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LATSE OFFICIAL Bulletin

FIRST QUARTER, 2006

NUMBER 611

**A Whirlwind
of Support**
for our
Gulf Coast Members



IATSE OFFICIAL Bulletin

FIRST QUARTER, 2006

NUMBER 611

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TECHNICIANS, ARTISTS AND ALLIED CRAFTS
OF THE UNITED STATES, ITS TERRITORIES
AND CANADA, AFL-CIO, CLC

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Protect Our Benefit Funds and They Will Protect Us

It is almost impossible today to pick up a newspaper and not read about a crisis in pension or health plans. The crisis has many forms:

- Employers, such as United Airlines, are permitted to reject their contracts and terminate their employees' pension plans because they want to stop their contributions to the plan;
- GM slashes health benefits of its employees because they are too expensive; Enron 401k accounts have no value because they hold Enron stock, which is worthless;
- Defined Benefit Pension Plans Are Under Attack. Employers seek to terminate their plans, leaving future benefit liabilities with an underfunded PBGC. Some Employers, such as IBM, have sought to transition their pension plan to "Cash-balance Plans" which do not provide the protections of traditional pension plans.
- Traditional Health Plans are being abandoned by Employers in favor of Health Savings Plans—which shift the cost of benefits and the risk of high costs to employees from the Employer.
- Retiree health care benefits are simply disappearing, even if they had been promised to employees over long years of service.

With the encouragement and support of the Bush administration, Employers are dumping their health and pension plans, based on years of promises made to employees, to protect their bottom lines. It is a time bomb that you don't want to see explode. Workers who thought that they would have income in retirement will have nothing to live on. And the number of Americans without health insurance will skyrocket in the coming years.

Is there any way we can protect ourselves? The answer is actually right before our eyes. Our health and pension plans make us strong, and will protect us for the long term especially if we are careful to protect them.

Our jointly-managed multi-employer pension plans offer real protection to their participants. These are pension plans, like the IATSE National Pension Plan and the Motion Picture Industry Pension Plan, or your Local's jointly managed plan, administered by a joint board of Trustees, with representatives of your union and various employers.

There are a number of reasons why these kinds of plans give so much protection to their participants. First of all, multi-employer plans are generally better funded than single employer plans. Multi-employer plans are subject to stricter funding standards, which provides greater protection to participants. In addition, the structure of multi-employer plans is inherently stronger. Numerous employers provides protection to the group. One employer's financial health is not essential to the Pension Fund's survival. When employers such as United Airlines, Bethlehem Steel, LTV Steel, Kaiser Aluminum, Pan American Airlines, United Airlines and US Airways go

Continued on Page 9

A Long and Proud History

Over the past few years, a number of changes have been made to both the content and the look of the Official Bulletin.

Whether it has been the increased use of color and graphics or the addition of new departments such as On The Air, On Location and On The Show Floor, all of the changes have been motivated by a desire to provide a more relevant and interesting publication. Based on the feedback we have received from you, the members of this great Alliance, our efforts have been recognized and appreciated.

Born in New York City on July 17, 1893, ours is a union that has a long and proud history. Seventeen delegates attended the inaugural convention of the then National Alliance of Theatrical Stage Employees. Contrast that to our recently completed convention in Honolulu with 834 delegates representing over 105,000 members and you can see that we have come a long way over the past 112 years.

My message in the Second Quarter 2005 edition of the Official Bulletin referred to the diversity that exists within the I.A.T.S.E. I indicated that the broad range of local unions would no doubt surprise delegates attending the 65th Quadrennial Convention. During the Convention I had conversations with many delegates and the comments that I heard most often related to the diversity of job functions that our members perform.

I.A.T.S.E. members can be found in legitimate theaters, television studios, projection booths, box offices, convention centers, motion picture studio lots, laboratories and sports arenas to name just a few. Each of these members belongs to a local union and as with the International, our local unions also have a rich history to celebrate.

Twelve of our local unions have been in existence for as long as the International and a few of our local unions have been chartered for less than a year. The one thing that they all have in common however is that they all have a story.

As part of the continuing evolution of the Official Bulletin we want to introduce a new section that will focus on the history of our local unions, but we want the stories to be from the viewpoint of our members, not from professional writers. Therefore, we are inviting the "historians" from each local union to provide us with a one or two page typewritten account of your local union. After editing for space we will publish these accounts in future issues of the Official Bulletin.

Those members interested in learning more about the history of the I.A.T.S.E. are encouraged to visit the International's Web site at www.iatse-intl.org. Click on the Introduction tab and from the drop down menu select "History Timeline".

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at the Westin Calgary (www.westincalgary.com), 320 - 4th Avenue, SW, Calgary, AB, at 10:00a.m. on Monday, July 24, 2006, and will remain in session through and including Friday, July 28, 2006. 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 must make hotel reservations by calling the hotel directly at 403-266-1611 or 800-937-8461. Guest room rates: Traditional \$179.00 (\$156 U.S.); Deluxe, \$209.00 (\$182 U.S.); Junior Suite, \$249.00 (\$217 U.S.), plus applicable taxes. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliations with the IATSE.

Cut Off Date: June 22, 2006

In addition, a Stage Caucus will be held at the Westin Calgary on Sunday, July 23, 2006 at 9:00 a.m. in the Bonavista Room. Representatives of the Stagecraft Locals are welcome.

CANADIAN CUSTOMS

Representatives traveling from the United States to the mid-Summer meeting of the I.A.T.S.E. General Executive Board are reminded that requirements for documentation at Canadian and U.S. border points have become more stringent. Please review the information on Page 15 of this Bulletin for further details.

ONLINE HOTEL RESERVATIONS

Hotel reservations for I.A.T.S.E. General Executive Board meetings can now be made online through a link on the International's Web site. Simply go to the "Mark Your Calendar" section on the home page.

A Whirlwind of Support

For Our Gulf Coast Members by Arthur Bracco

In the wake of Hurricanes Katrina and Rita, brother and sister members by the hundreds were deprived of livelihood, property, and homes. The Richard F. Walsh/ Alfred W. DiTolla / Harold P. Spivak Foundation of the IATSE established a special fund to provide emergency assistance for these members and their families. To date, the fund has collected more than \$288,000 and helped many members in matters basic to their survival.

The story of the storms is not yet happily ended, though much mending has taken place and much more rebuilding and renewal is under way. Countless IATSE members have made a choice to offer their support to the survivors. "At every level of trade unionism, the IA has stepped up and said 'What can I do?'" said Sara Fanelli, Secretary-Treasurer of Studio Mechan-

ics Local 478, headquartered in New Orleans. IATSE members opened up their homes to evacuees, gathered food and clothing, and contributed thousands of dollars to the Walsh/ DiTolla/ Spivak Foundation. Sister Fanelli has seen other local unions, with the support and encouragement of the International, open up their jurisdictions to IATSE members seeking

employment outside of the affected areas. Meanwhile, the International has been able to provide emergency support, through the Walsh/ DiTolla/ Spivak Foundation, that has allowed members to keep their lives and families together against overwhelming odds. Members have been "stunned and pleased," said Fanelli, by the timeliness and generosity of the Foundation. The emergency funds have made many things possible, such as meals, medication, and transportation.

According to Belinda Monistere, Secretary of Theatrical Wardrobe Union Local 840, New Orleans is still a realm of "total devastation." With the theatre and opera house in near ruins, there is precious little work for the costumers. Some will find employment at the Opera Gala to be held at Tulane Uni-

versity in March. There will be two other opera productions at Tulane, but for this year, the regular opera and theatre seasons are not going to happen. Stagehands Local 39 of New Orleans has greatly diminished opportunities for work. With much of the Convention Center a shambles, and other areas in use as emergency medical facilities, the possibilities for Trade Show work are not very good. There will be some work in March however, when the 2006 New Orleans Auto Show is held.

For members of Mixed Local 260, located in Lake Charles, Louisiana, work was stopped temporarily in August so that local entertainment venues could house refugees from Hurricane Katrina. This presented some hardship, until Hurricane Rita came and tore the venues apart.

Now living in a FEMA trailer in front of her ravaged home, Betty Hollier, a member of Local 260, reports that the Local office is "up and running" once again. She does not expect to find any work as a spotlight operator for another six months to a year. Instead of the eighty Mardi Gras Balls that are typically held at this time of year, there will be six. When asked "How are you doing?" Secretary-Treasurer George Hollier of Local 260 responded: "Without." He reported that the only thing thriving in town after Hurricane Rita is the population of mosquitos, which have become so hardy and ferocious that he calls them "two-knockers." "You have to kill them twice," he explained.

In terms of crew calls, things are comparatively better for the Studio

Mechanics of Local 478. Since most of the equipment and crews for those films in the affected areas were based in trucks, the crews were able to drive to safety. The State of Louisiana offers attractive tax incentives to production companies, so a great deal of industry presence and activity remains. Local 478 has continued to be solvent throughout the crisis, and managed to hold a Local election by mail ballot. Since most of the members of Local 478 have moved six times or more, the successful mail ballot stands as a major achievement. The crew calls are encouraging, but 167 members of Local 478 lost their homes. They are anxious to return, rebuild, and start over.

Please consider helping to rebuild lives with a contribution. Refer to page 17 for further details.



Welcome, Bienvenido, Bienvenue

In the summer of 2005, the IATSE introduced the new "Welcome to the IATSE" brochure, which has replaced the old "Introduction to the IATSE" pamphlets. Now, this brochure is available in Spanish and French. All of the brochures contain a welcome from International President Short, a concise history of the IATSE, and contact information for all the IATSE offices.

This informational brochure has proven to be a great organizing tool for welcoming new members into the Alliance.

Locals may order these brochures through the IATSE General Office.



PRESIDENT'S MESSAGE

Continued from Page 4

bankrupt, they terminate their pension plans and turn them over to the PBGC. The bankruptcy of an employer in a multi-employer fund should not lead to plan termination. If the industry survives, a multi-employer fund should also.

The same is true for a jointly-managed multi-employer health plan. As long as the industry survives, the health plan should continue also. Just because one employer withdraws or goes bankrupt, the Health Plan should be able to keep going. That will not happen in a single employer health plan. If the Employer goes, the Plan goes too.

Another reason that our jointly managed health plans give us more protection is that we share the responsibility for them. Union representatives share the decisions with management on what benefits to provide, and who is eligible for them. In these times, when health costs continue to increase and pension plans have investment ups and downs, the decisions that arise in connection with Funds are difficult ones to make. However, it is much better that we get to have a say than not. In a single employer plan, no one is truly fighting for the Participants, usually.

Union members are uniquely blessed because of the strength of our Funds. Perhaps that is the reason for the all-out assault on these Funds by the Bush administration. For

all you hear about Congress' efforts to help in this area, most legislative "pension relief" that is considered and passed by Congress does not include multi-employer funds.

In the absence of help from Congress, it is our duty to do everything we can to take care of our funds, so they can take care of us. There is a real crisis in health care costs, so we need to make sure our Funds use money wisely. Every IATSE member needs to know the benefits that he or she is entitled to and to understand them clearly to make the most of them. Do everything you can to take advantage of negotiated rates, by using "in-network" providers. If you do not, you are at the mercy of a doctor or hospital, who can charge whatever they want. Try to think of the real cost of services or drugs — make sure you are getting real value for your Fund's dollars. You earned these dollars, so don't waste them. Because of skyrocketing health care and drug costs, your Fund may have to eliminate some benefits, or increase participant charges, so that your Fund can protect the core benefits. It is your duty to understand this process. No one likes to see benefits reduced or co-payments increased. However, these changes may be necessary to preserve the Fund for the long term, and the long term survival of our Funds is crucial for our protection. If our Funds do not survive, we won't either.



IATSE Honored by Broadway Association

On January 18, 2006, the IATSE and International President Thomas C. Short were honored by the Broadway Association at its Ninety-First Annual Awards Luncheon.

President Short was unable to attend the ceremony. General Secretary-Treasurer James Wood accepted the award on his behalf. The award read as follows:

"In appreciation of the one hundred and twelve years of leadership that the organization has provided the arts and entertainment industries and in recognition of the positive impact that has been made on the lives of people working in those industries."

