secretary-Treasurer and International Trustee Tom Cleary are pictured here, standing with new members. The fifteen journeymen were sworn in on May 6, 2015 during the General Membership meeting at the Local's office.



## NEW JERSEY LOCAL HONORS LONG-TIME MEMBERS

At the Local 21 Annual Party in April, President Loeb was in attendance and presented the service awards to the following members: Kathrine Werner (25 years), Bill Pocsik (35 years), Gerald King (35 years), Jay Lynn (35 years), Mark Pusillo (35 Years), Charles Hayman (40 years), Craig Werner (40 years), Stan Gutowski (40 years) and Mike Stas (40 years). Congratulations!

**International President Matthew Loeb with Local 21 President Mike Stas and Business Agent Stan Gutowski.**



## DOCTORATE AWARDED TO IATSE MEMBER

For the second year in a row, Weber State University has given its highest award to an IATSE member. Last year Van Summerill, also a member of Local 99, was awarded a Doctorate for his community service. This year Ray Kimber was awarded an Honorary Doctorate in appreciation of his support for Weber State and many of its programs. Ray joined the IA in 1974. He recently retired from active union work. He is known worldwide for his high-end speaker cable and holds several patents related to sound. Ray operates (Kimber Kable) RKB Industrial.

**Ray Kimber is shown here beside his mother, Beth Kimber (formerly a long time IA member) and his aunt LeuWanna Beagley, after the hooding ceremony.**



## CHRISTMAS IN JULY IN LOS ANGELES



**From left to right: Elena Arroy, Roseanna Montes, Phyllis Williams, Cheryl Nick (coordinator), Marsha Shearrill, Jake Ramos from Kryolan, Ed French, and Amy Lederman.**

Make-up Artists and Hair Stylists Guild Local 706 artists volunteered to help Senator Holly Mitchell bring "Christmas in July" to underprivileged inner city youth in Los Angeles. "Santa's Helpers" from numerous IATSE Locals in Southern California also provided brand new bicycles and helmets for the children of economically challenged families in the Senator's district.

# IATSE Members Participate in the 2015 Long Reach Long Riders Charity Motorcycle Ride

The Long Reach Long Riders completed their 12th annual ride, dubbed "Cruzin' the Ozarks! The Dozenth Year," in early June 2015. Of the 24 riders that participated in the 2015 ride, seven are IATSE members.

The Long Reach Long Riders encour-

age donations which are directed to three charities: PLASA Foundation's Behind the Scenes program, Broadway Cares/Equity Fights Aids and Actor's Fund of Canada.

With rider fundraising, a raffle and generous corporate sponsorships, more

than \$53,000 was raised for the charities in 2015, bringing the total raised for these charities to \$503,500 since the rides began in 2004.

For more information on the Long Reach Long Riders: [www.LRLR.org](http://www.LRLR.org)



IATSE members (from left to right): Joe Aldridge, Local 720; Bill Ellis, Local 635; Eddie Raymond, Local 16; Caitlin Booth, Local 635; Paul Sannerud, Local 141; Peggy Sannerud, Local 141 and Dennis Booth, Local 635. (Photo by Bill Ellis)

## IATSE LOCAL 58 HONOURS LONG-STANDING MEMBERS

On June 1st, IATSE Local 58 held its Silver Card Luncheon. The luncheon, held every two years, honours members who have reached milestones, starting at 20 years. International Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon attended on behalf of the International. This year's event was extra special as two 60-year members, John Fisher and Jack Bailey, were honoured. Congratulations to all honourees.

Local 58 President Jim Brett shakes the hand of 60-year honouree Jack Bailey, while Jack's grandson, Local 58 member David Alexander, looks on proudly.



PHOTO CREDIT: ADRIAN OOSTERMAN.

## ANN ARBOR LOCAL CELEBRATES 100 YEARS

IATSE Local 395 celebrated their Centennial on August 17, 2015. Guests gathered in the Michigan League Ballroom in downtown Ann Arbor. General Secretary-Treasurer Wood joined the Local for this gala event. Photo montages and nostalgic memorabilia were displayed. Gold Card Member Robert Fanslow, son of founding member Howard Fanslow, was an honored guest. Memories, Dinner and Dancing were enjoyed by all. Congratulations Local 395!



Pictured above with the Local 395 Charter; from L to R: Local 395 Treasurer Mark Gordon, Business Agent Dean Neeb, Secretary Mark Berg, General Secretary Treasurer Wood, Local 26 President Carlos Aguilar, Local 274 Business Agent Matt Woolman, Local 395 President Larry Olsen, Local 26 Business Agent Stasia Savage, Local 38 Business Agent and Local 395 Member Cal Hazelbaker, Local 395 Vice President David Alber



### JUST BECAUSE YOU'RE UNION.

#### Union Plus member benefits.

The costs of computers and electronics can really add up. The Union Plus discount program with Dell and HP offers IATSE members and their families preferred pricing with savings from 10 to 30% on select products.



Learn how you can save on tablets, laptops, printers, accessories, and more by visiting [UnionPlus.org/Computers](http://UnionPlus.org/Computers).

**CALL TO ORDER**

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, July 27, 2015 in the Commonwealth A Room of the Westin Nova Scotian, Halifax, Nova Scotia.

**ROLL CALL**

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

MATTHEW D. LOEB,  
International President  
JAMES B. WOOD,  
General Secretary-Treasurer  
MICHAEL BARNES,  
First Vice President  
J. WALTER CAHILL,  
Second Vice President  
THOM DAVIS,  
Third Vice President  
ANTHONY DEPAULO,  
Fourth Vice President and  
Co-Director of Stagecraft  
DAMIAN PETTI,  
Fifth Vice President  
MICHAEL F. MILLER, JR.,  
Sixth Vice President and  
Director of Motion Picture  
and Television Production  
JOHN T. BECKMAN, JR.,  
Seventh Vice President  
DANIEL E. DI TOLLA,  
Eighth Vice President and  
Co-Director of Stagecraft  
JOHN R. FORD,  
Ninth Vice President  
JOHN M. LEWIS,  
Tenth Vice President and  
Director of Canadian Affairs  
CRAIG P. CARLSON,  
Eleventh Vice President

WILLIAM E. GEARNES, JR.,  
Twelfth Vice President and  
Director of Tradeshow and Display Work  
PHIL LOCICERO,  
Thirteenth Vice President

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; Assistants to the President Deborah A. Reid and Sean McGuire; Director of Communication Emily Tao; Director of Broadcast Sandra England; Assistant Director of Motion Picture and Television Production Daniel Mahoney; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Christopher "Radar" Bateman, Steve Belsky, Peter DaPrato, Brian Faulkner, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, Scott Harbinson, Kent Jorgensen, Mark Kiracofe, Ron Kutak, Peter Marley, Don Martin, Julia Neville, Fran O'Hern, Joanne Sanders, Joseph Short, Lyle Trachtenberg, Jason Vergnano and Joel Youngerman; Staff members Colleen Paul, Alejandra Tomias, Marcia Lewis, MaryAnn Kelly, Krista Hurdon and Margaret LaBombard.

In addition, guests of the IATSE at this meeting included Member of Parliament for Halifax Megan Leslie, President of the CLC Hassan Yussuf and General Secretary of BECTU Gerry Morrissey.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Bos-

ton-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 311, Middletown-Newburgh-Kingston, NY; 329, Scranton-Pittston, PA; 353, Port. Jervis-Sullivan County, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 580, Windsor-Chatham, ON; 600, United States; 631, Orlando-Cape Canaveral-

Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 680, Halifax-Dartmouth, NS/Saint John-Moncton-Fredricton, NB; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Newfoundland/Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 824, Athens, GA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 906, Charlottetown, PE; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY, B20, Portland, OR; B27, Cleveland, OH; B29, Philadelphia, PA; and B173, Toronto-Hamilton, ON.

### **HOST LOCALS**

At the opening session of the Board meeting representatives of Host Locals 667, 680 and 849 appeared to officially welcome the members of the General Executive Board, Official Family, local

union representatives and guests to Halifax, Nova Scotia. On behalf of the Host Locals, Marcel Boulet, President of Locals 680 and 849, thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

President Boulet noted that hosting the General Executive Board meeting in Halifax was the dream of the late Local 849 President Gary Mitchell. It was President Mitchell's intention to have a celebration for the Local's 25th Anniversary in conjunction with the General Executive Board meeting, to showcase the entertainment industry and treat all the attendees to Maritime hospitality. Due to recent reductions in Nova Scotia film tax credits levels work had decreased and, it was not financially prudent for Local 849 to plan such a celebration.

As part of President Mitchell's legacy, Local 873 President Wayne Goodchild, who saved Brother Mitchell's life with an airport AED last year, will be assisting Local 849 in dedicating an AED in the Local's office.

The delegation rose for a moment of silence in honor of Brother Gary Mitchell who passed away on February 13, 2015.

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and hard work in assisting with the arrangements for a successful meeting in beautiful Halifax. President Loeb added that this Mid-Summer General Executive Board meeting was the best attended Board meeting ever held outside of an IATSE Convention, which is both a tribute to the Locals, the city of Halifax as well as the general state of the Alliance.

### **INTRODUCTIONS**

At the onset of the Board meeting, President Loeb introduced newly-appointed International Representative Jason Vergnano.

Jason has been a member of Montreal Stage Local 56 since 1999 and became Business Agent of the Local in 2008. He has led numerous successful organizing drives in the past five years and has turned Local 56 into one of the most successful organizing Locals in Canada. By trade, he's a touring rigger and stage manager, and was elected as Business Agent by strong majority and won three additional terms by wide margins, and maintains strong relationships with many Locals across Canada.



**Representative from the Host Locals welcomed the Official Family to Halifax.**

## **GENERAL EXECUTIVE BOARD MEETING MINUTES**

### **Mid-Winter Meeting – January 26-30, 2015 – Charlotte, N.C.**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Charlotte, North Carolina, the week of January 26-30, 2015.

Upon motion duly made and seconded, the Board voted unanimously to approve the minutes.

### **REPORT OF THE GENERAL SECRETARY-TREASURER**

General Secretary-Treasurer James B. Wood reported to the Board on the financial status of the IATSE.

#### *Audited Financial Statements*

During the past several months, auditors from the accounting firm of Schultheis & Panettieri have been in the General Office working with the Finance Department to prepare the annual financial statements. As with past practice, these will be published in the Third Quarter 2015 issue of the Official Bulletin.

During the fiscal year ending April 30, 2015, the net income from operations in the General Fund before pension adjustment and investment income was an increase of \$1,552,158. The change in net assets in the Defense Fund was an increase of \$676. The change in net assets in the Convention Transportation and Per Diem Fund decreased by \$895,397 due to the 67th Quadrennial Convention. The total assets of the International stand at just over \$67,651,768 million and the net assets as of year-end total \$45,422,996 million. These numbers only include the depreciated values of the International's real estate holdings, not market values which are substantially higher.

#### *Member Address Program*

In accordance with the 67th Quadrennial Convention action to amend the International Constitution and By-laws, Article Nineteen, Section 28, local unions must submit on a quarterly basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to timely process this information for 373 local unions, the Finance Department is encouraging Locals to submit the information in electronic format. A campaign was initiated by the Finance Department to encourage compliance and the number of local unions submitting the necessary information has been increasing every quarter.

To date the program has been very successful in improving the accuracy of member contact information in the International's database and the International now has almost 67,000 member email addresses.

#### *Information Technology*

In connection with the move to the new General Office a Voice Over Internet phone system was installed. A major goal of installing any new technology is the desire to provide greater connectivity between our offices and therefore a system was selected that would allow for future expansion to other offices. The phone system in the West Coast Office has now been replaced with the same system. This allows direct extension dialing between offices as well as use the other office as a backup if an emergency arises in one of the offices. The telephone service provider is expected to expand into Canada in the future and when that occurs we will install a similar system in the Canadian Office.

The transition of all of our computer users to the Microsoft Office 365 environ-

ment is now complete. Every user now has the same version of Office and will be upgraded immediately upon the future release of new versions. In addition, using the SharePoint program within Office 365, individual Department sites are being created. This will allow Representatives within Departments to share documents and easily collaborate. The files are stored on a cloud based server allowing anyone in the Department to access files at anytime from anywhere in the world as well as multiple collaboration tools such as message boards, calendars, and project checklists.

The IATSE, through IT Administrator Jimmy Rainey, has worked with the IATSE Training Trust to install a new server as well as a secure file transfer protocol that will allow for the Training Trust to operate separate and apart from the West Coast Office computer system and to securely receive and store data from payroll companies.

Working with the Communications Department as well as our computer consultant, a project has commenced to transition the email service for member communication from the MailChimp program that has been in use for a number of years, to the Action Network. This change will allow for easier targeting of specific demographics across states, Congressional Districts, etc.

The project to install video conferencing equipment in the General, Canadian and West Coast Offices is now complete. In addition, licensing agreements have been entered into with a company called BlueJeans, which allows representatives outside of office locations to participate in video conference calls as if they were located within an office. Departments have begun using this new tool on their weekly Department calls.



- In other Finance Department News,
1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During fiscal year ending April 30, 2015, royalty payments totaling \$151,474 were received.
  2. There are now 241 of the International's 373 local unions using the online system for completing and submitting Quarterly Reports and these local unions represent 96% of the total membership of the Alliance.
  3. The General Office has now installed an AED and held two training sessions for everyone that works in that office. This now completes the installation and training in the General, Canadian and West Coast offices.
  4. The campaign to encourage members to receive the Official Bulletin in electronic format has continued and over 13,000 members now receive the Bulletin in that manner. This has resulted in savings in postage and printing costs of over a \$50,000 per year.
  5. The total membership of the Alliance continues to grow and has now reached 123,565 which is an increase of over 1,500 members since the winter General Executive Board meeting in Charlotte, NC.
  6. The International continues to charge fees for consultation responses for INS Visas. During fiscal year ending April 30, 2015, almost \$850,000 in fees were collected and as per prior General Executive Board action, all of that revenue is deposited in the Building Fund.

At the conclusion of his report, General Secretary-Treasurer Wood discussed the anticipated need for future expenses to maintain and update the West Coast

Office. The exterior of the building is original and needs to be replaced, as do many of the mechanical systems. In addition, the present layout of the office did not anticipate the growth in number of staff and representatives or the creation of the Training Trust, which is housed in the West Coast Office.

In light of the earlier reported strong financial condition of the International, General Secretary-Treasurer Wood made a motion to transfer \$500,000 from the General Fund to the Building Fund in anticipation of future expenses. The motion was passed unanimously by the General Executive Board.

A motion was made, seconded and passed to adopt the Report of the General Secretary-Treasurer.

#### **REPORT OF THE BOARD OF TRUSTEES**

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees covering the period of October 1, 2014 through April 30, 2015 to the General Executive Board. Trustee Harper reported that the Trustees met in the General Office in New York City on June 2-4, 2015 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb expressed his appreciation and thanked the Trustees for their work. The Board accepted and approved the Report of the Trustees.

#### **HASSAN YUSSUF PRESIDENT, CANADA LABOUR CONGRESS**

Hassan Yussuf, President of the Canadian Labour Congress (CLC), addressed the General Executive Board and the various Local representatives in attendance.

President Yussuf welcomed the IATSE to Canada and began his remarks by congratulating the IATSE on its many successes as one of the leaders of the organized labour movement in Canada. He also thanked the IATSE, and in particular International Vice President John Lewis, for the role the IATSE plays in the governance and success of the CLC.

President Yussuf then focussed his address on the important role organized labour must play in the upcoming Canadian federal election. Yussuf explained that the CLC represents 3.3 million member workers across Canada and that by mobilizing this membership, labour can and will make a significant difference in the outcome of the federal election. The CLC's goal in this election is to ensure that the right wing political agendas which take aim at organized labour and the growth of unions will fail and political parties that support labour will form a new federal government. Yussuf highlighted one specific right wing agenda - the amendments to the Income Tax Act (Bill C-377) - which places onerous public financial disclosure obligations on trade unions. Although Yussuf noted that defeating the federal Conservative government in the upcoming election will result in a repeal of this anti-labour legislation, Yussuf confirmed that the CLC is fully intent on challenging this legislation in the courts if necessary. Yussuf then commented on the CLC's current efforts to ensure that this federal election debates focus on issues important to labour, like the ills associated with precarious part-time employment, the underfunding of public pensions and the lack of publicly funded child care. Yussuf emphasized that mobilizing activism amongst CLC members is integral to ensuring these types of issues are at the forefront of the federal

election discussion. In doing so, Yussuf then highlighted that the mobilization and activism of labour was recently successful in electing labour friendly governments in Quebec and Alberta and that the same successes can be realized federally with the assistance and support of CLC member leaders like the IATSE.

President Loeb thanked President Yussuf for his comments. In doing so, President Loeb stated that the CLC's fight for social justice and fairness for workers in Canada is the same fight IATSE wages every day for its members across Canada and the United States. President Loeb went on to state that the CLC's message is the right message and a strong message which IATSE fully supports. President Loeb concluded his comments by stating that the CLC's emphasis on activism is shared by IATSE and that the IATSE's continued participation in and support for the CLC will remain strong during the upcoming federal election and beyond.

### **EGG FILMS RALLY**

President Loeb, Vice President John Lewis and Local 849 President Marcel Boulet led the General Executive Board and local union representatives in attendance at the Board meeting in a spirited rally at Egg Films offices located in Halifax, Nova Scotia. During the rally, the IATSE's support for members of Local 849 in their efforts to reach a renewal collective agreement was clearly communicated to Egg management and the public.

### **LOCAL NO. 480, STATE OF NEW MEXICO**

#### **Re: Defeating Right to Work Legislation**

Local 480 Business Agent Jon Hendry, Local 600 Executive Director Bruce Doering, Local 700 Assistant Executive Director Cathy Repola, and Local 800



**BECTU's General Secretary  
Gerry Morrissey**

Business Agent dooner made an appearance before the Board to report on the defeat of proposed "right to work" legislation in New Mexico. Local 480 spearheaded the campaign with assistance from the International and sister locals. The campaign engaged lobbying and new media to get out the message to the New Mexico legislation. The report stressed the importance of work in IATSE jurisdiction to the economy of the State of New Mexico. The New Mexico labor movement was exposed to possible devastation if the proposed law had passed. The campaign was a total success, and the proposed so-called "right to work" law was defeated.

President Loeb noted that Brother Hendry is also the President of the New Mexico Federation of Labor and pulled out all the stops on this campaign. President Loeb commended Brother Hendry and all the Locals for their solidarity and stressed that when we come together to work hard it is possible to achieve our goals and ultimately protect workers.

### **GERRY MORRISSEY GENERAL SECRETARY, BECTU**

President Loeb introduced Broadcast Entertainment Cinematograph Technicians Union's General Secretary Gerry Morrissey who attended the Board meeting as the IATSE's guest. General Secretary Morrissey has served in his current position since 2007 and has been working with President Loeb to continue the relationship between the IATSE and BECTU that was started some years ago. President Loeb noted that the IATSE and BECTU are both affiliates of UNI Global Union's Media Entertainment Industry sector (UNI MEI) and Mr. Morrissey currently also serves as its President.

General Secretary Morrissey addressed the meeting attendees and in his opening remarks he touched on the long history of the relationship of the two organizations that dates back to the 1980s. Mr. Morrissey noted that both the IATSE and BECTU have cultivated a relationship as one of solidarity with the common goal of providing the best

representation to the members of both organizations. The IATSE and BECTU share many common employers that are multi-national and have stood in solidarity when disputes arise with some of those employers as well as others whose actions are unfavorable to the members. In fact, Mr. Morrissey announced that after hearing reports of the ongoing dispute between IATSE Local 849 and Egg Productions, he directed that information on this dispute and the unfairness of Egg Productions be posted on BECTU's website in support of Local 849. He also noted that in his position as President of UNI MEI, he would direct that its website also post this information.

Mr. Morrissey spoke to the importance and impact of social media and how effective it was in BECTU's recent past. He referred to BECTU's campaign for a living wage at the Ritzy Cinema in London where there were fourteen strikes over a period of four months. The social media campaign on this dispute was all coordinated by BECTU's Young Workers and he proudly announced that the campaign won the 2015 TUC Youth Campaign Award for their work on this campaign. He noted his astonishment when this social media campaign was launched, and the company received over 450,000 calls, emails and other communications over a period of only seventeen minutes.

General Secretary Morrissey made reference to the recent election in May in the United Kingdom when, much to his dismay, the electorate voted overwhelmingly for the Conservative Party leader. Morrissey stated that the attacks on workers is worldwide and the U.K. will face many challenges over the next five years until the next election. He noted that there is much work to be done to ensure better voter turnout and better educated voters.

He noted that motion picture production is doing well in the U.K. because of tax incentives, and commercial theatre is also doing fairly well while regional theatre is not doing as well due to reduced government funding. He also noted the importance of organizing and said this is key to strengthening the labor movement and the voice of workers throughout the United States, Canada, the United Kingdom, and across the globe.

President Loeb thanked General Secretary Morrissey for visiting with the Board and attending the meetings, and noted that the IATSE has locked arms with BECTU and will stand together in solidarity at every step.

### **MEGAN LESLIE, MEMBER OF PARLIAMENT**

Megan Leslie, Member of Parliament for Halifax and Deputy Leader of the Federal New Democratic Party (NDP), addressed the General Executive Board and the various Local representatives in attendance.

Ms. Leslie started off her address by confirming that she supports the right to collectively bargain. She then went on to welcome the IATSE General Executive Board and all attendees to Canada and congratulated the IATSE on its success as a strong trade union that has continued to grow its membership despite the many hurdles organized labour faces under the Conservative government.

Ms. Leslie focused her remarks on the need for change in leadership at the federal level. She explained the NDP election platform, including reducing the retirement age to 65 years, bringing in a federal minimum wage of \$15 per hour and creating one million childcare spaces at \$15 per day. Ms. Leslie also discussed the NDP's commitment to the perform-



**Megan Leslie, Member of Parliament for Halifax and Deputy Leader of the Federal New Democratic Party (NDP)**

ing arts, film and cultural centres through significant funding of programs like Telefilm Canada and the like.

President Loeb thanked Ms. Leslie for addressing the General Executive Board. He stated that the IATSE supports like-minded people, organizations and politicians that share the interests of the IATSE and its members and that Ms. Leslie was one of those individuals that will have the backing of the IATSE.

### **IATSE TRAINING TRUST FUND (IATTF)**

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund, made an appearance before the General Executive Board accompanied by Union Trustees James Varga (IATSE West Coast Counsel), Director of Education Patricia White, and International Representatives Julia Neville and Peter Marley, to give an update and overview of the activities of the IATTF. The Trust Fund currently has over 1,135 signatory employers.

It was reported that the Trustees of the TTF met in May 2015 to review mission, vision and values of the Trust in addition to setting goals. The revised mission and

vision can be found on the Training Trust Fund website at <http://www.iatsetrainingtrust.org/mission-statement/>. The Trustees also organized the work of the Trust into three categories: Training, Capacity Building and Resources/Technical Assistance.

The latest good news is that, as a result of the recently concluded Area Standards Agreement negotiations, employers that are signatory to that contract will be making contributions to the Trust Fund. This will bring big changes, including more trustees, and a lot more funding for programs. The contract takes effect August 1, 2015 and progress regarding training for members of Studio Mechanic Locals will be reported to the Board at its January meeting.

Updates were given on the new 2015 programs of the Trust. The new "Train the Trainer" program is being offered throughout the United States and Canada. To date, seventy-five IATSE workers have attended. Those trainers were surveyed on trainings they are now conducting and as a group they have trained over 1,515 IATSE workers this year for a grand total of 14,400 training hours.

The development phase of the first two modules of the Safety curriculum being created by UCLA for the Trust are almost complete and they are entering the pilot testing phase. These two modules will be available to Locals in the fall. Other curricula including the OSHA 10/General Entertainment Safety, Essentials of AV and an ETCP Refresher curriculum are already available. Locals should contact the Training Trust Fund to apply if they wish to use these courses.

The difference between calendared and supported courses was clarified. Calendared courses are courses for which the Training Trust Fund handles the schedul-

ing, advertising, registration and direct payment of instructors for a particular class. These courses are open and advertised to all IATSE workers. Supported courses are group trainings arranged by the local unions themselves. The Training Trust Fund supports these trainings in the form of a reimbursement. Locals must apply to the Training Trust Fund in advance to have a supported course. This program helps defray the cost of training offered by local unions.

Cumulative numbers for all of the programs sponsored or supported by the Fund were reported. The OSHA/General Entertainment Safety Training has trained 965 IATSE workers for a grand total of over 11,000 hours of training. The Supported course program has reached more than 665 IATSE workers with over 6,600 hours training. Two hundred and thirty-nine IATSE workers have received over 8,900 hours of hands on training through the Essentials of AV course. Since its inception, the Training Trust Fund has reached more than 4,550 workers with almost 53,000 cumulative hours of training.

In closing, Executive Director Campos noted that more and more workers are being reached through the Training Trust Fund and new trainers are being trained all the time. More trainers equals more trainings taking place and more workers being trained. The vision of this cycle of training, multiplying and spreading across the United States and Canada is beginning to be realized. The Trust thanked President Loeb, the Board, the Union, all the teachers, students and others who are part of helping the IATSE TTF to realize this vision.

**APPEAL FILE NO. X5008-14(B)  
MATTHEW MURRAY V. LOCAL  
NO. 415**

This appeal from Matthew Murray

to the Board was from the decision of the General Secretary-Treasurer to deny Murray's request to personally appear before the Board on his appeal regarding his election protest in Local 415. The Board denied Murray's appeal.

The Board found that in accordance with the provisions of Article Seventeen of the International Constitution and consistent with the practices of the International, General Secretary-Treasurer James B. Wood notified Murray that his appeal to the General Executive Board (regarding a challenge to the Local 415 officers' elections) would be presented during the Board's meeting in Halifax, Nova Scotia and that no personal appearances would be permitted before the Board regarding his appeal.

The Board found that this is consistent with Article Nine, Section 1(t) of the International Constitution and with notifications sent to other individuals who submitted appeals docketed for the Board's meeting in Halifax, as well as appeals to the Board at previous meetings held since the adoption of Article Nine, Section 1(t) by the International Convention. Thus, the appeal was out of order. Neither President Loeb nor General Secretary-Treasurer Wood participated in the deliberations or voted concerning this appeal.

**APPEAL FILE NO. X5008-14(A)  
MATTHEW MURRAY V. LOCAL  
NO. 415**

Matthew Murray appealed to the General Executive Board from a decision of the International President dated May 1, 2015. President Loeb affirmed the decision of the Local 415 membership which dismissed Murray's election protest.

Murray challenged the Local 415 election on several grounds including that the ballots were mailed more than twenty

(20) days prior to the election; no observers were present during ballot preparation; two (2) candidates did not meet the working-at-the-trade (“WAT”) or the good standing requirements; quick ballot mailing denied candidates a meaningful opportunity to campaign; the election judge and secretary-treasurer prepared ballots without the list of nominees from the recording secretary.

The membership denied Murray’s challenges, finding them without merit. President Loeb affirmed the membership and found that the Local capably dispensed with all the challenges. Specifically, he

- Upheld the determination that the Local 415 constitution and bylaws did not require that ballots be mailed exactly twenty (20) days before the election, but rather be mailed at least twenty (20) days prior to an election. He found the greater amount of time allowed for timely arrival of the ballots.
- Found that the election judge correctly ruled that the two (2) candidates were in good standing; the WAT requirements were not in issue in this election.
- Found that there was no evidence that the quick and efficient mailing of ballots interfered with the nominees’ ability to campaign.
- Found that the ballots included all the names of those who were nominated for office. He accepted the election judge’s representation that the Secretary-Treasurer not the Recording Secretary was responsible for preparing the list of nominees.

Murray appealed to the General Executive Board alleging that the International President improperly relied upon the rulings of the election judge. Murray

challenges the election judge’s ability to serve as judge, alleging that she was not in good standing and did not satisfy the WAT requirements.

The Board affirmed the decision of the International President and denied Murray’s appeal. The Board found that Murray’s challenges to the election judge were without merit and irrelevant. There was no evidence that the election judge’s ruling were unsubstantiated. Moreover, Murray’s challenges did not state a violation of the Labor Management Report and Disclosure Act or of the International or Local’s Constitutions and Bylaws.

Neither President Loeb nor General Secretary-Treasurer Wood participated in the deliberations or voted concerning this appeal.

**APPEAL FILE NO. X5012-15  
CRAIG MICHIE V. LOCAL NO.  
720**

On February 13, 2015 Brother Craig Michie submitted two sets of charges against Brother Dan’l Cook, President of Local No. 720.

Michie’s Affidavit of Charges – Charge #1 alleged that President Cook had appointed Randy Soltero (a non-member and at-will employee of Local 720) as a Delegate to the Southern Nevada Central Labor Council. Michie’s charge against Cook alleges that Cook’s action to appoint Soltero to serve as a Delegate, violates the provisions of the Local’s Constitution and Bylaws because Soltero was not a member and therefore ineligible to serve as a Delegate to the Southern Nevada Labor Council.

Michie’s Affidavit of Charges – Charge #2 alleged that President Cook, by appointing Soltero to serve as a Delegate to the Southern Nevada Central Labor Council, also violated the AFL-CIO Constitution, specifically the Rules Governing

AFL-CIO Area Labor Councils and Central Labor Councils.

A letter dated March 10, 2015 to the International President from Local 720 Vice President Leon Morris who, by virtue of office also serves as Chairman of the Internal Affairs Committee, sought “clarification on processing charges against an officer of Local 720.”

In his response dated May 6, 2015, the International President advised Morris that the charges filed by Brother Michie were non-cognizable. President Loeb explained that the alleged actions of President Dan’l Cook regarding Randy Soltero should have been the subject of an appeal to the Local’s Executive Board rather than charges against President Cook.

Responding to the International President’s May 6, 2015 letter to Morris, Brother Michie takes issue with the determination of the International President that Charge #1 and Charge #2 were non-cognizable and should have been the subject of an appeal to the Local. Brother Michie further restates the reasons that Randy Soltero should not have been eligible to serve as a Delegate to the Southern Nevada Central Labor Council, and Michie requests a “Reconsideration of your [International President’s] Determination that, the two (2) Charges” he filed on “February 13, 2015 were non-cognizable. Michie requests that the International President overturn his ruling so that this matter may proceed.

By letter dated June 4, 2015, the International President responded to Michie that he stood by his May 6th decision and that Michie’s letter dated May 20, 2015 was deemed to be an appeal to the General Executive Board.

Craig Michie’s appeal is now before was presented to the General Executive Board for deliberation. The Board re-

viewed the entire file and Brother Michie's request for reconsideration. It denied Michie's appeal and affirmed the decision of the International President. President Loeb did not participate in the deliberations or the vote concerning this appeal.

**APPEAL FILE NO. X5010-15  
W. RICK NICHOL V. LOCAL  
NO. 800**

On May 28, 2014, Brother W. Rick Nichol filed charges against Brother C. Scott Baker. The crux of the charges alleged that Baker, in his capacity as Chairperson of the Set Designers and Model Makers (SDMM) Council, failed to send meeting notifications to the Council and that Baker had set no agenda for meetings scheduled for March 20, 2014 and April 24, 2014. In addition, Nichol alleged that Baker did not personally attend either of those two meetings, however, it was noted that Baker did "attend" the April 24, 2014 meeting by telephone. For these reasons, Nichol alleged in the charges that Baker was "guilty of neglect of duty in office for personal reasons or gains, known only to himself, but apart and clearly not for the benefit, betterment or in the best interest of the membership within the Set Designers and Model Makers Craft."

On May 28, 2014 the Executive Board of Local 800 determined (on May 28, 2014) that the charges filed by Nichol against Baker were non-cognizable. The Local's general membership voted at a special meeting on July 12, 2014 to take cognizance of Nichol's charges, thereby overturning the Executive Board's ruling.

On July 17, 2014, Baker appealed the membership's decision to the International President and in his decision dated July 28, 2014, the International President overturned the membership's decision, reinstated the Executive Board's decision and thereby denied cognizance of Nich-

ol's charges against Baker. The International President held that the charges [against Baker] "did not spell out an offense", and added "that if any member has a grievance against Brother Baker as Chair of the SDMM Council, s/he should address it at the ballot box."

In his appeal to the General Executive Board, Brother Nichol contends that the decision of the International President overlooked the ongoing nature of the offenses and erroneously overruled the membership decision to find cognizance.

The Board considered the appeal and evidence submitted by Brother Nichol. It denied the appeal finding that the charge does not state an offense under either the International or Local Constitution and Bylaws. It found that while Brother Nichol tried to recast the charges they remain allegations against Brother Baker's leadership style. In fact, Brother Nichol's appeal contrasts Brother Baker's leadership with that of President Loeb. Brother Baker was elected Craft Chairperson. Charges based upon personality of style of leadership may not be permitted to undo what was the will of a majority of those who voted in the Local's most recent officer election. Thus, the charges are not cognizable. President Loeb did not participate in the deliberations and did not vote on this appeal.

**APPEAL FILE NO. X5014-15  
BEN CEKUTA V. LOCAL NO.  
873, TORONTO, ON**

The General Executive Board considered Brother Ben Cekuta's July 2 and 16, 2015 appeal of President Loeb's decision dated June 18, 2015.

After a thorough review of all the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother Cekuta's appeal and resolved to communicate this deci-

sion to Brother Cekuta in writing in accordance with the advice of legal counsel.

President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL FILE NO. X5015-15  
MAC DAY V. LOCAL NO. 873,  
TORONTO, ON**

The General Executive Board considered Brother Mac Day's July 2 & 16, 2015 appeal of President Loeb's decision dated June 18, 2015.

After reviewing the correspondence, facts and submissions, the General Executive Board unanimously denied Brother Day's appeal and resolved to communicate this decision to Brother Day in writing in accordance with the advice of legal counsel.

President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL FILE NO. X5016-15  
ARMANDO DASILVA V. LOCAL  
NO. 129, HAMILTON, ON**

The General Executive Board considered Brother Armando DaSilva's July 24, 2015 appeal of President Loeb's decision dated June 18, 2015.