Gerald Schoenfeld, Chairman of the Shubert Organization; James Nederlander, President of the Nederlander Producing Company and Paul Libin, Producing Director of Jujamcyn Theatres each spoke praising President Short for the leadership role he has fostered over the years and the service IATSE provided to the industry.

Jodi Applegate of FOX Channel 5 was Master of Ceremonies, Police Commissioner Ray W. Kelly was the keynote speaker, with Dennis Swanson, Chairman of the Broadway Association, presenting The Golden Scroll Award.

More than 300 business and civic leaders along with

representatives of Locals One, 4, 52, 600, 700, 751, 764, 829, ATPAM and USA 829 attended the luncheon at the Grand Ballroom of the New York Marriott Marquis as part of the salute. The Broadway Association was founded in 1911.

Past recipients of the Golden Scroll Award include: Mayor Rudolph Giuliani, Charles Gargano, NYC & Company, The New York Times, J. Willard Marriott, Preston Robert Tisch, The Shubert Organization, The League of American Theatres and Producers, and other civic and private industry leaders.



General Secretary-Treasurer James Wood (center with award) surrounded by the Board of the Broadway Association, with Jodi Applegate and Police Commissioner Ray Kelly.

IATSE Said 'No' To Proposition 75

California Governor Arnold Schwarzenegger called for a California Special Election for November 8, 2005 for ballot Propositions #74 - #78 that were being supported by California Governor and other special interest groups. The one of the primary goals of the Propositions were to weaken the public and private unions voice in the California workplace.

Particularly onerous to the unions was California Proposition #75 - known as "Paycheck Deception," which would have prohibited public unions from using dues for political contributions without each individual employee's prior consent. This proposition could have invaded an individual's right of privacy and been used against non-public unions.

The effort to defeat these Propositions was immediately started by many of the California public and private unions, including the IATSE. Our members strongly participated in such ways as phone banks, the GOTV campaign, poll checking,

door-to-door election walks, and other work. These members were strongly supported by their California Locals and especially Local 80, who opened their doors as one of the GOTV points. This was a statewide effort that included many other unions (e.g. - Nurses, Teachers, and Firefighters), state and county labor federations, and the AFL-CIO.

The rally, as noted above, was held to kick off the final 3-day effort prior to the Election Day and was attended by many supporters including Los Angeles Mayor Antonio Villaraigosa and Art Pulaski of the California Labor Federation. I.A.T.S.E. Interna-

tional President Thomas C. Short spoke to the group supporting the efforts to defeat the Propositions.

The outcome of this combined effort was that all of the proposed California Special Election Propositions were defeated. This effort is an excellent example of what can be accomplished when unions representing a diverse group of industries work together.



President Short (podium) speaks to all attendees at the Prop 75 Rally



President Short (center) with West Coast Officers, Representatives and local unions in participation of the Rally

MARTIN LUTHER KING DAY

IATSE officers and representatives attended the Los Angeles County Federation of Labor's Martin Luther King Day breakfast on Friday, January 13, 2005.



Photo credit: Kathleen Misko, Local 705

From left to right: Peter Marley, T.V. Business Representative Local 33; Gavin Koon, International Representative; Marvin Davis, Local 683; Cheryl Downey, Executive Director Local 892; Ron Garcia, International Representative; George Palazzo, Business Representative Local 729 and International Trustee; Joseph A. Aredas, International Representative-in-Charge; Buffy Snyder, Business Representative Local 705; Michael F. Miller, International Vice President and Jimmy Wright, Theatrical Business Representative Local 33.



Scenic Artists Local Celebrates Milestone

A luncheon was held on November 11, 2005 by Local USA829 to celebrate its 110th anniversary and to honor International President Thomas Short, General Counsel Steve Spivak, Counsel Frank Moss and Representative Paul Moore for their leadership, dedication and tireless efforts in bringing the Local and its members "back home" to the I.A. in 1999 after an 81 year absence while they were members of the Painters Union (IBPAT).

The event was attended by invited officers of other local unions, partners and associates of the Spivak firm, family members of President Short, Counselmen Spivak and Moss, and I.A. Officers and Representatives including General Secretary-Treasurer James Wood, Assistant to the President Deborah Reid, International Vice President Matthew Loeb, General Secretary-Treasurer Emeritus Michael Proscia, Retired International Vice President Michael Sullivan, International Representative Daniel Mahoney and Executive Director of Local 700 Ron Kutak.



From left to right: Financial Secretary Cecilia Friedrichs, Business Agent Michael McBride, President Beverly Miller and International President Thomas Short.

At Local 33's January General Membership Meeting, International President Short administered the Oath of Obligation to the newly elected Officers of Local 33. The General Membership Meeting was held on Sunday, January 8, 2006 at Elks Lodge No. 1497, in Burbank, California. Congratulations to you all.



International President Short (right) with newly-elected president George Blanch.

LAS VEGAS LOCAL HONORS MAYOR



On December 19, 2005, Local 720 presented Las Vegas Mayor Oscar Goodman with an honorary membership. International President Thomas C. Short was on hand to assist the officers of Local 720 in awarding Mayor Goodman with this honor.

From left to right: Business Agent Jeffrey Colman, President Hal Ritzer, Secretary-Treasurer Deidra Prestridge, International President Short and Las Vegas Mayor Oscar Goodman.

CALIFORNIA LOCAL HONORS RETIRED MEMBERS

On January 3, 2006, Local 169 honored two of its retired members with Gold Cards at the annual breakfast meeting. Also in attendance were Reed Putnam (trustee), Jason Mottley (business agent), Eugene Hardesty, Leo Lieber (vice-president), Marshall Larsen, Martin Lipow (president), Craig Valenza (trustee), Chris Rasmussen, Ken Walters, Edward Gibney, Stephen Shelley (financial secretary), Paul Duarte, Richard Graves, and Robert McEwing.



From left to right: Reed Putnam (trustee), Jason Mottley (business agent), Eugene Hardesty, Leo Lieber (vice-president), Marshall Larsen, Martin Lipow (president), Craig Valenza (trustee), Chris Rasmussen, Ken Walters, Edward Gibney, Stephen Shelley (financial secretary), Paul Duarte, Richard Graves, and Robert McEwing.

RENAISSANCE WORKERS JOIN UNION



Regular staff employees for Renaissance Management, Inc. posed for this picture the day they joined newly chartered Exhibition Employees Local 838 in Salt Lake City, Utah. We welcome our newest members to the IATSE family.

Standing from left to right: Kenny Corona, James Burdett, Reggie Corona, Brad Bacon, Brian Faulkner, Dave Burdett, David Bultnick and Pat Christiansen. Kneeling from left to right: Philip Marcial and Randy Forbush



New Officers for New York Local

General Secretary-Treasurer Emeritus Michael Proscia administered the oath of office to the new officers of New York Hair & Make-up Local 798. Among the new officers are Kelly Gleason, President and Joseph Cuervo, Secretary-Treasurer.



WORKERS MEMORIAL DAY APRIL 28

Decades of struggle by workers and their unions have significantly improved working conditions. But the fight to protect workers must continue. We must demand strong enforcement of job safety laws, defend the gains we have won and push forward to address problems that remain.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. We will fight to improve the mine safety law and protections for all workers. We will fight to make workers' issues a priority and to keep and create good jobs in this country. We will fight for the freedom of workers to form unions and, through their unions, to speak out and bargain for safe jobs, respect and a better future. We will keep fighting until the promise of safe jobs for all workers is a reality.

For additional information, contact: AFL-CIO Safety and Health, 815 16th St., N.W., Washington, D.C. 20006; phone: 202-637-5366; fax: 202-508-6978; e-mail: oshmail@aflcio.org; website: www.aflcio.org

To order materials, visit www.aflcio.org/shop or call 202-637-5024.

Tips for Travelers to Canada

When you enter Canada, a customs officer may ask to see your passport and a valid visa, if one is necessary. If you are a citizen of the United States, you do not need a passport to enter Canada. However, you should carry proof of your citizenship, such as a birth certificate, certificate of citizenship or naturalization, as well as a photo ID. If you are a permanent resident of the U.S, you should bring your Permanent Resident Card (i.e., green card) with you.

Travel Safety Information

Consular Information Sheets are available for every country of the world. They describe entry requirements, currency regulations, unusual health conditions, the crime and security situation, political disturbances, areas of instability, and special information about driving and road conditions. They also provide addresses and emergency telephone numbers for U.S. embassies and consulates. In general, the sheets do not give advice. Instead, they describe conditions so travelers can make informed decisions about their trips.

Internet

The most convenient source of information about travel and consular services is the Consular Affairs home page. The web site address is <http://travel.state.gov>.

Telephone

The Overseas Citizens Services call center can be reached at 1-888-407-4747 from a touchtone phone, from overseas the number is 202-501-4444.

From U.S. Passport Agencies & U.S. Embassies

Consular Information Sheets, Travel Warnings and Public Announcements are available at any of the regional passport agencies and U.S. embassies and consulates abroad.

Visas and Travel Documents

The Intelligence Reform and Terrorism Prevention Act of 2004 requires that, by January 1, 2008, travelers to and from the Caribbean, Bermuda, Panama, Mexico and Canada have a passport or other secure, accepted document to enter or re-enter the United States. This is a change from prior travel requirements. The goal is to strengthen border security and facilitate entry into the United States for U.S. citizens and legitimate foreign visitors. The U.S. passport is the document of choice because of the incorporated advanced security features.

The travel initiative requirements will be rolled out in phases. The proposed implementation timeline is as follows:

- December 31, 2006 – Passport required for all air and sea travel to or from Canada, Mexico, Central and South America, the Caribbean, and Bermuda.
- December 31, 2007 – Passport required for all land border crossings, as well as air and sea travel.

Current Requirements for Entry Into Canada

Visas are not required for U.S. citizens entering Canada from the U.S. You will, however, need:

- 1 Proof of your U.S. citizenship such as your U.S. passport (For information on obtaining a U.S. passport, check with one of the regional passport agencies located throughout the U.S.) or certified copy of your birth certificate issued by the city, county or state in the U.S. where you were born. If you are a naturalized U.S. citizen and do not have a passport, you should travel with your naturalization certificate. A driver's license, voter's registration card or Social Security card is NOT valid proof of citizenship.
- 2 Photo identification, such as a current, valid driver's license.

All U.S. citizens entering Canada from a third country must have a valid passport.

Alien permanent residents of the U.S. must present their Alien Registration Card, commonly called a "Green Card."

If you are a dual U.S./Canadian citizen you should always present yourself as a Canadian citizen when entering Canada. However, U.S. citizens should use their U.S. passports when entering or leaving the United States.

For further information, including information on student or business travel, visitors can contact the Embassy of Canada at 501 Pennsylvania Ave, NW, Washington, DC 20001, (202) 682-1740, see their Internet home page at <http://www.canadianembassy.org> or contact the nearest Canadian consulate. (A list of Canadian consulates is at the end of this brochure.)

Information For Business Travelers

Under Canada's temporary entry requirements, business visitors are foreign nationals who want to temporarily engage in international business activities in Canada for a period of up to six months. Detailed information can be found on the Canada International web site at <http://www.canadainternational.gc.ca/dbc/Business-travel-entering-canada-en.aspx>.



Gulf Coast Recovery Slow Going

The horrifying images of helpless citizens stranded on rooftops and abandoned at the Morial Convention Center and the Louisiana Superdome have been indelibly imprinted in our minds, as Hurricane Katrina's storm surge overwhelmed the city's fragile levee system this past August. IATSE members, who were simply too exhausted to evacuate after frantically racing around the clock to load-out "Wheel Of Fortune" were among those captured in those images. Many members of Locals 39, 478 and 840 have lost their homes. Nearly all of them have lost their jobs. Months after the floodwaters have receded, the city of New Orleans struggles to restore its life-sustaining infrastructure.

Before Katrina struck, the number of tradeshows in New Orleans rose 39% in 2005 signifying vigorous growth and a bright future. While the convention center is set to reopen on February 17, 2006 most of the scheduled events have relocated to other cities. It may be two years before the Saenger Theatre and Mahalia Jackson Theatre are able to present operas, ballets and touring productions. Telephone service has yet to be restored to Local 39's Mid City office.

On the Mississippi Gulf Coast, Business Agent Martin Elchos reports that members of Local 674 have suffered a similar fate. The Coliseum, casinos and theatres that employed our members have been

destroyed. Some fortunate members are living in trailers, others languish in tents as they grapple valiantly to survive and rebuild their lives.

In Mobile, Alabama, Local 142 Business Agent Jon Mudrich reports that the civic center and convention center were transformed into command posts for FEMA and the Red Cross. Katrina's impact was not as catastrophic in Alabama as it was in Louisiana and Mississippi. Much of the work lost immediately after the storm has returned, as members hasten to repair their damaged properties.

Years will pass as the entire region embarks on a path of recovery measured incrementally.

OUTDOOR RETAILERS SHOW CHALLENGES LOCAL 838 IN SALT LAKE CITY

The International chartered Local 838 in Salt Lake City, Utah on October 12, 2005. The local opened its office on December 1 and that didn't leave much time to sign-up, recruit and train new workers for the largest tradeshow in Salt Lake City the following month. The Outdoor Retailers Show began setup on January 22 on the heels of the Auto Show. Work calls for the Outdoor Retailers Show peaked at over 280 workers per day. Due to the skills, dedication and hard work of the members of Local 838 the show was setup on time. All of the contractors on the show floor were praising the standout effort of the new local. Congratulations to Local 838 on a job well done!



HELPING THOSE IN NEED

In the wake of the devastation from Hurricane Katrina, the Walsh/DiTolla/Spivak Foundation established a special fund to provide assistance to I.A.T.S.E. members and their families who have suffered serious financial hardship.

Many I.A.T.S.E. members have suffered tremendous losses and have been forced to evacuate their homes. Others have lost their jobs and will suffer from the resulting economic impact on their communities. Some may face unexpected medical bills or need to provide housing or other assistance to relatives who have suffered losses. It

is our hope that financial assistance from the Foundation will enable these members and their families to get back on their feet in the aftermath of this tragedy.

The I.A.T.S.E. has donated \$10,000 to the Fund. We ask Local Unions, members and friends of the I.A.T.S.E. community to contribute what they can. Checks should be made payable to the "Walsh/DiTolla/Spivak Foundation" with a notation indicating "Hurricane Katrina Fund" and be mailed to the Walsh/DiTolla/Spivak Foundation, c/o I.A.T.S.E., 1430 Broadway, 20th Floor, New York, NY, 10018.

DONATIONS TO THE HURRICANE KATRINA FUND:

This list reflects contributions received since the Fourth Quarter issue.

Animation Nation	Steven Hulett	IATSE Local B148	Trevor Ricci
Martin Audette	IATSE District No. 6	IATSE Local B754	Gail Russell
Marjo Bernay	IATSE District No. 11	Peggy Imbrie	S.A. Schroettnig
Martha Bernay	IATSE Local 3	Todd Jacobsen	Scrudge, LLC
H.G. Boris	IATSE Local 4	Sandra Berke Jordan	John B. Senter, III
Beth Bornstein	IATSE Local 13	Joyce Kaskey	Jovon Shuck
Daniel Bradford	IATSE Local 16	Dennis Kraft	Hope Singer
Tim Burgard	IATSE Local 42	Erin Kraus	Buffy Snyder
Denis Burke	IATSE Local 48	Clarence Kunz	Dawn Snyder
Eric Burke	IATSE Local 97	Kristin Lamar	Paul Sonski
Shelly Burke	IATSE Local 98	Julia Levine	Robert Sprague
Vincent Burke	IATSE Local 129	Dee Manges	Harry Stover
Lorrie Campbell	IATSE Local 134	Rochelle Mann	Taylor-Made Shows, Inc.
Yvonne P. Campbell	IATSE Local 153	Jeffrey Markwith	Kari Thompson
Todd Cherniawsky	IATSE Local 161	Masako Masudo	Thomas M. Trout
Bernard P. Cutler	IATSE Local 339	Sean McGuire	James Varga
Paul DeLucca	IATSE Local 411	Michael J. McHugh	Clara Vega
Andrea Dietrich	IATSE Local 478	Kathleen Misko	James M. Wallis
Dominic Dinapoli	IATSE Local 488	Joseph Musso	Viva Wang
Paul Enger	IATSE Local 524	Ohio State Association - IATSE	Eric H. Warren
Suzanne Feller-Otto	IATSE Local 756	Joseph Onorato	Elizabeth Waters
Wendie L. Fischer	IATSE Local 790	Kevin J. Pawlak	Edward J. Winterer
Camille Abbott Gurevitch	IATSE Local 839	Jeffrey Porrello	Leo Wixman
Ann Harris	IATSE Local 847	Radio City Music Hall Stage Managers	Lisa Zahra
Scott Herbertson	IATSE Local 887	John Raugalis, Jr.	Mary Zuniga
Jon Holohan	IATSE Local 891	Richard C. Rauscher	
Kathleen Hoovler	IATSE Local B29		



CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. in the Edinburgh Room of the Westin Innisbrook Golf Resort in Palm Harbor, Florida on Monday, February 6, 2006.

ROLL CALL

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

THOMAS C. SHORT,
INTERNATIONAL PRESIDENT
JAMES B. WOOD,
GENERAL SECRETARY-TREASURER
RUDY N. NAPOLEONE,
FIRST VICE PRESIDENT
TIMOTHY F. MAGEE,
SECOND VICE PRESIDENT
MICHAEL BARNES,
THIRD VICE PRESIDENT
J. WALTER CAHILL,
FOURTH VICE PRESIDENT
THOM DAVIS,
FIFTH VICE PRESIDENT
MATTHEW D. LOEB,
SIXTH VICE PRESIDENT
MIMI WOLCH,
EIGHTH VICE PRESIDENT
DAMIAN PETTI,
NINTH VICE PRESIDENT
BRIAN J. LAWLOR,
TENTH VICE PRESIDENT
MICHAEL F. MILLER, JR.,
ELEVENTH VICE PRESIDENT
JOHN T. BECKMAN, JR.,
TWELFTH VICE PRESIDENT
DANIEL E. DI TOLLA,
THIRTEENTH VICE PRESIDENT
The Board was advised that due

to personal reasons International Vice President Anthony DePaulo was unable to attend this Board meeting.

In addition to the members of the Board, those present included General Secretary-Treasurer Emeritus Michael W. Proscia, Retired Officers Daniel E. Kerins, Nick Long, Michael J. Sullivan, C. Gus Bottas and Nancy Manganelli-Bues; International Trustees C. Faye Harper, John Ford and George Palazzo; Assistant to the President Deborah A. Reid; International Representative-in-Charge of the West Coast Office Joseph A. Aredas; Co-Division Director of Organizing Sandra England; Division Director of Trade Show & Display Work William E. Geams, Jr.; Director of Canadian Affairs John M. Lewis; International Representatives Ben Adams, Steve Aredas, Sylvain Bisailon, Michael David, Louis Falzarano, Greg Kasper, Thomas J. Kiouisis, Jr., Gavin Koon, Sean McGuire, Joanne M. Sanders, Special Representatives Ira Alper, Ronald G. Kutak, Rick Perotto and Patricia A. White; Assistant to the Editor MaryAnn Kelly; New York Office Manager Colleen Paul; Executive Secretary to President Short, Debbie Harris, and Executive Assistant to the General Secretary-Treasurer Barbara Jackson.

Also in attendance at various open sessions of the Board meeting were representative(s) of the following Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 11, Boston-Waltham, MA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 32, Duluth, MN; 33,

Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern, DE/Greater, PA; 76, San Antonio, TX; 161, States of New York/New Jersey/Connecticut; 212, Calgary, AB; 311, Middletown-Newburgh-Kingston, NY; 321, Tampa-Clearwater-Lakeland-St. Petersburg, FL; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 481, New England Area; 484, State of Texas; 491, States of North and South Carolina/Savannah, GA; 500, South Florida; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeastern New Jersey; 665, Honolulu, HI; 667, Eastern Canada; 669, Western Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 767, Hollywood, CA; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 843, Orlando, FL; 849, Atlantic Canada; 871, Hollywood, CA; 873, Toronto, ON; 891, Vancouver, BC, Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 18032, New York, NY(ATPAM); USA 829, New York, NY.

HOST LOCALS

The General Executive Board and attending members of the Official Family were graciously welcomed to the City of Palm Harbor at a breakfast on Monday, February 6,



Representatives of the Host Locals welcomed the members of the General Executive Board.

2006 by Host Locals 321, 477, 600 and 780. In addition, the Host Locals Committee appeared before the Board at the opening session of the meeting to officially extend their appreciation to the International for holding this meeting in Florida. The Host Locals Committee consisted of Brothers George Cerchiai, Jack Nealy, Greg Kasper and William "Tony" Alley and Sister Nancy Flesher of Local 477; Brother Ed Reynolds and David Jones of Local 321; Brother Gary Dunham of Local 600; and Brother Andy Younger of Local 780.

It was also announced that an IATSE-PAC reception would be held during the week of the Board meeting. [Editor's Note: The fund raiser brought in a total of over \$11,000 for the IATSE-PAC.]

On behalf of the Board, President Short expressed his appreciation to the Host Locals for their hospitality. He noted that the face of the IATSE in the State of Florida has changed over the past several years, particularly in view of the merger of six local unions in the State to form Local 500 which is becoming one of the strongest and most viable local unions of the Alliance.

INTRODUCTIONS

President Short introduced recent appointees as follows:

Brother Ben Adams was appointed to serve as an International Representative shortly before leaving his post as Business Representative of North Carolina Studio Mechanics Local No. 491 where he had served the Local as Business Agent. Ben came to the International with extensive experience in organizing. Ben is a tremendous help in the area of commercial and motion picture production, and is assigned various other work as well.

Brother Greg Kasper, President of Local No. 477, was appointed as an International Representative and his assignments have included assistance to the International and local unions in organizing efforts as well as contract negotiations. Representative Kasper is also of great assistance with the International's involvement in the political arena.

Brother Gavin Koon was appointed an International Representative to work out of the West Coast Office and in addition to his various assignments to assist local unions, he performs a number of duties and responsibilities as it applies to the operations of the

West Coast Office. Gavin previously held office in former Scenic Artists Local No. 816, and is a former Director of the Contract Services Administrative Trust Funds (CSATF).

Brother Michael David, Business Representative of Local No. 26 in Michigan was appointed an International Representative in the fall of 2005 and came to the International with many years of experience. With the retirement of International Representative Thomas J. Kiouisis, Jr., Representative David will be assigned to assist many local unions in the mid-west as well as other assignments.

Special Representative Rick Perotto was appointed in September 2005, primarily to assist in the International's organizing activities. Brother Perotto also serves as the Business Representative of Camera Local No. 667, Eastern Canada.

Sister Patricia A. White, President of Theatrical Wardrobe Local No. 764 in New York was also appointed as a Special Representative and has been assisting various Wardrobe local unions in contract negotiations and organizing efforts.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood appeared before the General Executive Board and presented the following report.

A number of projects involving the computer systems in both the General and West Coast Offices have occurred. The I.A. continues to succeed in many areas and that success places growing demands on our ability to manage our information systems and provide service and support to both our local unions and our staff.

Since the 2005 Convention a num-



ber of new projects have been initiated and improvements have been made to existing programs and they are as follows:

Electronic Member Address Update Program

Local unions may send an electronic version of their membership roster to the International for analysis and address updates. The process identifies membership status questions, corrects member addresses and assures accuracy of the International's membership database. There are now 123 local unions participating in this Program, with 24 of our largest 25 local unions participating. In total, 75% of the entire membership of the Alliance is now being received electronically.

Membership Database Maintenance

For those local unions not participating in the Electronic Member Address Update Program (primarily local unions with smaller memberships), a program has been implemented to communicate with local union secretaries to eliminate the discrepancies between the number of

members reported on Quarterly Reports and the number of members in the database of the International.

In addition, a special membership roster has been designed to allow local union Secretaries to accurately report inaccuracies on a member-by-member basis. These rosters have been sent to the forty local unions with the highest percentage of discrepancies and as corrections are received, reports will be sent to the remaining local unions.