After reviewing the correspondence, facts and submissions, the General Executive Board unanimously denied Brother DaSilva's appeal and resolved to communicate this decision to Brother DaSilva in writing in accordance with the advice of legal counsel.

President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**AEG**

International Vice President Daniel Di Tolla, Special Representative David Garretson, Local 115 Business Agent Saul Lucio and Local 31 Business Agent Jason

Taylor reported to the General Executive Board on their productive discussions and agreements on recent developments with AEG Live.

Representative Garretson assisted Locals 31, 115, and 322 obtain work on the World's Loudest Month festivals. After initially losing all work to labor contractors, Locals 31 and 115, with the assistance of Representative Garretson, were successful in reclaiming the majority of the work on the festival. Representative Garretson also reported the success of Local 115 in negotiating an agreement to cover a non-union venue that will be used as part of the Bumbershoot Festival. He described a Rolling Stones show in Raleigh, NC where Locals 322, 347, 417, 491, 574, and 635 worked together to successfully complete the event. All of these events involved AEG and their success has helped to develop a constructive relationship.

Brother Taylor pointed out that his Local's attendance at the International's Officer Institute helped him negotiate a collective bargaining agreement with AEG.

Brother Lucio expressed his appreciation to President Loeb and "everyone in the room" because Local 115 was able to continue its presence at Bumbershoot. Vice President Michael F. Miller, Jr. added that because of the IATSE's on-going discussions with AEG in Kansas, Florida, and other areas across the country, the West Coast office was able to secure IATSE representation on an AEG concert in Los Angeles.

Vice President Lewis reported that the International had secured work with AEG for National Hockey League games in Quebec City.

President Loeb emphasized that these discussions with AEG began with a phone

call from one local union to Representative Garretson. That one call resulted in reclamation of work for two Locals and new jurisdiction for another. He noted that Locals 115 and 31 had both employed activism in their discussions with AEG. He stressed the significance of the report and thanked all for their diligence and activism.

### **ALBERTA ELECTION: NDP VICTORY**

International Vice President Damian Petti reported to the General Executive Board on the recent Alberta provincial elections.

Vice President Petti explained that on May 5, 2015, after forty-four years of right-wing political rule, the New Democratic Party (NDP) came to power in Alberta a dramatic way. This was not just the election of a union-friendly government in what was arguably the most right-wing part of Canada, but it was noted that of the 53 NDP seats elected, 27 are held by, card carrying union members.

In January 2015, the Alberta Federation of Labour (AFL) rolled out a rather modest Provincial campaign strategy that initially targeted five NDP candidates (out of 87 ridings) who "had a shot" at achieving seats in the Provincial Legislature. The plan, a targeted approach that was prescribed to the affiliated unions, was flexible enough to adapt to a changing political landscape and it worked. Leading up to the snap election call the AFL hired "poll cats" who were providing very accurate information. When the snap election was called (with only 29 days from announcement to Election Day), Alberta NDP Leader Rachel Notley very boldly pronounced she was indeed running to be the next Premier of Alberta and rolled out a "fairness for the working

class" style campaign that rapidly gained traction with the general public. She announced that the wealthy would be required to pay more and that the 10% flat tax (applied to all Albertans) would be overhauled with the wealthy paying a higher share. Notley also announced that she would phase in the \$15 dollar minimum wage and have a royalty review to make oil companies pay their fair share.

It was clear the tide was turning and the strategies and goals of local unions and the AFL were modified to embrace the potential of wholesale change. The AFL ran a popular "Better Way Alberta" television and social media ad campaign which mirrored the NDP platform and drew much support. This campaign was primarily funded by an advertising levy charged to all affiliated unions. Door knockers, initially hired and deployed to only those few "winnable" ridings, saw their numbers grow to 122 full-timers and began working with the NDP candidates in all 87 Provincial ridings. As information from the AFL poll cats rolled in, many affiliates including the IATSE, stepped up with substantial additional assistance. At the local level, efforts were made to mobilize and educate members through one-on-ones, phone calls, email and social media. A questionnaire asking party leaders direct questions about their support of unionized workers and the industries IATSE members work in was sent and those responses were widely circulated. All of this resulted in hundreds of thousands of voters being reached and informed.

On May 5, 2015, the seemingly impossible goal of the NDP forming government was about to unfold with a landslide victory. In doing so, the Provincial Conservatives were nearly wiped off the face of the map, holding onto only 10 of

the 70 seats that they had previously held. In his concession speech, the former Premier, who had managed to win his riding, promptly deserted the sinking ship, resigning his seat. This is a seat which is now expected to become NDP as well.

Many young voters participated in the election and some very young MLAs were elected. The new Alberta government is very diverse with several LGBT and ethnically diverse MLAs. Alberta elected the highest percentage of women to any government ever in Canada at 45%. Since the election, the NDP have achieved the following:

- Passed a prohibition on direct campaign Sponsorship by Unions and Corporations;
- Removed the 10% flat tax. Wealthy Albertans (earning more than \$125,000) per year now pay incrementally higher taxes based on their gross earnings; and
- Increased the minimum wage to \$15 per hour by 2018.

The spinoffs from this election success are still playing out. The AFL had to fill a number of vacancies as members of their staff and executive committee had been either elected or hired to work for the new government. Vice President Petti confirmed he was sworn in as Vice President of the AFL Executive Committee on June 4, 2015, and doing so, doubled IATSE's representation on this Committee by joining proud IATSE member Siobhan Vipond who continues to serve as Secretary-Treasurer of the AFL. The AFL Executive now has unprecedented access to the Government and meets with the Premier and Cabinet Ministers four times a year. Vice President Petti explained that the committee is currently tasked with making revisions to the Labour Code, Employment Standards Act, and Occupa-

tional Health and Safety Laws - all three of which were contenders for the lowest standard in the country.

In conclusion, Vice President Petti stated that the Alberta election has generated a great deal of momentum going into Canada's fall Federal election. Alberta ridings are now polling very highly for the Federal NDP and have brought hope to Canadian voters who are seeing the possibilities to oust the increasingly unpopular Federal Conservative Government and instead move to elect a government that promotes hope, dignity, fairness, worker's rights, diversity and equality for all.

President Loeb congratulated Vice President Petti on his recent appointment to the AFL Executive Committee. President Loeb also commended Local 212 for its efforts in helping to elect an NDP majority government in Alberta. President Loeb concluded his remarks by noting that the election results in Alberta are a real success for the labour movement and confirm that activism can translate into successes at the election polls.

### **AREA STANDARDS AGREEMENTS (ASA)**

International Vice Presidents Michael F. Miller, Jr. and Phil LoCicero, Assistant Motion Picture Department Director Daniel Mahoney, International Representative Scott Harbinson, members of the ASA Bargaining Committee from the Studio Mechanics Locals, West Coast Counsel Jim Varga and General Counsel Samantha Dulaney reported to the General Executive Board on the successful conclusion of the Area Standards negotiations.

Negotiations commenced on May 27th at the offices of the AMPTP in Los Angeles. In preparation, proposals were solicited from all of the affected local unions. Negotiations lasted for four days,

and the IATSE's key goals were met including: wage increases of 3% per year, and health benefit contributions to be increased by \$5.00 per person, per day. In addition, success was achieved with the inclusion of an employer contribution to the IATSE Entertainment and Exhibition Industries Training Trust Fund, which will allow this program to grow and serve the members who work under the ASA for decades to come. Producers will contribute to the IATSE Training Trust Fund \$.10 per hour worked, with a maximum contribution of 12 hours per person per day in years one and two of the Agreement, increasing to \$.15 in the third year of the Agreement.

Similar to what was accomplished in the Basic Agreement negotiations, the New Media side letter under the ASA will be modified as follows and beginning on November 1, 2015, will provide terms and conditions for members who work on these projects.

- a. There will be 2 tiers covering High Budget Derivative and Original Dramatic New Media Productions made for Initial Exhibition on a Subscription Video-On-Demand Consumer Pay Platform (SVOD) with the wages, terms and conditions as contained in the Area Standards Agreement.

Tier 1 (high budget):

- 20-35 min.  
\$2 million or more (increase by \$100,000 on 8/1/17)
- 36-65 min.  
\$3.7 million or more (increase by \$100,000 on 8/1/17)
- 66-95 min.  
\$4 million or more
- 96 min. and up  
\$4.5 million or more (plus \$2.25 million for each additional 35 min. or portion thereof)



Tier 1 terms and conditions:

- Produced for a distributor with 15 million or more subscribers
- For one-time productions, pilots, and the first season of an episodic series: “Pilots, Long-Form and First Year of One-Hour Episodic Television Series” wages shall apply.
- Hawaii and Las Vegas wages shall be per the Basic Agreement’s New Media Side letter.
- 2nd and subsequent seasons shall be per the “All Other Television” rates. There will be no unworked holiday pay for pilots, first year series and one time programs.

Tier 2 (medium budget):

- 20-35 min.  
\$1.3 - \$2 million
- 36-65 min.  
\$2.5 - \$3.7 million
- 66-95 min.  
\$3 - 4 million
- 96 min. or more  
\$3 - \$4.5 million (plus \$2.25 million for each additional 35 min. or portion thereof)

Tier 2 terms and conditions:

- Apply when the Tier 2 budgets are in place or when produced for a distributor with fewer than 15 million subscribers.
- For one-time productions, pilots, and the first three seasons of an episodic

series: “Pilots, Long-Form and First Year of One-Hour Episodic Television Series” wages shall apply.

- Fourth and subsequent seasons shall be per the “All Other Television” rates.
  - Hawaii and Las Vegas wages shall be per the Basic Agreement’s New Media side letter.
  - Unworked holiday pay will be 0% for pilots, one-time productions, and series seasons one and two, 50% season three, and 100% season four.
- b. The benefit contribution for new media projects budgeted at \$25,000 per minute or less shall increase \$5 per day.

Payroll deposit language was agreed to that allows the IATSE to demand payroll deposits from new or problematic companies. Special Conditions for Programs Made for Basic Cable or the CW shall follow the model set forth in the Basic Agreement. Home Video programs shall be covered under the then-current Low Budget Theatrical Agreement.

Safety issues were addressed and language regarding Extended Workday Safety Guidelines will be incorporated into the Agreement and the names of the Studio Safety Officer and the Studio Safety reporting line phone numbers will be included on all call sheets.

Location Managers and Assistant Location Managers classifications were recognized and accreted into the bargain-

ing unit in those jurisdictions that have organized and represented those classifications previously, including the states of Colorado, Maryland, Massachusetts, Maine, New Hampshire, Vermont, Virginia, Puerto Rico, New Mexico, Rhode Island, Tennessee, Washington, D.C, and all of Louisiana except for Shreveport and Baton Rouge.

It was agreed that Set Teachers shall be a recognized classification under the ASA.

Provisions for California Sick Leave Policy consistent with the Basic Agreement and a waiver of sick leave where permissible is also part of this agreement.

The Bargaining Committee and President Loeb described the difficult process by which the deal points were achieved. It was noted that this is a strong economic agreement that achieved most of the primary goals of the Committee – wages, benefits, Training Trust Fund contributions, significant New Media improvements and jurisdictional gains. The Memorandum of Agreement has been distributed to the affected Locals.

The General Executive Board has unanimously ratified the Agreement.

### AQTIS

International Vice President John Lewis, Local 514 Business Agent Michel Charron, Local 667 Business Agent David Rumley, and Local 667 Vice President



Local 514 Business Agent Michel Charron, International Vice President John Lewis, Local 667 Business Agent David Rumley, and Local 667 Vice President (Quebec) and Montreal Business Manager Christian LeMay reported on AQTIS.

(Quebec) and Montreal Business Manager Christian LeMay reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

Commencing in 2004, the IATSE mounted a four-year organizing campaign of the film industry in the Province of Quebec. As efforts were increasingly successful, a number of disputes arose with the Quebec-based labour organization AQTIS which culminated in the Quebec government enacting legislation that formally recognized the bargaining rights of the IATSE.

Effective July 1, 2009, Bill 32 became law in an attempt by the Provincial government to bring labour stability in the film industry by, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32 through the Quebec Labour Relations Board.

Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

**Sector 1:** For all Non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

**Sector 2:** For all U.S. productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

**Sector 3:** For all American independent productions with budgets of less than \$35M; \$1,615,000 for a 30-minute TV production; \$2,690,000 for a 60-minute TV production, and productions by Lions Gate Entertainment and Walden Media: AQTIS

**Sector 4:** For all American independent productions with budgets of more than \$35M; \$1,615,000 for a 30-minute TV production; \$2,690,000 for a 60-minute TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period in which any affected party can seek to raid the bargaining rights of another union or to ask the Labour Board to amend the four designated bargaining Sectors. After extensive consultation with Locals 514 and 667, the IATSE took the position of maintaining the status quo. The open period commenced on April 1, 2014 and a number of applications have been filed.

### *The Applications*

The Director's Guild of Canada (DGC) has filed three separate applications seeking to displace AQTIS for certain classifications. The IATSE is not intervening in these applications. On May 1, 2014, AQTIS filed an application affecting IATSE's bargaining rights by seeking to merge Sectors 3 and 4 and to represent all classifications within those Sectors with a few small exceptions. On May 30, 2014, IATSE Locals 514 and 667 each objected to the AQTIS application and each filed an intervention.

### *The Position of the IATSE*

The IATSE, through Locals 514 and 667, advocated the position of status quo. IATSE was not seeking to amend the bargaining sectors established under Bill 32 nor was it seeking to displace any classi-

fications currently represented by AQTIS. In objecting to the application filed by AQTIS, IATSE was seeking to have the application dismissed.

### *The Hearing*

The hearing in the DGC applications proceeded first and commenced in the fall of 2014. The DGC went first in presenting its case, introducing a number of witnesses who expressed their frustration with AQTIS over the years and their personal preference to be represented by the DGC. The hearings slowly moved forward. Originally, there were 32 days of hearing scheduled, however, after 17 days of hearing, AQTIS withdrew its raid against the IATSE. Subsequently, AQTIS, the Quebec Producers Association and the DGC agreed to a vote to determine the DGC applications. The parties are in the process of establishing the rules concerning the vote and the Labour Board is also questioning a number of aspects of their settlement proposal. Those issues have not been completely resolved but they are close. IATSE continues to monitor the situation to ensure IATSE's interests are not adversely affected.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture and television production industry in Quebec and in any other jurisdiction where they may be under attack.

### **BILL C-377**

International Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon reported to the

General Executive Board on recent developments with amendments to the Canada Income Tax Act proposed by Bill C-377.

Reports have been presented to the Board many times on Bill C-377 which is commonly referred to as the “Union Transparency Bill”, but is actually the bill that unfairly singles out unions by compelling them to comply with onerous financial reporting obligations to the Canada Revenue Agency which are then available to the public, which includes employers. These reporting obligations are not required by any other dues paying organization in Canada.

The legislation requires unions, associations, and even district labour councils to give detailed reports of their assets and liabilities as well as recording all expenses of \$5,000 or more, including the requirement to provide details of who received the payment and why. The salaries of union employees making \$100,000 or more are also required to be disclosed.

Bill C-377 has been compared to similar U.S. legislation but the Canadian version is actually more draconian. Unlike the U.S. financial disclosure laws, Bill C-377 requires the same reporting standards for all labour organizations regardless of their size. U.S. financial disclosure laws also require employers to disclose when they have spent money on activities like union-busting, such as hiring an anti-union consultant to squash an organizing drive. There is no equivalent under Canadian law, however, and C-377 forces unions to disclose the amount of time and resources that union staff has spent on “political activities, lobbying activities and other non-labour relations activities.”

Although Bill C-377 has been promoted by the Conservatives as an instrument of transparency, it is anything but.

Generally speaking, labour law in Canada falls almost exclusively under the jurisdiction of the provinces, where legislation already exists requiring unions to make financial information available to members annually and/or upon request. In the circumstances, Bill C-377 purports to solve a problem that simply does not exist. Unions are already transparent with their members.

Bill C-377 has now had two runs through both the House of Commons and the Senate. In its initial trip through the Senate, many Senators took issue with C-377 because of its questionable constitutionality, legality, and unfairness. In fact, the original version of Bill C-377 was so patently wrong-headed that the charge to amend it was actually led by a Conservative Senator, Hugh Segal. When Prime Minister Stephen Harper decided to prorogue Parliament, which shuts government down, the effect was that all bills in progress had to go back to square one once parliament reconvened, invalidating any amendments that had already been passed. This meant that all of Senator Segal’s hard work was erased.

Bill C-377 went back to the House of Commons last year, once again passing all three readings, and was then sent to the Senate. This time, Hugh Segal had retired, so labour had no one from the Conservative majority to champion its cause. Labour found a champion in another Conservative Senator, Diane Bellemare, who again voiced her concerns that C-377 was illegal and wrong-headed, and would be a waste of taxpayers’ money once it was inevitably challenged at the Supreme Court of Canada. She was not alone. By June of this year, opponents of C-377 included Canada’s Privacy Commissioner, the Canadian Bar Association, the NHL Players’ Association, the insur-

ance and mutual fund industry, and seven of the ten provinces, which represent over 80% of Canada’s population. Clearly, the Conservatives had their own agenda for wanting to pass C-377, and it had nothing to do with transparency.

In June 2015, Bill C-377 was passed by the Senate and it will come into force for the 2016-2017 fiscal year. Labour organizations will have six months after the close of that year to file their financial reports. The first time they will be obligated to file reports will be June 2017. The International and each local union will be legally obligated to comply. Both the Liberals and the NDP have pledged to overturn C-377 if elected, so IATSE is working with organized labour to ensure that the Conservatives are defeated in October. In the event the Conservatives are not defeated, the CLC and many of the provinces that are opposed to C-377 have pledged to challenge the Bill’s legality and constitutionality before the Supreme Court of Canada, and organized labour is optimistic about that Court’s ruling.

President Loeb stated that the IATSE will join the fight against any enforcement of Bill C-377 by being actively engaged in the upcoming federal election to defeat the Conservative Government. President Loeb also confirmed that the IATSE will support any initiatives pursued by the CLC to challenge the constitutionality of Bill C-377.

### **C.A.L.L.**

International Vice President John Lewis and International Representative Jason Vergnano reported to the General Executive Board on the creation and introduction of new software being developed by the IATSE Canadian Office.

Representative Vergnano explained that, similar in concept to the IATSE Legal

Database, the Canadian Arena Labour Lists, or C.A.L.L., is software intended to foster better communication and to ensure that IA Locals are operating with the most accurate and up-to-date information available. The concept for this project grew out of discussions Representative Vergnano had with Local 58 Business Agent Nelson Robinson, and Local 56 Business Agent and former call steward Karl Kreutzer.

The interactive database will track arena tours from the moment their dates are announced, until the final encore in the final city. Business Agents and call stewards will have access to itineraries and the evolving labour needs for load-ins, performance calls and tear-downs of every arena event as it makes its way across IATSE jurisdictions. It will give Locals the ability to send information “down the line” ensuring IATSE people are always the best informed and best prepared.

The network of communication fostered by C.A.L.L. will greatly reduce the scrambling some of our Locals are faced with due to missing, late or incorrect information. When a tour claims to not need anyone for the show call, Locals will know exactly how many crews and Locals worked the performances in the previous cities, all the way back to first date of the tour. By increasing their knowledge and awareness, Locals will have the necessary tools to be proactive instead of reactive.

To bring this concept to fruition, upon the recommendation of Vice President and Local 212 President Damian Petti, the Canadian Office has contracted Jason Hutt of Hutt IT, based in Calgary, Alberta. Jason has done extensive work with Local 212, Calgary, on a variety of projects and is currently working with Local 210 in Edmonton on the imple-

mentation of a call dispatch system to assist with getting the members to work in a timely and efficient manner. Hutt IT will design and deliver the project in collaboration with Representative Vergnano and the ongoing input of Locals 56, 58, and Business Agents Peter Gerrie and Ian Wilson of Locals 210 and 212. Hutt IT will provide all post launch maintenance and servicing. The system is being designed in such a way that, should it meet with the expected success, it may easily be expanded upon to serve the U.S. Locals as well. Representative Vergnano then led the Board through a mock-up demonstration of the database.

President Loeb noted that the database is a fantastic concept that will improve the IATSE’s ability to service employers and better secure work for members.

### **COPYRIGHT MODERNIZATION ACT**

International Vice President John Lewis reported to the General Executive Board on the Canadian Federal Copyright Modernization Act.

On June 29, 2012, the Canadian Senate approved the Copyright Modernization Act following thousands of consultations over the course of seven years. Canada had long lagged behind most industrial countries with regard to World Intellectual Property Organization (WIPO) standards with copyright legislation that had not been updated since 1997.

Changes from the old copyright legislation include: the extension of fair dealing provisions to encompass education, parody and satire use; time shifting for legally obtained broadcast media, and; reproducing copyrighted work for education purposes. Additionally, if notified by

copyright holders, Internet service providers (ISPs) are required to notify their users if and when they may be infringing on copyrighted material. Consequences for infringement are more severe: individuals will be held accountable for damages from \$500 to \$20,000 for commercial use, while non-commercial use damages will range from \$100 to \$5,000. The legislation will be reviewed every five years.

The IATSE was a key player in the push for effective copyright reforms and often faced opposition from some of its labour allies in its pursuit to ensure the amendments to copyright legislation were adequate. The IATSE’s efforts in this regard have not gone unnoticed. Vice President Lewis read an email received from Wendy Noss, the Executive Director of the CMOA-Canada.

“With all of the attention recently on the coming into force of the “Notice and Notice” provisions in the Copyright Modernization Act (provisions we did not advocate for), I thought it would be helpful to provide you with an update on another provision of the new legislation that we all worked jointly to support: The “Enablement” provision, defined in section 27(2.3), deems it an infringement of copyright to provide an Internet service “primarily for the purpose of enabling acts of copyright infringement”.

Building on the case law involving illegitimate peer to peer services that had developed in other jurisdictions, the Canadian law lists a number of factors that courts may consider in determining whether someone is an “enabler”, including how the person has advertised the service, whether the person had actual knowledge of infringement, whether the service has significant non-infringing use, the person’s ability to control infringing uses, the benefits (if any) the person re-

ceives from infringing uses and whether the non-infringing uses would be economically viable on their own.

Prior to the enactment of the new enablement provision, some had argued that the law in Canada for operators of pirate sites was unclear. Illegitimate sites and services exploited the uncertainty and regarded Canada as a desirable location from which to operate.

You and the IATSE were a key partner for us on the legislation to support and strengthen the enabling provision. And while there has only been one civil action that has garnered attention since enactment thus far, we have nonetheless been using the new provision, and the clarity it provides, to support our efforts against illicit sites responsible for large scale illegal downloading and distribution of creative works.

MPA-Canada's Content Protection Operations (CPO), working in coordination with our broader content protection and legal teams, operate an ongoing intermediary outreach program that begins with the identification of operators of rogue sites or services with a Canadian connection.

The results: In 2014, fifteen rogue sites (bittorrent, streaming and linking sites) which were operated by Canadians were targeted. The sites offered unauthorized access to hundreds of millions of movies and television programs. Membership to the sites ranged from 3,700 to 1.3 million members worldwide. The fifteen sites were sent cease and desist notices based upon their "enablement" of infringement, with targeted follow up as necessary. All fifteen sites "voluntarily" shut down thereafter.

There is no question that we all continue to face major challenges in the online marketplace. The current Copyright

Act is far from ideal and falls short in key areas necessary to protect creative works online. Content theft is a very real problem not just in Canada but around the world.

So while there is no one simple solution, we did want to share with you how this provision we advocated for, and told the government was important to our industry, is being utilized to support Canada's growing legitimate marketplace."

Vice President Lewis confirmed that the IATSE will be vigilant during the 2017 review of the Copyright Modernization Act to ensure the interests of IATSE members and the economic health of the industry are respected.

President Loeb confirmed that the International will continue to support any and all efforts to eliminate digital theft in Canada, the United States and globally.

### **CREW ONE/LIVE NATION**

International Vice President Daniel Di Tolla, Communications Director Emily Tao, and Local 927 Business Agent Neil Gluckman reported on a public relations campaign directed at Crew One and Live Nation. Crew One is the labor contractor that provides stagehands for concerts promoted by Live Nation in Atlanta. After the Union won an NLRB election to represent the workers employed by Crew One, the employer refused to bargain with the Union. The International began a publicity campaign against Crew One and employers that use their services, highlighting Crew One's exploitation of workers. That campaign continues.

Vice President Di Tolla thanked Communications Director Tao, publicists Scott Treibitz and Jamie Horowitz, Vice President Walter Cahill, Local 927 and Business Agent Neil Gluckman, IATSE General Counsel Samantha Dulaney, and

attorneys Robert Weaver and George Davies for their contributions to the successful campaign.

President Loeb remarked that the International has not wavered in its support of the workers in this campaign. The International has devoted its resources to this effort. He commended all involved for their exemplary work.

### **EGG FILMS**

International Vice President John Lewis, Assistant to the President Sean McGuire, Local 849 President Marcel Boulet and Business Agent Gary Vermier, reported to the General Executive Board about the ongoing legal disputes between Local 849 and Egg Films.

It was reported that on April 17, 2013, the Supreme Court of Nova Scotia dismissed the Judicial Review application that Egg Films filed disputing Local 849's certification as exclusive bargaining agent for Egg Film technicians. Vice President Lewis explained that Supreme Court of Nova Scotia upheld the decisions of the Nova Scotia Labour Relations Board certifying Local 849 as the exclusive bargaining agent for Egg Film technicians.

Pursuant to legislative amendments in the Nova Scotia Labour Relations Act (at the time), Local 849 applied for and was ultimately awarded first contract arbitration with Egg Films after protracted unsuccessful attempts to reach a first collective agreement. A one-year contract between Local 849 and Egg was issued in the first contract arbitration process on September 19, 2013, heralding the end of what had been a long and difficult process. The first day of shooting under the newly implemented agreement successfully took place on December 10, 2013 and thirteen commercials were shot under the agreement.

It was also reported that prior to the issuance of the arbitrated first contract, Local 849 attended a Labour Board hearing into Egg's Unfair Labour Practice complaint alleging the Local had bargained in bad faith. On December 12, 2013, the Labour Board dismissed Egg's complaint. On December 9, 2013, Local 849 attended a Nova Scotia Court of Appeal hearing into Egg's appeal of the Supreme Court of Nova Scotia's April 17, 2013 decision to refuse Egg's requests to overturn the Labour Board's certification decision. In this further appeal, Egg claimed that the Labour Board (and the Supreme Court of Nova Scotia) was unreasonable in granting the certification and acted unreasonably by allowing the certification based on employees working for one day. The Court of Appeal dismissed Egg's appeal. On September 25, 2014, the Supreme Court of Canada denied leave to appeal and awarded costs to the IA, thus putting an end to Egg's challenge to Local 849's bargaining rights and collective agreement.

Local 849's one-year agreement with Egg expired in September 2014 and the Local commenced bargaining for a second agreement. Assistant to the President McGuire was assigned to assist the Local. The parties met briefly on November 27 and 28, 2014. Little progress was made as Egg not only wanted dramatic concessions to the contract, it also insisted on excluding any commercials under \$100,000 from application of the collective agreement, effectively rendering the agreement meaningless. The Local subsequently filed a bad faith bargaining complaint against Egg at the Labour Board when Egg refused to disclose information and documentation relevant to the collective agreement negotiations. Egg filed for conciliation on December 9,

2014 and locked out the members of the Local on March 4, 2015.

Thereafter, President Loeb declared Egg to be an unfair employer and the Local began writing to all of Egg's customers and advertising agencies advising them of the lock out and asking them to not use Egg for their commercials. Working in conjunction with Emily Tao and Molly Katchpole of the IATSE Communications Department, the Local created the "Egg Films: Don't be Rotten" Facebook page, website and Twitter page. The campaign garnered attention from Egg, which responded with its own social media campaign called "Egg Fights Back". The level of support for the Local's campaign from IA Locals from both countries has been impressive. The "Egg Films: Don't Be Rotten" photo has been reproduced by a number of Locals and labour groups. The support by the CLC, Nova Scotia Labour Council and the Halifax-Dartmouth Labour Councils has also been tremendous.

Since the lockout, Egg has continued to produce a limited number of commercial videos although not in Nova Scotia. One such commercial was shot for the Atlantic Lotto Corporation in Moncton, New Brunswick and one Public Service Announcement. On June 16, 2015, the Local bannered three separate locations of the Atlantic Lotto Corporation in St. Johns Newfoundland and Labrador, Moncton, New Brunswick and Halifax, Nova Scotia. The Local's efforts in this regard were supported by Locals 709, 671, 680, the CLC and the Halifax-Dartmouth Labour Council.

The Local's bad faith bargaining complaint before the Labour Board is coming up for hearings. Among other things, the Local is seeking extensive financial disclosure. Egg continues to reject this produc-

tion request and recently filed a bizarre twenty-six page submission requesting that the Local's complaint be dismissed and also accusing the Labour Board of bias.

President Loeb thanked Local President Boulet for the commitment and determination of the Local 849 executive and membership in remaining steadfast in the on-going disputes with Egg Films. President Loeb congratulated the Local on the Supreme Court of Canada decision and, in doing so confirmed that the IA will continue to support the Local in its continued efforts to reach a renewal agreement with Egg.

## **ENGAGE CANADA**

International Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board about IATSE's involvement with Engage Canada.

Operations Manager Hurdon explained that last year, during Ontario's provincial election, the IATSE affiliated with an organization called Working Families, an organization which was formed by various trade unions and like-minded individuals and organizations intent on raising issues of importance to working families and labour during the election. This discourse often takes aim at the right wing agenda advocated by the Conservative party. The Liberal party's ability to secure a majority government and the decimation of the Conservative party in the last Ontario provincial election has been attributed in many ways to the efforts of Working Families. The IATSE and its various local unions in Canada raised almost \$40,000 in support of the various Working Families initiatives in Ontario.

Engage Canada aims to do federally what Working Families did provincial-



**Assistant Department Director of MP&TV Production and International Vice President J. Walter Cahill reported on the IATSE's agreement with "Hillary for America."**

ly. They are not endorsing any political party, but rather working to ensure that the Conservative party candidates are unseated. Engage Canada is a broad-based, grassroots organization formed in response to a growing movement in Canada looking for change in the nation's capitol of Ottawa. It is overseen by a group of veteran Liberal and NDP strategists who are gathering support from unions and other groups to run a concerted campaign against the re-election of Canada's Prime Minister Stephen Harper. It has received funding from progressive groups, organizations and individuals across Canada who want to fight to ensure that middle class families have their voices heard. Monies raised go to anti-Conservative advertising. Engage Canada's first television ad began running in mid-June 2015 and will only legally be allowed to run until the election writ is dropped. The ads assert that income inequality has skyrocketed under Harper and that his Conservatives "won't be there for you."

IATSE Canada has contributed \$25,000 to Engage Canada and Toronto

Local 873 matched that contribution. In recognition of the fact that most Canadian local unions are unable to contribute at these levels, the IATSE Canadian Locals have been challenged to try to make the highest contribution possible on a 'per member' basis. To date, many Locals have stepped up, with Vancouver Local 891 contributing \$15,000, Eastern Canada Local 667 contributing \$5,000, Calgary Local 212 contributing \$5,000, Halifax Local 849 contributing \$4,000, Western Canada Local 669 contributing \$3,000, Toronto Local 58 contributing \$3,000, Kitchener Local 357 contributing \$1,000, Montreal Local 262 contributing \$540, Manitoba Local 856 contributing \$500 and St. Catharines Local 461 contributing \$50. In total, the IATSE's contribution to Engage Canada is \$87,090. Individuals are also permitted to contribute directly via the Engage Canada website, at [www.notthereforyou.ca](http://www.notthereforyou.ca)

President Loeb commended IATSE Canada's support for initiatives like Engage Canada. In doing so, President Loeb reiterated the importance of IATSE engaging in political activism to ensure

political parties that support labour get elected.

## **GOLF CHANNEL**

International Vice President Daniel E. Di Tolla and Broadcast Department Director Sandra England reported on the status of relations with the Golf Channel. In May 2013 the IA won an NLRB election and was certified as the bargaining representative of broadcast technicians working on remote coverage of golf tournaments for the Golf Channel (an NBC/Universal company). A bargaining committee was assembled and began meeting with management representatives on a regular basis to negotiate a first contract. In February 2015, the IA informed Golf Channel that, after sixteen months of bargaining, it was unlikely that the bargaining unit employees would agree to the company's offers. The company's contract offer was nonetheless sent out for a vote to prove how the employees would react. The IA also asked employees to give authorization to call a strike if negotiations did not progress.

The company's February 2015 contract proposal was rejected by over 90% of the voters. An ample majority also authorized a strike. After the February vote, both the IA and the company made major concessions and moved closer to a deal that the workers could approve. The resulting last and final contract offer was sent to employees was again sent out for a ratification vote June. In mid-June, Golf Channel utility technician John Gallagher, with assistance from the National Right to Work Foundation, filed a petition at the NLRB seeking to decertify the IATSE. On the same day in June, the unit ratified the collective bargaining agreement with Golf Channel by a two-thirds majority of those voting.

The IA has a signed, implemented, enforceable contract with Golf Channel at this time; but NLRB decertification ballots have been mailed to employees who meet specific voter eligibility criteria. Ballots will be counted at the NLRB Atlanta Office on August 12, 2015.

It was noted that the employer has been active in opposition to the IA in the decertification case and has readily encouraged employees to decertify the Union. It is believed that the company was desperate to remain at the bargaining table so they could support a potential decertification effort. The IA has recently filed unfair labor practice charges with the NLRB based on unlawful Golf Channel conduct. It was noted that Golf Channel and NBC/Universal appear to be united in their fight against the IA, and that the IA is fighting against both of them and the National Right to Work Foundation.

President Loeb noted that the president of Golf Channel has circulated campaign videos suggesting that the crews' interests lie with him rather than the Union. The video was clearly anti-union and anti-IA. He further noted that NBC/Universal's so-called relationship with the IA amounts to nothing in light of these actions. NBC and its officials have irreparably damaged its so-called relationship with the Alliance.

### **HILLARY CLINTON CAMPAIGN CONTRACT AND TV COMMERCIALS**

International Vice President Walter Cahill and Assistant Department Director Daniel Mahoney reported on the International's agreements with "Hillary For America." The Hillary Clinton Presidential Campaign is committed to producing all of its upcoming Presidential campaign commercials under the provisions of the International's Commercial Production

Agreement ("AICP"). "Hillary For America" will utilize political advertising production entities that are signatory to the AICP collective bargaining agreement. In fact, an IATSE-represented production crew in New Hampshire just recently worked on a campaign advertisement. The International anticipates many more productions over the course of the next sixteen months leading up to the 2016 elections.

As with the campaign in 2008, "Hillary For America" will utilize IATSE-represented workers for her public appearances and other similar events. Questions regarding this agreement should be directed to the Stagecraft Department at the General Office.

President Loeb noted that these were good developments and the International will have similar agreements in place with all Presidential candidates, regardless of party affiliation.

### **BASIC AGREEMENT NEGOTIATIONS**

International Vice Presidents Michael F. Miller, Jr., John Lewis, Thom Davis and John Ford, Assistant Department Director Daniel Mahoney, International Representative Lyle Trachtenberg, West Coast Counsel Jim Varga, General Counsel Samantha Dulaney, and members of the Basic Agreement Bargaining Committee reported to the Board regarding the successful negotiations of the Hollywood Basic Agreement.

Negotiations for a successor agreement to the 2012 Hollywood Basic Agreement were conducted April 6-18, 2015 at the AMPTP offices in Los Angeles. The IATSE bargaining committee was chaired by President Loeb. The Bargaining committee consisted of roughly sixty-five people, including IATSE Officers, Repre-

sentatives and Staff, Legal Counsel, local union representatives, rank and file members and outside professionals. The professionals included IATSE attorneys Dale Short, John Shepherd, and Frank Moss, as well as pension and health experts from the Segal Company, and James Heinzman of the accounting firm Schultheis and Pa-nettieri.

The overall goals of these negotiations were to break the pattern of 2% wage increases, protect the MPI health plan benefits, improve New Media terms and conditions, protect the retirees' current benefits and secure pension increases as well as improve on issues related to quality of life.

The first of the two weeks of bargaining was specific to local union issues and each of the West Coast Studio Locals and their committees bargained for issues specific to their respective crafts. The local union negotiations concluded the first week with only two Locals having open items carrying into the following week. Negotiations during the second week were slow and frustrating. On Saturday morning, April 18th, after a marathon 24-hour bargaining session, the negotiations concluded and a deal was reached. The following deal points outline a very successful negotiation that addressed the vast majority of the IATSE priorities while giving up very little in return.

Wage minimums will increase 3% compounded in each year of the Agreement.

Motion Picture Industry (MPI) Pension Plan:

- a. For those who retired prior to August 1, 2009, they shall receive a 13th and 14th check on or about November 1 in each year of the Agreement, provided there are eight months of reserves in both the Active and Retiree



Health Plan and the Pension Plan is certified to be in the Green Zone.

- b. In each year of the Agreement, the hourly contribution into the Pension Plan shall increase by an additional \$0.18 per hour.
- c. The Defined Benefit Pension Plan benefit accrual formula will increase by 10% for Active Participants effective January 1, 2017, retroactive to August 1, 2015 provided that there are at least eight months of reserves in the Active and Retiree Health Plans. Every three years after that, provided that there continues to be reserves in the Active and Retiree Health Plans of at least eight months, the plans will provide the 10% pension increase for the prior three years, retroactively. The pension increase will continue every three years provided the Plans maintain a strong financial condition. Motion Picture Industry (MPI)

Health Plan: Current members with at least one qualifying year into the MPI shall continue to be eligible for retiree health coverage after fifteen qualifying years in the MPI. For new members who do not have a qualifying year into the MPI as of January 1, 2016, such new employees will need twenty qualifying years in the MPI to qualify for retiree health coverage.

Residual provisions are established for minimum guarantees of 4.5% when a producer sells foreign distribution rights for a motion picture for a flat fee, which will capture more contributions for the benefit Plans and lower audit and collections costs.

Contract Services Administration Trust Fund (CSATF):

- a. Producers will contribute an additional \$0.10 per hour worked in year one of the Agreement, and an additional \$0.10 in the third year of the

Agreement to the CSATF.

- b. Harassment Prevention Training shall be added and the participation stipend paid will be \$20/hr.
- c. The Industry Experience Roster (IER) Safety Requirement Training program shall be renewed and shall include Safety Refresher Training. The roster removal provisions were improved so that a person shall only be removed from the IER if they have not been employed at least one day in the past three consecutive years.

The new media side letter will be modified as follows, beginning on November 1, 2015, to provide wages, terms and conditions for members who work on these projects.

- a. There will be two tiers covering High Budget Derivative and Original Dramatic New Media Productions made for Initial Exhibition on a Subscription Video-On-Demand (SVOD) Consumer Pay Platform, such as Netflix, Hulu, Amazon Prime, etc., with the wages, terms and conditions as contained in the Basic Agreement.

Tier 1:

- 20-35 mins. \$2 million or more (increase by \$100,000 on 8/1/17)
- 36-65 mins. \$3.7 million or more (increase by \$100,000 on 8/1/17)
- 66-95 mins. \$4 million or more
- 96 mins. and up \$4.5 million or more (plus \$2.25 million for each additional 35 mins. or portion thereof)

Tier 1 terms and conditions:

- SVOD with 15 million or more subscribers:
- 20-65 minutes: Basic Agreement

(Free Television) with New One-Hour Episodic Television Series side letter for pilot and first season.

- 66 minutes or more: Special Conditions for Long-Form Television Motion Pictures side letter. This includes 2 hour pilots. SVOD with fewer than 15 million subscribers:
- Per the Basic Agreement with the side letter for Productions Made for Basic Cable.

Tier 2:

- 20-35 mins. \$1.3 - \$2 million
- 36-65 mins. \$2.5 - \$3.7 million
- 66-95 mins. \$3 - \$4 million
- 96 mins. or more \$3 - \$4.5 million (plus \$2.25 million for each additional 35 mins. or portion thereof)

Tier 2 terms and conditions:

- Per the Basic Agreement with the Productions Made for Basic Cable side letter.

Payroll deposit language was agreed to that allows the IATSE to demand payroll deposits from new or problematic companies.

The language regarding "Extended Workday Safety Guidelines" was incorporated into the Local Union Agreements.

The Call back provisions for intervening hours, used to calculate the rate at which an employee returns to work when a full rest period has not been provided, contained in paragraph 11 of the Local Agreements, shall be increased from four hours to five hours. Intervening time of less than five hours shall be considered work time.

Change and Cancellation of Call - conform most of the Local Agreements as follows:

- a. If, at any time of a call, the employee called is not on the employer's payroll, such call may not be cancelled.
- b. No calls may be cancelled after an employee has been dismissed for the day and has left the work site.
- c. Calls may be cancelled or changed (except as mentioned above), if made: before 8:00 p.m. of the day preceding the call; or with six hours advance notice on the day of the call, provided such notice is given after 7:00 a.m. on the day of the call.
- d. In addition to the above, calls may be pushed to a later hour provided that the employee receives at least nine hours advance notice of the new call time.

When reporting for work between thirty and forty miles from the center of the Thirty Mile Zone (TMZ), including John Wayne Airport, within this "Secondary Zone", the following shall apply:

- a. Mileage will be paid at \$0.30/mile from the studio or production office to and from the location.
- b. Each employee shall be paid an additional \$4.50 per day driving allowance.
- c. Rest periods shall be calculated from the edge of the TMZ.
- d. Courtesy housing shall be offered for those who work beyond twelve hours in the "Secondary Zone".

California Sick Leave Policy:

- a. Commencing July 1, 2015 or thirty (30) days after commencing employment, whichever is later, Employees working in California will accrue paid sick leave benefits. This benefit is accrued and is available only Employer by Employer.

- b. Sick leave is accrued in increments of one (1) hour for every thirty (30) hours worked for the Employer. An employee may accrue up to forty-eight (48) hours or six days, but the employer may limit the use of accrued paid sick leave to twenty-four (24) hours or three (3) days on an annual basis.
- c. An employee may begin to use accrued paid sick leave following the ninetieth (90th) day of employment with the Employer.
- d. Accrued paid sick leave may be used in increments of a minimum of four (4) hours.
- e. Up to six (6) days of accrued sick leave may be carried over to the next year. There is no cash out of unused sick leave.

The term of the Agreement shall be from August 1, 2015-July 31, 2018.

It was noted by Vice President Miller that the pension increase applies to those that retire after August 1, 2015 (provided the reserve levels as indicated have been met) and that those that retired prior to August 1, 2009 will continue to received 13th and 14th checks (also provided that the reserve triggers are met). Vice President Miller also explained that since the year 2000, active participants have seen pension increases of 48% to the accrual rate and 3% to the IAP and retirees have continued to get the same (16 %+) 13th and 14th check as they have received for years. The pension increases have always applied to the actives, in no small part because those are bargained along with contribution increases to pay for them, because it is the actives ongoing work that funds them. If the pre-2009 retirees were to lose the 13th and 14th checks that would result in a PENSION CUT of over 16%

to the benefits they have been receiving since retirement. Those checks are not additional to their prior benefit. During the drafting stages of the Memorandum of Agreement, it became apparent that there was a miscommunication between the IATSE and the AMPTP regarding the Pension Plan increase and how it would be applied. This issue was eventually resolved, but it did cause a delay in finalizing the agreement.

The ratification schedule has been set and ballots are due to be counted and reported on August 25, 2015 at a Special Business Agents meeting at the IATSE West Coast Office.

Several members of the committee commented to Board about the process and the effort that went into these negotiations. President Loeb also informed the Board of many of the challenges and hurdles that the committee overcame in these very difficult negotiations.

## **iHEART RADIO AWARDS**

International Vice President Michael F. Miller, Jr., Local 600 National Executive Director Bruce Doering, and Local 695 Business Agent Scott Bernard reported to the Board on the NBC/Universal television show titled "The iHeartRadio Music Awards" in Los Angeles. Prior to 2014, the iHeartRadio Awards had been produced under an IATSE agreement. For the 2014 show, NBC did not use IATSE, providing no notice or opportunity for the IATSE to protect its jurisdiction or adequately educate the membership. NBC/Universal attempted to do the same thing for the 2015 show. . However, when the IATSE technical crew refused to work without an IATSE agreement that protected their conditions and benefits, the production returned the show to an IATSE Agreement.

Vice President Miller specifically recognized the work that Locals 600 and 695 did to educate their members about the workplace risks of working without the protection of the terms and conditions of an IATSE Agreement. Most importantly, the crew and members of the IATSE were recognized for their courage for standing up to an employer that was trying to undermine the standards for this type of production.

### **CANADIAN NATIONAL FOOD DRIVE**

International Vice Presidents John Lewis and Damian Petti and Canadian Office Operations Manager Krista Hurdon presented a power-point presentation to the General Executive Board on the Canadian National Food Drive and IATSE's successes in the "Every Plate Full" challenge.

Vice President Petti explained that the extent of hunger's reach in Canada is rather alarming, with close to 850,000 Canadians assisted by food banks each month, 36.4% of whom are children and youth.

In October 2014, President Loeb assigned Vice President Petti the task of establishing a national food drive which gave rise to the IATSE's "Every Plate Full" challenge in Canada. Operations Manager Hurdon and Canadian Office staffer Nate Richmond joined the assignment as key point persons. The initiative was an overwhelming success, far surpassing the initial goal of raising 100,000 meals. The challenge ended with 175,438 meals raised with several hundred pounds of food also being donated to Canadian food banks. To put this number into some perspective, on a per capita basis, this food drive raised more than 10 meals for every single Canadian IA Member.

Vice President Petti explained that the social media aspect of the campaign was strong with the hashtag #iatsecare being incorporated. This hashtag caught on very quickly and even food banks Canada were routinely using it. A logo and graphics were developed and messaging to all Canadian Locals was drafted. Participating Locals were very creative in engaging their members with the drive. Some of the notable activities included barbecues, food collection drives, contests in the workplace, hockey bets, raffles, and employers matching contributions. Some Locals such as Local 58 (that raised \$24.00 per member) held multiple events and activities. Local 891 President Mitch Davies, posed in his Calgary Flames jersey after losing a bet.

The challenge saw quite a range in the donations being made with some Locals raising less than fifty dollars and two larger Locals raising more than 40,000 meals. Locals like 709 in Newfoundland and Labrador became significant drivers, taking on a large social media presence. Employers also got involved, matching their employees' contributions and making generous top ups. F&D Scene Changes and Great Lakes Scenic Shop were by far the best employers in terms of contributions.

Vice President Petti stated the assignment was extremely worthwhile and rewarding. On Twitter, Food Banks Canada publicly refers to the IATSE as "rock stars". Of the partnerships that Food Banks Canada had with other organizations for "Every Plate Full", the IATSE Canadian challenge was their most successful.

Vice President Petti concluded his remarks by thanking all of the participants, all Canadian Representatives and officers who helped with the challenge and recommended that the IATSE's national

food drive in Canada become an annual event, building on the successes of the initial roll out.

President Loeb congratulated the Canadian Office and participating Canadian Locals on the tremendous success of the national food drive. In doing so, President Loeb noted the importance of the IATSE's continued participation in food drives and other similarly worthy community causes and encouraged all locals to identify future opportunities for the IATSE.

### **IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents Michael Barnes, Anthony DePaulo, Daniel Di Tolla, John Lewis, International Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Joel Youngerman, and Peter Marley and Special Representatives David Garetson, Don Martin and Joseph Short updated the Board on the activities in Stagecraft since the Mid-Winter Board meeting in Charlotte.

Representative Bateman reported on the successful conclusion of negotiations between Local 675 and the Holt Center for the Performing Arts; Locals 15, 488 and 887 and the Intiman Theater Festival; and Local B-7 and the Denver Center for the Performing Arts. He also reported on the organizing drive involving Locals 15, 28, 93 and 675 to represent riggers employed by Rhino.

Vice President Barnes reported on the new facilities added to the Global Spectrum national contract. He also reported the successful conclusion of negotiations between Casino Hotel Employees Local 917 and the Atlantic City casinos, Treasurers and Ticket Sellers Local 752 and

SMG, and Wardrobe Local 799 and the Annenberg Center.

Vice President Barnes also reported on the successful representation elections involving Local 8 and Live Nation venues in the Philadelphia Metropolitan area, the Tower Theater and Theater for the Living Arts.

Special Representative Joseph Short reported on the successful conclusion of negotiations between Local 48 and the Akron Civic Theater. He also reported that the Columbus Association for the Performing Arts (“CAPA”) has agreed to a voluntary recognition procedure with Theatrical Wardrobe Local 747 to represent make-up artists and hair stylists.

Assistant Director Hartnett reported on the completion of the Pink Contract database, attendance at the AFL-CIO Organizing Institute, and the monitoring of the Metropolitan Opera’s financial obligations. He also reported on the successful conclusion of negotiations with Vee Corporation.

Representative Marley reported on the successful conclusion of negotiations between Wardrobe Local 784 and the San Francisco Ballet, Wardrobe Local 768 and the Pantages Theater. He also reported on the successful completion of a

neutrality agreement covering the IATSE jurisdiction’s at the Los Angeles football stadium. He expressed appreciation for the support of the Los Angeles Central Labor Council.

Representative Don Martin reported that the IATSE Pink Contract Outreach program has been successful in improving representation of the traveling members and has their full support.

Representative Joel Youngerman reported on his assignments with Local 363 in connection with Total Crew Services Inc., Local 13 and Varsity Theatre, and Locals 13 and 745 regarding Viking Stadium.

Vice President John Lewis reported on plans to mount a social media initiative to improve and encourage organizing campaigns throughout Canada.

Vice President Di Tolla reported on the successful completion of negotiations between Local 74 and Live Nation for the Oakdale Theater. He also reported on preparations for the upcoming Live Nation national amphitheater contract.

Vice President DePaulo reported on the successful completion of negotiations between Local 306 and Disney Theatricals covering the New Amsterdam Theater. He also reported on the preparation

for the Broadway League/Disney pink contract negotiations.

President Loeb remarked that the length and descriptive elements of the assignments show the volume of work in the Department. He discussed negotiating priorities, observing that the International and its Locals must pursue labor contractors. It must be emphasized to employers that it is better to deal directly with the International than to utilize third-party contractors. President Loeb remarked that there has been a 300% increase in organizing drives in the Department since the last Convention in 2013, noting that the Department is focused on growth. He reminded everyone that the job of the International and the Locals is to organize.

President Loeb commended Vice Presidents DiTolla and DePaulo and the Department for their progress not only within the Department but also with Stage Locals, observing that they have done a fine job.

## **IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT**

International Vice Presidents Michael F. Miller, Jr. and John Lewis, Assistant Department Director Daniel Mahoney, and



**International Representatives Lyle Trachtenberg and Scott Harbinson, Assistant Department Director Daniel Mahoney, International Vice Presidents Michael F. Miller, Jr. and John Lewis, and International Representative Jamie Fry reported on the activities of the MP & TV Department.**

Representatives Jamie Fry, Scott Harbinson and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting of the General Executive Board.

Vice President Miller reported on the status of the Basic Agreement and Area Standards Agreement, both of which are subjects of additional and separate reports to the Board. The Department continues to organize and negotiate contracts for distribution via the Internet. The new media provisions of the Basic Agreement will bring these higher budget productions produced by the studios in line with the single project agreements that we have been negotiating with independent producers. Single production agreements do not include the New Media side letter, and terms are negotiated as part of the one-off agreements.

After the Basic Agreement and Area Standards Agreements were negotiated with the AMPTP, several other IATSE Locals negotiated their Majors agreements including Local 52 in New York, Local USA829 (status of negotiations pending), and The Animation Guild Local 839. In Vancouver, the British Columbia Council of Film Unions (BCCFU) comprised of Locals 669 and 891, and Teamsters Local 155 is scheduled to continue their negotiations in Los Angeles in August, and Toronto Local 873 is also scheduled to conduct their negotiations. In Los Angeles, the Teamsters and the Basic Crafts also concluded their AMPTP negotiations on the same basis as the IATSE.

It was reported that HBO Films is in discussions with the IATSE to renew its agreement for Long Form programming made for HBO. The discussions are mov-

ing towards an agreement in line with the International's agreement with HBO Entertainment. This would provide the rates of the Basic Agreement and the other Majors Agreements with the beneficial working conditions of the HBO Entertainment agreement. It was noted that the HBO Agreements have come a long way since their inception almost twenty years ago and are now some of the best IATSE motion picture agreements.

Ten new companies have signed the IATSE motion picture term agreements since the last meeting. Vice President Miller also reported that there are several upcoming negotiations before the end of the year with Independent Producers for agreements that cover low budget Basic Cable and children's programming and the expectation is that they will follow the pattern established by the Basic and Area Standards Agreements.

During recent negotiations with Nickelodeon/Viacom and RoCart, it was agreed that Studio Teachers working for RoCart will be covered under the Local 884 Agreement commencing September 1, 2015. This classification will no longer be sub-contracted to OnLocations, a company that traditionally hired teachers under the guise of calling them independent contractors.

The AICP Television Commercial Agreement currently has over 460 signatory companies. Policing this agreement continues to provide challenges as companies continue to produce non-union. It was noted that production under this agreement has been increasing, most notably in Los Angeles. The improving economy and spots for the Internet seem to be the primary drivers of the increased production in this area.

In the area of television production, Award Shows and TV Specials continue

to provide significant employment on many high profile productions such as The Academy Awards, The Emmys, The Tony's, and others. Currently, twenty-six companies are signed onto a term basis and about fifty single production agreements are negotiated annually for this type of work.

It was reported to the Board that 100% of the compliance audits completed since the last meeting were found to be within the budget caps required by the Low Budget Theatrical Agreement, and there are nine pending audits. The auditing program continues to prove its worth. Penalties contained in the agreements are strong and effective deterrents to producers and production companies. More often than not, a company will self-report that they have gone over budget or that they have received an infusion of financing and adjust the wages and benefits to the appropriate tier, rather than face the harsh penalties associated with getting caught.

The number of Low Budget Theatrical productions are voluminous and a source of extensive employment. Many of these productions have budgets of less than \$1 million and more than a dozen of these have been negotiated recently.

Several organizing victories were reported in the reality television genre including Skin Wars, Twinning, Home Free, Steampunk'd, Your Worst Nightmare and Marriage Boot Camp. Reality TV entities Reville, Endemol and Core Media have merged to create a giant independent television company and discussions are underway to combine those separate agreements into one. This will create opportunities and challenges as two of those three companies are currently signed to IA agreements. Other organizing wins include the features Untitled Jamal Hill

Project, God's Not Dead 2, Brave New Jersey, Chimera and Christine.

Representative Harbinson also reported on the recent organizing in South Carolina on the TV production of The Inspectors.

Vice President Lewis reported on the status of the Canadian Binder Agreements, Canadian Motion Picture bargaining, the National Film Meeting and organizing. There are now 320 companies signed to the Canadian Binder Agreements and 215 to the Canadian Local Union Term Agreements. He further reported on the status of negotiations with Locals 669, 891, 411 and 873. The BCCFU will continue bargaining in August and Local 873 will be negotiating August 10-14. Local 411's contract expires at the end of 2015 and bargaining dates have not been set.

In conjunction with IATSE District 12's off-year convention, the Canadian Motion Picture Locals held the first national film meeting which was attended by President Loeb and Vice Presidents Miller and Lewis. Items discussed were organizing, training, negotiations, jurisdiction and activism.

Assistant Department Director Vanessa Holtgrewe and Representatives Mark Kiracofe and Julia Neville will be joined by Locals USA829, 891, 600, 800 and 839 in Los Angeles, August 11-13 at SIGGRAPH. This is a large computer graphics convention that attracts workers and employers from all areas of computer graphics, visual effects and technology. Our participation here raises the awareness of the IATSE to the workers in the VFX industry and provides useful contacts for future organizing in this area.

In Oklahoma, the expansion of Texas Local 484's geographic jurisdiction to include Oklahoma is going smoothly and

the members in Oklahoma are happy to be represented by the IATSE. In Colorado, the Motion Picture and Television jurisdiction of Denver Local 7 was recently expanded to include the State of Colorado. Representative Fry continues to work with those involved to ensure a smooth transition.

The West Coast Office had a two-day training this summer on the new Microsoft Outlook and Office 2013 software. Shared calendars and advanced features of these programs are being used to help optimize the communication inside the Department.

The Department recently began utilizing the new videoconferencing system for regularly scheduled Department meetings and Skype for Business videoconferencing for one on one meetings. This technology has brought value to the Department meetings as well as a real-time sharing of information and documents.

## **IATSE TRADESHOW DEPARTMENT**

International Vice Presidents William Kearns, Jr. and John Lewis, International Trustee C. Faye Harper, and International Representatives Mark Kiracofe, Joanne Sanders, Don Gandolini, and Brian Faulkner reported on the activities of the Tradeshow Department since the last Board meeting.

### ***Locals 834 and 927, Atlanta***

International Trustee Harper worked closely with Representatives Ben Adams and Sanders in presenting AV Essentials training to members of Locals 834 and 927 in Atlanta in April. The training took place over a five-day period and utilized a hands-on approach that provided members with real workplace conditions. It was also the first exposure to customer service

training for these Locals. Both Locals have recently been included in the national AV agreements and their members recognize the necessity of the training.

### ***Freeman AV***

Representative Sanders reported on the national Freeman AV agreement. Since the Freeman AV (FAV) agreement was signed in late January, FAV representatives have worked closely with local union Business Agents and Tradeshow Department Representatives to build relationships where none had existed. Baltimore Local 19 had its first work call under the new agreement in late February and additional shows are scheduled there. Local 22 in Washington, DC had its first call in spring 2015. In both cases, logistics were complicated by already existing relationships with those cities' respective convention centers. But with early communication and outreach, both Locals were able to head off obstacles. Each of the shows were fully staffed with skilled technicians.

### ***Local 12, Columbus***

It was reported that Representative Sanders was approached about securing a contract between Global Experience Specialists (GES) and Local 12 in Columbus, Ohio. Representative Sanders was successful in negotiating a three-year agreement in keeping with the area standards established for the tradeshow industry in the Columbus region.

### ***Local 720, Las Vegas***

Representative Sanders reported on successful negotiations for two agreements in Las Vegas. Negotiations between Local 720 and Global Experience Specialists (GES) included the Local's proposal that sixth and seventh days' pay in each workweek be replaced by weekend over-

time. The proposal had a huge impact on the economic package. Nonetheless, the Local and GES came to agreement on a three-year contract that included weekend overtime. Factoring in the adjustment for overtime, the Local secured a wage and benefit increase of nearly 10.8% over three years. The contract was ratified by the Local.

The Local's negotiations with Freeman AV also included a similar proposal to convert to weekend overtime. In this case, however, the Local withdrew the proposal after extensive discussion. The negotiations resulted in a four-year agreement with a wage and benefit package increasing 3% per year on average. The terms included contributions to the IATSE National Annuity Fund for the first time in the history of this contract. Contributions to the IA Training Trust Fund were also established in this contract.

#### ***Local 835, Orlando***

Representative Sanders assisted Local 835 with several third step grievances involving two of the Local's largest employers—GES and Freeman. In each case, most grievances were resolved at the third step and all parties agreed that the open discussion cleared the way for better future communications between the Employers and the Union. Two difficult grievances remain open (one with each employer). The remaining GES grievance involves a payroll issue which cannot be resolved without more research and information from the company. The remaining Freeman grievance involves jurisdictional matters. The parties have agreed to extend grievance procedure timelines to better address these issues.

#### ***Local 28, Portland***

Representative Faulkner reported on his work with Local 28 in Portland, Or-

egon since its inclusion in the PSAV national agreement. PSAV was concerned about the lack of an on-call labor force in this region. PSAV has partnered with the Local for an AV Essentials class scheduled for early August 2015. PSAV will be providing the facility and equipment needed to present the training. Meanwhile, a train-the-trainer class was conducted for the Local in early July. In addition to training its members, the Local is recruiting unrepresented AV technicians working in the jurisdiction. Some have already been referred to fill specific skills requirements and all believe these efforts will yield more positive results.

#### ***Local 363, Reno***

It was reported that Representative Faulkner is also assisting Local 363 in Reno, where customer service training is being planned for AV and tradeshow crews at the Grand Sierra Hotel and Casino in Reno this August. Although the Reno market is still economically depressed, it is expected that Reno redevelopment efforts will produce more jobs in the coming years.

Representative Gandolini also reported on negotiations between Local 363 and Blaine Convention Services. Although the contract currently pays more than the Local's other tradeshow agreements, the employer agreed to annual wage increases of 1% during the new three-year term. Benefit contributions were slightly reduced and pension contributions were merged into the annuity fund.

#### ***Local 62, Colorado Springs***

Representative Faulkner is assisting Local 62 in Colorado Springs where a part-time workforce makes it difficult for the Local to engage and retain skilled workers between periods of low employment. In an effort to address this, the

Local is considering a customer service training class to improve its relationship with the Broadmoor Hotel, a large resort which provides a sizable amount of work in this tourist driven area.

#### ***Local 39, New Orleans***

It was reported that Representative Gandolini has been involved in negotiations in New Orleans with the Expo Group. The Local was successful in signing Expo Group to area standard deco and freight agreements. The freight agreement runs through October 31, 2017. The deco agreement expires June 30, 2019.

Representatives Gandolini and Sanders have been meeting with Freeman Decorating periodically for the past year to negotiate an initial freight agreement. These negotiations come after a litigious battle following an election that was decided in 2013. At this time, tentative agreements have been reached on all contract language except that which addresses overtime conditions. It is expected that the contract will be resolved soon.

#### ***Freeman AV - Local 33, Los Angeles and Local 127, Dallas***

Representative Gandolini reported on his work with Local 33 in Los Angeles and Local 127 in Dallas. Both Locals were recently added to the Freeman AV national agreement. Both Locals are optimistic about increased work opportunities. As part of the Tradeshow Department's implementation plan, the AV Essentials training was held in Dallas in mid-July. Local 33 is hoping to schedule the training in Los Angeles later this year.

#### ***Exhibition Services and Contractors Association (ESCA) Summer Educational Conference and Labor Council***

Representative Gandolini reported on the Tradeshow Department's recent

participation in the annual ESCA Summer Educational Conference held in Lake Tahoe. The entire Tradeshow Department attended and the conference provided useful information about the current and future state of the industry. Representative Gandolini serves as co-chair of the Association's Labor Council. The Council, tasked with developing customer service training, has finalized that program. ESCA will be scheduling the training in venues across the country. Vice President Earns serves as the labor representative on the ESCA Board. The Labor Council convenes only once per year, which makes it difficult to build momentum and maintain continuity.

#### *Local 69, Memphis*

Representative Kiracofe reported on negotiations between Local 69 and Nth Degree. The contract is consistent with the area standard agreement for all tradeshow contractors in the Memphis region and increases the Local's presence on the tradeshow floor.

#### *Local 665, Hawaii*

Representative Kiracofe also reported on Local 665's agreement with Renaissance Management. Henry Fordham, Local 665's Business Agent, was able to reach agreement with increases in wages and benefits. Business Agent Fordham attributed the success to the Local's stellar performance under the first contract.

#### *PSAV/FAV*

Representative Kiracofe reported on the work he has done with his assigned Locals under the PSAV and FAV national agreements—Locals 7, 15, 76, and 99. Contacts have been established with FAV management in Las Vegas, who also provide coverage for events in Phoenix and Hawaii. Similar outreach has been done

with the Chicago branch to coordinate on Minneapolis events this fall.

#### *Canadian Tradeshow*

Vice President Lewis, reporting on behalf of International Representative Barny Haines, reported on tradeshow activities affecting Canadian Locals. Local 105 in London, Ontario won a representation vote and was certified as the representative of Freeman AV's full time technicians. Bargaining for a first contract began in July. Although there were only a few items on the table, bargaining ceased on the second day and the Local filed for conciliation which is the first step in being in a strike/lockout position.

Vice President Lewis also reported on a large organizing campaign in Vancouver for the full-time, part-time and freelance technicians working for PSAV. Representatives Julia Neville and Barny Haines are working with Local 118 and a group of local union organizers. PSAV has a large presence in Vancouver and is the AV provider in twenty hotels. There are approximately 100 technicians involved. An internal organizing committee has been established and recently, the company began scheduling meetings with the employees promising a review of the compensation packages.

#### *State of the Tradeshow Industry*

Vice President Earns gave a brief summary of the tradeshow industry's current economic status.

After suffering major losses with the economic downturn, the industry has been experiencing average growth of 2% to 3% per year since 2011. This trend is projected to continue into 2017. Over the last two decades, the amount of square footage available in convention centers across the United States nearly doubled and expansion projects are beginning to

pop up in key cities. The IATSE is fortunate to have a well trained workforce working in dozens of venues across the most populated states.

The strong economic standing of the industry coupled with the growth in exhibit space across the country is providing many employment opportunities for our Locals. Employers are willing to bargain more generous contracts and are more willing to partner with IA local unions to provide training. Both are welcome trends that should continue.

President Loeb commended the Department for its work and remarked that the focus of the Department is often on its term contracts and the critical work of securing them. However, training was throughout the report and the Alliance is becoming better equipped to provide employers with the skilled workforces they need. The industry is growing and the IA will focus on the permanent workforce of Freeman who are unrepresented. President Loeb concluded by welcoming Vice President Earns back after his absence from the last Board meeting.

## **IATSE COMMUNICATION DEPARTMENT**

Communications Director Emily Tao reported to the Board on the Department's activities since the January 2015 Board meeting in Charlotte, North Carolina, including the International's communications networks, social media trainings, daily department tasks, and activism.

#### *IATSE Website*

The Department continues to maintain the International's website with news, events, and member photos. As proposed at the last Board meeting, an activism page now exists on the IATSE website. This page is used to promote the activism



**Director of Communications Emily Tao reporting on the Department.**



and great work of our local unions. Currently, it lives under the “Get Involved” tab, which also includes information about political activism. Also added as of mid-July, is a “Share Your Activism Story” in which members share stories of their local union’s activism.

#### ***Email Program***

The Department continues to oversee the IATSE’s email program and coordinate email blasts to local unions and the general membership.

#### ***Social Media Networks***

The IATSE’s social media networks continue to grow in the number of followers and reach. The IATSE has been on Instagram, a photo-specific social media platform, since September 2012. However, posting only became frequent in January 2015. Consequently, numbers for Instagram are lower than our other platforms, but they are growing. Between January 2015 and July 2015, the account experienced a 15% growth.

The IATSE’s Facebook continues to expand its reach and saw a 10% increase from January to July 2015.

One top-performing post on social media concerned the Crew One campaign, referred to as “Poor Performance Atlanta.” A Care2 petition urging Live Nation to end its poor treatment of Atlanta stagehands reached almost 6,000 signatures, while an LA Times news story about Crew One and Live Nation reached more than 17,000 people on Facebook alone. This was one of the most popular IATSE Facebook posts within the last six months.

Another extremely popular activism post was from June 26th, when the U.S. Supreme Court ruled that same-sex marriage was a right guaranteed by the Constitution. A statement from President Loeb was released about this decision as follows:

“Today’s Supreme Court decision on same-sex marriage is a victory for civil rights, and therefore human rights and worker rights. We must remember that the fight is not over for full equality for LGBTQ individuals. Workers still face unfair discrimination and risk job termination because of who they love. As advocates for workplace safety and equal-

ity, we know these protections are important. All workers deserve fair treatment and respect on and off the job. We stand proudly as allies for the LGBTQ fight for full equality in this country.”

The full statement was distributed to the press, and posted to both the IATSE website and IATSE social media networks where it received an overwhelmingly positive response, especially on Facebook and Twitter. After just five days, the statement had reached more than 22,000 people on Facebook alone with 242 shares. Many of those who commented thanked the IATSE and President Loeb for his statement.

This overwhelmingly positive response to the IATSE publicly supporting marriage equality and the LGBTQ community, shows the importance of the IATSE supporting movements that may not be directly union-related.