Remote Computer Access

International Officers and Representatives in both the General and West Coast Offices are now able to remotely access their computers in the office. The new Virtual Private Network (VPN) connection allows for access to all files and all email from any computer that has the appropriate communication software installed. Our Representatives can now work as if they are sitting at their desk even if they are actually on the other side of the country or working from home at night or on weekends.

Backup of Critical Data

In both the General and West

Coast Offices, we have installed specialized computers with high-capacity to back up critical data stored on individual computers throughout the day. This data is backed up every night and individual computers in the network do not hold critical data. In the event of an individual computer crash, no more than two hours worth of work will be lost.

Contracts Application Database

The growing number of term contracts negotiated by the International has been putting a strain on the original program designed to track and assist in the administration of those contracts. As a result a substantial amount of work has gone into the redesign of this program.

The database is now able to provide a user with a snapshot of any of the contracts with relevant information relating to that contract. In addition, the versatility of the reporting capabilities now allows reports to be created based on a wide ranging criteria.

In addition to its database capabilities, the contracts program information can also now be exported into Microsoft Office programs such as Excel and Word for mail merges and spreadsheets. This is especially helpful and productive when mass mailings need to be sent to local unions or employers. These can number in the hundreds when contracts such as the Commercial Production Contract, the Basic Agreement and Area Standards Agreement are due to expire and new contracts have been negotiated.

INS Consultation Program

In late 2002 the I.A.T.S.E. introduced a fee for the administrative work involved in processing responses for INS Visas. In 2003 these fees

amounted to approximately \$273,000 and in 2005 they have increased to approximately \$332,000. All of these fees have been allocated to the Defense Fund over the years.

The increasing volume of consultations was making it difficult for staff to track and efficiently process the requests. A new database and reporting program is in the process of being designed and installed. This program will allow us to better track the information and create usable reports. In addition, the productivity of staff will increase dramatically due to the development of features that will be able to link the database Word templates in order to create the required letters for the Department of Homeland Security.

2006 America@Work

Previously known as the Union Industries Show, this year it will be held in Cleveland, Ohio at the I-X Center from May 5th to 7th. The Union Label and Service Trades Department of the AFL-CIO has changed the name of the show in an attempt to attract a broader spectrum of visitor and reach beyond individuals involved in the union movement. The show will also focus more on educating the public about trade unionism and the role unions play in the economic and political life of the community.

As with past years, the IA has taken a 20' by 60' booth space, which aside from the auto companies is one of the larger exhibits at the show. We will once again be highlighting all of our crafts and using digital photography to provide visitors with souvenir photos of them against various backdrops in the IA booth.

West Coast Studio Locals Special Fund

In the late 70's the International

under then President Diehl pursued a grievance on the Hollywood production of "I'm Dancing As Fast As I Can". As a result of that settlement the General Executive Board assigned the money from the General Fund into a newly formed fund that became known as the West Coast Studio Locals Special Fund.

As of April 30, 2005 the Fund had net assets of \$36,233. The Fund has not been used in many years and essentially sits dormant. We have continued to fund and service the needs of our West Coast Studio local unions, but those expenses are always paid by either the General Fund or the Defense Fund, depending on the issue.

Due to the fact that every year auditing costs are incurred, General Secretary-Treasurer Wood recommended that the General Executive Board authorize the closing of this fund and the distribution of its assets back to the General Fund.

Local Union 2006 Supplies

The process of sending the 2006 supplies began in late November. Supplies were sent to those local unions that had filed their first three Quarterly Reports for 2005 and had purchased all of their per capita stamps for 2005.

As of February 3, 2006, all but 33 of our 415 local unions have complied with the reporting and per capita stamp purchase requirements and now have their 2006 supplies. In addition to the previously reported changes to supplies, local unions were provided with the recently updated and redesigned Local Union Secretary and Treasurer Handbooks as well as Retired Membership Cards and Traveling Cards utilizing the same sheet format that was introduced for the Membership Cards in 2005.

ULLICO Turnaround

Over the past few years, a number of progress reports have been given to the General Executive Board in regard to ULLICO. In 2003, the management of the company was essentially taken over by concerned shareholders and an entirely new management team was put in place. Since that time, the company has made steady progress towards profitability.

In December 2005, ULLICO was able to report that it's third quarter results made it seven consecutive quarters that profitable quarters had been reported. Further they announced that shareholders of record on December 16, 2005 (of which the IATSE is one) would receive a \$0.50 per share dividend and if progress continues to be made it is anticipated that another \$0.50 per share dividend will be paid in 2006. Based on the 6,046 and 2/3 shares held by the IATSE a check in the amount of \$3,023.33 was received.

"Welcome To The I.A.T.S.E." Brochures

During the mid-Summer General Executive Board meeting last year in Honolulu, the newly designed "Welcome To The I.A.T.S.E." brochures were introduced. Each delegate to the 65th Quadrennial Convention also received a brochure as part of his or her delegate kit. The response to the brochure from our local unions has been extremely positive and very useful in organizing campaigns.

With that in mind and with the acknowledgement that in addition to English, the languages of French and Spanish are widely spoken in Canada and the United States, President Short encouraged us to tackle the project of translating the brochure into those



From left to right: Assistant to the President Sean McGuire, Director of Canadian Affairs John Lewis, President Short, Special Representative Christian Lemay, International Representative Sylvain Bisailon and Special Representative Rick Perotto. Brother Lemay presented President Short with a gift on behalf of the members of Local 514, Province of Quebec.



languages. This assignment has been successfully completed and those brochures are now available from the General Office.

In other Finance Department News,

We continue to receive royalty payments from both the AFL-CIO credit card program and other Union Privilege programs. Since the last General Executive Board meeting in Honolulu, we have received payments totaling just over \$75,000.

As a result of a careful review of the IATSE Realty Corp expenditures, income and assets in conjunction with International Vice President Michael Miller and International Representative Gavin Koon, a recommendation as how to best handle the Corporation's liquid assets was presented to President Short for his approval. The recommendation resulted in the termination of the single, low interest rate CD and the purchase of two CD's with higher returns. Not only will this provide the Corporation with slightly better interest income it will also provide increased liquidity.

REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, John R. Ford and George Palazzo appeared before the Board and presented their report on the audit conducted by them in October 2005, in accordance with the International Constitution.

The Board accepted the report.

AICP - CONTRACT SERVICES CONTRIBUTIONS

President Short advised the Board that the AICP objected to paying increases in CSATF contributions. The AICP was advised that unless the AICP

contributed at the same rate as the AMPTP the CSATF would not administer the roster and the AICP would not comply with required training in California and, therefore would have no employees in the State of California.

A.R.N. PRODUCTIONS

International Vice President Michael F. Miller, Jr., and International Representative-in-Charge of the West Coast Office Joseph A. Aredas reported on the successful conclusion of the low budget audit compliance proceedings on a production entitled "Assassination of Richard Nixon". The audit substantiated that the production exceeded the seven million dollar cap in the parties' low budget collective bargaining agreement. The producers agreed to pay back wages at the appropriate tier rates. Members of the crew will receive back wages, in some cases at amounts up to \$6,000. Vice President Miller explained that this was another example of how the IA's audit compliance program is working to monitor low budget productions under the terms of the agreement.

ASSEMBLY BILL 7777 (CALIFORNIA)

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, and International Representative-in-Charge of the West Coast Office Joseph A. Aredas, reported on the legislative progress of Assembly Bill 7777, a bill designed to create tax incentives to aid the furthering of production work in California. The Bill died in committee last year but with the efforts of the IATSE and the Los Angeles County Federation of Labor, the Bill will be reconsidered this year.

BUILDING & CONSTRUCTION TRADES DEPARTMENT

International Vice President Daniel E. Di Tolla reported on the AFL-CIO Article XX charges filed against IATSE by the IBEW and Building Trades Department alleging that IATSE Local 3 raided audio-visual work at the Convention Center in Pittsburgh. Local 3 provided A/V technicians on a large call and later filed an NLRB petition to represent them. Local 3 regularly provided casual audio-visual technicians. The IBEW and the Building Trades alleged they had in-house venue agreements covering this work even if it was sub-contracted to outside A/V employees. A hearing by the AFL-CIO was held and a decision is awaited.

CANADA

Director of Canadian Affairs John Lewis, International Vice-Presidents Mimi Wolch and Damian Petti, International Representatives Sean McGuire and Sylvain Bisailon, Special Representative Rick Perotto, CLC delegate Don Ramsden and Canadian Counsel Bernard Fishbein reported to the Board on the developments in Canada since the summer Board meeting.

Local 168 (Vancouver Island – Stage) with the assistance of the International Representative Barny Haines, had concluded a new three year agreement with the Cowichan Valley Regional District Theatre containing significant improvements. The International had assisted the Local in securing an agreement with the newly constructed 10,000 seat Save-on-Foods Arena in Victoria and it is fast becoming a major source of employment for the members of Local 168.

Local 212 (Calgary-Stage) has recently completed contentious negoti-

ations with the Calgary Exhibition and Stampede. However, the dispute as to who the true employer is under the agreement remains unresolved and discussions continue on an informal basis. On a similar note, the Local was able to overturn an Occupational Health and Safety notice that it was the employer as opposed to the hiring hall. The Local had been involved in a feature production, "Jesse James", part of which was shot in Manitoba. Although the Teamsters have jurisdiction in Alberta where most of the feature was shot, they do not have jurisdiction in Manitoba where such jurisdiction is held by IATSE Local 856. The Teamsters again attempted to assert transportation jurisdiction in Manitoba, but following the intervention of the International, withdrew such claim.

The International had assisted Local 411 (Ontario) conclude a renewal of its collective agreement with the Canadian Film and Television Production Association for honey wagon operators. This was the second agreement negotiated for honey wagon operators and significant improvements from the first collective agreement were obtained, including turnaround and retirement contributions.

International Representative Sean McGuire had assisted Local 890 (Wardrobe) conclude a voluntary merger with Local 471 (Ottawa – Stage). Local 890 had been unable to expand its jurisdiction beyond the National Arts Centre, and with the greater strength and the many agreements held by Local 471, the merger should provide greater work opportunities to the wardrobe membership.

Local 667 (Eastern Canada – Camera) continues to aggressively organize low budget productions. In 2005,

the Local signed 43 low budget productions which is to be contrasted to as recently as 2000 when only two (2) low budget productions were signed.

Local 669 (Western Canada – Camera) has purchased a new building in Burnaby, outside of Vancouver, British Columbia. In 2005, for the first time, the Local conducted membership meetings with its Executive Board in Calgary, Alberta and Winnipeg, Manitoba to be more visible to its membership throughout Western Canada. The Local continues its training efforts, sponsoring HD training in Vancouver and Calgary and reinstating a trainee program commencing February 2006. During the recent negotiations for the British Columbia Master agreement, the Local's jurisdiction was expanded to include still photographers.

International Representative Sean McGuire assisted Local 680 (Halifax) in negotiating their second collective agreement with Neptune Theatre which achieved substantial improvements.

Local 849 (Atlantic Canada – Motion Picture Technicians) experienced a record number of productions in 2005. Although some of the increase is at the expense of other Canadian

production centres, the productions are largely those that would be shot either ACFC or NABET in those cities.

Director of Canadian Affairs John Lewis reported on his assignment to examine the records of Local 856 (Province of Manitoba – Motion Picture Technicians) and its seeming failure to organize its jurisdiction. The Local's various departmental requirements for membership were overly rigid, the departments met erratically to review applications and the Local was using a disproportionately high number of permits. As a result of Director Lewis' discussions with the Local, approximately 72 permits will be offered membership with the Local and the departmental committees have been given three (3) months to establish more appropriate requirements. Director Lewis will continue to monitor the situation.

Local 873 (Toronto – Motion Picture Technicians) continues to grow both its membership (including many former members of NABET) and market share. The Local is preparing for negotiations for renewal of its television and MOW term agreement with member companies of the AMPTP. The Local continues to make efforts to secure more domestic productions,



CLC Delegate Don Ramsden, Assistant to the President Sean McGuire, International Vice President Mimi Wolch, Director of Canadian Affairs John Lewis, International Vice President Damian Petti, Canadian Counsel Bernard Fishbein, International Representative Sylvain Bisailon and Special Representative Rick Perotto reported on Canada.



the core of NABET's work. With the assistance of International Representative Sean McGuire, the Local organized and signed its first collective agreement with a shop – Paul Jones Effects Studios Inc. This collective agreement is intended to set the stage for the organizing of other shops.