#### ***Social Media Training***

Since the last Board meeting, the Communications Department conducted another digital training for the New York City Central Labor Council Digital Training Series, this time focusing on Facebook Best Practices, or, Advanced Facebook, in May. The Communications Department was pleased to report that these trainings are now recorded and available for the membership on the IATSE YouTube channel at: [bitly.com/twitter4labor](http://bitly.com/twitter4labor) and [bitly.com/facebook4labor](http://bitly.com/facebook4labor). These trainings were emailed to the membership and publicized on social media in July 2015. The videos have already received hundreds of views. Viewers are urged to send feedback to [comms@iatse.net](mailto:comms@iatse.net).

Director Tao expressed thanks to Communications Outreach Coordinator Molly Katchpole for recording the pre-

sentations and IT Administrator Jimmy Rainey for his assistance.

### *Organizing 2.0 Conference*

Coordinator Katchpole attended the Organizing 2.0 conference in New York City on April 10-11, 2015. Approximately one hundred and fifty labor staff, organizers, rank-and-file members, and labor community members attended this communications and digital organizing training. One workshop on the new Facebook algorithm has already been incorporated into the Department's social media practices and taught in the Facebook Best Practices training.

### *Daily Department Tasks*

The Department has been involved in various projects since January, including press and social media support for the Motion Picture and Television Department's "Sharknado" and "Marriage Boot Camp" actions; numerous organizing campaigns led by the Stagecraft and Canadian Affairs Departments, providing digital campaign, press, and message strategy support.

Director Tao thanked the IATSE Legal Department, especially General Counsel Samantha Dulaney and Adrian Healy, for being extremely responsive when vetting job action and organizing social media posts, where timeliness is often crucial.

The Communications Department continues to work closely with the Education and Training Department to promote educational opportunities to members. In April 2015, the two Departments collaborated on involving IATSE members and staff to participate in a moment of silence for the AFL-CIO National Workers Memorial Day. Safety information was also publicized in April for NAOSH Safety Week and USITT Rigging Safety Day.

Also in April 2015 the Communications Department worked with International Representative Scott Harbinson and CreativeFuture to encourage U.S. local union officers to send letters to Congress urging them to take steps to fight digital piracy. A total of 8,849 members were represented in the letters sent.

The Department also coordinated press releases on significant social, political, and labor news, such as the Supreme Court decision on marriage equality, the announcement of the conclusion of the Hollywood Basic Agreement negotiations, and a statement regarding Hillary Clinton calling out companies that misclassify workers as independent contractors.

The Department is also starting to prepare for the 2016 Presidential election.

### *Activism*

The Communications Department has been identifying topics to publish on the communication platforms. In July 2015, the Department put out a request for local union activism stories. The Department is looking to collect these activism stories from the Locals to share with their sisters and brothers across the International. Stories should be sent to [activism@iatse.net](mailto:activism@iatse.net).

Director Tao thanked the members of the Board, Department Directors, and International Representatives for their constant support. She also expressed thanks to the local unions for submitting stories and photos of their great work and activism – many of the top-performing posts from the Communications Department came from local unions. By showing that the IATSE stands up for others, others will stand up for the IATSE membership.

Director Tao also thanked President Loeb most of all for supporting the Com-

munications Department in working to strengthen the union, its membership, and the labor movement.

President Loeb reminded the Board that the Communications Department was established a mere four years ago and is already having an impact across the labor movement by teaching "best practices" at the New York City Central Labor Council. He remarked that the effect of this Department is felt across all Departments and levels in the International. He noted specifically, that the support provided by the Communications Department in the International's organizing campaigns is crucial, noting that without publicity the success in those actions would not have been possible.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

International Trustee and Director of Education and Training Department Patricia White, Assistant Department Director Robyn Cavanagh, International Representatives Ben Adams and Joel Youngerman, and ICAP members Kent Jorgensen and Sheila Pruden reported



**Department Director of Education and Training Patricia White during the Education Session.**

on the recent activities of the Education and Training Department which works primarily in three areas – Craft Skills and Safety Training, Union Leadership Training, and Student Outreach.

### **Craft Skills And Safety Training**

#### ***Audio Visual Training***

Since the Board meeting in Charlotte, N.C., three AV Essentials classes have been held in Salt Lake City, Atlanta, and Dallas, with others scheduled this year in Portland, Denver, Indianapolis, and Kansas City. To date nearly 100 people have completed all the necessary work and have received InfoComm/IATSE Live Event Technician Certificates. A few of these students went from completing the Live Event Certificate to studying for and obtaining their CTS Certificate.

Much of the recent work in this area has been in translating the course that the IATSE and InfoComm presents into something Local trainers can deliver to members themselves. Local trainers are now trained wherever the course is presented and they are included in the IATSE sessions.

Because the teaching challenges differ between Locals, the curriculum is very organic. Due to changing technology, the class material is updated as needed. Each of the fifteen modules in the newest version include PowerPoint and multiple printed handouts, (for Local use) nine digital video presentations, six quizzes, exams, and a guideline for the practical exam. Local 15 (Seattle) recently used this curriculum to present an AV Essentials four day class on their own. Several people from that class have also completed the online portions and have been awarded their certificates. Additionally, plans to build digital “workbooks” that

will replace printed materials will help Locals avoid printing costs and also sharpen members’ computer skills, will be implemented soon.

The announced partnership with lynda.com will have special advantages for our members who take audio visual training. Currently, pre-class surveys evaluate students’ skill levels before beginning the AV Essentials program. With the addition of lynda.com to the education arsenal, students with little to no computer experience can be referred to a lynda.com playlist to advance their skills prior to attending class. Also, some of the PowerPoint and Keynote training which currently uses a sizable portion of class time can be completed online prior to class. PowerPoint and Keynote class time can then be abridged to a short review and exercise, and gained class time can be used to add subject matter for which there is no time in the current class format.

#### ***InfoComm 2015***

Representative Adams attended the InfoComm 2015 Show in Orlando and several classes in IT Networking and streaming.

These classes were informative, although the focus was mainly on Integration techs - people who do permanent A/V installation work. A productive post-class meeting between Representative Adams and InfoComm representatives resulted in an invitation to collaborate with them to develop classes for next year’s Las Vegas show that are more geared toward the work our AV techs perform. This is a good step as it is apparent that the IATSE is becoming a force to be reckoned with.

Representative Adams reported receiving very positive feedback from a

few attendees curious to learn about the training program that the IA and InfoComm collaborate on, and noted that the IATSE is becoming a real presence at the show.

#### ***Entertainment Technician Certification Program (ETCP)***

ETCP provides evidence of technical proficiency and professionalism in the areas of Arena Rigging, Theatrical Rigging, and Electrics. Having ETCP Certification demonstrates which technicians are in the top third of the industry professionals in North America. Furthermore, to maintain certification, continuing education credits must be accrued to prove certified technicians are current with industry developments and practices.

Candidate information, including eligibility requirements and applications, is available on the ETCP website (<http://etcp.plasa.org/usitt2015.html>). Materials can also be mailed by contacting Meredith Moseley-Bennett, ETCP Certification Manager, at 212-244-1505 or [etcp@plasa.org](mailto:etcp@plasa.org).

Currently, 1,209 certificates are held by IATSE members. Members who pass the test can be reimbursed for a portion of the certification fees through the IATSE Training Trust Fund (IATTF). The Training Trust Fund, the ICAP, and the union all stand ready to assist local unions in finding appropriate training for their riggers and electricians, and they are encouraged to do so.

It was noted that ICAP Chairman Alan Rowe will be chairing PLASA/ETCP’s latest initiative to create a new, fourth certification for those who operate portable power distribution systems in the entertainment industries. Subject matter experts from across the variety of applications of this technology have been

nominated to work on development of this certification. A vote of thanks was extended to the International Vice Presidents and Representatives who helped to nominate many of these subject matter experts from across our countries and crafts.

### *IATSE Craft Advancement Program (ICAP)*

The IATSE Craft Advancement Program concentrates its work in three areas: supporting the IATSE Training Trust Fund, facilitating the IATSE/USITT/OSHA Alliance, and coordinating Standards Writing.

The members of the ICAP and the Locals that give them the support to do this work are Joe Aldridge (Local 720), Paul Dean, Jr (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728) who is the current ICAP Chairperson.

The ICAP has been offering optional training sessions at the District Conventions on how Local Leaders can use safety regulations to protect their members. So far, this module has been presented at the conventions of Districts 1, 2, and 3, and will be presented at Districts 7, 11, 12, and 14 later this year. This class is intended to give Local Leaders the tools to understand the union's rights and the employer's responsibility when it comes to safety. This will help protect our members at work but also provides leverage at the bargaining table. Sister Sheila Prudin is working on a Canadian version of the course to be presented in September at Districts 11 and 12.

In June, Brother Eddie Kramer from Local One joined members of the ICAP as they gave a presentation on Fire Safety System Inspection in Traditional Theaters

at the U.S. National Fire Protection Association annual meeting. A lot of positive feedback has been received from this panel. One inspector from Hawaii subsequently asked to attend our safety presentation at the District 2 convention and when he saw it, was very complimentary about the proactive work of the IATSE. These types of requests are becoming increasingly common at both OSHA and NFPA events and connect us more and more with the authorities having jurisdiction in the places where IATSE members work.

It was reported that for the third year members of the ICAP have been giving safety presentations on the show floor at InfoComm and the attendance has grown each year. These presentations promote the IATSE as the leader in entertainment safety and helps draw people to the IATSE's booth for more information. Plans are to expand the program next year to include even more show attendees.

The second round of U.S. National Electrical Code Panel 15 meetings for the 2017 revision on the Code are being held this November in San Diego. Brother Eddie Kramer, Local One, and ICAP Chairman Alan Rowe will be there to present IATSE interests. The scope of Code Panel 15 covers theaters, motion picture studios, carnivals and fairs, and other places of assembly where IATSE members are employed.

Brother Raymond continues to chair PLASA's North American Regional Board assisting with oversight of the many programs benefiting the IATSE and the entertainment technologies business.

### *OSHA*

The OSHA 10 curriculum has been very well received. Working with the IATSE Training Trust, five calendared

sessions have been presented since the last General Executive Board meeting in January 2015. These sessions were held in Dallas, Atlanta, Chicago, Nashville, and New York. In addition to these sessions, eleven other OSHA 10 classes have been presented at the request of various Locals and Districts. It was reported that 418 people have been trained through sixteen OSHA 10 classes for a combined total of 5,016 hours of training. Brother Bill McCord of Local 478 who has completed all of the necessary certifications and been trained by ICAP members as an instructor, was recognized for his work with the ICAP on these classes, and his tireless dedication to the project.

In addition to providing these classes, ICAP members work with local and regional trainers whenever possible to familiarize them with these materials. This will expand the reach of this training while keeping our standard of quality consistent. These local trainers branch out and begin to train their fellow members themselves.

Authorized OSHA Outreach Trainers must take a refresher course every four years, and this past April, four members of the ICAP re-qualified their credentials. ICAP members retooled our materials based on new information and standards. It was reported that the OSHA 10/GES curriculum is complete and up-to-date.

One of the big initiatives for ICAP this year has been outreach to OSHA Compliance and Consultation Officers. Through the IATSE/USITT/OSHA Alliance there has been forged a solid relationship with OSHA. Director White spent a day at the U.S. Department of Labor in March meeting with some of the IA's contacts at OSHA and making some new contacts. This Spring the ICAP presented two ses-

sions to train OSHA compliance officers. In April, a presentation was made at the Department of Labor in Washington, DC for those in the mid-Atlantic region. In early June ICAP was invited to Worcester, MA to speak to Compliance Officers in OSHA's Region 1 (New England). A total of about thirty Compliance Officers received training from the IATSE. In May, Alan Rowe gave a similar presentation at the annual convention of OSHA Consultation Officers in Kansas City where over one hundred fifty people heard him speak.

In all of these presentations, an ICAP goal is to explain our crafts, the IATSE's dedication to safety, and an overview of Fall Protection in Theatrical Productions and Portable Power Distribution Systems. It is important that the officials responsible for workplace safety are aware of the unique situations entertainment industry workers face. The feedback from these events has been overwhelmingly positive and additional presentations to trainers in other regions will occur this fall. ICAP's goal is to reach the majority of OSHA Compliance and Consultation Officers so that when they arrive at a theatre, set or other location they know what to look for to keep workers safe.

### **Union Leadership Training**

#### ***Staff Training***

The annual three day staff training for the IATSE General Executive Board and International Representatives was held in March at the Maritime Institute near Baltimore, MD. The focus was on "Making Time and Space for Activism" and was led by Paul Silverman, Founder and Managing Director of Integra Workshops. A follow-up to this training will take place during the Educational Sessions at this

Summer meeting of the General Executive Board in Halifax.

#### ***Education Session at the General Executive Board Meeting***

Based on the success of the staff training, Mr. Silverman will return to the IATSE to lead the Education Session for Local union officers and representatives during the mid-summer General Executive Board meeting. The pillar of Activism remains a challenging pillar to many local unions and staff members. Simply put, Activism builds alliances and a network to improve the social and economic security for IA members. Activism is all about building strong local unions, and with the current state of worker attacks and the diminished strength of unions, local unions need to be as strong as possible. The session focuses on strategies to manage time and plan ahead to make more time to work on this essential pillar. Best practices and tips include how to:

- Use the electronic tools you have to gain better work-life balance
- Effectively manage email
- Save both time and energy to dig into activism and accomplish your other goals
- Shorten and get the most out of your planning meetings

#### ***District Convention Education Sessions***

The 2015 District Convention Trainings continue the focus on Activism with "Strategic Thinking about Activism," a workshop designed to assist local union leaders in identifying and communicating their priorities and vision for growing Activism in their Local. This curriculum is tailored to help Locals build successful programs that reflect their unique concerns and realities – jurisdictions, crafts, size and geography. The report shared

photos and highlights from the District meetings thus far. The District trainings build on the two previous components offered at the Board meeting sessions in July 2014 and January 2015. All of the materials for Activism classes are available on the IATSE website.

#### ***IATSE Officer Institute***

There have been six IATSE Officer Institutes since the program's inception in 2014. Two sessions have been held thus far in 2015. Three hundred and four Local union officers representing one hundred and thirty-three local unions have graduated. Previous reports to the General Executive Board have outlined the ambitious five-day course that includes core knowledge in topics ranging from collective bargaining and labor law, to organizing and communications. The classes are hosted at local union facilities and have been sold out with waiting lists. Over 80% of the IATSE members have had at least one officer attend the course.

The success of the program reflects the commitment of time and resources by local unions as well as the International. Such an investment demands continued analysis and evaluation. The Education Department is working to make the program widely accessible to all Locals, serving all corners of the Alliance and continues to track local union participation by size, crafts, and District. The Department is also now working with graduates and attempting to measure the ways that the program has impacted local union programs, work, contracts, and growth.

Results of a survey conducted by the Education Department of Officer Institute graduates was presented and highlighted the measurable changes and concrete initiatives graduates have begun at their own Locals since attending the Of-

ficer Institute. These results will also be printed in the next IATSE Bulletin.

The remaining Officer Institutes for 2015 are:

- September 14 – 18, 2015 in Las Vegas, NV
- October 26 – 30, 2015 in Toronto, ON

### *The Labor Education Assistance Program (LEAP)*

This program continues to be very popular, and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. It was noted that information about LEAP is available on the IATSE website. More and more union officers are contacting the General Office with questions regarding courses, and asking how to locate a class that is right for them.

It was reported that the International's LEAP spending for 2015 as of June 30 is \$8,344.35 in Canada, and \$15,898.09 in the U.S. The total program spending to date (since September 2009) is \$67,345.52 in Canada and \$163,649.96 in the U.S. for a grand total of \$230,995.48.

### *Road Show*

The IATSE Road Show presentation "Why Unions Still Matter" has evolved over the years and members who have seen it come away with a better understanding of the strong connection between unions, a healthy middle class, and a strong economy. It is presented at each session of the IATSE Officer Institute and is its own best advertisement. Recently, two of our most successful Road Shows took place.

After receiving a request from Local 158, the Education and Training Department took the "Why Unions Still Matter" Road Show to Fresno, CA on April 27, 2015. Due almost entirely to the hard

work of the Local 158 officers and Board, especially Business Agent Pebbles Rapp, the presentation was very successful. The event started an hour before the Show with tables set up and staffed by members of the Local providing information to the rank and file, including extras, on the Local's dispatch system, benefit plans, training, and the International. Refreshments included homemade cookies in the shape of the IA logo. A number of non-members were present, and the session was even attended by the General Manager of one of SMG's buildings. There were fifty-six attendees, extraordinary for a Local with only sixty-four active members. The audience was active and engaged, and Local 158 maximized this opportunity to connect with the people they represent.

At the 2014 Los Angeles Officer Institute Local 665 Business Agent Henry Fordham saw the "Why Unions Still Matter" presentation for a second time along with Local 665 President Irish Barber who was seeing it for the first time. They came away determined to bring it to their members in Hawaii and it was presented twice in Honolulu right after the District 2 Convention. Brother Fordham and Sister Barber spread the word through the Hawaii AFL-CIO and 100+ people attended, including representatives of twelve sister unions.

Representative Joel Youngerman reported that increased motivation to take action on the political front, and to educate as many people as possible about union issues often occurs in Locals where the Road Show is presented.

Road Shows presented in Canada are part of the Canadian report, and unions who wish to see the Canadian version should contact International Representative Peter DaPrato. Local unions in the United States that are interested in bring-

ing the Road Show to their city should contact International Representative Joel Youngerman.

### Student Outreach

#### *Roundabout Theatre/ High School Outreach Program*

The IATSE's partnership with the Roundabout Theatre Company Education Program concluded its third successful year and continues to expand. The goal of this partnership is to enhance New York City high school students' appreciation of, and exposure to careers in live theater and equip students with knowledge of the skills required and pathways possible to pursue those careers. It is also the aim of the Department to educate students about the IATSE: What IATSE stands for, what a union is, what collective bargaining is, how unions protect members, what a "Local" is, how to join IATSE, what it means to "organize", and the benefits of joining a union like IATSE.

Over the course of the 2014-2015 school year, students gathered at the American Airlines Theater Penthouse lobby on five different days to attend the ever-popular "Hidden Career Path Days". In the first year of the program, the featured crafts were Carpentry, Electrics, and Wardrobe. Last year Hair and Makeup and Sound were added, and next year a sixth day will be added to explore Front of House careers. For each discipline, students learn what it takes to work on Broadway through panels and hands-on activities led by IATSE working professionals. Each day concludes with a tour of a Broadway house. Photos from Hidden Career Path Days were presented to the Board.

In the 2014-2015 season a total of one hundred and sixty-four students were

reached from seven different high schools in Manhattan, Brooklyn, Bronx, Staten Island, and Long Island, a 60% increase in attendance from last year.

Another aspect of our partnership with the Education Program at the Roundabout is the support of three “College and Career Days”, when IATSE volunteers participate in panel discussions about careers in the theatre.

For help in scheduling these programs and recruiting volunteer presenters, thanks go to Locals One, 764, and 798, as well as to the member volunteer presenters themselves, who give their time and expertise to make the programs successful.

Next year’s Hidden Career Path Days will be Electrics on October 23, Stagehands on November 17, Sound on December 11, Front of House on March 4, 2016, Wardrobe on March 18, 2016 and Hair and Make-up on April 15, 2016.

Continued and expanded outreach of this type not only enriches the lives of the students, but also features the IATSE in positive ways, connects us with the diverse pool of future New York City workers, and teaches that unions make living a middle class life possible for the workers in our crafts.

## **IATSE BROADCAST DEPARTMENT**

Department Director Sandra England, along with International Representatives Fran O’Hern and Steven Belsky reported on the Department’s activities. The Department has been active in several established and new territories, working with members, local unions, and employers. There have been several significant contacts with non-members and organizing efforts are underway in Indiana, Ohio, Florida, and Colorado. The Department



**International Representative Steven Belsky, Department Director Sandra England, and International Representative Fran O’Hern reporting on the activities of the Broadcast Department.**

has continued to pursue wage and benefit increases for members, uphold consistency and parity among contracts, and provide communications and resources for Locals.

### *Local 100, New York, NY*

Local 100 entered negotiations with several regional crewing contractors for successor contracts. The Local quickly settled negotiations with all but one of the contractors—LDM Worldwide. LDM Worldwide held out and tried to break the pattern in the contracts that had been executed by all the other crewing contractors. The membership of Local 100 held together and after lengthy negotiations the Local was able to compel LDM Worldwide’s agreement on a contract that was in line with those of other area contractors. All contracts have been ratified by the members and include wage and benefit increases each year.

Fox Sports now owns a controlling interest in the YES Network and has assumed the existing contract between the Local and the YES Network. Fox previously had a separate contract cover-

ing the away feeds for remote events in New York. The company approached the Department about combining the two agreements. Local 100 agreed to do so and will be bargaining with Fox for future contracts covering home and away feeds. One complication of note was that the DGA represents YES Network stage managers, while Local 100 represents stage managers under the Fox away feed contract. Fox, the Local and the DGA worked together to make sure this structure remained intact under the combined agreement and IATSE will continue to represent stage managers on the away feeds.

### *Local 119, San Francisco, CA*

The Comcast Northern California regional sports network has broadcast rights for the Oakland A’s baseball team. The network’s rights agreement with Major League Baseball (MLB) provides that when Oakland games are not televised, MLB has the right to put another team on their air. The network and the team found this arrangement undesirable and thus sought to broadcast several A’s games that were not budgeted

for. The Local and the network devised a solution by generating a stripped down broadcast with a clean feed of the show and voiceover from Oakland A's radio. All work on the cut-down show remains covered by Local 119's contract. The network will restructure the budget for future seasons.

#### ***Local 414, State of Wisconsin***

The first Fox contract covering Wisconsin is now implemented and as of April 1 a new contract with Program Productions, Inc. (PPI) was also in place. Unfortunately, Wisconsin became a right-to-work state between the time when the IA organized PPI and when the contract was signed. The PPI contract nonetheless improved on several aspects of the Fox deal (which had been patterned on the Fox North contract in Minnesota). Wisconsin crews were pleased to receive staffing and fee enhancements in several crafts and full travel accommodations statewide. The Local and employer representatives have admirably handled implementation of a new contract.

It was noted that the newly chartered Local 414 is now run by new officers who have assumed control of its operations and finances. It is growing its membership, and concentrating on continued organizing. Local 414 has adopted a constitution, created membership files, and completed its U.S. Department of Labor filings.

#### ***Local 745, State of Minnesota***

Fox continues to be the principal employer in the Minnesota region. However, thanks to Department activity and significant effort by Local leaders, four new crewing contractors have been organized and are now under contract. The Local faced particular difficulties in reaching a deal with Mobile Television Group, but a

contract is now in place. Rush Media, Program Productions, and LDM Worldwide executed contracts shortly after Mobile Television Group. An increasing majority of area broadcast work is now covered by IATSE contracts.

Local 745 has also initiated a highly productive training agenda, which includes running mock shows out of active mobile broadcast trucks. Fox has partnered with the Local in this endeavor to enhance crew depth and skills. It also allows Fox to provide training for above-the-line staff and talent. The Department hopes to expand this training model into other markets.

#### ***Local 748, State of Arizona***

A new market has opened in Arizona with contracts covering spring training baseball. Upstart Wisconsin-based production company Rush Media has been active in that market. This year, IATSE crews worked more than 40 pre-season games televised from ballparks in the Phoenix area. Local leaders agreed to tiered wage rates specifically for non-revenue (i.e., otherwise unaired) games. In exchange, Local members receive the benefit of training and craft upgrade opportunities, which will grow the skills of IA members in this often short-staffed territory. The Department is in discussions with Rush to expand this model into other markets as well.

#### ***Local 762, Chicago, IL***

Representative O'Hern reported on contract negotiations in Chicago during early 2015. Early negotiations began with Program Productions, Inc. (PPI) for work in the Chicago area since the agreement PPI held with the Comcast Chicago network was going out for bid. The Comcast Chicago work comprises a sizable amount of IA broadcast work done in and around

Chicago. Economic proposals reflected the bargaining committee's desire to keep wages in-line with those of the two other broadcast unions in Chicago, while also maintaining the most generous benefits package in the market (by far) in place. Due to the nature of the Chicago market, the committee was wary that Comcast would select another crewing contractor, which pays under the terms of another union's less generous contract. Director England and Representatives Belsky and O'Hern met in Chicago for negotiations in May. After two days of hard bargaining a deal was reached, which enhanced working conditions, maintained benefits levels, and provided wage increases for targeted crafts.

#### ***Locals 600, 695, 700, 795, 800, 871, Los Angeles and San Diego, CA***

Representative Belsky reported that since the beginning of the year the Department has renewed Los Angeles area contracts with both PPI and LDM Worldwide. Similarly, both companies have also signed successor contracts for the San Diego area and crews report productive relations with both employers. It was noted, however, that staffing issues have complicated relations with Pettigrew Crewing in both Los Angeles and San Diego. Face-to-face meetings with Pettigrew Crewing's officials sometimes resolve these problems, but only on an ad hoc basis. The Department continues to work with this company to correct these problems.

#### ***Local 796, State of Texas***

In addition to a rights-holder Fox contract and other crewing contractor agreements, New York-based HJZ Productions now has a new footprint in Texas and has signed an IA contract for Local 796's region, which follows the pat-



tern set by other contractors. HJZ principal, Howie Zales, is a longtime IA crewing contractor and the Department is pleased to have him in Texas. A new local crewing contractor called SBC, which is headed by former Fox and Sammco crewing representative Robyn Callahan, has also signed a contract in Texas. SBC will be based in Houston, making it a truly local entity, which has long been lacking and needed in that market.

### *Organizing*

It was previously reported that International Representative John Culleeny and Director England held meetings with technicians working on Indiana Pacers home and away feeds. President Loeb assigned Representative O'Hern to the organizing effort for that group. It was reported that a representation petition was filed in early April and an NLRB election was held thereafter. The ballots were tallied on June 1, 2015 and the IATSE won by a vote of 49 to 13. The results have been certified by the NLRB and the employees have formed a bargaining committee. Representatives O'Hern and Belsky held a preliminary meeting with the committee to discuss their proposals in preparation for contracts negotiations with the employer, which are expected to begin in late summer or early autumn. The Indiana technicians will be forming their own IATSE broadcast local.

Director England reported on behalf of Representative John Culleeny about various other organizing efforts of the Department. It was specifically reported that Representative Culleeny and the Department's efforts have recently involved soccer productions of Broadcast Service Group (BSG), a full service production company; Windfall Productions in Eugene, Oregon; and HBO boxing and Bel-

monte Productions in Los Angeles. It was noted that the Department's efforts have increased membership and generated goodwill among the local unions.

### *Big Ten Network*

Negotiations for an overall contract covering technicians working for the Big Ten Network in Wisconsin and Minnesota are very close to completion. Issues related to the new right-to-work law in Wisconsin slowed the process. These issues have been largely resolved. The employer is offering a new wage proposal, which will be reviewed by the committee and sent to the membership for ratification shortly.

### *PAC-12*

Broadcast Department representatives continue to communicate with technicians working for the PAC-12 Network. The Network airs little or no programming during the summer months, but the Department expects to be back out in force in the fall. The IA will not give up as long as technicians working for PAC-12 Network are not fairly compensated and receiving meaningful benefits for their work.

### *San Francisco Bay Area Safety Summit*

It was reported that over the past several years, news crews in the San Francisco Bay area have been faced with a security crisis. Director England has been in discussions with Local 600 Business Representative David Tweedel concerning the problem. In the Bay Area over the last three years, there have been numerous incidents when news camera operators have been held up at gunpoint and had their equipment stolen. Local 600 is helping to assemble a safety summit to establish uniform safety standards for news crews.

President Loeb thanked those report-

ing and commended the Department on its work. He noted the broad expanse of the Department's operations, with upwards of thirteen separate local unions addressed in the report.

## **IATSE CANADIAN AFFAIRS DEPARTMENT**

International Vice Presidents John Lewis and Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Peter DaPrato and Jason Vergnano, Canadian Office Operations Manager Krista Hurdon, Canadian Legal Counsel Ernie Schirru, District 11 representative Grizz Salzi of Local 669, and District 12 representative Scott Greason of Local 580 reported to the Board on Canadian matters since the last General Executive Board meeting in Charlotte, North Carolina (not covered in separate reports).

Vice President Lewis confirmed that Canadian representatives and staff have been very busy working on a multitude of assignments ranging from organizing to collective bargaining and activism. By way of illustration, since the last General Executive Board Meeting, the Canadian Office has been involved in some capacity with twenty-three organizing campaigns. In addition, the Canadian International Representatives have been assisting Locals in thirty-five separate contract negotiations. A summary of activities is as follows.

### *Local 56 Montreal - Stage*

Local 56 continues its impressive efforts in organizing and continues to reap the benefits of targeting smaller houses and younger technicians. On January 29, 2015, Local 56 filed an application for certification to represent stage hands working at the Salle Pauline Julien in the West Island of Montreal. After some discussion

about the employee list, the employer decided not to contest the application and the certification was awarded on March 17, 2015. The Local and its new members are preparing to negotiate a first collective agreement. Representative Vergnano will be assisting the Local.

#### ***Local 863 Montreal – Wardrobe, Hair, Make-Up***

In June 2015, Representative Vergnano met with Locals 56 (Stage), 262 (Operators) and 863 (originally only Wardrobe) to discuss improving the inter-Local lines of communication with a view to establishing a Joint Organizing Group with a strategic plan for organizing. This meeting came on the heels of Local 863 recently expanding its jurisdiction from only Wardrobe to also include Hair and Make-up employees working in legitimate theatre in Montreal. The efforts of this Joint Organizing Group, supported by an organizer hired by the International and International's Defense Fund, has already produced results.

#### ***Local 262 Montreal – Operators***

In June 2015, Local 262 filed an application for certification for ushers working at the Theatre Lionel Groulx. The matter is before the Quebec Labour Board but the Local is very confident the application will be successful. Also in June 2015, Local 863 filed its first multi-craft application for certification for the wardrobe, hair and make-up workers at the Theatre Vieux Terrebonne, a recently certified venue in first contract negotiations with Local 56. The matter is also currently before the Quebec Labour Board.

Local 262 has continued in its protracted battle with Cineplex Canada, the largest operator of movie theatres in the country. Negotiations for first collective agreements for recently organized front

of house bargaining units at the Ste-Foy Theatre located in Quebec City and Colossus Theatre in Laval Quebec have been confrontational and have proceeded from conciliation to first contract arbitration. There have been four hearing dates in front of the arbitrator with a potential for nine additional dates lasting until February of 2016. The International continues to assist the Local in these negotiations.

#### ***Local 58 Toronto - Stage***

Local 58 continues its practice of organizing new venues and settling first collective agreements. In April 2015, Local 58 was able to secure a first collective agreement for the Young People's Theatre following its certification as bargaining agent for stage hands in June 2014. On February 4, 2015, Local 58 was certified as bargaining agent for stage hands employed by Artscape following the commencement of initial litigation where Artscape aggressively opposed the application. The Local is now in the process of negotiating a first collective agreement.

Toronto and neighbouring municipalities are hosting the Pan Am Games which run from July 10 to 26 along with the Para Pan Am Games running from August 7 to 15. There are 6,135 athletes representing 41 countries making it the largest multi-sport event hosted in Canada in terms of athletes competing, and is the world's third largest international multi-sport Games; surpassed in size and scope only by the Olympic Summer Games and the Asian Games.

Three venues are being used extensively during the Games. A breakdown of the work being performed by Local 58 is as follows:

GM Centre which is a Global Spectrum venue in Oshawa:

280 Shifts

2565 Hours

\$107,738 gross wages

Mattamy Centre [MLG] another

Global Spectrum venue:

194 Shifts

1637 Hours

\$68,745 gross wages

Exhibition Place is the Games' primary venue and is also the home to the International Broadcast Centre and features a number of entertainment stages:

2257 Shifts

21,409 Hours

\$1,070,450 gross wages

These figures do not include the forthcoming work associated with the Para Pan Am Games being held in August. To meet its crewing requirements, Local 58 accredited 500 members, sister Local members and permits so they would be allowed to work at the various events.

#### ***Local 129 Hamilton/Brantford – Stage***

After a brief organizing effort, Local 129, with the assistance of the International, filed an application for certification to represent employees working at FFP Laser Systems. FFP Lasers is a staging production company specializing in pyrotechnics and laser systems. Following a unanimous vote, the Ontario Labour Relations Board issued certificates of exclusive bargaining rights to Local 129 on March 13, 2015. Representative DaPrato has been assigned to assist the Local in bargaining a first agreement.

#### ***Local 168 Vancouver Island – Stage***

Local 168 has been engaged in ongoing negotiations for the renewal of its collective agreement with the Tidemark Theatre which expired on December 31, 2013. On the verge of a strike vote in November 2014, the parties agreed to mediation through the BC Labour Relations Board. One day of mediation was held on

January 12, 2015 and a three year agreement was reached which was subsequently ratified in February 2015. Highlights include a \$1.00/hour increase retroactive to January 1, 2014, wage increases of 2%, 2% and 2.25%, retirement contributions increased by 1%, and the inclusion of the Front of House Supervisor position into the agreement.

### **Local 210 Edmonton - Stage**

Local 210 engaged in a successful organizing campaign of the stage crew working at the Bailey Theatre in Camrose, Alberta, a century-old vaudeville house that underwent extensive renovations and is now a state-of-the-art 396-seat multi-function facility. The campaign resulted in the filing of an application for certification in February 2015. Although the application was bitterly contested by the Theatre, the Local won every legal challenge and subsequently unanimously won the representation vote of the house crew. In March 2015, the Alberta Labour Relations Board certified Local 210 as the bargaining agent for all theatre technicians working at the Bailey Theatre. Since then, the Local continues in its efforts to negotiate a first collective agreement with the Theatre and is contemplating filing 'bargaining in bad faith' charges. The International Defense Fund is providing assistance and the International is also assisting in bargaining.

### **CRTC "Let's Talk TV" Consultations**

In October 2013, the Canadian Radio-Television and Telecommunications Commission, which is the Canadian equivalent of the FCC, launched "Let's Talk TV: A Conversation with Canadians." The consultation took place in phases and requested input from Canadians on the future of Canadian television and how it can be adapted to evolving tech-

nologies and viewing habits. The IATSE worked with an industry group to formulate ideas and concerns for submission. In addition to industry stakeholders, the CRTC received more than 13,000 comments from Canadians.