The International had assisted Local 891 (Vancouver – Motion Picture Technicians) and Local 669 in the re-negotiation of the British Columbia master agreement between the BC Council of Film Unions and the AMPTP and the CFTPA. The negotiations had been protracted and difficult largely because of the recommendations of the Tysoe Report (an industrial inquiry appointed by the provincial government, previously reported to the Board), particularly the recommendation to eliminate the seniority dispatch system used by Local 891 and Teamsters Local 155. Ultimately, a collective agreement was reached with some improvements but the seniority issue is to be referred to an arbitrator. The agreement is currently being ratified, following which the arbitration will be scheduled.

Director of Canadian Affairs John Lewis reported on the 2005 conference of the Canadian Institute of Theatre Technology ("CITT") that he attended with International Representative Barny Haines in Calgary in August 2005. Many members of IATSE attended both as speakers and participants. Moving tributes were given at the awards dinner to two (2) IATSE members who had recently passed away. Jules Tonus was a founding member of IATSE Local 828 and the University of Windsor is establishing a scholarship in his name. Ron Epp, a member of IATSE

Local 461 was the head carpenter at the Shaw Festival. In recognition of the significant role he had played in the industry, the CITT re-named one of its awards the Epp Award, which is to be presented annually to an individual who makes a significant contribution to the theatrical industry.

In the fall of 2005, the Canadian Broadcasting Corporation ("the CBC"), the national public broadcaster, locked out 5500 members of the Canadian Media Guild who represent the technical and on-air staff of the CBC in its English language operations. IATSE had written a letter of support to the Guild and Local 58 members had volunteered services for a protest rally at Massey Hall in support of the locked out employees. The lockout was finally settled.

International President Short and Director of Canadian Affairs Lewis had met with representatives of the Motion Picture Association of America and its Canadian arm, the Canadian Motion Picture Distributors Association. They offered the assistance and support of IATSE in their efforts to secure greater enforcement of existing laws and tougher measures to deter motion picture piracy and cable and satellite signal theft which are hurting the entire motion picture industry (and the multi-employer health and pension plans upon which so many IATSE members rely).

The International President complimented the Canadian representatives on their continuing progress.

APPOINTMENT OF SEAN MCGUIRE AS ASSISTANT TO THE PRESIDENT

Following the presentation of the Canadian Report, the President Short

announced his intention to appoint International Representative Sean McGuire as Assistant to the President in Canada. Since the retirement of C. Gus Bottas there has been no Assistant to the President in Canada and Sean's long time experience as an International Representative and history with the International, President Short stated that he will make a fine Assistant. The General Executive Board unanimously concurred in the appointment and Assistant to the President McGuire expressed is gratitude.

CANADIAN COMMERCIAL AGREEMENTS

Director of Canadian Affairs John M. Lewis, International Vice President Mimi Wolch, Special Representative Rick Perotto and Local 411 Business Agent Tim Storey reported on the progress of the organizing campaign for the commercial industry for which International assistance had been sought at the Mid-Winter General Executive Board meeting held in Houston in 2005. All production Locals in Canada have now indicated that they are prepared to cooperate with the International and the Camera Locals in the campaign. Toronto, by far the largest commercial production centre in Canada, would be the focus of the initial organizing efforts. There have already been a number of preliminary research and planning meetings. President Short directed that the organizing efforts proceed with all due dispatch and spread from Toronto to the other parts of the country.

CANADIAN OFFICE BUILDING

Director of Canadian Affairs John M. Lewis reported on the recent acquisition of a building at 22 St. Joseph

Street, located in the heart of downtown Toronto to house the IATSE Canadian office. Renovations, which had been primarily performed by IATSE members, were fundamentally complete. While still searching for some tenants, a favorable ruling on the appropriate tax rates has lowered the operating cost below what they were at the former rented space. Director Lewis is now obtaining prints and photographs to be displayed throughout the office, of the various crafts the Alliance has represented in Canada throughout its history. The Canadian membership has been invited to submit their artwork or photography for display on two walls in the reception area. President Short commented that the long awaited building would be visible evidence of the IATSE's commitment to Canada and invited all members to visit the new facility.

DELUXE DIGITAL MEDIA

Brother Scott George, Business Agent of Local 683, International Representative-in-Charge of the West Coast Office Joseph A. Aredas and Special Representative Ronald Kutak reported on the successful organizing of workers at Deluxe Digital Media. This company is a wholly owned subsidiary of Deluxe Laboratories, a long-time IATSE signatory company. However, the employees at Deluxe Digital had never been organized. After a contentious beginning, the parties worked out a neutrality agreement to last 45 days. The agreement allowed union organizers to have access to employees on company premises. Most importantly, the employer agreed to a card check by a neutral third party, thus avoiding the lengthy proceeding of a NLRB election. Once a majority of employees' cards were authenticated the employer

granted recognition. Thereafter, the parties negotiated a first time contract covering 64 employees. The contract is for a three-year term with 4% wage increases compounded each year of the agreement. A major improvement was made in providing medical benefits for the employees and their families. The contract has recently been ratified by the employees.

DOWNEY STUDIOS

General Counsel Steven B. Spivak and West Coast Counsel James G. Varga reported on pending litigation brought by Downey Studios against the International, Local 44 and Brother Ronnie Cunningham as an individual. This case grows out of an earlier grievance situation that was amicably resolved last year after Downey Studios, at IATSE's insistence, had expert environmentalists perform tests at the Downey Studios facilities in Norwalk, California. The testing was needed to ensure that the workplace was free from harmful airborne contaminants such as asbestos and mold following an extensive construction and clean-up project. Ultimately, the facility was given a clean bill of health. Hollywood Locals 80, 728 and 729 also hired an independent environmental test expert to conduct air-sampling tests. This expert also gave the facility a clean bill of health.

After the grievance was resolved Downey Studios complained that Local 44 and Business Representative Cunningham continued to publish letters in the Local's newsletter allegedly disparaging to the Studio.

On November 15, 2004 Downey Studio filed a lawsuit. Four counts are alleged. Interference with Contractual Relations; Interference with Prospective Contractual Advantage; Trade

Libel and Unfair Competitions under California Business and Professions Code of Section 17200.

The IATSE is named as a party defendant on a theory of vicarious liability. The suit alleges that the IATSE is an autonomous organization, yet then alleges that the "IATSE and Local 44's relationship is similar to that of a parent corporation and its subsidiary." This is the only allegation against the IATSE, and it is wrong in context and as a matter of law. In fact the IATSE relationship to Local 44 is exactly as is set forth in the IATSE Constitution and Bylaws. There is precedent in the Ninth Circuit disavowing vicarious liability based merely on the relationship between the International and the local unions (Laughon v. IATSE).

Defendants 44 and Cunningham petitioned to remove the case, originally filed in Norwalk Superior Court, to the Federal District Court. The hearing on that petition is presently set for March 27, 2006. On that same date the Court will hear a motion to dismiss the lawsuit.

FRB PRODUCTIONS

International Vice President and Director of Motion Picture and Television Production Matthew D. Loeb reported that a term contract was signed with an entity called FRB Productions. During a campaign, to organize the Viacom Company's VH-1 under our cable episode contract, VH-1 contended the production company was called FRB. Ultimately Vice President Loeb with assistance from General Counsel Steve Spivak was able to bring FRB to commit to create all product under contract and this includes material produced for



AMC, ESPN, Lifetime, Logo, Nickelodeon and VH-1. In addition, the company produces award shows under a national term agreement. Last year over 80 such shows were produced under the Agreement.

This is noted as a report of progress.

GLOBAL SPECTRUM

International Vice Presidents Michael Barnes and Brian J. Lawlor reported on the status of the National Global Spectrum Agreement, which has been in existence for almost two years. The contract expires in February 2007. New venues have been added to the agreement and a number of locals have their own separate contracts with Global.

HOLLYWOOD BASIC AGREEMENT NEGOTIATIONS

International Vice President and Director of Motion Picture and Television Production Matthew D. Loeb, International Vice President Michael F. Miller, Jr., and representatives of the 17 Hollywood Locals: Brother Gary Dunham, President, and National Executive Director Bruce Doering (Local 600); Brother George Palazzo (Local 729); Brother Patric Abaravich (Local 728); Sister Cheryl Downey (Local 892); Brother Scott George (Local 683); Executive Director Ron Kutak, and Assistant Executive Director Cathy Repola (Local 700); Secretary-Treasurer Elliott Jennings and President Eric Nelson (Local 44); Business Representative James A. Osburn (Local 695); Business Representative Tommy Cole (Local 706); Business Representative Lainie Miller (Local 871); Business Representative Buffy Snyder (Local 705); Sister Missy Humphrey and Executive Direc-

tor Scott Roth (Local 800); and Brother Marvin Haffner (Local 767) gave the report on the Hollywood Basic negotiations that occurred in December at Los Angeles, California. The new agreement is for a three year term commencing August 1, 2006. Wage increases were obtained for each year including seventy-five cents to basic scales on July 1, 2006 and 3% effective July 1, 2007, and another 3% effective July 1, 2008 compounded. The Producers will continue to pay 100% of medical premiums. Modest health plan design changes were negotiated so that escalating medical and drug costs would not deplete the Plan reserves. As an incentive to further the members' use of the Motion Picture Television Fund health system that saves the MPI nearly fifteen million dollars a year, there are no co-pays for using the MPTF hospital or any of the four health clinics in its network. Producer contributions to the pension Plan were increased by 25 cents for all hours worked or guaranteed. Current retirees will continue to receive a 13th and 14th check so long as an eight-month reserve level remains in the Health Plan, and effective in 2009 a 10% increase in pension benefits will be applied retroactively to persons retiring during the term of the contract so long as appropriate reserve levels are maintained. The parties agreed to recommend these changes to the trustees of the Motion Picture Industry Pension and Health Funds. To protect the reserves in the Active Employees' and Retirees' health funds, the parties agreed to negotiate reallocation of monies if the funds become depleted in the event of a strike by the talent guilds. The Producers agreed to increase the employer contributions to

the Individual Account Plan (IAP) to 5.5% in 2008 and to 6% in 2009, this is in addition to continuing the hourly rate of thirty and a half cents being contributed for all hours worked or guaranteed. In addition to numerous improvements in working conditions, the Producers agree to recognize four additional classifications under the contract.

In summary, no concessions were given up, while good improvements were gained. The strategy of early bargaining was acknowledged by the AMPTP spokesperson when remarking at the opening session of negotiations that the Producers were prepared to spend money on the contract, and they did so in return for a stable industry, at least below the line. The IATSE local representatives on the negotiating team voted 54 to 1 in favor of recommending ratification of the contract. The ratification vote will occur in February when ballots are mailed to approximately 30,000 members covered by the Hollywood Basic Agreement.

HURRICANE KATRINA RELIEF

General Secretary-Treasurer James Wood reported that the special fund established by the Walsh/Di Tolla/Spiwak Foundation to benefit victims of Hurricane Katrina collected in excess of \$288,000 from I.A. Locals and individual members. An initial contribution of \$10,000 was made by the International. Money continues to come in and be disbursed to appropriate IATSE members adversely impacted by Katrina and other devastating hurricanes.

IATSE V. IBEW

International Vice President Daniel E. Di Tolla gave a report on

two AFL-CIO Article XX Cases where charges were filed by the IBEW against IATSE involving two sports broadcasting companies Game Creek and Fox Sports. The Fox, Game Creek and NMT matters were consolidated and a hearing on the appeal was held in December 2005. A decision on all three cases is expected soon on the appeal.

IATSE NATIONAL BENEFIT FUNDS

Fund Trustees James Wood, Matthew Loeb, Brian Lawlor, Daniel DiTolla, Deborah Reid and Peter Fitzpatrick, and Fund Counsel Franklin Moss reported on the status of the IATSE Benefit Funds. The Health and Welfare Fund continues to grow, having added more than 2,000 additional participants in the past eighteen months. Fund contributions have increased 22% in the past year.