Two decisions released in March 2015 will have a major impact on the domestic industry in Canada for years to come as the CRTC has eliminated some of the Canadian content air-time quotas that helped the domestic industry grow and flourish. Highlights of these decisions include:

- For specialty channels, the overall requirement for Canadian content is 35 per cent and they are no longer restricted to content in their genre.
- For network channels, the daytime requirement is eliminated, but the prime-time requirement remains at 50 per cent Canadian content. A pilot program will recognize as Canadian content live-action drama and comedy productions based on the adaptation of bestselling novels written by Canadian authors.
- A second pilot will allow productions with a budget of at least \$2 million per hour with one Canadian producer, one Canadian performer and a Canadian screenwriter to be considered as Canadian content.

Productions that previously would have been considered as U.S. may now be labelled Canadian. Examples referred to in the decision include *Beauty and the Beast* (CBS) and *Reign* (CBS). These changes coupled with the reduced content requirements have sent a chill throughout the domestic production industry, the full scope of which is yet to be seen.

### **Electrical Committee**

During the Canadian off-year Con-

ventions of Districts 11 and 12, the IA's Canadian Office was approached by Electric Department members from IATSE Locals 891 and 873. They expressed some concerns regarding possible changes being made to the Canadian Electrical Code. The International was informed that some IATSE local unions have been recommending changes to their Provincial Electrical Codes. If these changes are adopted federally as part of the Canadian Electric Code, they could adversely affect a Local in another province (because of differing climates, local legislation, etc.), should any province decide to adopt the federal changes. In the circumstances, and pursuant to President Loeb's direction, Representative DaPrato established a National Electrical Committee consisting of representatives from all affected Canadian Locals with a mandate to discuss and disseminate information regarding changes to provincial and federal Electrical Codes and/or best practices. The first national meeting took place on June 7, 2015 and was attended by a cross-section of local unions from different crafts and regions. Initial feedback has been very positive and additional meetings are scheduled to be held in the future.

### **CEIRP Update**

Canadian Entertainment Industry Retirement Fund continues to enjoy success. Highlights of recent accomplishments achieved by the Plan include the following:

1. The Plan recently surpassed \$300 million in assets with 15,642 participating members. Investment managers' fees have been renegotiated in anticipation of hitting \$300 million in assets. Effective May 15, 2015, management fees were reduced by as much as 9.3%.

2. In January 2015, the Plan conducted its first membership survey and received approximately 900 responses. Of those responding, over 72% indicated they were pleased with the Plan.
3. On February 2, 2015 and with the substantial support from the Marketing Department of Great West Life, the Plan was rebranded and all marketing and communication was consolidated, including the Plan's website, quarterly newsletters and annual stakeholder reports.
4. Videos providing education about the Plan have now been produced and will be emailed to participants three to four times a year.
5. The Plan continues to grow. On March 1, 2015, the employees of Actsafe BC became participants in the Plan. The Actsafe Safety Association is a British Columbia not-for-profit society that serves as an industry-wide body for health and safety in arts and entertainment production.

#### *Social Media*

Both Canadian Twitter & Facebook accounts continue to show steady growth. The Canadian IATSE Twitter account (@iatsecanada) has grown to over 1,550 followers, and the Canadian IATSE Facebook account now sits at over 2,500 likes.

The Facebook campaign relating to the lock-out of Halifax Local 849 by commercial producer Egg Films was recently initiated. Other key social media campaigns include #everyplatefull, #iatsecares both of which were connected to the Foodbank Canada Drive which is the subject of a separate report to the Board. The IATSE intends to use #iatsecares for other activism events in the future.

#### *IATSE Canada Health Plan Update*

The Canada Health Plan continues

to enjoy success. Highlights of recent accomplishments achieved by the Plan include the renewal for the nineteen participating Locals, two staff plans and one employer group with an overall increase of only 0.7% for the Plan. It was noted that non-claims cost levels once again remain unchanged which has allowed more premiums to be allocated to paying claims. By working together, the Plan provides better benefits to IATSE members at lower rates. On July 1, 2015 Local 56 joined the Plan and the staff of Local 669 will be joining the Plan on August 1, 2015.

#### *Canadian Office*

The IATSE Canadian Office is currently located on St. Joseph Street, in Toronto, Ontario, a building owned by the IATSE. The first two floors continue to be rented to Enerlife Consulting as well as an additional office for CEIRP. Annual rental income is approximately \$42,000. In December of 2014, the third floor was renovated to allow for a spare office and the installation of a new boardroom table. In preparation for video conferencing equipment, a properly ventilated computer room for a server, router and wireless equipment was created. In May of 2015, the installation of video conferencing equipment took place. In addition, the installation and training of staff and tenants on new AED also took place. In June of 2015, fibre optic Ethernet was installed to accommodate the needs of the Canadian Office including extra bandwidth for the video conferencing which increased the Office's upload capacity by 50 times.

#### *Other Department Outreach And Activism Work*

The IATSE is now affiliated with the Congress of Union Retirees of Canada (CURC) and is represented by Repre-

sentative Barny Haines. It was founded in 1993 to bring union retirees together. It is chartered as an affiliate of the Canadian Labour Congress (CLC) and works closely with the CLC, provincial federations of labour, and local labour bodies. The CURC is very active in campaigns to maintain postal delivery, and the fight against Bill C-377. CURC recently held its 12th Constitutional Convention and Assistant to the President McGuire represented the IATSE.

Representatives, staff and local union officers have attended thirty-seven rallies, picket lines or demonstrations on issues ranging from raising the minimum wage to supporting public healthcare. IATSE Canada has lit virtual candles for murdered indigenous women and have used social media to inform members of boycotts such as the "Buy a Bottle, Not a Can" beer boycott in support of striking Steelworkers. Special recognition goes out to Local 58 whose members showed up every Wednesday morning at 8:00 a.m. for ten weeks to support a group of Steelworkers who had been locked out by Crown Holdings for twenty-six months. A settlement was finally reached in July 2015. Upon reaching this agreement, both the Steelworkers and the Toronto Labour Council singled out the efforts of Local 58 in supporting the strike.

Last year the City of Toronto hosted World Pride, the first time a North American city hosted the event. The IATSE walked with the CLC in the Pride Parade and had in excess of sixty members attending. This led to a broader discussion on becoming more active in supporting diversity efforts. To this end, President Loeb appointed Chandra-Li Paul, a member of Local 411, to represent the IATSE on the CLC Solidarity and Pride Committee. The IATSE is also currently

seeking to have a presence at three Pride events each year in locations around the Country. In 2015, IATSE Canada will be marching alongside our local members in Toronto, Halifax and Vancouver.

IATSE "Why Unions Matter" Canadian Initiative - Representative DaPrato has been organizing and scheduling various presentations of the Canadian version of "Why Unions Matter." Since the last General Executive Board Meeting, presentations were made in Toronto, Campbell River BC, Victoria and Vancouver. Plans are underway for future presentations in Atlantic Canada and the Prairie provinces. The Canadian Office is also seeking a quote to translate the presentation into French so that it can be presented to IATSE members in Quebec.

President Loeb congratulated the Canadian Office and Canadian Locals for their continued hard work in representing IATSE members in Canada. President Loeb commented that the recent organizing successes across Canada, particularly in stage, are commendable.

## **IATSE LEGAL AFFAIRS**

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, Associate Counsel Adrian D. Healy, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

The report first referenced several National Labor Relations Board (NLRB) developments. As previously reported, the NLRB recently promulgated new rules in representation cases, which became effective on April 14, 2015. The new rules are designed to accelerate the election process so employees may more quickly determine a choice of representative. Under the new rules, elections are occurring as early as twenty-one from the date a pe-

tion is filed. In comparison, under the former rules the standard was forty-two days or more.

Legislation was introduced in Congress calling for disapproval of the new rules. The vote on that legislation passed along party lines, but was vetoed by President Obama. The U.S. Chamber of Commerce also filed a lawsuit in federal court in Washington, DC attempting to stop the NLRB's application of the new rules, contending they are unconstitutional. The court upheld the NLRB's rules on July 29, 2015.

The status of the NLRB case involving the IATSE and Crew One was also noted. As previously reported to the Board, the IA won an NLRB election to represent Crew One's stage workers. Crew One nonetheless refused to bargain, prompting the Union to file unfair labor practice charges. The charges went to the NLRB in Washington DC, which decided in favor of the Union on January 30, 2015. The case is now pending before a federal appeals court where the NLRB has sought enforcement of the January 30 ruling while Crew One seeks to overturn that decision. It was noted that the delays stemming from the Crew One case emphasize the need and validity of the NLRB's new election rules.

Two other significant recent NLRB actions were noted. In one case, Buckeye Florida Corporation, the NLRB dismissed its previous call to submit briefs on whether unions can collect fair share fees from non-members when there is no union-security clause in a collective bargaining agreement. In dismissing the call for briefing the Board has implicitly affirmed its prior rulings, which generally hold that a union cannot charge a non-member a grievance processing fee. In another case, Miller & Anderson, Inc.,

the NLRB invited briefs to be submitted on whether combined bargaining units of permanent and temporary employees can be established without requiring both employers to consent. The Board has been asked to decide whether it should return to its former law on this topic, which allowed unions to organize permanent employees or temporary employees or both into a single unit and neither employer could disallow such a petition. It was noted that the IA intends to submit an amicus brief to the Board in that case, which could have important consequences in future organizing.

Three recent actions by the U.S. Department of Labor (DOL) were noted. First, it was reported that in mid-July 2015 the Department of Labor issued a lengthy interpretive memo about the standards used to identify employees who are misclassified as independent contractors. This was a notable development since misclassification is a significant problem among unrepresented workers in many of the IA's industries.

Second, it was noted that the DOL issued a proposal in early July 2015 to expand overtime pay eligibility for salaried workers who are currently considered exempt under the federal wage and hour law. Some salaried workers are now exempt from overtime pay requirements if their job involves certain responsibilities and they earn more than \$455 per week. The proposed changes would increase the salary threshold. Employees would have to earn over \$970 per week to be exempt. Certain motion picture production employees are separately addressed in the DOL's regulations. Under the DOL's proposed rules, in order to qualify as exempt from overtime, those individuals would have to earn approximately \$1,400 per week, up from \$695 per week currently.

Third, the DOL has proposed that it become mandatory for local unions to file LM-3 and LM-4 reporting forms electronically. Currently, local unions are permitted to print out the completed forms and mail them to the DOL or submit them electronically through the DOL's web-based filing system. The proposed changes—which have not been implemented—would eliminate the mail-in option unless a Local is facing a hardship that does not allow electronic filing.

The report also noted several labor and employment law cases that the U.S. Supreme Court will likely address during its next term. One case was specifically noted, which involves employees exempt from overtime pay requirements. Another case (arising in the media and entertainment industries) asks whether interns should be treated as employees and covered by federal wage and hour laws. The Court will also hear a case attacking the constitutionality of mandatory union fees for public sector unions. That case could have grave repercussions and potentially overturn thirty-five years of established law.

Counsel Schirru reported on an important 2015 decision by the Supreme Court of Canada (SCC) in *Saskatchewan Federation of Labour v. Saskatchewan*. At stake in that case was the Federation's challenge to the Province's enactment of two 2008 statutes. The first took away the right to strike for essential service workers. The second did away with card-based certification, introduced further changes that made workplace certifications more difficult to achieve, and made the ability to terminate a union's bargaining rights much easier.

Counsel Schirru explained that the SCC's ruling could be viewed as a split decision. The Court upheld the Prov-

ince's anti-union amendments despite clear empirical evidence that the types of legislative changes the Province had enacted significantly reduced the likelihood of workplace organization. However, the Court rejected the Province's limitation on the right to strike. In doing so, it declared that the Canadian Charter of Rights and Freedoms constitutionally protects a union's right to strike when an impasse is reached in the collective bargaining process. Counsel Schirru remarked that the SCC's decision, which stated the following, could present a big change for the labor movement in Canada: "The ability to strike thereby allows workers, through collective action, to refuse to work under imposed terms and conditions. This collective action at the moment of impasse is an affirmation of the dignity and autonomy of employees in their working lives."

It was noted that the SCC's decision breathes new life into the labour movement by recognizing that the freedom of association extends to include the right to meaningful collective bargaining and the right to strike. This decision may eventually put an end to legislation that strips unions of the single most important tool they can wield at the bargaining table. The SCC's approach to legal issues facing organized labor, as reflected in this decision, are cause to be optimistic.

The report also noted two lawsuits in U.S. federal courts in which the International was named as a party. The first, which was mentioned during the Board's last meeting, was filed by a former member of Local 21. The second was filed by a former member of Local 2 and is currently pending in federal court in Chicago. The International is being represented by Spivak Lipton in both cases. The Board was also reminded that the International

was sued by various plaintiffs in connection with a stage collapse at a concert given by the band Sugarland at the Indiana State Fair Grounds in August 2011. The International did not have any contracts at the event, but was sued anyway. The insurance carrier assumed all defense costs. The case settled in January and the International has been released from all claims associated the accident.

It was reported that in February 2015, General Counsel Dulaney and West Coast Counsel Varga attended a two-day seminar sponsored by the AFL-CIO addressing employer bankruptcies and union responses. The presenters were experts in bankruptcy practice and included financial consultants, professors, analysts and strategists. Counsels Dulaney and Varga noted the thoughtful, tactical discussion engaged in by participants and presenters. They expressed their appreciation to President Loeb for assigning them to this extremely useful workshop.

On behalf of the Board, President Loeb thanked the Legal Department for its report and noted that it was useful to hear these updates.

## **IATSE NATIONAL BENEFIT FUNDS**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla and William E. Gearns, Jr., International Trustee Patricia White, and Special Representative Ron Kutak presented to the Board a report on the IATSE National Benefit Funds.

As has been reported at past General Executive Board meetings, the National Benefit Funds continue to have consistent growth in employer contribution income. During the first five months of 2015 there was an explosion of growth with a 21.88%

increase in receipts compared to the same time period in 2014 and that comparative period was 6.32% higher than the previous year. As of May 31, 2015, the total net assets of the Funds have reached approximately \$1.3 billion, which represents an increase of almost 110% from December 31, 2009 when the net assets of the Funds stood at only \$608 million.

The IATSE National Health and Welfare Fund now provides health coverage to 38,700 lives in its seven different options, which is an increase of 10% in covered lives since the same time period in 2014. Plan C4, the newest of options under Health & Welfare Fund's Plan C, was introduced on January 1, 2015. It is already providing benefits to more than 1,300 participants. The introduction of this Plan broadens the variety of coverage options, allowing all IATSE workers to find a plan that best fits their needs.

The Funds Office is in the testing stage of programming to enable the processing of medical reimbursement claims at the Funds Office, which will allow a switch from using a third-party administrator for this function. This effort is on target to launch on January 1, 2016 with the expectation of providing more efficient and timely claims processing along with enhanced participant services in comparison to the present system.

The IATSE Annuity Fund, with assets held in individual accounts at MassMutual, has over 65,000 active accounts with retirement account balances. This is an increase of over 8.0% from the same period last year.

The IATSE National Pension Fund provides retirement benefits to 2,650 pensioners. Approximately 18,000 active working members and inactive vested participants will be able to receive valuable monthly lifetime income from the

Pension Fund at retirement.

The Funds released a new version of its newsletter, *Behind the Scenes*, in early July. This innovative edition is easier to read, packed with more informative articles, and continues the efforts of the Funds to bring more information and services to its participants.

As was previously reported, the Fund Office is undergoing extensive renovations in order to facilitate projected future growth. The project is proceeding as expected with very little disruption to the staff and overall office operations. Completion is expected by the end of this year.

Performance in the Funds participant service center has vastly improved. The majority of calls are answered immediately and returned calls are made, for those leaving voice mail messages, within 12-24 hours. This compares to a return call statistic of 48 hours or more two years ago. The dedicated email address and the "Contact Us" feature of the website have provided additional resources for participants to get assistance quickly and efficiently.

International Trustee Patricia White reported on the merger of the Local 764 Welfare Fund into the National Health and Welfare Fund. While the Local 764 Fund has always been a point of pride for the Local, increasing healthcare costs, particularly under the provisions of the Affordable Care Act, have caused the trustees of the Local 764 Plan to explore merger with the National Health and Welfare Fund. The merger is not yet complete, but throughout the merger process, International Trustee White remarked that she remains thankful for the National Benefit Funds' staff and trustees.

The Funds' redesigned website, [www.iatsenbf.org](http://www.iatsenbf.org), has proven to be very welcome and an important tool for both

participants and local unions. The site has eased the strain on the Funds participant services center and puts real time information at everyone's fingertips. The participant portal is hosting over 12,000 participants. 60 local unions have signed onto their unique portals since the launch in May 2015. The initial launch was delayed for many months. The project involved an immense amount of interaction, design/re-design and effort by Fund personnel, the website developer and the Funds database provider, the end result has been extremely well received by those who are using it.

Anne Zeisler, Executive Director of the National Benefit Funds, appeared before the Board along with Joel Segal, the Funds' Director of Information Technology, and provided a thorough demonstration of the redesigned website and its in-depth functions.

The goal was to bring a personalized toolkit with information available on multiple devices (laptops, tablets, and smartphones), 24 hours per day, and seven days per week. The Funds' staff worked with outside software and web design companies on site development for close to two years. It was reported that the project remained on budget and the original contract for the project will be satisfied later this summer with the launch of the employers' portal.

A walk-through of the secure participants' portal demonstrated that individuals can access eligibility data, work history, and beneficiary data. Documents can be uploaded and specific materials that the Funds office has on file can be viewed. Health and Welfare Plan C Capp account balances are available and payments for premiums can be made online. The Funds office can now receive inquiries from participants via the site and

send emails with quick responses. The site has received extremely positive feedback from participants.

An overview of the local unions' portal was also provided. Local union administrators are able to view secure, detailed information on employer payments. Among other things, users can search for specific employers, productions or venues and create customized reports on that data. Local unions can also search through a summary view of the contracts on file at the Funds office.

The employer portal, which will be launched later in the summer of 2015 will allow smaller contributing employers to report online, make payments on the site, view payment history and view or pay delinquencies.

Executive Director Zeisler thanked General Secretary-Treasurer Wood for his guidance as well as the following officials of their respective locals who helped with testing and pre-launch feedback: Cecilia Friederichs of USA 829, Chandra Miller of Local 478, Brian Munroe of Local 74, and Chris O'Donnell of Local 481. It was reported that the site has been a valuable tool in increasing user satisfaction. The goal of the Funds Office is to continue to ensure quality for participants at a reasonable cost.

## **IATSE-PAC REPORT**

International Vice Presidents Walter Cahill, Craig Carlson, Thom Davis, Tony DePaulo, John Ford, Assistant to the President Deborah A. Reid, and West Coast Counsel James G. Varga reported on the current status and activities of the IATSE-PAC. Since January 1, 2015 the IATSE-PAC has received \$55,000 in contributions from IATSE members in the United States.

## ***Fast Track***

At the request of President Loeb, the IATSE-PAC Committee agreed to join in solidarity with all AFL-CIO affiliates and freeze our PAC funds since the February meeting of the AFL-CIO Executive Council meeting as part of the Stop Fast Track campaign. Since the moratorium was lifted in late June the IATSE-PAC has started to make contributions again, however, the members of the House and Senate who voted in favor for Fast Track are NOT receiving contributions.

## ***PAC Services***

In a follow up to the report at the last Board meeting when it was reported that a substantial amount of the PAC administration is now performed by PAC Services. All of the reporting requirements – including monthly reports to the FEC for both the IATSE-PAC and the Federal Speech PAC (Super-PAC), as well as all state reporting requirements where the State PAC is registered (currently New York, California, and Illinois). When voluntary contributions are received for the IATSE-PAC at the General Office, as well as when the Committee authorizes contributions (or disbursements), all that information is being forwarded to PAC Services to be recorded in their system.

It is important to note that FEC regulations have a cap on the dollar amount an individual is permitted to contribute per year, and when an individual has contributed over \$200.00, our monthly FEC reports must show them under itemized receipts. The maximum any one individual may contribute annually is \$5,000.00

The system that PAC Services uses to both record and track contributions and to generate our compliance reports is pre-populated with our membership data.

In order for PAC Services to track the cumulative contributions made by any one individual, in compliance with FEC reporting requirements, each contributor must have a unique ID number. All members in the IATSE database are automatically assigned an ID number as a matter of course. That is the number that is being used as an alternative to using Social Security numbers as means of protecting members' personal information.

Since some members belong to more than one local union there is a different ID # assigned to that individual for each Local that they belong to. Therefore, to be sure that contributions are properly attributed to each individual member, when making contributions to the IATSE-PAC, members must select one local union as their primary Local for ALL contributions. Again, this is important so that all FEC requirements are complied with. This primary Local is simply for tracking PAC contributions only, and does not impact membership or jurisdiction. When completing a PAC form, individuals are asked to always use their primary Local number.

PAC Services will also be administering the Contribution page of the IATSE website and it is expected that a contributor will see the new Contribution page in the very near future. When entering that section of the website a user will be asked to login by entering certain data before a contribution can be made. They will then see their profile which will include their name, address, and Local number. They will also be able to edit their profile and when opening the editable section, this will show their occupation and employer as well.

Online credit card contributors will be able to use their own PayPal account, or they may enter their credit card infor-



mation to make a contribution which is then credited to the IATSE-PAC bank account.

All contributors – regardless of whether they make contributions by credit card (recurring or one-time), check, or cash, will be able to see the cumulative amount they have contributed since the beginning of the calendar year.

During many of the political reports, about the need for increased voter registration is discussed and the need to see greater voter turnout among our membership. A new feature has been added on the member's Profile page that will allow the user to click on a Voter Registration link which will take them directly to the voter registration page of the State in which they reside based on their zip code.

It was noted that New Jersey Local 21 held an event and raffle to raise funds for the IATSE-PAC. President Mike Stas of Local 21 personally presented a check to President Loeb at this Board meeting in the amount of the \$4,000 resulting from the Local's fund raising efforts.

In conclusion, it was stressed how important it is that the IATSE participate in

the political process, and to support those members of Congress who fight to protect the rights of IATSE membership.

### **TRADESHOW PARTICIPATION**

International Vice President William E. Gearn, Jr., along with International Representative Mark Kiracofe and Assistant to the President Sean McGuire reported on the various tradeshows at which the IA has exhibited at since January 2015.

The IATSE has participated alongside exhibitors showcasing the latest technologies and techniques, leading manufacturers, dealers, and production companies at the following events: PLASA Focus in Orlando in February 2015; Exhibitor in Las Vegas in March 2015; USITT in Cincinnati, also in March 2015; PLASA Focus in Kansas City in May 2015; and InfoComm in Orlando in June 2015.

It was also noted that the IA will exhibit at the following upcoming tradeshows: Siggraph 2015 in Los Angeles in August 2015; LDI in Las Vegas in October 2015; and Expo Expo in Baltimore in December 2015.

Tens of thousands of individuals participate in these events and the IATSE booth is generally well attended by visiting members and others interested in the advantages of union affiliation. The events also give the IA an opportunity to display valuable demonstrations and its many skilled crafts.

President Loeb thanked those reporting and noted that by participating in these events, the IA is building relationships with people within its industries. He emphasized the importance of letting the entertainment and exhibition industries know more about who we are and the skills we offer.

### **IATSE WOMEN'S COMMITTEE**

International Trustee Patricia A. White, Broadcast Department Director Sandra England, International Representative Joanne Sanders, Local 700 Western Region Executive Director Cathy Repola, Local 11 Business Agent Colleen Glynn, Local USA829 National Business Agent Cecilia Friederichs, Local 891 Vice President Dusty Kelly, and Local 26 Business Agent Stasia Savage appeared before the Board to report on the IATSE Women's Committee (IWC), which was established by President Loeb on June 4, 2015. President Loeb appointed Sister Repola to chair the Committee.

Sister Repola reported that since her appointment, the first order of business was to structure the IWC and she established four subcommittees: Steering, which she chairs; Community Outreach and Activism, chaired by Sister Glynn; Dinner and Networking, chaired by Sister Kelly; Education and Training, chaired by Sister Friederichs. Sister Glynn reported that the Community Outreach and Activism subcommittee will identify issues for women to engage

**President of Local 21 Mike Stas presented a check for the IATSE-PAC to President Loeb during the PAC Report.**



in starting with the “Spread the Word” campaign which focuses on women’s heart health. This campaign was established by the Coalition of Labor Union Women (CLUW), a community partner of the AFL-CIO. Sister Friederichs advised that the education subcommittee will begin by establishing a mentor-protégé program so that successful women in crafts or in union leadership can support, guide and advise others. Specifically, the subcommittee will look to create learning opportunities for members. Sister Kelly reported that the semi-annual women’s dinners held during the week of the General Executive Board meetings have long provided an opportunity for women to network, share ideas, and get together socially. She advised that future dinners will link education, training and activism. In that vein, she stated that while attending the Halifax dinner during this Board meeting, the women would raise a toast to International Trustee C. Faye Harper who was named the Atlanta Labor Leader of the Year. Sisters Patricia White, Sandra England, Joanne Sanders and Stasia Savage serve as Co-Chairpersons on the various subcommittees. In addition to those reporting, nineteen (19) other women have also volunteered to participate on the subcommittees. Sister Repola advised that there will be regular communication amongst the subcommittees and information will be circulated to members throughout the United States and Canada.

President Loeb stated that there is no IATSE without the women of the IATSE. He observed that there are a number of remarkable women of the IATSE. He noted that he chose Sister Repola to lead the IWC because of her energy and commitment to issues im-

pecting women and he trusts that she will lead this Committee honorably and capably. He remarked that the four standing committees are all in keeping with the goals of the International. He instructed Sister Repola and the subcommittee chairwomen to be prepared to report at every Board meeting and to have programs and dinners at the District Level for the Local representatives who are unable to attend the Board meetings. President Loeb stated that the IATSE Women’s Committee will be supported by the International and he looks forward to great things from the IWC.

### **IATSE YOUNG WORKERS**

Assistant Stagecraft Department Director Joe Hartnett, Communications Department Director Emily Tao, International Representative Jason Vergnano, and Brother Paul Kent of Local 22 reported on the activities of the IATSE Young Workers Committee since the Board’s last meeting. It is noted that Assistant Director Hartnett and Director Tao serve as Co-Chairs of the IATSE Young Workers Committee. The report covered the outcome of activism goals set by 2014 Young Worker Conference attendees, a young worker how-to guide, plans for a 2016 Young Workers Conference and several other Committee activities.

It was reported that Representative Vergnano was appointed to the Young Workers Committee in late January. Jason now serves as the liaison for the Canadian young workers and has been in contact with the Canadian Labour Council young worker representative. President Loeb also appointed Communications Outreach Coordinator Molly Katchpole to the Committee and she has been instrumental in much of the Committee’s work.

The Committee reported on outcomes from the 2014 Young Workers Conference. Attendees of the Conference were asked to set and accomplish activism goals for their local union, for the labor movement generally, and for their community. The Committee checked in with conference attendees on those activism goals every three months. Of all 2014 conference attendees, 56.5% reported that they had been active in some form. The Committee was pleased that over half of the attendees reported their activism, but the Committee will seek to raise the response rate in the future. The Committee plans to institute a policy requiring previous attendees of a Young Workers Conference to have been active in some form in order to be eligible to attend future conferences.

Activism among the 2014 attendees was largely centered on forming committees within their local unions and assisting their Locals in union administration. It was also noted that at least two organizing campaigns were undertaken. Many young workers have also become job site stewards or representatives. Several have run for local union office, and one member has even run for local political office and won. With these results in mind, the Committee reported that it was optimistic that younger members of the Alliance are willing to become active and take on new challenges.

The IA Young Workers Committee has begun planning for the next Young Workers Conference. The location is yet to be determined, but it will likely occur in May 2016. Similar to the last conference, attendance will be limited to approximately 100 attendees (no more than two from each IA local).

It was reported that the Committee has published a Young Worker Group

How-To Guide designed for those committed to advancing the labor movement. It is modeled after the AFL-CIO Next Up Toolkit, and tailored for IATSE local union members. It introduces the IATSE Young Workers Committee, provides the history and structure of the Alliance, addresses young workers' groups at the local union level, and offers recommendations for young worker goals and activities. Specific ideas for activism are also included, ranging from community and charity events to assisting with publicity for local unions. The Young Worker Group How-To Guide is now available on the IATSE website and will be sent to the young workers email list in August 2015. Department Director Tao thanked Molly Katchpole for her work on researching and assembling the Young Worker Group How-To Guide.

Since March 2015, the Young Workers Committee has emailed monthly activism tips to the young workers' email list. These tips are intended as a starting point for young workers to get involved in their local union, community, or workplace. The emails have been widely read and well received.

It was reported that Emily Tao and Molly Katchpole attended the Young Member Forum of the Broadcasting, Entertainment, Cinematograph and Theatre Union ("BECTU"), in Eastbourne, England in May 2015. They met with young leaders of BECTU to discuss past events and future initiatives of the IA's and BECTU's respective young worker groups.

Representatives of the IATSE Young Workers Committee also attended the AFL-CIO Next Up Young Worker Summit held March 19-22, 2015 in Chicago. The conference focused on building young worker power and offered

many valuable networking opportunities for over 1,000 active young union members. Attendees also assembled for several protests, rallies, and actions in Chicago. It was reported that eighteen IATSE members representing eight local unions and two IATSE officers attended the Summit. As previously reported to the Board, Local 22 member Paul Kent represents the IATSE on the AFL-CIO Young Workers Advisory Council (YWAC). Paul played a large role in making the Summit run smoothly, and led three hundred people in a "Fight for \$15" rally on Saturday, March 21st. Paul supported the organizers of the Summit and was commended for representing the IATSE on the AFL-CIO YWAC.

President Loeb thanked the Committee for its commitment and continued work. He noted that he has periodically met with the Committee's Co-Chairs Hartnett and Tao to discuss how to move forward. He emphasized that the conferences are big events and the IA is happy to sponsor them. But it is crucial for Young Workers' events to produce results. The goal is for younger people to become active. He concluded by again noting how impressive the outcomes have been thus far especially since the Committee is only three years old.

#### **LYNDA.COM**

International Trustee and Director of Education and Training Patricia White reported that on September 1, 2015 the Education and Training Department will begin to offer an exciting new online learning tool. Through a partnership between the IATSE and lynda.com, IATSE officers, members and staff who enroll will have access to lynda.com, a leading online educator

with an extensive video library targeting the latest software, creative, and business skills via high-quality, current, and engaging instructional videos taught by recognized experts and working professionals.

The IATSE has contracted with lynda.com to provide discounted annual memberships to make available unlimited access to their catalog of more than 2,500 instructional videos. This membership normally retails for as much as \$375 per year, but IATSE members and local leaders can purchase individual premium annual memberships that will run from September 1, 2015 to August 31, 2016, for only \$20 each. This program is available to all Locals and members throughout the Alliance.

The report included visual examples of subject matter covered on lynda.com that relates directly to our workers such as set design, IT, photography, video, 3D and animation, audio and music, and CAD as well as examples of leadership topics like time management, negotiation, project management, and communication. lynda.com also teaches dozens of applications including Photoshop, After Effects, Illustrator, InDesign, Gmail, Google Calendar, Google Docs, Microsoft Excel, Outlook, PowerPoint, and Word.

A flexible learning environment that is available anytime, anywhere is a particular advantage for our workers with unusual schedules or time between projects. Users of any skill level can take comprehensive courses from start to finish on a desktop device or watch bite size tutorials for immediate problem solving on a mobile device while on the go, all at their own pace. lynda.com is cost effective for workers unable to take time away from a job

to pursue more traditional avenues of professional development and continuing education.

Another useful feature of lynda.com is that content for groups of users can be customized by creating and assigning playlists. Lynda playlists are similar to iTunes playlists. The report included visual examples of playlists intended to complement the course of study in both the A/V Essentials class and the Officer Institute. Local leaders may wish to create playlists for their own members or a specific craft. Individual users can create personal playlists to organize the courses they wish to complete, or as a way to find videos quickly and easily when solving problems in the workplace.

Enrollment is through the local unions. Each interested Local will designate a lynda.com coordinator to manage lynda.com internally. Promotional materials have been provided in a form that each Local can customize to suit its own membership. Once enrollment forms are received in the General Office, members will receive an email with registration information and a link to set up their lynda.com account on September 1, or within ten business days of receipt of the form, whichever date is later. All subscriptions expire on August 31, 2016. Members enrolled after the September 1 roll-out date will receive a subscription that lasts from the enrollment date to August 31, 2016. This is still a great deal since the normal individual monthly subscription cost is \$24.99.

The response to this opportunity has been overwhelmingly positive. Information packets with a letter from President Loeb, enrollment instructions, enrollment forms, and promotional materials were sent to all local

unions on July 8 2015, and many Locals have responded with enthusiasm immediately.

This program is another example of the IATSE's commitment to lifelong learning and promotes professional and leadership development across all levels of the IATSE for a stronger more powerful organization.

More information about lynda.com is available on the IATSE website at: <http://iatse.net/member-education/iatse-and-lyndacom>

### **MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS (MPIPHP)**

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other Labor Directors Bruce Doering (600), Tommy Cole (706), Ron Kutak (700), Ed Brown (44), Colleen Donahue (161) and Scott Roth (800) reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

It was reported that the combined value of plan assets as of May 31, 2015, is approximately \$8.1 billion. The Pension Plan held \$3.3 billion in assets, followed by the IAP with \$3.9 billion. The Active and Retiree Health Plans held \$829 million and \$74 Million, respectively. As of May 31, the MPIPHP investment returns for 2014 were up by approximately 2.8%. The MPIPHP investments are well diversified and continuously shift as the advice of investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that it is prudent to maintain this rate over the long-term for plans such as the MPIPHP.

The combined hours into the

MPIPHP in 2014 were eighty-five million. Vice President Miller noted that 2014 was a 53-week year but even so, the MPI averaged 1.6 million hours per week, which is up slightly from 2013. Year-to-date totals through May are consistent with continued growth and the industry is currently very busy. Employer hourly contributions of \$302 million through May are up by \$12 million from the same period last year.