In order to accommodate this growth, the Funds are planning to relocate to larger office space in September of 2006, so that additional staff can be added. In addition, new computer and telephone systems are being installed. A dedicated telephone call center will be set up to address participant inquiries. In the interim, because there is no room available in the current space for additional staff, some remittance processing has been subcontracted in order to reduce backlogs.

The Fund's Web site has been a great success. Participants and local unions can access Plan documents and Plan C participants can now select their coverage choices and pay CAPP account premiums online. When the new computer system is complete, participants will be able to view their CAPP account balances online.



Trustees of the National Benefit Funds reported on the status of various funds. From left to right: Business Manager, Local 4 Peter Fitzpatrick, International Vice President/Division Director of Motion Picture and Television Production Matthew D. Loeb, Assistant to the President Deborah Reid, General Secretary-Treasurer James B. Wood, Counsel Frank Moss, International Vice President/Co-Division Director, Stagecraft Brian J. Lawlor, International Vice President/Co-Division Director, Organizing Daniel E. Di Tolla.

IATSE NATIONAL CANADIAN RETIREMENT PLAN

Director of Canadian Affairs John M. Lewis, Brother Frank Haddad, Treasurer of Local 891, and Special Representative and Business Agent of Local 667 Rick Perotto, reported on the progress of establishing a nation wide retirement plan in Canada. Building on what was originally the Local 891 group Registered Retirement Savings Plan ("RRSP"), this would be a true national group RRSP plan offering to all locals superior administration and discounted management fees (particularly to smaller locals which either do not offer such benefits or do not have the critical mass to meet all fiduciary obligations).

The working committee previously established has now prepared much of the appropriate documentation for the Plan and the legal text of the plan was now being submitted for approval by the General Executive Board. The Plan will be subsequently managed by a Retirement Executive Committee appointed by the International President. The highlights of the Plan were

briefly reviewed. A national administrator has been hired part-time.

The working committee had traveled across the country meeting with local unions to explain and solicit their participation in the Plan. To date ten locals (129, 212, 357, 411, 667, 669, 822, 828, 873 and 891) have enrolled in the Plan and another seven locals (105, 210, 295, 461, 849, 856 and B-173) are scheduling membership votes on their enrollment. As of the date of this report, the Plan had accumulated \$8.2 million in assets with 2,200 members enrolled. Discussions have begun for the translation of the documents into French, so that Quebec locals could be approached to enroll in the Plan fully prior to the Canadian off-year convention scheduled for Quebec City.

The International President complimented the group, and in particular Brother Haddad, on their excellent work in advancing the Plan, and then entertained a motion to adopt and ratify the Plan text, which was passed unanimously by the General Executive Board.



IATSE POLITICAL ACTION COMMITTEE

International Vice Presidents Michael Barnes and J. Walter Cahill, Assistant to the President Deborah A. Reid, International Representative-in-Charge Joseph A. Aredas and Director of Canadian Affairs John M. Lewis gave a report on the activities of the IATSE Political Action Committee. It was noted that the International and almost all New York Locals endorsed the campaign of New York City Mayor Michael Bloomberg in the Fall of 2005. After the endorsement, Mayor Bloomberg assisted the IATSE and Local F-72 in settling a dispute with the U.S. Tennis Association. A meeting was also held with NYS campaign for Attorney General Elliott Spitzer for Governor of New York State and he received the endorsement of the IATSE. Andrew Cuomo was also endorsed as a candidate for New York Attorney General, the position that will be vacated by Elliott Spitzer.

In New Jersey, the campaign of Jon Corzine for Governor was endorsed. Jon Corzine ultimately won the election for Governor of the State of New Jersey. IATSE members and Locals worked on the campaign including the setting up of the stages campaign stops in the State.

The campaign of the Tim Kaine for Governor of the State of Virginia was endorsed and a number of Locals supplied volunteers to assist in the campaign. Governor Kaine was elected and he acknowledged the value of the support of organized labor.

In California at the November 2005 special election "Proposition 75" was defeated as the Proposition would have severely hampered a union's

right to manage its union dues. I.A. representatives engaged in numerous activities to defeat the Proposition, including volunteers for phone banking and precinct walking. "Proposition 75" and other Propositions opposed by labor were all defeated.

The General Executive Board authorized a Get Out the Vote effort in Canada to defeat the conservative candidate for Prime Minister. Unfortunately, the conservative party won the election.

IATSE WEB SITE

Mary Ann Kelly, Assistant Editor of the Official Bulletin, gave a report on the IATSE's Web site found at www.iatse-intl.org. The site is receiving an average of 50,000 hits per day, providing information on the current events of the IATSE as well as the historic time-line. A new feature of this site is a link for on-line hotel reservations for attending GEB meetings, and beginning with the 2006 mid-winter General Executive Board there is a direct link to the host hotel. The Web site was invaluable to attendees of the 2005 IATSE Convention in Honolulu, providing up to the minute information on the Convention proceedings and accommodations. The site also has a link to the Union Privilege Program where members can discover all the details of programs available through this AFL-CIO program. There are also links to the IATSE organizing department, and the Official Bulletin. Ms. Kelly announced that the Web site has received numerous awards including one for the best site promoting the Union Privilege Program for the AFL-CIO, and an award for general excellence from the International Labor Communications Association,

making the IATSE Web site one of the finest in all of organized labor.

IATSE WEST COAST OFFICE

International Representative-in-Charge of the West Coast Office Joseph A. Aredas, International Vice President Michael F. Miler, Jr., Representatives Gavin Koon and Steve Aredas and West Coast Counsel James G. Varga reported on the West Coast Office. Representative-in-Charge Aredas reported that the operations of the West Coast office are in the best shape ever. Seven International Representatives work out of the office, as does West Coast Counsel. The West Coast Office is housed in a building owned by the IATSE Realty Corporation, and is located in Toluca Lake, California. Current assets of the Corporation, in addition to the building, include a savings account currently at \$96,401.36. There are two tenants in the building, namely the Will Rogers Foundation and Cingular Telephone. Renting to these tenants helps to defray the costs of maintaining the building, although the IA charges the Will Rogers Foundation rent at below market value in an effort to continuously aid this institution.

RETIREMENT OF JOSEPH A. AREDAS

International Representative-in-Charge of the West Coast Office Joseph A. Aredas proudly privileged the body in session with an introduction of Esther Aredas, his lovely wife of 44 years. He also introduced his grandson Blake, who is on leave from the Navy where he is stationed in North Carolina. Joe then proceeded to announce to President Short and the members of the Executive Board his retirement.

In reluctantly accepting Joe's resignation President Short gave his heartfelt thanks to Joe for all his service to the IA. Joe came from the rank and file as a member of Local 683, a membership he has held since 1968. Since his appointment as Representative-in-Charge in 1998, he has built solidarity among the Los Angeles locals and has firmly established the credibility and integrity of the IATSE in Hollywood. Although retiring as Representative-in-Charge, Joe will continue his work as an IA representative on numerous commissions which he sits as well his important political work in Los Angeles County and California.

It should be noted that at least a half dozen standing ovations from all in attendance at the General Executive Board followed the numerous accolades offered to Joe, a mere gesture of the extreme esteem held for Joe from all in the IATSE.

APPOINTMENT OF MICHAEL F. MILLER, JR. AS INTERNATIONAL VICE PRESIDENT-IN-CHARGE



Retired International Representative-in-Charge Joseph A. Aredas (center) received at least a half dozen standing ovations for his dedication and loyalty to the IATSE.

Upon conclusion of the Report regarding the West Coast Office and the announcement of Joseph A. Aredas' retirement, President Short announced his appointment of International Vice President Michael F. Miller, Jr. as now the International Vice President-in-Charge of the West Coast Office. Vice President Miller served as an International Representative for several years at the West Coast Office and was elected an International Vice President in 2004.

KTLA - WIRING GRIEVANCE

International Vice President Michael F. Miller, Jr., International Representative Gavin Koon and West Coast Counsel James Varga reported on the resolution of a wiring grievance at KTLA television station in Los Angeles. The dispute arose out of the station's use of sub-contractors to install new equipment at its Los Angeles facility. Several years ago an agreement was reached between the company and IATSE to allow limited use of sub-contracted installers, but

then work continued well beyond the anticipated completion date, and the company abused the conditions previously agreed to. The IA filed a grievance over the unilateral expansion of work assigned to the subcontractor, a company called "Smart Wires". On the day the grievance was scheduled for arbitration the parties worked out a formal settlement to clearly delineate the jurisdiction to cover installation of wiring work, and included a commitment by the Station to give notice of any future installation work to the IA, so that IA members can be given the opportunity to claim the work. The settlement also included payment of money as liquidated damages to all members of the engineering crew at the station.

LOCAL NO. ONE, NEW YORK, NY

Brothers James J. Claffey, Jr., William Ngai, Robert Nimmo and Kevin McGarty of Local One, and General Counsel Steven Spivak reported on two recent organizing campaigns. The Local organized a J.P. Morgan Chase conference center with three high tech meeting facilities. A contract has been ratified and 22 newly organized employees have joined Local One.

The Nokia Theatre operated by AEG, is a new rock concert facility located in the heart of Broadway. The facility had intended to operate non-union, but in the face of a strike threat prior to a Bon Jovi performance, a five year contract was reached covering all stagehand work in the facility.

LOCAL NO. 12, COLUMBUS, OH

Director of Trade Show Division William E. Kearns, Jr., and International



al Representatives Thomas J. Kiouisis, Jr. and Michael David reported that Local 12 was successful in organizing 15 people in the Capital Theatre. An agreement resulted in pay increases ranging from 37 to 60%. The agreement was overwhelmingly ratified.

Local 12 was also successful in organizing employees of the Fern Company and is currently negotiating a contract.

LOCAL NO. 60, PENSACOLA, FL

International Representatives Lou Falzarano and Ben Adams gave the Board a report on their assignment as Co-Trustees of Local 60. The Local was behind in its per capita and was placed in trusteeship in accordance with the IATSE Constitution. Financial irregularities were uncovered and in conjunction with Counsel Samantha Dulaney of the Spivak law firm, appropriate action is being taken in conjunction with the U.S. Department of Labor. During the trusteeship additional members have been admitted as a result of efforts organizing and contracts re-negotiated.

LOCAL NO. 63, WINNIPEG, MB

Director of Canadian Affairs John M. Lewis reported on the recent success achieved by Local 63 in reaching a collective agreement with QI Productions Technologies, Inc. with the assistance of the International and other Locals of the IATSE (and in particular, Local 58, Toronto) as an example of what can be achieved when Locals and the International work together.

Local 63 had been certified for a Q1 in 2003, but numerous attempts to conclude a collective agreement were unsuccessful. Q1 had been the

successful bidder for the lighting package for the world premier of "Lord of the Rings" in Toronto in February, 2006. As a result Q1 was prepared to enter into some arrangement with Local 63 but not a proper term collective agreement. When the International was advised it coordinated with Local 58 which advised the producers of "Lord of the Rings" that it was unacceptable pursuant to it for the lighting package to be manufactured by a shop without a proper collective agreement with a Local of the IATSE. As a result, with the assistance of International Representative Barny Haines, a collective agreement with Q1 was concluded in short order.

LOCAL NO. 67, DES MOINES, IA

International Vice Presidents Brian J. Lawlor and Michael Barnes gave a report on Global Spectrum's operation of the Wells Fargo Arena. Local 67 asked for assistance in training its members for rigging to be used at the arena. After the training, Local 67 was assigned rigging in two of Global Spectrum managed arenas.

LOCAL NO. 99, STATE OF UTAH

Division Director William E. Earns, Jr. gave a report to the Board on an investigation of Local 99. The investigation revealed that Local 99 allowed a substantial part of the Local's trade show jurisdiction to be ignored and taken over by the Carpenters Union. One employer, RMI, refused to re-negotiate its agreement with Local 99 when the Local failed to fill the work calls. RMI used non-union personnel. Laser, Inc. another employer in Salt Lake City, also refused to re-negotiate its

contract with Local 99 when its calls were not filled.

Along with Director Earns, International Representatives Mark Kiracofe, Robert Trombetta and Don Gandolini were also assigned to the investigation.

The Local's referral system has serious flaws and this hampers its ability to service its employers. The Representatives recommended the issuance of a separate Trade Show charter which was issued in October 2005. The new Local has about 185 members at this time.

LOCAL NO. 173, PROVINCE OF ONTARIO

Director of Canadian Affairs John M. Lewis reported to the General Executive Board on Local 173's recent organizing drive for the Toronto International Film Festival (TIFF). First established in 1976, TIFF has risen in prominence so that it is now considered second in importance only to Cannes. Not only does TIFF operate its annual Film Festival, but it operates other smaller festivals and screenings throughout the year and is planning for the construction and opening of its own building and screening room in the heart of Toronto's theatre district.

Pursuant to a request for assistance the International helped the Local file an application for certification with the Ontario Labour Relations Board in September of 2005. The application was vigorously opposed by TIFF which raised numerous legal objections. However, in view of the objections the ballot box was sealed and it appeared that lengthy litigation and many days of hearing would be required to resolve the dispute. Fortunately, after two separate meetings at the Labour Board,

issues were resolved, ballots counted and the Local was overwhelmingly successful. A certificate was issued and bargaining for a collective agreement, with the participation of the International, will soon commence.

LOCAL NO. 205, AUSTIN, TX

International Vice President and Co-Director of Organizing Daniel E. Di Tolla presented the following report to the Board.

At the beginning of 2005, Local 205 launched an organizing drive with employees of the Austin Lyric Opera (ALO) by collecting authorization cards and filing a petition with the National Labor Relations Board. An election was ordered and in April of 2005, after a vote of 19 to 0, Local 205 was certified as the bargaining agent for all stage and shop employees of the Opera. International Representative Joel Youngerman was assigned to assist the Local with negotiations and after six months of bargaining, a tentative agreement was reached by the parties. On January 16, 2006 the members of Local 205 ratified the contract, and that was followed in short order by the approval of the Board of Trustees of ALO.

The agreement covers Stage Carpentry and Electrics, Sound, Wardrobe, Hair and Make-up, Properties, and all shop employees including Carpenters, Painters, Prop Artisans, and Costumers. The term of the Agreement run through June of 2009 and provides wage increases, health benefits, overtime pay, holiday pay, meal and turnaround penalty premiums, and secures wage parity with the stagehands for the Wardrobe and Hair & Make-up departments.

LOCAL NO. 285, NORFOLK, VA

International Vice Presidents J. Walter Cahill and Michael Barnes gave a report on their assignment to Local 285. Norfolk has a substantial amount of work that should be covered by the IATSE but Local 264 did not pursue organizing. Local 285 was chartered and it has over 91 members to date, a new Constitution and a new Global Spectrum Contract at the Ted Constance Center. The Virginia Beach Amphitheatre is served by Events Staffing. A contract is being negotiated for the venue with Events Staffing. Other contractors have been put under contract to cover various other venues in the area. The Opera is also being organized at this time.

In January 2006 the new officers of the Local were installed. Training seminars have been started and the officers have been trained on how to administer the Local.

LOCAL NO. 298, SHREVEPORT, LA

General Counsel Steve Spivak gave the Board the following report on behalf of his law associate Nicole Perez.

Local 298, along with International Representative's Don Gandolini's assistance, filed an unfair labor practice charge at the NLRB against The Strand Theatre for refusing to bargain a successor agreement, terminating the Local's President, unilaterally eliminating positions, and refusing to use the Local's hiring hall.

A trial before an Administrative Law Judge was held in April, 2005 in Shreveport, Louisiana. Associate Counsel Perez assisted NLRB General Counsel in preparation of the case and was present at the hearing.

The Administrative Law Judge

found that the Employer violated the law in all respects complained of.

The main issues raised by the Employer and decided by the Judge in our favor included:

1. whether the Local is the lawful bargaining representative of the Employer's stagehands;
2. whether the Local lost majority status;
3. whether the President was a statutory supervisor;
4. whether the unit was a one-man unit.

The Judge ordered the Employer: (1) to resume bargaining; (2) to reinstate use of the hiring hall; (3) reinstate the Local's President and make him whole; (4) expunge its files of any reference to termination; and (5) make bargaining unit members whole for the Employer's failure to use the hiring hall.

The Employer appealed the Judge's decision to the Board. To date, the Board has not ruled on the appeal.

LOCAL NO. 306, NEW YORK, NY AND REGAL CINEMAS

I.A. Counsel Dale W. Short representing Local 306, met with representatives from Regal Cinemas and a framework for a new agreement was reached.

The agreement is for two years, calling for wage increases of one percent each year. Two theatres will operate at 75 hours per week the first year and 95 hours per week the second year. Another theatre will operate 50 hours per week the first year and 0 hours the second year; and four theatres will operate all hours during the agreement.

Negotiations on several other issues are continuing.



LOCAL NO. 311, MIDDLETON, NY

An appearance was made by Brother Mike Brennan of Local 311 and Local One Business Agents Kevin McGarty and Bob Nimmo, to report on a contract with Stone Pro Rigging Inc. The company originally operated in the jurisdiction of Local One and later moved upstate New York to the jurisdiction of Local 311. Brother Brennan learned of the move of the employer to Orange County, New York and he approached the employer for a contract with Local 311. He contacted Local One because of their relationship with the company and the Local One representatives assisted Local 311 in its efforts to attain a contract. Stone Pro moved its facility a number of times but they have now signed a five-year lease in Orange County, New York. The same company has worked in the jurisdiction of Local 4 in Brooklyn and Queens, New York. Local One members are also still employed by Stone Pro in Local 311's jurisdiction. Local One works with the company when it does work on Broadway. Stone Pro was issued a joint Local One - Local 311 contract with the permission of President Short.

LOCAL NO. 478, NEW ORLEANS, SOUTHERN LOUISIANA AND MISSISSIPPI

Brothers Mike McHugh and Phil Locicero appeared before the Board to report that more than one-half of the members of Local 478 lost their homes as a result of Hurricane Katrina. The Brothers expressed deep appreciation to the Walsh/Di Tolla/ Spivak Foundation for the financial assistance provided. They also expressed thanks to President Short for his decision to allow Local 478 members to work in other jurisdictions within the Alliance. Special thanks were given to New

York Local 52 and Hollywood Local 80 for giving Local 478 members work opportunities in their jurisdictions.

LOCAL NO. 504, ORANGE COUNTY/PARTS OF CORONA, CA

International Representative Gavin Koon reported on his assignment to investigate the financial affairs of Local 504 after the Local's Business Representative advised the International that he had discovered money had been stolen from the Local. A review of the books and accounts revealed that the Local's office manager had been embezzling funds by writing checks to herself totaling over \$57,000. Further, she failed to deposit checks for dues payments by the members, failed to comply with audit requests for documentation resulting in LM Reports not being filed. It appears she also absconded with \$12,000 in dues moneys that had been paid in cash by the members. The Local has been fined by the State for failing to meet state obligations. The loss of funds appears now to be in the neighborhood of \$100,000. The matter is currently under investigation by the police and the Department of Labor. President Short noted how important it is for the elected officials to be the watchdog at their local unions, to protect the integrity of the locals' assets, which belong to the membership.

LOCAL NO. 514, PROVINCE OF QUEBEC

Director of Canadian Affairs John M. Lewis, International Representatives Sean McGuire and Sylvain Bisailon, Special Representative Rick Perotto, Brother Christian Lemay and Canadian Counsel Bernard Fishbein reported to

the Board on developments in the motion picture industry in Quebec.

Although over the years the IATSE had been contacted by workers in the motion picture industry seeking representation, no action was taken because it never seemed to be more than a few disgruntled employees. However, in June of 2005 both the frequency and intensity of those contacts dramatically increased. Quebec enacted Status of the Artist legislation and two associations had managed to assert motion picture and video exclusive jurisdiction under this legislation. The two associations had merged to form ATQIS in 2004. ATQIS, like its two predecessor associations, had been not only unsuccessful in representing its members or policing or enforcing its purported collective agreement but also was in financial disarray.

Working with Canadian and Quebec Counsel, a strategy was devised to overcome any legal problems posed by the Status of the Artist legislation. As a result an organizing campaign was commenced involving International Vice President Matthew Loeb, Director Canadian Affairs Lewis, Representatives McGuire, Bisailon, and Perotto as well as local residents. An office has been opened in Montreal. Camera categories will be represented by Local 667 (Eastern Canada - Camon) and a new local, Local 514, has been chartered to represent technicians. The organizing has been remarkably successful with over 700 workers signing membership cards in the IATSE.

ATQIS has now begun a campaign to discredit the IATSE by circulating rumors that IATSE had been threatening producers to force them not to shoot in Montreal when under

a IATSE collective agreement. Not only was this untrue, but it appeared that it was representative of ATQIS who had been mailing such threats.

Director Lewis was invited the week before to speak to the Bureau du Cinema et du Television du Quebec, a newly formed industry association comprised of government officials, industry representatives and labor groups. Director Lewis assured everyone that IATSE was not attempting to drive productions away from Montreal, but that it was ATQIS that had created a spectre of labour unrest in the City. Further, Director Lewis committed that not only would IATSE respect the laws of Quebec, but proposed if there were concerns that perceived labour unrest was driving productions away from the City, both unions agreed not to challenge any agreement reached by the other union with any production, and IATSE committed that it would not seek to undercut the ATQIS agreement. ATQIS had failed to positively respond at the making of the report.

On behalf of motion picture workers in Quebec, Brother Lemay thanked the General Executive Board and the IATSE for support in securing proper representation. President Short thanked all of the individuals for their hard work and indicated that the IATSE's presence in Quebec was not going to disappear from the motion picture industry in Quebec, the IATSE planned to stay.

LOCAL NO. 720, LAS VEGAS, NV

Brothers Hal Ritzer and Jeff Coleman and Sister Deidra Prestridge made an appearance before the Board to report on the status of Local 720 since the return of its autonomy. A number of new Broadway-type contracts have

been negotiated that contain wages for wardrobe, hair and make-up that equal the wages of stagehands. New contracts have also been concluded in the trade show industry.

The Local 720 representatives advised the Board that the Local has hired a professional organizer. Sixty-one new members have been sworn in and 123 members reinstated their memberships or transferred to Local 720 from other IA Locals. The training program in the Local is now active with more training classes than at any prior time in the Local's history.

LOCAL NO. 751, NEW YORK, NY

An appearance was made by Brother Gene McElwain of Local 751 New York, New York to report on the successful negotiations of the Local's contract with The League of American Theatres and Producers, Inc. covering Box Office employees in League theatres in New York City. Special Representative Ira Alper was assigned by President Short to assist the Local in negotiations.

Negotiations commenced with the League seeking substantial concessions from the Local that would have, in the Local's opinion, adversely impacted the number of jobs in the various Broadway box offices. In the end, the League removed all their proposals from the table and gave the Local a four-year contract with a total of eleven and one half percent in increases. This was the direct result of President Short's participation in the negotiations and the Local expressed its deep gratitude for his efforts.

LOCAL NO. 784, SAN FRANCISCO, CA

Sister Cynthia Fusco and Brother

David Besser representing Local No. 784, International Representative Joanne Sanders and Special Representative Patricia White gave a report to the Board on various contracts negotiated by the Local. Sister White was assigned as a Special Representative along with Representative Sanders to assist the Local in the negotiations of six collective bargaining agreements. Samantha Dulaney of the Spivak Law Firm worked with Local 784's attorney Bill Sokol to restructure the Local in a number of areas and assist the Local IA Representatives with issues relating to the Local's employers. Vice Presidents Lawlor and DePaulo also assisted Local 784.

The six contracts were concluded in 2005. All contracts contain improvements in wages, conditions and benefit contributions including a defined benefit pension plan for the first time. The contracts contain dues check off, union security provisions and job security clauses.

In 2006 three contracts expire and must be re-negotiated. Local 784 hopes to have the continued assistance of the International in these upcoming negotiations particularly the Shorestein-Niederlander contract which is the Local's largest single employer.