The Active Health Plan has over 43,000 participants and approximately 95,000 covered lives, with an average annualized cost of over \$12,000 per participant. The Retiree Plan consists of 20,000 covered lives with an annualized cost of over \$9,000 per participant. The total healthcare spend at the beginning of the year was estimated to be \$678 million between the two Plans in 2015. The Plans are currently trending below that through May by \$28 million.

The MPIPHP reported that the reserve levels were at 20.4 months in the Active Plan and 10.7 months in the Retiree Plan as of December 31, 2014 and are at 19.4 months and 10.3 months respectively through May 31, 2015.

The MPIPHP has seen significant change in the administration of the Plans since the last report to the Board. The CEO and CFO have left their positions and a search is underway to replace them on a full time basis. Retired MPI Executive Administrative Director Tom Zimmerman and retired CFO Ted Friesen have returned to their previous positions on an interim basis and are assisting the trustees in the transition to new leadership of the MPIPHP.

The Directors of the MPI also reported that recently the Motion Picture and Television Fund (MPTF) Health Clinics are now jointly branded as the

UCLA/MPTF Health Clinics. The MPTF's contract with the MPIPHP has been taken over by UCLA and is in the process of being renewed. Since the change, the clinics have undergone significant upgrades in systems, including electronic health records. While this caused a temporary inconvenience for some participants, the enhancements will include a robust patient portal, known as myUCLAhealth, which participants can use to request prescription refills, send messages to doctors and see lab results electronically. This electronic health record is used throughout UCLA Health, thereby improving communication about an individual's health status to all of the UCLA members of their healthcare team. As additional features become available, MPIPHP Participants will also be able to schedule appointments online. The Directors continue to work with MPTF and UCLA on a regular basis. The relationship with UCLA Health may also expand health care opportunities through the UCLA network in the future while also keeping plan costs down.

Vice President Miller also noted that the recent Basic Agreement negotiations concluded with no reductions in benefits in the health plan, no increases in costs to the participants, and no new or increased premiums. On the pension side, existing benefits were continued for current retirees, including continuing the additional checks for people that retired prior to 2009. Those participants receive those additional checks instead of pension increases that individuals who retired after 2009 received. Current participants will receive a 10% pension increase provided there are eight months of reserves in both the Active and Retiree Health Plans as of January 1,

2017. This increase will be retroactive to August 1, 2015. To pay for these pension benefits, the IATSE bargained for an additional \$86.4 million in employer contributions into the Pension Plan during the term of the 2015-2018 agreement and \$43 million per year after 2018.

### **OREGON SHAKESPEARE FESTIVAL**

International Representative Christopher "Radar" Bateman was assigned by President Loeb in July 2014 to follow up on an organizing effort by the workers of the Oregon Shakespeare Festival (OSF) in Ashland, Oregon.

In 1999 the IA supported an organizing drive and lost an election by two votes. It was believed that the company spent \$50,000 to oppose that organizing effort, which includes all production employees—the run crew, costume shop, and scene shop.

Representative Bateman made contact with the interested group of workers in mid-August 2014 and held open meetings on Mondays that focused on questions and answers about the IATSE and being part of a union. An organizing committee was formed that included people from all departments. The committee used social media to reach out to additional people continue the discussion and questions. The committee continued its efforts in earnest through October 2014. As word got out, OSF's management began holding mandatory captive audience meeting for production staff.

The festival season ended in late 2014 and during the break between festival seasons, the organizing committee remained intact and committed to forming a union in Ashland. In February 2015, production staff started re-

turning to work for the new season and Sister Delia Mulholland of Wardrobe Local 887 was assigned to assist with addressing the wardrobe, and hair and make-up department. These meetings made it clear that the workers desired greater participation in workplace decisions, and a role in developing efficiencies that make sense for the festival so they could continue to offer their best to OSF.

OSF management continued to hold captive audience meetings and started sending anti-IATSE emails to production staff. The committee continued to promote its campaign on social media and asked the public as well as other IA Locals to participate, showing this isolated community of entertainment professionals that they were not alone.

After six months of activity the organizing team evaluated the circumstances and Representative Bateman, after reviewing recent NLRB decisions, recommended that that the run crew met the criteria for an appropriate unit. He worked with attorney Elizabeth Joffe of McKanna Bishop and Joffe, LLP in Portland, to build the IA's case and establish the run crew as an appropriate unit. The Alliance filed an NLRB petition on April 27 seeking to represent all employees working on the "show run crew," which includes the lighting, video and projections, sound, stage operation, wardrobe, and wig departments.

The employees were notified that the company may not agree with the IA's views and may ask the NLRB to have the vote for representation include all production employees.

OSF objected, alleging that the unit should also include the scene shop and costume shop. An NLRB hearing lasted two days and the employer's aggressive

response resonated with the employees. During this time, individuals who did not support the union formed an employee council. The council was supported by OSF and given theater space for meetings as well as company email announcements of the meeting schedule. The employer also resumed captive audience meetings. Meanwhile, the organizing committee started putting together a newsletter and also started producing bulletin board statements to distinguish “rumor versus reality.” The organizing team also hosted a Memorial Day picnic inviting the entire company to come support the run crew in their quest for a union contract.

An NLRB decision was issued on May 29, finding the unit of run crew personnel to be appropriate, and setting an election to take place June 10. The organizing team continued the campaign with a focus delivering the right message and showing the workers that when they stand together, the employer will make them a priority.

The Alliance prevailed in the election with a vote of 37 to 25 and was certified as bargaining representative of the run crew on June 18. It was noted that the employer’s human resources department emailed employees offering professional counseling to mend relationships that might have frayed during the campaign.

OSF is asking for a review of the NLRB’s decision and the parties await a ruling from the NLRB in Washington, DC. Representative Bateman continues to travel to Ashland to work with a negotiating committee on drafting a proposal to present to the employer.

President Loeb expressed his appreciation for Representative Bateman’s work on this successful effort. He re-

marked that this was a difficult, long, ongoing campaign, which the IA did not give up for over 15 years. He praised the strong commitment from the people who voted for union representation and ultimately believes they will be pleased with their choice.

## **PSAV**

Vice President and Tradeshow Department Director William E. Gearns, Jr. and Representative Joanne Sanders provided an update on the PSAV National Agreement since the addition of twelve cities in January. Tradeshow Representatives have been assisting Locals to identify qualified referrals and assess their skills. Locals are building relationships with PSAV managers. Most significant is the effort to bring Customer Service and Audiovisual Essentials Training to the Locals to develop a well-trained AV workforce.

Vice President Gearns met with PSAV labor relations representatives in early July to address grievances as well as other issues that have arisen. Those discussions are on-going.

Vice President Gearns also reported on his efforts to add Minneapolis Local 13 and Washington D.C. Local 22 to the national agreement in the near term. Other cities are in the pipeline and will be included as soon as possible. Implementation of the contract in “rigging only” cities is currently under way. To this end, Vice President Gearns discussed training and certification for riggers, given by the Society of Professional Rope Access Technicians (“SPRAT”). SPRAT training and certification costs \$1,500/week of training. Vice President Gearns strongly encouraged riggers who wish to work for PSAV to acquire SPRAT certification/credentials.

President Loeb remarked that the implementation of the PSAV Agreement has been steady and measured. There are twelve cities now covered by the agreement with an additional three more being by the end of summer. He reiterated the importance of training to the agreement with PSAV. He also noted that the IATSE-represented employees under the PSAV contract are and will remain the best trained in the AV industry. President Loeb commended Vice President Gearns and the Tradeshow Department on this continuing success story.

## **POLITICAL REPORT**

International Vice Presidents J. Walter Cahill and John Lewis, Assistant to the President Deborah A. Reid and Canadian Office Operations Manager Krista Hurdon reported to the Board on recent political activities.

### **Canada**

#### ***Feature Film Study***

In March 2015, the Federal Government Standing Committee on Canadian Heritage commenced a study on the Canadian Feature Film Industry – something that had not been done for a decade. On April 27, 2015, Vice President Lewis appeared as a witness before the Committee to provide the IATSE’s perspective of the industry and recommendations on how to improve the government’s role in supporting the industry. One such recommendation proposed by Vice President Lewis was a variation of the “clean hands” amendment to the government’s grant funding process recently incorporated into the Alberta film grant funding process in which Vice President Petti played a major role.

In June 2015, the Committee released its final report, which included eleven recommendations. One of those recommendations included the “clean hands” amendment advocated by the IATSE, reproduced below:

“The Committee recommends that the Department of Canadian Heritage work with the Canadian Audio-Visual Certification Office, the Canada Revenue Agency and Telefilm Canada to develop mechanisms to help ensure that recipients of federal government funding for feature films are in good standing and have no outstanding legal disputes in any other jurisdiction within Canada.”

The Committee’s report also noted IATSE’s concerns over the Telefilm’s Micro-Budget Program, namely, IATSE’s view that recent changes to the funding process was creating an industry of hobbyists who were making films with extremely low paid crews in workplaces with deplorable health and safety standards.

#### *Ontario Labour Law Review*

In the spring of 2015, the Ontario Government announced that it would be conducting a review of the Employment Standards Act (ESA) and Ontario Labour Relations Act (OLRA). This represented the first opportunity in a generation for working people to participate in a public dialogue about their changing workplaces. Given the rarity of such an opportunity, the IATSE petitioned to appear as a witness. Remarks of the IATSE were prepared with the assistance of Canadian Counsel Ernie Schirru.

On July 8, 2015, Vice President Lewis appeared in London, Ontario and spoke on issues such as removing the obstacles

preventing workers from collectively organizing through union membership, improving wages, workplace safety, and job security. The Committee’s review is ongoing throughout the summer months and will conclude in September, 2015.

#### *Canadian Labour Congress (CLC) Campaign*

The CLC held Federal Election two-day workshops in cities across the country from January through March 2015. The appropriate IATSE Locals in Canada were contacted at the beginning of each month to advise them of the upcoming workshops in their area and urge that they send officers, staff, activists, youth workers, retirees or interested members to attend. A second phase of two-hour follow-up workshops was held more recently, once again, across the country. The workshops were designed after extensive polling by the CLC to determine what issues resonated with Canadians. Five issues were identified: healthcare, retirement security, childcare, good jobs, and workers’ rights, and these issues have become the focus of the campaign.

During the first phase of the workshop, the CLC provided pledge cards to all workshop attendees. These pledge cards asked members to pledge that they would do three things:

- 1) That they will vote
- 2) That they will speak to friends, family members and co-workers about the election
- 3) That they will commit some of their time to an action, such as volunteering a couple of hours for a labour-friendly candidate or posting info on social media.

The cards were also presented to

delegates at the District 12 convention, who asked if copies could be sent to interested Locals. To date, 4,500 cards were ordered by Locals showing good indication of member engagement surrounding this election.

#### *Third Party Registration*

During the last meeting of the CLC’s National Political Action Committee, IATSE learned that most unions were filing registrations for “Third Party” status for the federal election pursuant to the Canada Elections Act – a status that allows organizations to engage in public domain advertising in support of candidates and/or political parties during the federal election period. The use of social media has the potential to be caught by this legislation. Any organization that incurs advertising expenses exceeding \$500 must obtain Third Party status under the legislation. There are also additional reporting obligations for those organizations that incur advertising expenses which exceed \$5000.

In an abundance of caution, and following consultation with Canadian Counsel Ernie Schirru, IATSE has determined that it will be seeking Third Party status for the upcoming federal election. Elections Canada has advised that the IATSE must wait until the election has been called before we are eligible to apply, so IATSE’s application will be submitted as soon as the writ has been dropped.

#### *Affiliations*

In anticipation of the upcoming federal election, IATSE has affiliated itself with two organizations undertaking different campaigns. One is called “Engage Canada”, and is the first attempt at a national political action committee (PAC) in Canada. Efforts with “Engage

Canada” will be covered in more detail in a separate report.

The second organization is “Up for Debate” and is an alliance of over 175 women’s organizations and their allies from across Canada, representing more than 4 million people. IATSE has joined this initiative in an attempt to raise awareness about women’s rights in the lead-up to the election. The organization is trying to make meaningful commitments to change women’s lives for the better, at home and abroad, by ending violence against women, ending women’s economic inequality, and supporting women’s leadership and organizations. “Up for Debate” calls on all political parties to commit to a federal leaders’ debate on issues identified by women – for the first time in thirty years. Operations Manager Hurdon has been participating in regular meetings with the coalition and has also been engaging members and Locals through social media. Different types of engagement with the general public, from art installations to lawn signs, will continue to be rolled out throughout the summer and fall.

### **United States**

#### ***Stop Fast Track – TPP***

The issue that has probably consumed the most time over the past several months has been the STOP FAST TRACK campaign, particularly as it relates to the Trans Pacific Partnership (TPP) trade deal with eleven Asian countries, and is pending before Congress. The TPP trade deal is viewed by the labor movement as one that will cause the loss of jobs from U.S. soil as have some trade deals of the past. Fast tracking this (or other legislation) would

simply allow the President to sign off on the deal without allowing the public to know what is in the deal, and not allowing Congress to debate its contents.

The AFL-CIO partnered with other labor and community organizations in the beginning of 2015 and formed a Coalition to Fight Fast Track and established a fund to finance the campaign. The IATSE contributed \$25,000 to that campaign fund.

At the 2015 Winter meeting of the AFL-CIO Executive Council held in late February the Council members (representing all affiliates) came together in complete solidarity to fight Fast Track and the TPP. During that meeting a rally/town hall was held and a number of union presidents spoke out against Fast Track, including President Loeb. It is noted that the IATSE was well represented at that rally with members of several IA local unions in attendance.

Featured at the rally was guest speaker – former Secretary of Labor Robert Reich who pointed out the reasons that Fast Track was a bad idea as is the TPP for Americans. A video of the rally was sent to the District Secretaries for distribution to our local unions and featured the Reich piece as well as President Loeb addressing the crowd. Any Local wishing to receive a copy of the video should contact the IA General Office.

It was the position of the AFL-CIO Executive Council that labor fought hard and supported a number of members of Congress and the Senate, with both grassroots campaigning as well as tremendous financial support. The Council members all agreed that the politicians, particularly those who have received so much of labor’s support enabling them to be victorious in the 2014 and prior elections, had to be held ac-

countable for their actions and in this case accountable for their vote on the Fast Track legislation. To that end the Council voted to freeze all PAC accounts and agreed that no financial contributions would be made to the campaigns until the Fast Track issue was resolved. The IATSE-PAC Committee approved the moratorium and no contributions were made from the IATSE-PAC.

In addition, the full blown Stop Fast Track campaign included the need for release staff in targeted Congressional Districts where the House member was either sitting on the fence and remaining non-committal, or was leaning in opposition to Fast Track.

By a poll conducted by President Loeb, the General Executive Board voted to allow a budget of up to \$50,000 for staff to be released to the AFL-CIO Stop Fast Track campaign. The IATSE started to release staff in April of this year to work in several Congressional Districts and from April through the beginning of July there were a total of ten staffers from four Locals who worked under the direction of the AFL-CIO. The International’s total expenses for IATSE release staff reached just over \$16,000. It was noted that the AFL-CIO was extremely pleased to have members of the IATSE on board to help with the campaign and in a couple of Congressional Districts, IATSE release staff were credited with having great impact on changing the minds of the targeted House member.

The AFL-CIO had a lobby day in which numerous affiliates went to Capitol Hill to meet with U.S. Representatives who were undecided as to their vote on Fast Track. On March 4th, members of the IATSE visited with senior staff members of the House Minority Whip Steny Hoyer (MD), as well as Congress-



men Cedric Richmond (LA), Don Beyer (VA), and Joe Crowley (NY).

There was not great optimism that any of these Congressmen would vote against Fast Track. For every reason given as to why they should, the staffer talked about the benefits of trade and the relentless pressure that the Obama White House was putting on their respective superior. In some instances House members received calls directly from the President, a rarity to say the least. However, in the end the pressure applied did persuade two members. It was reported that Congressmen Crowley and Richmond voted against Fast Track.

Unfortunately, on June 12th the House passed Fast Track by a vote of 219 to 211 with 4 not voting. And, finally, on June 23rd the Senate took up the Fast Track issue and it passed by a vote of 60 to 37 with 3 not voting.

Following those final votes, the AFL-CIO Executive Council determined that the freeze on PAC funds would be lifted, however, lists were distributed of those Senators and U.S. Representatives who voted against Labor, by voting FOR Fast Track and it is hoped that affiliates will keep this in mind when making decisions on where campaign contributions are made. The lists of Senators and Representatives who voted wrong on this issue was sent to the District Secretaries for distribution to the Locals.

At a meeting of the AFL-CIO Political Committee the week of July 20th President Trumka stated that the vote on the TPP is expected to come up sometime in November, and that labor's campaign will continue to fight the TPP.

#### ***Mobilization of Members (District Conventions)***

At the 2015 mid-Winter Board

meeting it was reported that President Loeb requested that research be conducted on how to improve voter turnout of IATSE members on Election Day. The AFL-CIO will be providing some data regarding the turnout for the 2014 elections. However, The AFL-CIO Regional Directors were contacted, and if there was enough time on the District's agenda at their off-year conventions, they agreed to make a presentation that would be specifically focused on the states in their respective regions and in the IATSE Districts.

So far presentations have been made at Districts One, 3, 4, 5, 8, and 9 and some good feedback has been received from our local union representatives who were present for the presentation. The power point presentation that was made by the Regional Directors were made available to those Local representatives who have requested a copy. The power point is also available by contacting the General Office.

In addition, it was reported that the AFL-CIO conducted a study focusing on how best to get out a good message that will resonate with people. The study was conducted in a few ways including Focus Groups in San Diego, Atlanta, Philadelphia and Columbus, Ohio – and an Online Dial Survey. The audio of the online dial survey was played at the Political Committee meeting on July 20th and showed a video graph demonstrating how people were responding to what they were hearing. The results of the survey showed that there are ways of talking about work in ways that resonate, and when messaging “we don't just say what is already popular, but make popular what needs to be said.” It was also noted that information and the message needs to be distributed to ac-

tivists who are needed to carry the message. The overall results of the study are summarized in a four-page document called WORKING. FOR A BETTER LIFE and will be sent to District Secretaries for distribution to the Locals.

#### ***AFL-CIO Raising Wages Campaign***

The Raising Wages campaign continues and candidates for 2016 – Presidential, Senate, House – are being asked where they stand on the issue of raising the minimum wage. The IATSE supports a minimum wage that is a living wage. Across the United States the labor movement is supporting a minimum wage of \$15.00 dollars an hour.

#### **Activities**

##### ***NALC Food Drive –***

The IATSE once again participated in the annual food drive of the National Association of Letter Carriers that was held on May 10th with grocery bags bearing the IATSE logo distributed in various areas of the country where the NALC had the greatest need and where the IATSE has a considerable density of membership.

The NALC's ground lead in Yonkers, NY sent an email saying:

“I don't want to say...I've finally unwound from the amazing day we had today in Yonkers.

No need to let the suspense build, through the help and support of the NALC and our local sponsor IATSE, we were able to collect roughly 26,000 pounds of food for this year's food drive. More than double what we collected last year!

As coordinator, I am speechless and humbled by the out pour of donations that we received from the local community in Yonkers, none of which could

have happened without the backing of the NALC as well as the sponsorship of the IATSE here in NYC, and I consider it to be a huge success.

Once again, IATSE comes through for those in their communities!”

#### *American Legislative Exchange Council (ALEC) action in San Diego –*

A few weeks ago, a notice was received from the AFL-CIO that on July 22 the American Legislative Exchange Council (ALEC) would be using lobbyist money to pay for hundreds of politicians and out of town millionaires and billionaires to vacation together at a lavish resort in San Diego. The goal of the get together would be to give legislators draft legislation bought and paid for by corporate special interests, away from the prying eyes of voters, which benefit the rich and powerful. Corporations would have a chance to wine and dine these politicians, promise them hefty contributions and a taste of the good life, in exchange for supporting bills that keep paychecks low, corporate welfare high, and restrict the rights of their political enemies.

International Representative Ron Garcia led the IATSE's activities and the IATSE had a great turnout in San Diego for a mass protest called CALIFORNIA IS A NO ALEC ZONE. This protest took place behind the Manchester Grand Hyatt hotel where the ALEC conference was being held. An email was received from the AFL-CIO thanking the IATSE for such a good turnout.

#### *National Day of Action –*

On Thursday, July 30th, the AFL-CIO is coordinating events throughout the United States for a National Day of Action to mark the 50th anniversary of Medicare. These events will be when

“patients, caregivers, providers, policy makers and neighbors will join together to celebrate strengthening, protecting and expanding Medicare for decades to come.” Information on this National Day of Action was sent to all District Secretaries for distribution to the local unions.

#### *Information on 2016 Elections*

Three candidates have declared their candidacy to run on the Democratic ticket – Hilary Clinton, Bernie Sanders, and Martin O'Malley.

The more prominent Republican candidates now number a total of sixteen candidates running for the Republican nomination in the 2016 Presidential race. It was noted, however, there are actually thirty-four Republicans who have declared their candidacy, but not all will meet the criteria to be considered for the Primary.

AFL-CIO President Trumka advised that the Executive Council will hear from Democratic candidates Clinton, Sanders, O'Malley, as well as Republican candidate Mike Huckabee. Each will be given an opportunity to make a one-hour statement to the Council at its meeting (the same week as this General Executive Board meeting) and then the Council members will have an opportunity for a question and answer period.

It was noted that the first Republican Presidential Primary Debate is scheduled for August 6th in at the Quicken Loans Arena Cleveland, Ohio. The first Democratic Presidential Primary Debate will be held in Iowa in August or September, but no date has been confirmed at the time of this report.

In addition to the U.S. Presidency, the following positions will be contested in the 2016 elections: 34 of the 100 seats

in the U.S. Senate will be up for re-election, and, All 435 members of the U.S. House of Representatives are up for re-election

#### *Concerned Veterans for America (CVA)*

The CVA is an organization promoting itself as a pro-Veterans organization, but in reality it is a group that received their start-up funding from the Koch brothers. And in large measure is simply a tool to help promote the radical conservatism of the Koch brothers and to work to advance the billionaires' self-interest at the expense of the veterans. The CVA promotes extreme right-wing politics that stand in opposition to every other veteran's group. They are pushing a plan to privatize the Veteran's Administration healthcare system and propose a transition from the current military or VA retirement system to a private 401(k) like plan. The Koch brothers are being referred to as “Koch-cerned Veterans for American.” The IATSE is one of the founding unions of the AFL-CIO Union Veterans Council and the Council is doing all it can to expose these CVA frauds for who they really are.

#### **SAFETY HOTLINE**

International Vice President Michael F. Miller, Jr. and IATSE Safety Committee Chairman Kent Jorgensen reported to the Board regarding the IATSE Safety Hotline.

In the most recent issue of the Official Bulletin (Second Quarter, 2015), the IATSE Safety Hotline was introduced. The hotline is part of the continued emphasis on safety that was apparent at the International's 67th Convention in 2013, at which Skills and Safety were adopted by the delegates as one of the IATSE's pillars of success.

A toll free Safety Hotline telephone service is active to provide an additional pathway for members to call and report hazards or accidents that they find at work. The OSH Act gives employees the right to report hazards at work and have those hazards fixed. OSHA courses that have been going on for many years now instruct members to report hazards and accidents first to their employers and then to their Local. The hotline will reinforce that, and provide an additional vehicle to make a report.

The phone number for the Safety Hotline is (844) IA Aware, or (884) 422-9273. The IATSE has contracted with MAP Communications to operate the call center 24 hours a day, 7 days a week. The safety hotline is structured to determine the type of call and the craft associated with the issue and connect the caller with an appropriate person to assist with the safety issue. Members may remain anonymous if they choose, and no member or employee's name will be shared with the employers. This hotline will supplement existing safety programs that local unions and employers have in place.

Since its inception, the Safety Hotline has been used more than a dozen times to report issues ranging from a crew working outdoors during a lightning storm, to an unsafe rig that resulted in an accident. In each instance, the Hotline was able to alert the appropriate IATSE representative, and that representative was able to handle the issue.

The protocol provides for an employee to take these critical steps:

- remove oneself from any immediate danger;
- report the safety issue to the employer; if not resolved;
- report the safety issue to your local union representative; if not resolved;

- all the Safety Hotline at (844) IA AWARE.

The Board meeting attendees were reminded that safety and a safe working environment is a priority for all IATSE members.

The IATSE Safety Hotline is one more tool that can be used to keep members as safe as possible.

### **SMG**

International Vice President Michael J. Barnes reported on discussions for a national contract with SMG. A template agreement has been agreed to by the parties and has been implemented. Locals 87, 112, 153 and 220, are working under the agreement.

### **TEAMSTERS TORONTO**

International Vice President John Lewis, Canadian Counsel Ernie Schirru, Local 873 President Wayne Goodchild and Local 873 Business Agent Monty Montgomerie reported to the General Executive Board on the status of the Teamsters activity in Toronto since the last Board meeting in Charlotte, North Carolina.

Five years ago, in August 2010, the International and the Teamsters entered into a Mutual Aid and Assistance Pact. Over the course of this period, occasional disputes have arisen between the two organizations in Canada and the United States. However, the Pact as well as the strength of the relationships between officers in the IATSE and the IBT have resulted in mutually acceptable resolutions in the majority of cases, including this instance.

### **TEMPORARY FOREIGN WORKER PROGRAM**

International Vice President John Lewis and International Representative

Julia Neville reported to the General Executive Board on the status of the Canadian Temporary Foreign Worker Program (TFWP).

The TFWP is an immigration program under which employers bring foreign workers into Canada. In the past year there has been extensive media coverage of abuses by employers who used the TFWP to displace Canadian workers to lower labour costs. Large banks, fast food and mining industries have used it to pay less than minimum wages to low-skill, low-wage immigrant workers. The Canadian labour movement has been at the forefront of taking the Conservative government to task on these issues.

The film and television industry in Canada has used the TFWP for decades; it is not a perfect fit but has worked well enough. Virtually all key creative and technical employees are brought into the Country under this program, including U.S. IATSE members working on productions in Canada. Over the years issues arose such as how much to involve unions in the immigration permit process, but generally, the Canadian IATSE Locals have relied on their collective agreements to address permit issues for non-Canadian employees.

The most immediate issue for the Film and Television Sector was the reclassification of foreign workers as "low" or "high" wage based on government wage averages rather than what they would earn in Canada. This was addressed in September, 2014, when the application forms were quietly amended to classify workers based on their own earnings while in Canada, rather than government averages. The Performing Arts Sector also had concerns regarding increased fees and permit limitations, which were more restrictive.

On June 17, 2015, Vice President Lewis attended a meeting in Ottawa with senior officials from the Canadian ministries for Immigration and Employment & Social Development to discuss a film and television industry proposal presented to federal government in August, 2014, which provided for an alternate “stream” to alleviate the negative ramifications of the TFWP amendments on productions filming in Canada. Vice President Lewis explained that this meeting resulted in some positive discussions that are expected to translate into further changes to the TFWP that will address the entertainment industry’s concerns.

President Loeb commended Vice President Lewis and Representative Neville on their efforts to ensure the IA-TSE’s interests are properly represented in any changes to the TFWP.

## **LOCAL NO. 2, CHICAGO, IL**

### **Re: The Chicago Shakespeare Festival**

International Vice President Craig Carlson appeared before the Board to report upon Local 2’s affairs with the Chicago Shakespeare Theatre (CST). It was reported that CST started from small beginnings in 1986 and over past decades has grown from the third-largest theater company in Chicago to the third-largest in the Midwest. The company has won many notable awards and now presents over 600 performances a year at its Chicago Navy Pier facility, which includes the 510-seat Courtyard Theater and a 200-seat black box theatre.

As CST matured, it consistently rebuffed Local 2’s efforts to organize its non-union stage crews who are paid low wages and minimal benefits. Regrettably, the crews were often unaware

that they were being taken advantage of. Last year Local 2 was made aware that CST was planning further expansions which could offer Local 2 a chance to advance its organizing efforts.

In the spring of 2015, Vice President Carlson was approached by the stage crew about organizing. He met with them several times and collected authorization cards. On Friday, May 8, Local 2 filed a petition at the NLRB to represent the crew. The following Monday, May 11, CST president Barbara Gaines phoned Vice President Carlson to voluntarily recognize Local 2 as the crew’s bargaining representative and set dates in June to finalize the details of a first contract. There are presently only a few issues left to negotiate and a final agreement is expected next month.

Vice President Carlson thanked President Loeb for helping ensure that the Alliance continues to have close political allies and for helping Local 2 navigate through this process. President Loeb commended the work that went into this effort and congratulated the Local.

## **LOCAL NO. 125, LAKE PORTER – LA PORTE COUNTIES – FORT WAYNE, IN**

### **Re: Horseshoe Casino**

International Vice President Craig Carlson reported that in October 2014 he was assigned by President Loeb to assist Local 125 organize the stage crew employed by the Horseshoe Casino in Hammond, Indiana. As reported during the last Board meeting, the Local won a NLRB election to represent the crew. Vice President Carlson, Local 125 Business Manager Rick Wilbanks, and attorney David Huffman-Gottschling have since begun to make headway toward a first contract.

Since the election, two of the seven bargaining unit members have been fired—one for posting insulting comments on the Internet about a casino show, and one for excessive tardiness. Unfortunately, the latter was a leader of the organizational effort.

In the first bargaining session in March 2015, the company was represented by Harrah’s Labor Relations Director Dean Allen and Horseshoe Human Resources Head Dawn Reynolds. They were joined by Harrah’s lead negotiator, Frank Muscolina in later meetings. The Union’s goals in negotiations included work jurisdiction over all stage-related operations at the facility including audio, lighting, rigging, and car loading. Proposals were presented in broad terms and little progress was made in the first meeting. The employer’s team proposed negotiation ground rules, which were lopsided in favor management and consequently rejected.

Follow-up negotiations were held on May 14, when the IA team made a detailed contract proposal and went through it clause by clause at the bargaining table. The employer’s representatives had numerous questions and great difficulty understanding industry standard working conditions. They promised to advance a counter proposal at the next meeting on June 18.

On June 18, the employer failed to offer a counter proposal as expected. At that point Vice President Carlson requested a private, off-the-record discussion with Mr. Muscolina in hopes that a candid conversation would move the negotiations forward. It was reported that such discussions were held and are ongoing. Vice President Carlson remains optimistic that the parties will continue to find common ground

and reach a fair deal. He thanked President Loeb for providing him and Local 125 with the support needed to follow through with this assignment.

President Loeb acknowledged the respective efforts of Local 125 and Vice President Carlson and remarked that the IA is determined to get a fair deal for the casino workers.

### **LOCAL NO. 127, DALLAS-GRAND PRAIRIE-MCKINNEY, TX**

#### **Re: CBA with Personnel Services, Inc.**

International Representative Christopher "Radar" Bateman reported on the successful conclusion of negotiations between Local 127 and Production Personnel Services (PPS). PPS is a labor contractor providing stagehands to the Verizon Theater in Grand Prairie, Texas (under management by AEG). The Local has a long-standing relationship with PPS and the parties entered into negotiations in February 2014 for a new contract. By early November 2014, PPS came to the table with regressive proposals and demanded that overhire stagehands no longer be dispatched by the Local, but rather provided by PPS. PPS cited AEG as the reason for these drastic cuts. PPS also threatened a lock-out if an agreement was not signed. PPS ultimately locked out Local 127 on January 15, 2015.

Local 127 contacted President Loeb asking for assistance and Representative Bateman was assigned to assist with negotiations. The Local filed unfair labor practice charges against PPS and AEG as joint employers for refusing to provide relevant information to the Local, prematurely declaring a bargaining impasse and threatening to terminate all the Local 127 employees.

The unfair labor practice charges

brought PPS back to the bargaining table and the parties ultimately came to an agreement with a 5% wage increase in the first year. Local 127 will continue to refer all lead and rigger positions and will continue to dispatch from its roster all but five employees, who may be selected by PPS. This agreement ended the PPS lockout and all displaced employees were reinstated on April 1, 2015. The Local has an opportunity to organize PPS's remaining employees and gain more strength and unity at the bargaining table. The Local has requested COMET training from the International and dates are being scheduled in August 2015.

### **LOCAL NO. 143, ST. LOUIS, MO.**

#### **Re: PSAV**

Vice President Craig Carlson reported on the successful conclusion to negotiations between Local 143 and PSAV in St. Louis. The contract talks were the first between PSAV and Local 143 as the Local's prior agreement had been with Swank Audio-Visual. The collective bargaining agreement covers projectionists, camera operators, computer technicians, tape and recording operators and graphics technicians to work on corporate presentations in various hotel and convention centers in the St. Louis metropolitan area. Over the course of many years, Local 143 had negotiated a mature agreement with hard-fought terms and conditions.

The inaugural negotiations with PSAV were protracted and difficult. But, after several meetings, the Local, with the capable assistance of Vice President Carlson, negotiated an agreement that maintains full-time employment, health benefits, wage increases, cell phone re-

imbursement, parking privileges and skills and employment training for those in the bargaining unit.

President Loeb complimented Vice President Carlson, Local 143 Business Agent Gordon Hayman and the Local 143 membership for their diligence. He stressed the importance of Local 143 and those it dispatches being trained and reminded them to take advantage of skills and educational trainings offered by the Training Trust, especially in the AV field, including InfoComm and lynda.com. He remarked that the contract preserves the terms and conditions enjoyed by Local 143 and secures good, solid, middle class jobs for those who work under it.

### **CAMEL ENTERTAINMENT AND REDEMPTION PRODUCTIONS**

International Vice President Damian Petti, Local 212 Business Agent Tom Benz and Local 212 young worker representative Stephanie Muir reported to the General Executive Board on recent developments in ongoing Alberta Labour Relations Board (ALRB) proceedings against Camel Entertainment and Redemption Productions.

Vice President Petti explained that over the past two years, a number of complaints and a "common employer" application had been initiated by Local 212, with the assistance of the International's Defense Fund, together with the Director's Guild of Canada (Alberta District Council), against various producers operating multiple single use companies in connection with the production of the motion picture "Forsaken". These legal proceedings were initiated in an attempt to hold the various companies connected to the project responsible for substantial wages and

benefits of employees that had gone unpaid.

On April 15, 2015 the ALRB issued a decision in an application for interim orders in favour of Local 212 and DGC Alberta. This decision included, among other things, an order that the various companies involved in the project refrain from taking receipt of any Alberta Film Grant funds (estimated to total \$1.7 million) payable in connection with the project until the ALRB proceedings were completed or the ALRB ordered otherwise.

It was explained that another direct spinoff from these legal proceedings included the incorporation of whistle blower provisions in the funding processes of the Canadian Film Funds administered in the Provinces of Alberta and Nova Scotia. These provisions allow whistle blowers to notify government ministers of deadbeat producers who owe money in other jurisdictions.

On July 8, 2015, an agreement was reached whereby all of the wages and benefits owing, plus interest, was paid to the members of the five (5) IATSE Locals that were represented under the Local 212 Motion Picture Agreement as well as members represented by the DGC.

In conclusion, Vice President Petti stated that although the entire process was time consuming and costly, it resulted in the recovery of substantial wages and benefits earned by members, positive ALRB decisions which IATSE can use to its benefit in the future and important new funding guidelines that will protect the same thing from happening to IATSE members in the future. Vice President Petti thanked the Defense Fund Committee, President Loeb, Vice President Lewis, Canadian Counsel

Ernie Schirru and the Directors Guild of Canada for seeing the importance of supporting this epic two year battle.

President Loeb congratulated Vice President Petti and Local 212 for its resolve in pursuing this dispute to a successful conclusion.

### **LOCAL NO. 523, QUEBEC, QC**

#### **Re: AEG – Videotron Arena**

International Vice President John Lewis and International Representative Jason Vergnano reported to the General Executive Board on IATSE Local 523's ongoing initiatives to secure bargaining rights at the Videotron Arena in Quebec City.

In September 2011, Quebec City entered into an agreement with Quebec-based media giant, Quebecor, for the construction and operation of a new hockey arena. To be built by the City and managed by Quebecor, the Videotron Arena will replace the aging, City-owned, Pepsi Colosseum, a venue where Local 523 has held bargaining rights for the past 25 years. Two subsidiaries of Quebecor hold independent leases for their respective use of the venue. QMI Hockey holds the rights to all hockey related events, including the local junior Remparts as well as any possible future NHL franchise. QMI Spectacle holds the rights to all concerts and live events that fall outside of the scope of the QMI Hockey lease. Quebecor has engaged AEG Worldwide to run the day to day venue operations and programming. AEG will be responsible for all hires within the entertainment division outside of QMI Hockey operations.

Representative Vergnano explained that both he and Vice President Lewis are continuing to work with Local 523 in ongoing efforts to secure bargaining

rights at the venue. Representative Vergnano stated he anticipates success in this regard in the near future and will report to the Board on future developments.

President Loeb commended Vice President Lewis and Representative Vergnano and the Local on their efforts as securing bargaining rights will be beneficial for both AEG and the Local. President Loeb confirmed that he too is equally optimistic about the prospects of success in Local 523 securing bargaining rights in the near future.

### **LOCAL NO. 798, NEW YORK, NY**

#### **Re: Membership Activities**

Local 798 Vice President Angela Johnson, Secretary-Treasurer Cynthia O'Rourke, and Business Agents Daniel Dashman and Rosemarie Levy appeared before the Board to report on the Local's campaign to increase membership. On January 1, 2015, Local 798 launched a membership drive in Georgia to bring in workers employed under the Local's collective bargaining agreements. They followed a blueprint drawn by Local USA829's Designer Organizing Drive which was launched in the fall of 2014. In addition, the Local 798 Executive Board enacted rules to make the membership drive successful, including revising cumbersome membership criteria, lowering its initiation fee, and forming a special committee to address issues faced by workers in so-called right-to-work states. The membership drive has been extremely successful with more than half of the applicants having satisfied the membership criteria and having been admitted, or about to be admitted into membership. Over the last year, Local 798 has brought into its ranks nearly one hundred (100) members.

The membership drive has also enabled the Local to increase its organizing efforts. The Local intends to continue grow and educate its membership.

The presenters expressed their appreciation to the Local 798 Executive Board and the special membership committee for reviewing membership intake issues with a modern perspective. They also thanked Local USA829, particularly Business Representative Carl Mulert who was extremely helpful in guiding Local 798 through the membership-intake process and who provided templates and advice and they also thanked Assistant Department Director Daniel Mahoney for his thoughtful insights.

President Loeb remarked that he has had several conversations with the Local about the importance of organizing and bringing in new members. He congratulated the Local for expanding and growing its membership because these new members now have a meaningful livelihood. In addition, their membership brings strength to the Union, eliminates competition from non-union workers, and ensures that the Local se-

cures its jurisdiction. He commended the Local for doing the right thing and for having a progressive vision.

**LOCAL NO. 906,  
CHARLOTTETOWN, PEI**

**Re: Harbourfront Theatre**

Assistant to the President Sean McGuire and Local 906 members Craig Mountain and Jordan Palmer reported to the to the General Executive Board on the status of the Local's efforts to conclude a first collective agreement with the Harbourfront Theatre located in Summerside, Prince Edward Island following the Local's certification as bargaining agent for stage employees at the Theatre in 2012 – the first time in over fifty years that Local 906 has engaged in organizing activities.

Assistant to the President McGuire explained that the Theatre engaged in a bargaining strategy whereby it was prepared to take virtually every piece of proposed collective agreement language to impasse. Notwithstanding, the Local persisted in its resolve to get a first collective agreement through good faith bargaining and the filing of

numerous unfair labour practice complaints against the Theatre. Assistant to the President McGuire then explained that these efforts bore fruit and that an eighteen month collective agreement was reached and ratified in April 2015. This first collective agreement contains significant increases to wages and working conditions as well as clear language regarding employees' rights.

President Loeb congratulated Assistant to the President McGuire and the Local on its success in reaching and ratifying a collective agreement. In doing so, President Loeb noted that Local 906's efforts leading to success in this organizing campaign after more than 50 years should serve as a source of inspiration for other Locals, as it confirms that it is never too late for a Local to get back into organizing the unorganized.

**LOCAL NO. B-173, TORONTO-HAMILTON, ON**

**Re: TIFF Bell LightBox**

International Representative Peter DaPrato reported to the General Executive Board on the status of the Local B-173's negotiations for a first collective

**International Vice President John Lewis, Local 906 member Craig Mountain, International President Matthew Loeb, Local 906 member Jordan Palmer and Assistant to the President Sean McGuire.**



agreement with the Toronto International Film Festival (TIFF) following the Local's recent certification as exclusive bargaining agent for box office staff.

Over a three week period starting in mid-February 2015, the Local was able to put together an organizing campaign which resulted in the filing of an application for certification with the Ontario Labour Relations Board (OLRB). On March 19, 2015, the OLRB conducted a representation vote whereby box office staff overwhelmingly voted in favour of having the IATSE represent them in their employment and thereafter certified Local B-173 as exclusive bargaining agent.

On the heels of the recent negotiations success that Local B-173 had in reaching a first collective agreement with other front of house staff at TIFF, the Local was able to formulate a strong

set of bargaining proposals and bargain a first collective agreement in short order. This four-year collective agreement was unanimously ratified by the membership on July 13, 2015 and contains the following highlights: wage increases in each of the four years (2.8%, 3%, 3% and 2.5% (with the 4th year wage increase matching any increases negotiated in the Front of House collective agreement); 2% employer contribution to the CEIRP up to a maximum of \$750 annually; minimum shift time increased from four hours to five hours; taxi reimbursement language for early and late shifts; contract coverage when working outside TIFF during the festival; scheduling committee created where employees and management can work together to deal with the complex scheduling issues.

President Loeb congratulated Local

B-173 and the bargaining committee for its success in both organizing the box office staff at TIFF and then negotiating a first collective agreement that will improve the lives of many new members. President Loeb also commended the Local for its perseverance in continuing its efforts with this workplace following an unsuccessful certification vote two years early and recent successes with the Front of House staff. In doing so, President Loeb stated that all Locals should note that an unsuccessful organizing drive should not be abandoned forever – local unions should re-tool and re-organize when the opportunity presents itself.

#### **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 4:10 p.m. on Thursday, July 30, 2015.



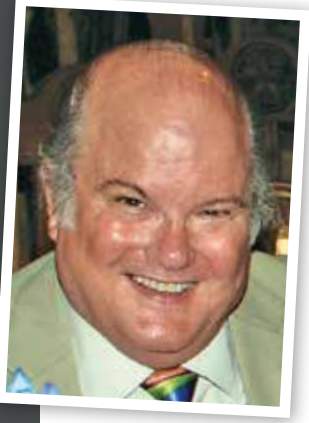
**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE**  
**WESTIN NOVA SCOTIAN • HALIFAX, NOVA SCOTIA • JULY 28, 2015**

Since the last report of the Defense Fund Committee in Charlotte, NC on January 27 2015, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 8, Philadelphia, PA-Camden-Mercer County, NJ – Live Nation Festival Pier & TLA Petition – Legal	16,942.50	Local No. 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista-Daytona Beach, FL – WDW Outsourcing – ESPN Wide World of Sports – Legal	3,785.69
Local No. 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN – Varsity Theater Organizing/Vikings Stadium – Legal	7,773.15	Local No. 695, Hollywood, CA – TRO – Legal	8,961.75
Local No. 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI - Meijer Gardens – Legal	656.25	Local No. 849, Maritime Provinces – Egg Films – Legal	136.28
Local No. 56, Montreal, QC – Theatre Pauline-Julien/Theatre du Vieux Terrebone/monument National – Legal	2,601.32	Local No. 917, Atlantic City, NJ – Atlantic City Resorts – Legal	1,679.13
Local No. 58, Toronto, ON – Toronto Artscape – Legal	8,518.03	<b>SUB TOTAL</b>	<b>188,984.50</b>
Local No. 118, Vancouver, BC – PSAV – Legal	1,906.69	<b>INTERNATIONAL</b>	
Local No. 122, San Diego, CA – Legoland/La Jolla Playhouse – Legal	3,660.35	IATSE – Save the Met Campaign – Legal	2,090.91
Local No. 125, Lake Porter and La Porte Counties - Ft. Wayne-Lafayette-Frankfurt-Crawfordsville, IN – Horseshoe Casino RC Petition – Legal	28,988.20	IATSE – Crew One Campaign – Legal	55,772.84
Local No. 127, Dallas and Grand Prairie-McKinney, TX – AEG – Legal	3,420.00	IATSE – Crew One/Live Nation – Legal	3,929.50
Local No. 129, Hamilton-Brantford, ON – FFP Laser Systems Canada – Legal	1,816.86	IATSE – Axiom International Bankruptcy – Legal	1,128.76
Local No. B-173, Toronto-Hamilton, ON – TIFF Bell Lightbox – Legal	4,175.40	IATSE – Golf Channel – Legal	52,113.38
Local No. 205, Austin, TX – Long Center – Legal	2,135.00	IATSE – Oregon Shakespeare Festival – Legal	20,243.51
Local No. 210, Edmonton, AB – Bailey Theatre Society/McLab Centre – Legal	15,876.00	IATSE – Basic Agreement – Legal	225,386.03
Local No. 212, Calgary, AB – Redemption Forsaken – Legal	15,057.00	IATSE – Wisconsin Broadcast RC Petitions – Legal	6,121.54
Local No. 262, Montreal, QC – Cineplex Entertainment – Legal	12,906.53	IATSE – Freedom Films – Legal	300.00
Local No. 320, Savannah, GA – Lucas Theatre – Legal	41,130.94	IATSE – Arbitration Euro Pictures & Urge Productions, LLC – Legal	2,200.00
Local No. 500, South Florida – Kravis Center – Legal	1,026.75	IATSE – AQTIS – Jurisdictional Dispute – Legal	79,688.38
Local No. 523, Quebec, QC – Centre Videotron/Quebecor – Legal	1,980.68	IATSE – Right to Strike – Legal	8,850.03
Local No. 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA – Sunset Cultural Ctr. – Legal	3,850.00	IATSE – Canadian Organizing Manual Revisions – Legal	3,831.83
		<b>SUB TOTAL</b>	<b>461,656.71</b>
		<b>LOBBYING AND CONSULTING</b>	
		Thorsen French Advocacy	60,207.89
		<b>SUB TOTAL</b>	<b>60,207.89</b>
		<b>EDUCATION</b>	
		Leap Reimbursements to Locals and/or Officers	24,242.44
		Misc. Training/Instructors/Young Workers	120,670.19
		<b>SUB TOTAL</b>	<b>144,912.63</b>
		<b>GRAND TOTAL</b>	<b>855,761.73</b>
		Respectfully Submitted,	
		s/Matthew D. Loeb	s/Daniel Di Tolla
		s/John M. Lewis	s/Anthony DePaulo
			s/J. Walter Cahill

## IN MEMORIAM

# Remembering Stuart Hale



Arthur Stuart Hale died on June 30, 2015 in Dallas, Texas. He was born to Arthur Kenneth Hale and Ruth Price Hale on January 18, 1949 in Dallas.

Stuart graduated from Thomas Jefferson High School and Texas Wesleyan University. He was a member of the International Alliance of Theatrical Stage Employees, Local 127, for over forty years. He began his career as Stage Manager and Production Carpenter of the Dallas Summer Music Hall. He worked at Dallas Stage Scenery and the Dallas Opera where he traveled internationally with the sets in various productions.

As an active member of Local 127, he served in a variety of positions, President, Vice President, Business Agent; and also served as the Secretary of District 6 for more than a decade.

A celebration of Stuart's life was held at the Winspear Opera House on July 6, 2015. Donations may be made in Stuart's memory to a charity of your choice.

## LOCAL 56 REMEMBERS ROBERT LACROIX

Brother Lacroix was part of the Théâtre du Nouveau Monde house crew as head soundman and he worked as well at the Place des Arts. He was the President of Local 56 for many years and has long campaigned for the Regional Council of the FTQ as a delegate member and member of the FTQ-Centraide Regional Council Committee.

He was a man of heart, committed, always ready to help. Recognized by his peers for his ear, always on the lookout for a person to help, generous with his time and ardent defender of people in need.

We salute you Robert for your militancy, your taste for social justice, you, a man of values and loyalty. Sensitive being but also a man of convictions, defending the interests of his Brothers and Sisters, intolerant of injustice, demanding equity for all.



## THANK YOU

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

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

<i>Contributor</i>	<i>In Memory Of</i>
District No. 2	Fund Contribution
Local No. 52	Fund Contribution
Local No. 52	Stuart Hale
Andrew Oyaas	Stuart Hale
Short & Shepherd	Kathryn Harbinson
Short & Shepherd	Thomas Kiouisis, Jr.

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Timothy F. Donovan May 5, 2015	1	Johnny Borgese March 10, 2015	44	Kevin McCloy June 19, 2015	118	Paul W. Hedburn February 6, 2015	600
James Fontana June 25, 2015	1	Michael A. Clark February 20, 2015	44	Arthur S. Hale June 30, 2015	126	Robert Highton May 29, 2015	600
Preston H. Garrison May 3, 2015	1	William E. Dawson May 3, 2015	44	Arthur S. Hale June 30, 2015	127	Hugh T. Johnson June 4, 2015	600
Stephen R. Graham April 5, 2015	1	Frank Fleshman May 15, 2015	44	Richard E. Woodard April 1, 2015	134	Andrew Lesnie April 27, 2015	600
Salvatore Masticova May 25, 2015	1	Richard J. Martin April 20, 2015	44	Paul C. Boggs May 31, 2015	146	John M. Stephens June 18, 2015	600
Alan J. McComber May 1, 2015	1	Edward D. Olson April 28, 2015	44	Dominic J. Kozlowski April 9, 2015	205	Richard Winik April 17, 2015	600
Vincent J. Primavera May 28, 2015	1	Heliodor Piper May 16, 2015	44	Thomas J. Kiousis, Jr. May 24, 2015	209	Bruce H. Blackman June 27, 2015	631
William F. Strohmeier June 25, 2015	1	Lorey "Easy" Yzuel June 11, 2011	44	Christopher Kluth April 2, 2015	423	Kevin D. Purdy June 30, 2015	631
Joseph D. Terrill April 16, 2015	1	John W. Newsom May 29, 2015	46	Aveino Castro May 3, 2015	461	Robert Gottschalk, Sr. January 30, 2015	640
Lawrence A. Trezza May 20, 2015	1	Irwin J. Breslin April 9, 2015	52	Steve Lafayette May 9, 2015	476	Anthony Johnston June 2, 2015	665
Kenn R. Ort April 26, 2015	6	Paul F. Kinghan May 18, 2015	52	Jude J. Erny December 26, 2014	478	James R. Young June 30, 2015	695
Don Dawson June 15, 2015	15	Peter Kunz May 4, 2015	52	Francis I. Hendrick, Jr. September 12, 2014	478	Guillermo Navarro June 12, 2015	700
Michael Sivetz May 18, 2015	21	Sabrina B. Wright-Gilliar June 18, 2015	52	George Estill May 1, 2015	480	Jerry S. Young April 3, 2015	700
David W. Ligon June 8, 2015	22	Jean-Claude Bergevin April 16, 2015	56	Maren Beauchesne June 7, 2015	481	Deborah A. Binkley May 20, 2015 2	705
Julie A. Palasek May 6, 2015	26	Robert Lacroix April 20, 2015	56	Mike Pattillo June 12, 2015	484	Rande A. Harris April 7, 2015	706
Shirley A. Koodlach March 16, 2015	28	Neil S. Fennell April 24, 2015	58	Deborah A. Binkley May 20, 2015	487	Gary Plantiff May 14, 2015	720
James "Jimmy" Nickell February 5, 2015	30	Lou Beistline April 14, 2015	80	Steve Lafayette May 9, 2015	487	Gordon Saiger June 22, 2015	720
John Royer February 14, 2015.	30	Chris Mathews April 13, 2015	80	Renee Prince June 29, 2015	488	Karl Alexander April 1, 2015	728
Jean Winegard April 22, 2015	30	John Powers May 3, 2015	80	Drew Hittie August 10, 2015	489	Herbert V. Bigelow April 1, 2015	728
William H. Cole April 27, 2015	33	Ronald K. Stafford June 22, 2015	80	Harold L. Berry March 8, 2011	504	Harold F. Haselbusch April 11, 2015	728
Edward A. Aiona March 31, 2015	44	Charles Tumminello May 3, 2015	110	William E. Colvell April 28, 2015	600	John T. Lee April 23, 2015	728
Wilma A. Atkins May 9, 2015	44	Stephen H. Williams November 1, 2014	115	Joe Cuzan June 26, 2015	600	Franklin W. Mills April 25, 2015	728
Robert W. Bedilion May 24, 2015	44			Russell O. Garland June 26, 2015	600		

# IN MEMORIAM

<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>
Salvatore Orefice April 29, 2015	728	Fred Anderson April 13, 2014	873	Edwin G. Watkins November 24, 2014	873	Kevin McCloy June 21, 2015	891
Clark N. Postal June 4, 2015	728	Bruce Neil Bellinger May 1, 2014	873	Robin Ackland October 20, 2013	891	Finbar P. McMillan November 7, 2014	891
Terry F. White May 10, 2015	728	Daniel Conley April 9, 2015	873	Rose Chung April 18, 2015	891	Peter Prior November 20, 2014	891
Laura A. Oswald June 10, 2015	768	Albert Ezerzer May 9, 2014	873	Laurence Cleary January 6, 2015	891	John L. Quesenberry November 8, 2014	891
Dennis C. Drinnon April 5, 2015	794	Gayle Franklin October 10, 2014	873	Mitch Devon August 5, 2014	891	John E. Skillman July 7, 2014	891
Ryan C. Cosgrove April 29, 2015	800	Lino Frutti May 29, 2014	873	Wray J. Douglas October 29, 2014	891	Kevin D. Stephens October 16, 2014	891
August H. Santistevan April 30, 2015	800	Jeff Heintzman February 2, 2015	873	Brian Drummond-Hay August 5, 2014	891	David Tennant November 1, 2014	891
Eric Scofield May 20, 2015	800	Kelly Kavanagh February 24, 2015	873	Christian Elton September 29, 2014	891	Peter L. Wansart August 10, 2014	891
Vern T. Jocelyn August 9, 2013	819	Norman D. Kelner June 16, 2015	873	Brian W. Henneberry December 21, 2014	891	Gary York December 22, 2014	891
William G. Cipoletta, Jr. August 14, 2015	835	John C. Ross April 13, 2014	873	Jon Jarema June 11, 2014	891	James Gill April 16, 2015	USA829
Clyde F. Lee July 18, 2015	835	Richard M. Snider January 23, 2015	873	Robin Jobin June 6, 2015	891	Erin G. Powell April 3, 2015	USA829
Gloria J. Digidon April 14, 2015	849	Alfred Sutton May 6, 2015	873	Sean Labrie August 9, 2014	891	Joel Reynolds June 10, 2015	USA829
David Cardillo June 24, 2015	857	David E. Walker May 1, 2014	873	Jeffrey Lawley June 21, 2015	891	Ellsworth Greiner April 8, 2015	B754

# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees

**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)

**AE** Arena Employees

**AFE** Arena Facility Employees

**AG&AOE&GA** Animation Guild and Affiliated Optical Electronic and Graphic Arts

**AMTS** Admissions, Mutual Ticket Sellers

**APC** Affiliated Property Craftspersons

**ATPAM** Association of Theatrical Press Agents and Managers

**BPTS** Ball Park Ticket Sellers

**C** Camerapersons

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**EE** Exhibition Employees

**EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors

**ICG** International Cinematographers Guild (inclusive of Publicists)

**M** Mixed

**MAHS** Make-Up Artists & Hair Stylists

**MAHSG** Make-Up Artists & Hair Stylists Guild

**MPC** Motion Picture Costumers

**MPEG** Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

**MPP,AVE&CT** Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

**MPP,O&VT** Motion Picture Projectionists, Operators and Video Technicians

**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians

**MPS&LT** 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/LT/AC&GE** Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees

**MT** Mail Telephone Order Clerks

**O** Operators

**PC,CP&HO** Production Coordinators, Craftservice Providers and Honeywagon Operators

**PST,TE,VAT&SP** Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

**S** Stage Employees

**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

**SS,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

**T** Theatre Employees

**T&T** Treasurers & Ticket Sellers

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**TSA** Ticket Sales Agents

**TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

## CANADA

### ALBERTA

**S 210 EDMONTON, AB**-Tara Gale, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

**S 212 CALGARY, AB**-Albert Seibert, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Mot. Pic.) Michael Gibney, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

### BRITISH COLUMBIA

**S 118 VANCOUVER, BC**-Masha Birkby, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) Bus. Agt.: John M. Allan.

**S 168 VANCOUVER ISLAND, BC**-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Ron Nazer.

**C 669 WESTERN CANADA**-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Peter Hayman, hayman@ia669.com.

**MPSPT 891 BRITISH COLUMBIA/YUKON TERR.**-Ana Sebal, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Paul Klassen, paulk@iatse.com.

### MANITOBA

**M 063 WINNIPEG, MB**-Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: John Gallagher.

**MPSPT 856 PROVINCE OF MANITOBA**-Jeremiah Milmine, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

### NEW BRUNSWICK

**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB**-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

### NEWFOUNDLAND AND LABRADOR

**ICG 671 NEWFOUNDLAND/LABRADOR**-David Rumley, P.O. Box 13075, Topsail Str. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

**M 709 NEWFOUNDLAND/LABRADOR** - Debbie Vatcher, debbievatcher@yahoo.com; 15 McQuade Lake Cres., 2nd floor, Halifax, NS B3S 1C4. (902-425-2739) (Fax: 902-425-7696). Bus. Rep.: Gary Vermeir.

**T B898 ST. JOHN'S, NL**-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

### NOVA SCOTIA

**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB**-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

**M 848 SYDNEY/GLACE BAY, NS**-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

**MPSPT 849 MARITIME PROVINCES**-Raymond MacDonald, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vermeir.

**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.

### ONTARIO

**S 058 TORONTO, ON**-Christopher Wilson, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

**M 105 LONDON/ST. THOMAS/SARNIA, ON**-Stephanie Gonyou, secretaryiatselocal105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-433-5742) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

**S 129 HAMILTON/BRANTFORD, ON**-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.

**M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON**-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.

**PC, CP&HO 411 PROVINCE OF ONTARIO**-Robert Shea, 1315 Lawrence Avenue East, Unit 103, Toronto, ON, M3A 3R3 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON**-Robert A. Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: Jeff Robertson.

**S 467 THUNDER BAY, ON**-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

**M 471 OTTAWA/KINGSTON/BELLEVEILLE, ON**-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

**M 580 WINDSOR/CHATHAM, ON**-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

**M 634 SUDBURY/NORTH BAY, ON**-Keith Clausen, local\_634@hotmail.com; 24 St. Louis Street, Naughton, ON, POM 2M0. (705-665-1163) (Fax: 705-692-9726) Bus. Agt.: Jamie Adamson, iatse634ba@bell.net.

**ICG 667 EASTERN CANADA**-David Orton, 229 Wallace Avenue, Toronto, ON, M6H 1V5. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: David Rumley.

**TW,MA&HS 822 TORONTO, ON**-Rachel Breski, secretary@iatse822.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4 (416-622-9000) (Fax: 416-622-0900). Bus. Agt.: Michelle DiCesare.

**SA&P 828 PROVINCE OF ONTARIO**-Stephanie Milic, sec.iatse828@gmail.com, P.O. Box 80059, 510 Concession Street, Hamilton, ON, L9A1C0. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, ba.iatse828@gmail.com.

**MPSPT 873 TORONTO, ON**-Monty Montgomery, 1315 Lawrence Ave. East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomery, businessagent@iatse873.com.

**TWU 924 STRATFORD, ON**-Inez Khan, ikzhan73@gmail.com; P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-508-0955) Bus. Agt.: Mary-Lou Mason, ba924@hotmail.com.

**T B173 TORONTO/HAMILTON, ON**-Marika Csotar, 2368-A Munns Ave., Oakville, Ontario L6H 6G9 (647-309-2024). Bus. Agt.: Chastity Brooker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

## PRINCE EDWARD ISLAND

**M 906 CHARLOTTETOWN, PE**-Bill Higgins, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Barry Vessey.

**T B906 CHARLOTTETOWN, PE**-Charlene Costello, P.O. Box 1032, Charlottetown, PE, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

## QUEBEC

**S 056 MONTREAL, QC**-Carl Godin, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Karl Kreutzer.

**O 262 MONTREAL, QC**-Isabelle Wouters, yzowout10@hotmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-272-5763) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

**MPSPT 514 PROVINCE OF QUEBEC**-Ian Lavoie, lan.lavoie@iatse514.com; 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron, Michel.charron@iatse514.com.

**M 523 QUEBEC, QC**-Rina Campion, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

**TW, MA&HS 863 MONTREAL, QC**-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5 (514-524-1630). Bus. Agt.: Silvana Fernandez, iatselocal863habileur@hotmail.com.

## SASKATCHEWAN

**M 295 REGINA/MOOSE JAW, SK**-Celeste Pinder, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

**M 300 SASKATOON, SK**-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-343-8900) Bus. Agt.: Greg Roberts.

# UNITED STATES

## ALABAMA

**S 078 BIRMINGHAM**-Dennis Parker; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Allen Langston.

**S 142 MOBILE**-Philip Tapia, P.O. Box 2492, Mobile, 36652. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: John Brown.

**M 900 HUNTSVILLE**-Nena Battles Moore; P.O. Box 12, Huntsville, 35804. (256-551-2243) (Fax: 256-551-2329) Bus. Agt.: Alfred Kuhn.

## ALASKA

**S 918 ANCHORAGE**-Lynn Murphy, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

## ARIZONA

**S 336 PHOENIX/PRESCOTT**-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

**M 415 TUCSON**-George Fritz, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Scott Stravitz.

**TBSE 748 STATE OF ARIZONA**-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Agt.: Eric Falkner, ealfkner@yahoo.com.

## ARKANSAS

**M 204 LITTLE ROCK**-Nikki M. Kelly, P.O. Box 848, Mabelvale, 72103 (501-227-7301) (Fax: 501-227-7404)

## CALIFORNIA

**S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY**-Steve Lutge, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Steve Lutge.

**S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA**-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Randolph Pitkin, rpitkin@iatse33.com; (Legit) William Ford, Sr., bford@iatse33.com.

**APC 044 HOLLYWOOD**-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

**S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE**-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

**MPSG/CS 080 HOLLYWOOD**-Rick Schunke, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND**-Alexander Kort; 7700 Edgewater Drive, Suite 801, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Kurt Dreyer.

**TBSE 119 SAN FRANCISCO BAY AREA**-Liz Farkas, P.O. Box 911, San Carlos, 94070. (408-360-0680) Bus. Agt.: Daniel Nicholson.

**S 122 SAN DIEGO**-Richard Disbrow, richarddisbrow@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Agt.: Carlos Cota, ba@iatse122.org.

**M 134 SAN JOSE/SANTA CLARA**-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

**S 158 FRESNO/MODESTO/STOCKTON**-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Pebbles Rapp.

**O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/MARIN COUNTY**-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

**O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES**-Stephen Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-282-4748) Bus. Agt.: James Ramsey, jramsey@iatse169.org.

**M 215 BAKERSFIELD/VISALIA**-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bernon.

**O 297 SAN DIEGO COUNTY**-Gary Livengood, livengood1969@sbcglobal.net; 6668 Ballinger Avenue, San Diego, 92119. (619-302-2556) Bus. Agt.: Dale Hyder.

**M 363 LAKE TAHOE and RENO, NV. (See Nevada)**

**M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)**-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Jubal Molitor, businessagent@iatse442.org.

**M 504 ORANGE COUNTY/PARTS OF CORONA**-David Earick, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also Georgia, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Western Region Director, David Behm, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Rusty Burrell (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

**M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE**-Poco Marshall, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, santacruzfitz@yahoo.com.

**S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP**-Windy J.Maxon, windyjma@yahoo.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 981-769-9160) Bus. Agt.: David Walker, local614ba@gmail.com.

**PST,TE,VAT&SP 695 HOLLYWOOD**-Laurence Abrams, edu@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)**-Diane Adler; Exec. Dir.: Ron Kutak; Western Exec. Dir.: Catherine Repola. 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Asst. Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

**MPC 705 HOLLYWOOD**-Bethany Jane Bohatila, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Bob Iannaccone.

**MAHSG 706 HOLLYWOOD**-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

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**MPSELT 728 HOLLYWOOD**-Patric Abarovich, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Patric Abarovich.

**MPSP&SW 729 HOLLYWOOD**-Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

**TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS**-Mary B. Seward, [wardrobe768@yahoo.com](mailto:wardrobe768@yahoo.com); 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

**TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD**-Karin Kain, [twu784@sbcglobal.net](mailto:twu784@sbcglobal.net); 1182 Market Street, Suite 213, San Francisco, 94102. (415-861-8379). Bus. Agt.: Bobbi Boe.

**TBSE 795 SAN DIEGO**-Melinda Gray, [treas@iatse795.com](mailto:treas@iatse795.com); 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-335-0795) (Fax: 858-715-0640). Bus. Agt.: Darin Haggard, [ba@iatse795.com](mailto:ba@iatse795.com).

**ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)**-Judy Cosgrove, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Scott Roth.

**USA829 CALIFORNIA REGIONAL OFFICE (See Also New York)** - 6363 Wilshire Blvd., #400, Los Angeles, 90048. (323-965-0957) Bus. Agt.: Monique L'Heureux.

**AG&AOE&GA 839 HOLLYWOOD**-Nicole DuBuc, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Hulett, [shulett@animationguild.org](mailto:shulett@animationguild.org).

**T&T 857 LOS ANGELES/ORANGE COUNTIES**-Ann Simmons, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Sergio A. Medina.

**SS,CC,A&APSG 871 HOLLYWOOD**-Catherine McCabe, 11519 Chandler Blvd., N. Hollywood, 91601. (818-509-7871) (Fax: 818-506-1555) Bus. Rep.: Leslie Simon.

**TWU 874 SACRAMENTO AND VICINITY**-Caroline Peck, [batchick6006@hotmail.com](mailto:batchick6006@hotmail.com); P.O. Box 188787, Sacramento, 95818 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, [iatse874@yahoo.com](mailto:iatse874@yahoo.com)

**MPST 884 HOLLYWOOD**-Cecilia Cardwell, P.O. Box 6957, Burbank, 91015. (818-559-9797) Bus. Agt.: Laura Gary

**CDG 892 HOLLYWOOD**- Terry Gordon, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Executive Director: Rachael Stanley.

**TWU 905 SAN DIEGO**-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Michael Regna, [mregna4022@yahoo.com](mailto:mregna4022@yahoo.com).

**S&FMT 923 ANAHEIM**-Mark Russ, P.O. Box 9031, Anaheim, 92812-9031. (909-233-0113) Bus. Agt.: Orrin D'Antignac.

**T B18 SAN FRANCISCO**-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

**T B32 SAN JOSE-SANTA CLARA COUNTY**-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055.(408-464-3640) Bus. Agt.: Nancy Williams.

**T B66 SACRAMENTO**-Doris Goodwin, [doris.goodwin@att.net](mailto:doris.goodwin@att.net); P.O. Box 19063, Sacramento, 95833. (916-486-4809) (Fax: 916-482-8178) Acting Bus. Agt.: Juanita Ruiz

**AAE B192 HOLLYWOOD**-Nicole Miller, [nicolemiller@b192iatse.org](mailto:nicolemiller@b192iatse.org); 5250 Lankershim Blvd., Suite 600, N. Hollywood, 91601. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Matthew Nelson, [matthewnelson@b192iatse.org](mailto:matthewnelson@b192iatse.org).

**CALIFORNIA SPECIAL BRANCH**-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

## COLORADO

**S 007 DENVER**-Randy Mitchell; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Randy Mitchell, [businessrep@iatse7denver.org](mailto:businessrep@iatse7denver.org).

**S 047 PUEBLO**-Michael Randall, 1330 W. Abriendo Avenue, Pueblo, 81004. (719 320-6220) Bus. Agt.: Christopher G. Sanchez.

**M 062 COLORADO SPRINGS**-Scott Waldham, secretary-treasurer@iatse62.com; 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Salamon, [businessagent@iatse62.com](mailto:businessagent@iatse62.com).

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

**TWU 719 DENVER**-Elisa Spadi, [erspadi@msn.com](mailto:erspadi@msn.com); 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis, [local719ba@aol.com](mailto:local719ba@aol.com); (303-829-1567) (Fax: 303-948-3414).

**T B7 DENVER**-Kirsten Anderson, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

## CONNECTICUT

**SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.**- Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 074 SOUTHERN CONNECTICUT**-Scott Meikle, [scott.meikle@iatse74.org](mailto:scott.meikle@iatse74.org); P.O. Box 9075, New Haven, 06532. (203-497-3067) (Fax: 203-497-3067). Bus. Agt.: James Shea, [jshea@iatse74.org](mailto:jshea@iatse74.org).

**S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT**- Charles E. Buckland, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Michael J. Sullivan, Jr.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-Leslie Zak, [leslie.zak@gmail.com](mailto:leslie.zak@gmail.com); 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, [colleen@local161.org](mailto:colleen@local161.org)

## DELAWARE

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.**-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 284 WILMINGTON**-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (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 Brasseux.

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

**TWU 772 WASHINGTON**-Martha Timlin, [Secretary@iatse772.org](mailto:Secretary@iatse772.org); 3940 Second Street, S.W., Washington, DC 20032. (703-402-8623) Bus. Agt.: Lynn Jackson.

**TBSE 819 WASHINGTON**-Bryan Roberts, [IA819secretary@gmail.com](mailto:IA819secretary@gmail.com); P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: Antoinette Fisher, [IA819president@gmail.com](mailto:IA819president@gmail.com).

**T&T 868 WASHINGTON**- Anne Vantine, [secretary@iatse868.com](mailto:secretary@iatse868.com); P.O. Box 58129, Washington, 20037. (202-422-1782) Bus. Agt.: Anita Wilkinson, [businessagent@iatse868.com](mailto:businessagent@iatse868.com).

**TSA B868 WASHINGTON**-Vevica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-296-8647) Bus. Agt.: Brandon Guilliams.

## FLORIDA

**M 060 PENSACOLA/PANAMA CITY/DESTIN**-William Peterson, [forjana69@hotmail.com](mailto:forjana69@hotmail.com); P.O. Box 1084, Pensacola, 32591 (850-390-6819) (Fax: 850-455-0135). Bus. Agt.: Ronald Hawthorne.

**M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE**-Scott Campbell, [scampbell@iatse-115.com](mailto: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](mailto:slucio@iatse-115.com).

**M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG**-Judy Philips, [jphilips@iatse321.org](mailto:jphilips@iatse321.org); 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, [321ba@iatse321.org](mailto:321ba@iatse321.org).

**M 412 BRADENTON/SARASOTA**-Jeffrey Ellis, P.O. Box 1307, Tallevast, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, [ia412ba@verizon.net](mailto:ia412ba@verizon.net), (941-914-1553).

**SM 477 STATE OF FLORIDA**-Nancy Flesher, [sec-treas@ia477.org](mailto:sec-treas@ia477.org); 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305 594 8585) (Fax: 954-440-3362) Bus. Agt.: William F. Moyse, [fmoyse@ia477.org](mailto:fmoyse@ia477.org).

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

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH**-Dawn Scott, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Joseph Shelton.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**-Thomas T. Triplett, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Justin Schnitker.

**MPVT/LT/AC&GE 780 (See also Illinois)**-Debbie Beard, [debbie@iatse780.com](mailto:debbie@iatse780.com); 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mgr.: Jerry Lipski, [jerry@iatse780.com](mailto:jerry@iatse780.com).

**EE 835 ORLANDO/DAYTONA BEACH**-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

**AE AE938 JACKSONVILLE**-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

## GEORGIA

**M 320 SAVANNAH**-Matthew Haddock, [iatse320treasurer@gmail.com](mailto:iatse320treasurer@gmail.com); P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, [iatse320@gmail.com](mailto:iatse320@gmail.com).

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)**-Frank Hatcher, Jr., [fhatcher@iatse479.org](mailto:fhatcher@iatse479.org); 14220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, [mkins@iatse479.org](mailto:mkins@iatse479.org).

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, [sectres@iatselocal2.com](mailto:sectres@iatselocal2.com); 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, [jrosin@iatselocal2.com](mailto:jrosin@iatselocal2.com).

**S 629 AUGUSTA**-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, [bbalk@mindspring.com](mailto:bbalk@mindspring.com).

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 1355 Peachtree Street NE, Suite 1060, Atlanta 30309 (404-888-0600) (Fax: 404-888-6593). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275).

**M 824 ATHENS**-Peter Fanher, 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**-Gail Harvard, [gaharvard@aol.com](mailto:gaharvard@aol.com); 1010 Lake Pointe Drive, Watkinsville, 30677. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, [atlantatlocal859@aol.com](mailto:atlantatlocal859@aol.com).

**S 927 ATLANTA**-Mary Grove, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

## HAWAII

**M 665 STATE OF HAWAII**-Kay Carter, [carter@iatselocal2.com](mailto:carter@iatselocal2.com); 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Henry Fordham, [BusRep@iatselocal2.com](mailto:BusRep@iatselocal2.com).

## IDAHO

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**-Jill Scott, [jillscott141414@gmail.com](mailto:jillscott141414@gmail.com); P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, [ajnordling@aol.com](mailto:ajnordling@aol.com); Bus. Rep.: Pat Devereau, [patdevereau@outlook.com](mailto:patdevereau@outlook.com), (509-999-5073) (Fax: 208-623-6496).

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO**-Charisse A. Swarthout, 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**-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

## ILLINOIS

**S 002 CHICAGO**-Thomas J. Cleary, [stagehandslocal2@iatselocal2.com](mailto:stagehandslocal2@iatselocal2.com); 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**-Jeff Garnica, [jeffgarnica@iatselocal2.com](mailto:jeffgarnica@iatselocal2.com); P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, [joegoodall@iatselocal2.com](mailto:joegoodall@iatselocal2.com).

**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@yahoo.com](mailto:twk1415@yahoo.com), P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, [l\\_lorin@hotmail.com](mailto:l_lorin@hotmail.com).

**S 138 SPRINGFIELD/JACKSONVILLE**-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-483-6462) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA**-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

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

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-Thomas Aken, [iatselocal2@digitall.net](mailto:iatselocal2@digitall.net), P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, [iatselocal2@att.net](mailto:iatselocal2@att.net).

**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**-Andrew Hall, [andyh61801@yahoo.com](mailto:andyh61801@yahoo.com); P.O. Box 3272, Urbana, 61803-3272. (217-898-0056) Bus. Agt.: Doug Gherna, [iatselocal482-business-sagent@gmail.com](mailto:iatselocal482-business-sagent@gmail.com).

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Georgia and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

**T&T 750 CHICAGO**-Joseph Wanderling, [jwanderling@teletix.com](mailto:jwanderling@teletix.com); 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, [garnett.dan@gmail.com](mailto:garnett.dan@gmail.com).

**TBSE 762 CHICAGO**-Mike Maier, [thomashoover@comcast.net](mailto:thomashoover@comcast.net); P.O. Box 462, Flossmoor, 60422. (312-671-7679) Bus. Agt.: Dennis Gates, [dennis@gatesdigital.com](mailto:dennis@gatesdigital.com).

**TWU 769 CHICAGO**-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, [twulocal769@gmail.com](mailto:twulocal769@gmail.com).

**MPVT/LT/AC&GE 780 CHICAGO (see also Florida)**-Debbie Bedard, [debbie@iatselocal2.com](mailto:debbie@iatselocal2.com); 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngt.: Jerry Lipski, [jerry@iatselocal2.com](mailto:jerry@iatselocal2.com).

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

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

**T 846 CHICAGO, IL/MILWAUKEE, WI**-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## INDIANA

**S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPORT/ 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, [dcolletti@ma.rr.com](mailto:dcolletti@ma.rr.com); 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett, [davetrgt@yahoo.com](mailto:davetrgt@yahoo.com).

**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/FRANKFORD/CRAWFORDSVILLE**-Greg Palmer, [iatselocal2@msn.com](mailto:iatselocal2@msn.com); 2905 DeKalb St., Lake Station, 46405. (219-718-8037) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037), [ba125@frontier.com](mailto:ba125@frontier.com).

**S 146 FORT WAYNE**-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, [mbarile152@comcast.net](mailto:mbarile152@comcast.net) (260-402-3257).

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI**-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, [deborahmayers@comcast.net](mailto:deborahmayers@comcast.net).

**O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE**-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) 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@iatselocal2.com](mailto:ba618@iatselocal2.com).

**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.

**T 8194 INDIANAPOLIS**-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

## IOWA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA**-Bill Lee, [secretary@iatselocal2.com](mailto:secretary@iatselocal2.com); P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, [Omaha@iatselocal2.com](mailto:Omaha@iatselocal2.com).

**S 067 DES MOINES/AMES/WAUKEE/MASON CITY**-Linda Tweedy, [gigilt@msn.com](mailto:gigilt@msn.com); 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: William R. Muniz.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Jeff Garnica, [jeffgarnica@iatselocal2.com](mailto:jeffgarnica@iatselocal2.com); P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, [joegoodall@iatselocal2.com](mailto:joegoodall@iatselocal2.com).

**S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE**-Bruce Croy, [brucecroy@monmail.com](mailto:brucecroy@monmail.com); P.O. Box 1191, Cedar Rapids, 52406 (319-521-2507). Bus. Agt.: Jeff Smith, [smittygrip@gmail.com](mailto:smittygrip@gmail.com).

**M 690 IOWA CITY**-Scott Wiley, [sectreas1690@gmail.com](mailto:sectreas1690@gmail.com); P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolici, [antolici@msn.com](mailto:antolici@msn.com).

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**-Alice George Holmes, [neholmesfam@msn.com](mailto:neholmesfam@msn.com); 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) (Fax: 402-933-6585) Bus. Agt.: Mary Sorensen, [mary.sorensen@cox.net](mailto:mary.sorensen@cox.net).

## KANSAS

**S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO**-Dan Pfitzner, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

**M 190 WICHITA/HUTCHINSON/EL DORADO**-Tim McCulloch, [st190@iatselocal2.com](mailto:st190@iatselocal2.com); P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, [ba190@iatselocal2.com](mailto:ba190@iatselocal2.com).

**M 464 SALINA**-Kent Buess, [kdbuess@yahoo.com](mailto:kdbuess@yahoo.com); P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, [wrtuzicka@yahoo.com](mailto:wrtuzicka@yahoo.com).



## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE**-Laura Papia, laurapapia17@gmail.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

**M 346 LEXINGTON**-David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

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

**TWU 897 LOUISVILLE**-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (502-645-4682) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, melgag@aol.com.

## LOUISIANA

**S 039 NEW ORLEANS**-Darrell Eik, miloeko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

**M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT 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**-Eric Bradford, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Debra Graham.

**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.: Cory Parker.

**M 540 BATON ROUGE**-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-933-9256) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

**M 668 MONROE**-Dan Saterfield, dsaterfield@yahoo.com; 401 Lea Joyner Memorial Express, Monroe, 71201. (318-355-0522) Bus. Agt.: Ross Slacks, rossslacks@aol.com.

**TWU 840 NEW ORLEANS**-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie\_haase@yahoo.com; (225-294-3024) (Fax: 225-294-3024).

## MAINE

**S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR**-Stephen Price, sprice@maine.rr.com, P.O. Box 993, Portland, 04104 (207-657-7100) Bus. Agt.: Dave Herrman, hardtail@maine.rr.com.

**TBSE 926 AUBURN**-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-514-1338). Bus. Agt.: Sharon Deveau-Handy.

## MARYLAND

**S 019 BALTIMORE**-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-382-4187) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

**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. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV**-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150) Bus. Agt.: John Nichols, jbnia22@msn.com.

**TBSE 833 BALTIMORE**-James Coxson, jcoxson@wjz.com, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, wpoplovski@wjz.com, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

**TWU 913 BALTIMORE**-Laureen Ruth Spriggs, lspriggs1@netzero.com; 1558 A. Bollinger Road, Westminster, 21157 (410-935-9883). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

## MASSACHUSETTS

**S 011 BOSTON/WALTHAM/PLYMOUTH/CAPE COD**-Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD**-Valentino Larese, vlarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

**M 096 WORCESTER**-Lorry D'Ascanio, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

**O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD**-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

**M 195 LOWELL, MA./NEW HAMPSHIRE**-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

**M 232 NORTHAMPTON/AMHERST**-Brenda Shepard, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Paul Yager.

**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.

**T&T 753 BOSTON**-Diane M. Blaskovich, ingenue107@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

**TWU 775 BOSTON/PLYMOUTH/CAPE COD**-Carol F. Colantuoni, divadresser@comcast.net; 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 774-568-5615) Bus. Agt.: Carol F. Colantuoni.

**T B4 BOSTON**-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Eleanor Hanlon, elliecec@comcast.net.

**AFE B935 WORCESTER**-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

## 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, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

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**MPP, VT&CT 199 DETROIT**-William J. Fagan, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: George R. McCoy.

**S 201 FLINT/OWOSSO**-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-955-6907). Bus. Agt.: Daniel Collick, dancollick@gmail.com.

**M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA**-John McDaniel, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

**M 395 ANN ARBOR/MONROE**-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, ba@iatse395.org.

**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**-Mirena Aliko, 1253 Blairmoor Court, Grosses Pointe Woods, 48236. (248-373-9557) (Fax: 248-373-8896) Bus. Agt.: Sandra Sobotka.

**TWU 786 DETROIT**-Margaret Thorp, peggity11@aol.com; 1645 Pinecrest Drive, Ferndale, 48220. (248-399-1379) (Fax: 248-399-0034) Bus. Agt.: Beverly Lombart, bevmarie2556@aol.com.

**T B179 DETROIT**-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479). Bus. Agt.: John Nesbitt.

## MID-ATLANTIC AREA

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-223-3205) 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@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt\_rice@iatse13.org.

**S 032 DULUTH**-James Rigstad, jim@jrigstad.com; 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Jay Milbridge, stagelocal32@gmail.com.

**MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY**-Davin C. Anderson, davin8@aol.com; P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

**M 416 ROCHESTER/AUSTIN/MANKATO/WINONA**-Scott R. McGee, P.O. Box 9095, Rochester, 55903-9095. (651-235-7737) Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

**SM 490 STATE OF MINNESOTA**-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Brian Simpson.

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

**TBSE 745 MINNEAPOLIS**-JoAnn Fisher, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-619-9113) Bus. Agt.: JoAnn Fisher.

**T B26 MINNEAPOLIS-ST. PAUL**-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

**MISSISSIPPI**

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

**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.: Peter Kurland.

**M 589 JACKSON/VICKSBURG/NATCHEZ**-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

**M 616 MERIDIAN**- Jerry Tucker, P.O. Box 2903, Meridian, 39302-2903. (601-481-5942). Bus. Agt.: Jerry Tucker.

**M 674 BILOXI/GULFPORT**-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

**MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/STATE OF TENNESSEE**-Cynthia O'Rourke, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**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.: Joseph M. Rudd.

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS**-Dan Pfitzner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

**MPP,AVE&CT 143 ST. LOUIS**-Miron Vulakh, 5214 Chipewa Street, St. Louis, 63109. (314-351-5600)(Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

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

**SM 493 STATE OF MISSOURI**- Greg Goad, 5214 Chipewa Street, St. Louis, 63109. (314-353-4931) (Fax: 314-469-4931) Bus. Mgr.: Gordon J. Hayman, iatse493@gmail.com.

**T&T 774 ST. LOUIS**-Mary Althage, P.O. Box 5164, St. Louis, 63139 (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**-Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

**T B2 ST. LOUIS**-Robert Horan, rh5250@aol.com; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@golterman.com.

**MONTANA**

**M 240 BILLINGS**-Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-670-7321). Bus. Agt.: Dave Bakker (406-855-1664).

**M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA**-Ian Bundi, secretary@iatse339.com, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Darrell Ogg, Local339@gmail.com.

**NEBRASKA**

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

**M 151 LINCOLN**-Erik Holy, holymon151@gmail.com; P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: T. Perry Gillaspie, iatse151@me.com, (402-429-3213).

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**- Alice George Holmes, neholfesfam@cox.net; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685). Bus. Agt.: Mary Sorensen, marysorensen@cox.net.

**NEVADA**

**M 363 RENO/LAKE TAHOE**-Joe Crocco, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-686-2431) (Fax: 775-686-2401) Bus. Agt.: Charlotte Picerno.

**M 720 LAS VEGAS**-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: John Gorey.

**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**-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. 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**-Madaline A. Baer, sec.local919@gmail.com; P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com, .

**NEW JERSEY**

**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA**-Jonathan Tortorice, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

**S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH**-John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

**SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA**-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 059 JERSEY CITY**- Richard Hancox, P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus Agt.: Richard Hancox

**M 077 ATLANTIC CITY/VINELAND**-Thomas M. Bambrick, Jr., secbamiatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609-335-2348) (Fax: 609-350-6335). Bus. Agt.: Thomas Bambrick, Jr.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**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**- Gerald Bakal, gbakal@msn.com; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

**TWU 799 CAMDEN, NJ/PHILADELPHIA, PA**-Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Lower Gwynedd, PA 19002 (215-527-2862).

**CHE 917 ATLANTIC CITY**-Gilda Passarella, ia917sec@comcast.net; 927 N. Main Street, Suite A-5, Pleasantville, 08232. (609-241-8794) (Fax: 609-241-8964) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

**NEW MEXICO**

**M 153 EL PASO, TX/LAS CRUCES, NM**-Raul Vigil, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, vivflowers@sbcglobal.net.

**M 423 ALBUQUERQUE/ROSWELL/SANTA FE**-Arthur Arndt, 423local@gmail.com; P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Daniel Gonzales, business-agent@iatse423.com.

**SM 480 STATE OF NEW MEXICO**-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-672-7909) Bus. Agt.: Jon Hendry.

**TWU 869 ALBUQUERQUE**-Aimee Deans, 3707 Comanche Road, NE Albuquerque, 87110. (575-770-2296) 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) Paul F. Dean, Jr. 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.: Gregory Saphire.

**S 009 SYRACUSE/ROME/ONEIDA/UTICA**-Beth Bernardone, secretary@iatselocal9.com; P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell, karuss01@aol.com, (315-481-6327).

**S 010 BUFFALO**-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-852-2196). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

**S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY**-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

**S 025 ROCHESTER**-Michael J. Ventrella, mventrella@iatse25.com; 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) (Fax: 585-427-8988) Bus. Agt.: Thomas F. Mason tmason@iatse25.com.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA**-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) 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, iatselocal100@verizon.net; 545 West 45th Street, 2nd Floor, New York, 10036 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Lorraine Seidel.

**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**-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA**-Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-969-3476) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

**M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON**-Florence Lovell, P.O. Box 1147, Elmira, 14902. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

**MPP,O,VT&AC 306 NEW YORK**-John Seid, 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, fdendanto@hvc.r.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, iatselocal311ba@gmail.com.

**O 324 ALBANY**-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

**S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**-Michael Brogden, recordingsecretary@iatselocal340.org; P.O. Box 381, Shoreham, 11786-0381. (631-339-3009) Bus. Agt.: James Mistler, jmistler1@aol.com.

**M 353 PORT JERVIS/SULLIVAN COUNTY**-Franklin DenDanto, fndiats353@hotmail.com; 502 County Route 50, New Hampton, 10958. (845-283-7387) Bus. Agt.: Judy Feituss, judyfeituss@ymail.com.

**M 499 POUGHKEEPSIE**-Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, iatse499@gmail.com.

**M 524 GLENS FALLS/SARATOGA**-Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

**M 592 SARATOGA SPRINGS**-James Farnan, jfarnan592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-727-3735). Bus. Agt.: Rick Daus, iatse592@hotmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Georgia and Illinois) Alan Gitlin; 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&V 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**-Timothy King, P.O. Box 448, Wading River, 11792. (631-680-6962) (Fax: 631-929-3224) 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) Eastern Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

**M 749 MALONE**-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

**T&T 751 NEW YORK**-Peter J. Attanasio, Jr., 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Peter J. Attanasio, Jr.

**TWU 764 NEW YORK AND VICINITY**-Martha Smith, msmith@ia764.org; 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agt.: Frank Gallagher (516-445-6382), fgallagher@ia764.org; Bus. Rep.: Leah Okin (917-499-0852).

**TWU 783 BUFFALO**-Clare Jordan, claresewbeit@gmail.com; 110 Eisman Avenue, Tonawanda, 14217. (716-725-9368) Bus. Agt.: Mary Jo Witherell, marwit0783@att.com; 7578 Derby Road, Derby, NY 14047.

**T&T 788 ROCHESTER**-Floyd R. Schilstra, fschilstra@rochester.rr.com; 1142 Bay Road, Webster, 14580 (585-889-2290). 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.: Dennis Beattie.

**MAHS 798 NEW YORK/STATE OF TENNESSEE/NORTHERN MISSISSIPPI**-Cynthia O'Rourke, 70 West 36th Street, Suite 4A, New York, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)** - Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

**EE/BPBD 829 NEW YORK**-Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212-679-1421).

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON**-William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: Scott O'Brien, sob373@gmail.com.

**TWU 858 ROCHESTER**-Clarice Lazary, clarice@rochester.rr.com; 53 Meadow Glen, Fairport, 14450. (585-490-3009). Bus. Agt.: Anne Bowes, bbowes@rochester.rr.com.

**ATPAM 18032 NEW YORK**-Nick Kaledin, nkaledin@atpam.com, 14 Penn Plaza, Suite 1703, New York, 10122. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

**USA 829 NEW YORK REGIONAL OFFICE**-Carl Baldasso, 29 West 38th Street, 15th floor, New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friederichs.

**T B90 ROCHESTER**-Frank Puidokas, 67 Crossroads Lane, Rochester, 14612. (585-455-2027) Bus. Agt.: Anthony Maira.

**MT B751 NEW YORK**-Angelina Soto, P.O. Box 20561, P.A.C.C., New York, 10129. (212-239-6226) (Fax: 212-239-5801) Bus. Agt.: Drew Gotesman.

**BPTS F72 NEW YORK**-Susan Cottingham, 7 Monroe Drive, Poughkeepsie, 12601 (914-475-7717). Bus. Agt.: Michael Schiavone, mschiavone77@gmail.com.

**AFE AE936 ALBANY**-John Robinson, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

## NORTH CAROLINA

**M 278 ASHEVILLE**-Michael Lowery, iatse278secretary@gmail.com, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: William McDaniel, iatseba278@gmail.com.

**M 322 CHARLOTTE/GREENVILLE**-Victoria Perras, vperras@ia322.com; 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com .

**M 417 DURHAM/CHAPEL HILL/RALEIGH**-Joshua Aldridge, P.O. Box 3308, Durham, 27702. (919-422-0866) Bus. Agt.: Rob McIntire, iatse417@ureach.com.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

**M 574 GREENSBORO/BURLINGTON/HIGH POINT**-Susanne Daves-Brown, P.O. Box 5218, Greensboro, 27435. (336-852-0660) (Fax: 336-727-0360) Bus. Agt.: Bill Daves, iatselocal574@aol.com; 4400 Old Well Place, Greensboro, NC 27406.

**M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE**-Jessica Holcombe, P.O. Box 24864, Winston-Salem, 27114-4864. (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. (701-306-5026) 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 Guidugi.

**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 Palka.

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**-James J. Holden, 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Michael Lehane.

**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**- Keith Loeffler, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (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**-Jeffrey Hall; ia101secretary@aol.com; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne, jto33705@yahoo.com.

**MPP,O&V 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**-John Galinac, iatse160@usa.com; 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 1604, 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**-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Susan Anderson.

**TWU 747 COLUMBUS**-Ann Lodder, lodder.ann6@gmail.com; 1238 S. Watkins Road, Alexandria, 43001. (740-924-2086) Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indiana Ave., Columbus, 43201 (614-313-8119).

**T&T 756 CLEVELAND**-Glenn Barry, glennbarry01@yahoo.com; 17157 Rabbit Run Drive, Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Michael Patton, mpat798184@aol.com.

**TWU 864 CINCINNATI**-Jeanne Mueller, jmuellertwu864@hotmail.com; P.O. Box 14743, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

**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, raffertyhouse@yahoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser, cc886@att.net.

**T 827 CLEVELAND**-Patrick Duffy, sduffy0222@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

**T B38 CINCINNATI**-Mike Murray, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Agt.: Thom Brannock.

**T B148 AKRON**-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

**AMTS B754 CINCINNATI**-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

**OKLAHOMA**

**S 112 OKLAHOMA CITY**-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**-Emerson Parker, iatse354secty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown, s354brown@aol.com.

**M 387 LAWTON/OKLAHOMA CITY**-Maryan Leday, 35 NW 28th, Lawton, 73505. (580-248-0830) Bus. Agt.: Barry Leday.

**SM 484 STATES OF OKLAHOMA/TEXAS**- Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, TX 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

**TWU 904 TULSA**- Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-810-5231) Bus. Agt.: Marcia Holland (918-369-3687).

**OREGON**

**M 028 PORTLAND/SALEM**- Ian Anderson-Priddy, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Roger Gayton.

**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, Charlie488ba@gmail.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**-Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

**T B20 PORTLAND**-Daniel Lyons, 3645 SE 32nd Avenue, Portland, 97202. (971-285-1814) (Fax: 503-230-7044) Bus. Agt.: Bambi Dooley, Booley.iatseb20@gmail.com, (503-970-1944).

**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, Charlie488ba@gmail.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**TBR&SE 793 PACIFIC NORTHWEST**-Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (877-680-4853). Bus. Agt.: Joel Berhow (Oregon); Gary Kolano (Washington).

**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**-Jonathan Tortorice, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA-** Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 082 WILKES BARRE**-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

**S 097 READING**-David Sterner, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Chris Moyer, c1m8@msn.com.

**S 098 HARRISBURG/HERSHEY/CARLISLE**-Edward Weimer; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

**S 113 ERIE**-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Kenneth Marchant.

**M 152 HAZELTON**-Nicholas St. Mary, nickstmary@verizon.net; 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**-Nicholas Broyer, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.

**M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN**-Robert Van Horn, rlvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA**-Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY**-Judi S. Miller, jasmiller50@yahoo.com; 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Dan Wiley, Jr., tinman7@comcast.net.

**M 329 SCRANTON/PITTSTON**-Patricia Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin, martinlite@aol.com, (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, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com / .

**M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)**-Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN// INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/**

**SELINGROVE/INDIANA**-James Gatehouse, jg8house@aol.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Mark Smith, iatse636@gmail.com.

**T&T 752 PHILADELPHIA**-Linda Fleischer, P.O. Box 70, Rummenead, NJ 08078. Bus. Agt.: Jerry Kelly, jkelly1229@msn.com.

**TWU 787 PITTSBURGH**-John McCormick, wardrobecal787@yahoo.com; P.O. Box 101847, Pittsburgh, 15237. (412-944-5060) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

**TWU 799 PHILADELPHIA/CAMDEN, NJ**-Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002 (215-527-2862).

**TBSE 804 PHILADELPHIA**-Thomas Baginski, 511 Michell Street, Ridley Park, 19078 (610-532-1038) . Bus. Agt.: Debbie Harris.

**TBSE 820 PITTSBURGH**- David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marjorie Murphy, marj.mm@verizon.net.

**T&T 862 PITTSBURGH**-Joseph Gustafson, 655 Penn Avenue, Pittsburgh, 15222. (412-606-3298) Bus. Agt.: Timothy Smith.

**TBSE 902 JOHNSTOWN/ALTOONA**- Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Bob Fleegle.

**T B29 PHILADELPHIA**-Robin Enoch, iatse\_b29@yahoo.com; P.O. Box 54508, Philadelphia, PA 19148. (215-510-5949). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

**PUERTO RICO/VIRGIN ISLANDS**

**M 494 PUERTO RICO/U.S. VIRGIN ISLANDS**-Fausto Espinosa-Rodriguez; 2000 Carr. 8177 PMB 236 Suite 26, Guaynabo, PR 00966-3762. (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

**RHODE ISLAND**

**M 023 STATE OF RHODE ISLAND**-Louis DeSousa, st@iatse23.org; P.O. Box 23044, Providence, 02903. (401-419-9500) (Fax: 401-295-3009) Bus. Agt.: Peter N. Vecchio.

**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&HS 830 STATE OF RHODE ISLAND**-James Ferreria, 28 Mabel Drive, Seekonk, MA 02771. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

**SOUTH CAROLINA**

**M 333 CHARLESTON/MYRTLE BEACH**-Nathan Grimes, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes, iatseba@att.net.

**M 347 COLUMBIA**- Sandra Dickson, P.O. Box 8876, Columbia, 29202 (803-240-0111) (Fax: 866-925-3475) Bus. Agt.: Robert Porter.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

**SOUTH DAKOTA**

**S 220 SIOUX FALLS/MITCHELL/HURON**-Walter Luedtke, P.O. Box 2040, Sioux Falls, 57101. (605-951-2531) Bus. Agt.: Bruce Crawford.

**M 731 RAPID CITY/BLACK HILLS AREA**-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Harlan Scherich.

**TENNESSEE**

**S 046 NASHVILLE**-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Mike Sandlin.

**S 069 MEMPHIS**- Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994)(Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

**S 140 CHATTANOOGA**-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423 421-9847) Bus. Agt.: Bob Hasselle, brasselle53@yahoo.com.

**S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG**-Geoffrey Greene, stage197@yahoo.com; P.O. Box 946, Knoxville, 37721. (865-255-4036) (Fax: 865-609-0750) Bus. Agt.: John Kryah.

**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.: Peter Kurland.

**M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Walter Hughes.

**MAHS 798 STATE OF TENNESSEE/NORTHERN MISSISSIPPI/NEW YORK**-Cynthia O'Rourke, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**TWU 825 MEMPHIS**-Linda Haley, 6418 Yale Road, Bartlett, 38134. (901-218-3449) (Fax: 901-383-9405) Bus. Agt.: Linda Haley.

**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, bea2010@comcast.net; P.O. Box 383, Hermitage, 37076 (615-883-8023) Bus. Agt.: Judy Resha, jfresha3@comcast.net; (615-590-7544).

**TEXAS**

**S 051 HOUSTON/GALVESTON**-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Rhoads.

**S 076 SAN ANTONIO**-Daniel Vivier, spurson44@gmail.com; 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/GAINESVILLE/GRAPEVINE**-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Diane Freeman.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY**-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: David Newman.

**M 153 EL PASO, TX/LAS CRUCES, NM**-Raul Vigil, raul.vigil07@gmail.com; 8704 Marble Drive, El Paso, TX 79904. (915-757-9581) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

**M 183 BEAUMONT/PORT ARTHUR/ORANGE**-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

**M 205 AUSTIN**-Michelle Ferrier, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

**O 330 FORT WORTH/DENTON/GAINESVILLE**- Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

**M 331 TEMPLE/KILLEEN/BRYAN/WACO**-Holly Serfass, itserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul, billrat2@centurylink.com.

**M 378 WICHITA FALLS**-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

**SM 484 STATES OF TEXAS/OKLAHOMA**- Laura King, 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, 4901 Branscomb Drive, Corpus Christi, 78411. (361 834-0821) Bus. Agt.: Howard Doug Hopkins

**TBSE 796 STATE OF TEXAS**-Kevin Allen, secretarytreasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

**TWU 803 DALLAS/FORT WORTH**-Karen Lockwood, karenlockwood@gmail.com; P.O. Box 170546, Arlington, 76003. Bus. Agt.: (Fort Worth) Kathy Neel Gentry, knqjlf@yahoo.com; (Dallas) Mary Allen-Henry, mary9henry@aol.com.

**M 865 ODESSA/MIDLAND/LUBBOCK**-Michelle Gibson, michellekgibson@gmail.com; P.O. Box 691, Odessa, 79760. (432-940-3618) Bus. Agt.: Michelle Gibson.

**TWU 896 HOUSTON**-Lynne Fredrichsen, twu896lynn@yahoo.com; P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Rodger Burke, local.896.wardrobe.call@gmail.com.

**T 8184 HOUSTON**-Donna Tatman, dytatman@sbcglobal.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, deniseafabry@yahoo.com.

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**TBR&E 793 PACIFIC NORTHWEST**- Chris Taylor; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

**TWU 887 SEATTLE**-Chris Moad, 2800 1st Avenue, #236, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, deliam@twu887.org.

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**M 578 NORTH CENTRAL WEST VIRGINIA**- R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. (304-296-7549) Bus. Agt.: William Delbridge, ia578ba@gmail.com, (703-868-3154).

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

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**M 141 LaCROSSE**-Peggy Sannerud, psannerud@gmail.com; 412 East 11th Street, Winona, MN 55987. (507-452-5644) Bus. Agt.: William W. 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.

**TBSE 414 MILWAUKEE**-Lisa Rodriguez, P.O. Box 342175, Milwaukee, 53234. Bus Agt.: Erik West

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**TWU 777 MILWAUKEE**-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, N1163 County Road, Tomahawk, 54487 (414-312-0646).

**T B46 CHICAGO, IL/MILWAUKEE, WI**- Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

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**S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY**-Casper Kob, 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.

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**District No. 2 (California, Nevada, Arizona & Hawaii)**-Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Website: www.iadistrict2.org; Email: ebrown@iadistrict2.org.

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**District No. 5 (Wyoming, Colorado, Utah & New Mexico)**-Doug Acton, 1418 Cerrillos Road, Santa Fe, NM 87505. (505-986-9512) (Fax: 505-986-9513) Email: dac-ton480@gmail.com.

**District No. 6 (Texas, Oklahoma & Arkansas)**-(Vacant) 2710 Live Oak Street, Dallas, TX 75204.

**District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)**-Andrew Oyaas, 1924 South 16th Street, Wilmington, NC 28401 (828-421-8123) (Fax: 910-343-9448) Email: iadistrict7@gmail.com.

**District No. 8 (Michigan, Indiana, Ohio & Kentucky)**- Michael Lehane, 1422 Euclid Avenue, Suite 1604, Cleveland, OH 44115 (216-621-9537) Email:mikelehane@sbcglobal.net.

**District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)**-Chris Gauthier, 1602 South Park Street, #224, Madison, WI 53715 (608-616-0251) (Fax: 608-251-6023) Email: ia251sba@tds.net.

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