LOCAL NO. 822, TORONTO, ON

Director of Canadian Affairs John Lewis reported on the continuing litigation by Local 822 in its attempt to extend its bargaining rights from Clear Channel Entertainment to Blue Man Group Productions involving a production recently opened in Toronto. As with its productions elsewhere, Blue Man Group refused to recognize any of the theatrical unions for this production. A coalition of theatrical



unions consisting of Canadian Actors Equity, Toronto Musicians Association and IATSE Locals 58 and 822 had staged a number of protests against Blue Man Group. In addition, Local 822 had filed a joint employer application before the Ontario Labor Relations Board asserting that its municipal wide collective agreement with Clear Channel Entertainment ought to apply to Blue Man Group as well. The Local had successfully defeated a preliminary motion upon the employers to have its application dismissed and have now obtained significant production orders against the Blue Man Group and Clear Channel. The employers were reluctant to produce all the requested documents contending that they contained private and sensitive business information. The case is continuing before the Ontario Labor Relations Board and will be further reported on at future General Executive Board meetings.

LOCAL NO. 828, PROVINCE OF ONTARIO

Director of Canadian Affairs John Lewis reported on the continuing organizing efforts of IATSE Local 828. Following a successful certification of the Grand Theatre in London in 2004, the Local successfully applied for certification for the Soul Pepper Theatre Company in August 2005. Soul Pepper is a classical reparatory company founded in 1997 by 12 of Canada's leading artists. The company has recently moved into the Young Theatre Centre, a newly constructed 44,000 square foot building and theatre in downtown Toronto. The Local is negotiating the first collective agreement with the assistance of the International.



Representatives from United Scenic Artists Local 829 reported on the successful negotiations with the Association of Independent Commercial Producers.

LOCAL NO. 835, ORLANDO, FL

Division Director William E. Gearn, Jr. reported to the Board on Local 835 and Arata Exposition Services a general service contractor in Orlando that was non-union for years. Recently, the Company signed the area standard agreement for Orlando. Local 500 already has a contract with Arata. Local 646 Naples, Florida is also included in the contract.

LOCAL NO. 838, SALT LAKE CITY, UT

Division Director William E. Gearn, Jr. reported on the recently chartered Trade Show Local 838 in Salt Lake City. A new office was opened. About 185 workers joined the Local. The referral list has over 300 members. Many of Local 838's members were also members of Local 99, Salt Lake City

Calls are being filled by Local 838 with few if any shortages of required manpower. International Representatives Mark Kiracofe and Don Gandolini have been assisting in the establishment and operations of Local 838.

LOCAL NO. USA 829 AND THE AICP AND LORT THEATRES

Brothers Michael McBride, Chris Phillips, David Goodman and Sisters Beverly Miller and Cecelia Fredericks made an appearance before the Board to report on the successful conclusion of a collective bargaining agreement with the Association of Independent Commercial Producers (AICP). USA 829's last contract with the AICP expired in 1987 and was not, until recently, re-negotiated. The negotiation for a new agreement could not have been concluded without the active participation of President Short and the courageous leadership of USA 829 who recognized the dire need for a term agreement with the AICP to secure the future of the Local in television commercials.

The new contract covers Scenic Artists, Art Directors and Costume Designers/Stylists. The agreement extends the jurisdiction of the Local to all of New York, New Jersey, Connecticut, Pennsylvania and Delaware. Benefits were improved from an average of \$55 a day to \$100 per day. The economic package accommodates cost of living increases for the past 19 years. USA 829 and its leader-

ship recognized that the other IATSE Locals, in their term agreements, had long ago agreed to a flexible work-weeks and workdays and these provisions are part of the new contract. USA Local 829 was able, with President Short's help, to secure a night differential from the AICP.

USA 829 acknowledged with gratitude the help of International Vice President/Division Director Matthew Loeb, a USA 829 member. Special thanks was offered to President Short for his interest and active help in reaching a deal with the AICP. His actions in this regard affirms the Local's decision years ago to re-affiliate with the IATSE.

Effective July 2005, USA 829 concluded an agreement with the League of Resident Theatres (LORT). LORT represents more than 80 regional theatres across the country. The new agreement contains wage increases of almost 16 percent and benefit improvements of an additional three percent. Sounds Designers will achieve parity with Lighting Designers and there is extensive and important co-production language involving the time a designer must spend at a theatre without additional compensation. USA 829 noted its representative Cecelia Fredericks

should be singled out and given special recognition for her months of preparation prior to LORT negotiations.

LOCAL NO. B-173, TORONTO, ON

Director of Canadian Affairs John Lewis and International Representative Sean McGuire, reported on two recent successes of Local B-173.

First, the Local had completed negotiations with Technicolor on behalf of the former members of the Local B-73 with whom they had merged with in 2005. Led by International Representative McGuire the collective agreement for the former Film Exchange employees contained significant improvements.

In late 2004, the local had concluded a three (3) year agreement with Mirvish Enterprises for the Princess of Wales Theatre and the Royal Alexandra Theatre. It was a three (3) year agreement with a wage re-opener for the final two (2) years of the agreement. Unfortunately, both theatres which had been scheduled for long running shows went dark and closed which had not occurred in over 15 years. The employer then laid off the entire front of house staff and proposed only to re-hire them when the theatre re-opened several months later as new employees

with no seniority and limited or no benefit coverage. Although the negotiations were lengthy and difficult, with the possibility of a labour disruption affecting the world premier of "Lord of the Rings" in the spring of 2006, the Local with the assistance of the Canadian Director, were able to conclude a collective agreement that not only provided for the re-hiring of all of the employees with their seniority but substantial improvements.

LOCAL NO. F-72, NEW YORK, NY

Vice President Brian Lawlor and Brother Mike Brown representing Local F-72 appeared before the Board to report on the successful conclusion of a contract with the United State Tennis Association (USTA), the organizers of the U.S. Open. The U.S. Open is held in Flushing, New York.

Negotiations originally centered on breaking Local F-72 and the Local took a strike vote. President Short assigned Vice Presidents Brian Lawlor and Anthony De Paulo to assist the Local and Press Agent Bruce Cohen (President of ATPAM) assisted Local F-72 with publicity. Ultimately, the Local achieved a fair contract. The Local expressed appreciation to President



International Representative Gavin Koon (at mike) along with representatives from Local 33, 44, 80, 729 and 800 reported on Los Angeles Facility organizing.



Short, Vice Presidents Lawlor and De Paulo, Assistant to the President Deborah Reid and Brother Cohen for their help. All of the New York Locals also supported Local F-72.

LOS ANGELES FACILITY ORGANIZING

International Representative Gavin Koon, along with representatives from Locals 33, 44, 80, 729 and 800 reported on the ongoing concerted organizing activities directed at fixed shop facilities. In 2005 six shops were organized including three set construction shops, two prop rental houses and a graphics house. All six facilities are now covered by collective bargaining agreements. Thus far in 2006 the committee successfully organized a company called "3 Team Divers," a special effects company that does underwater diving and marine special effects. A first-time contract has just been negotiated. The committee's organizing campaign will continue to focus on prop houses and construction shops in the Los Angeles area. There are currently three facilities where organizing is taking place.

LUCAS FILMS/ SKYWALKER SOUND

Special Representative Ronald G. Kutak, West Coast Counsel James G. Varga and Brother Rick Putz, President of Local 16, gave a report on the bargaining unit at Skywalker Sound, a division of Lucas Films. By way of background, Skywalker is one of three bargaining units covering Lucas employees in the San Francisco area, the other two being the CGI unit at Industrial Light and Magic, and the traditional film unit. After a very contentious set of negotiations in early 2005 involving the CGI unit, Local 16

began negotiations with Skywalker in the fall of 2005. The process broke down when Lucas unilaterally imposed new conditions on the medical benefits contained in the prior contract. Local 16 filed unfair labor practice charges over the unilateral change in conditions. Lucas filed unfair labor practice charges contending Local 16 was refusing to bargain. When Local 16 returned to the bargaining table, an NLRB settlement was reached. In the meantime, Local 16 contacted the International to have jurisdiction over the employees at Skywalker transferred to the IA so that members would have greater opportunities to get work outside of San Francisco. President Short assigned Special Representative Kutak to begin the process of transferring the jurisdiction. An election petition was filed with the NLRB after the term of the then current Local 16 collective bargaining agreement expired. The NLRB set an election date which it then delayed until after the posting period expired on the ULP settlement. Simultaneously, Lucas then filed unfair practice charges against the International contending that the IA conspired with Local 16 to avoid bargaining. The NLRB's Regional Director determined that the conspiracy charge lacked merit, and ordered it to be dismissed. At this point Lucas finally saw that it was in everyone's interest to put aside the litigation and to move forward. In January 2006 Lucas signed a voluntary recognition agreement with the IA, and Local 16 agreed to disclaim its jurisdiction. The International now holds the bargaining rights for this unit and the employees will become members of Local 700. Negotiations are scheduled to commence between the IA and Skywalker at the end of February.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President and Director of Motion Picture and Television Production Matthew D. Loeb, Vice President Michael F. Miller, Jr., West Coast Office Representative-in-Charge Joseph Aredas, Representatives Steve Aredas and Gavin Koon, Director of Canadian Affairs John Lewis and West Coast Counsel Jim Varga reported on the developments in the industry. Representative in Charge Joseph Aredas reported that production days in Southern California in 2005 were increased 23% over the number of days in the past two years Film LA, a non-profit company monitoring the industry reported that over 30 billion dollars in revenues in the local economy is due to the movies and television production industries. Over 200 television pilots are in production. Feature filming accounted for one-fifth of the total production days, which is 9% over the prior year.

Representative Steve Aredas reported that work performed under the Commercial Agreement increased from 283 production days in 2004 to 693 production days in 2005. There are currently 603 signatories to the Commercial Agreement.

Representative Gavin Koon reported that efforts are ongoing to organize the video gaming industry. Most of the skills exercised in the video gaming production parallel those in traditional film and television work.

Vice President Miller reported that the program for low budget compliance continues. There are presently six audits in various stages of the audit process. Two audits from last year have resulted in successful recoveries for crew members. This audit program



Representatives of the Motion Picture and Television Production Division: International Representatives Gavin Koon and Steve Aredas, Special International Representative Joseph Aredas, International Vice President/Division Director of Motion Picture and Television Production Matthew D. Loeb, International Vice President-in-Charge of the West Coast Office Michael Miller, Jr., West Coast Counsel Jim Varga and Director of Canadian Affairs John Lewis.

plays a big role in keeping producers honest in their budget reporting and encouraging self reporting of budget over runs and volunteering adjustments to wage scales when appropriate.

Vice President Miller also reported that the negotiation with HBO Films concluded successfully in October, 2005 with a new three year contract. The package includes increased wages and benefits. Conditions of work were improved, especially in the areas of meal periods, mileage reimbursements, and turnaround times. The General Executive Board unanimously ratified the contract.

Vice President Loeb concluded the report by providing a breakdown on the types of contracts we now have including the Basic Agreement, Area Standards Agreement, Low-Budget Agreements, Music Video Agreement, Videotape Agreement and Commercial Agreement. There are currently 1238 signatories to such collective bargaining agreements. Upcoming negotiations include the Area Standards contract and the Videotape/Digital Supplement contract in April and May, 2006 respectively.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLAN

International Vice President Michael F. Miller, Jr., Special Representative and National Executive Director of Local 700 Ronald G. Kutak, International Representative-in-Charge of the West Coast Office Joseph A. Aredas, and Counsel Franklin K. Moss and James G. Varga reported on the status of the Motion Picture Industry Pension and Health Plans. Vice President Miller reported that the Health Plan currently has 39,642 eligible participants in the Active Health Fund and 11,973 retirees and surviving beneficiaries covered by the Retirees Fund. The Active Health Fund had a 14.5 month reserve level and the Retirees Health Fund had a 20.2 month reserve level in December 2005. The total Plan assets are 438.5 million dollars.

The Pension Fund currently provides benefits to 11,988 retirees and survivors. The Fund assets as of December 1, 2005 totaled 2.237 billion dollars. It is among the largest Taft-Hartley pension funds in the United States.

The Individual Account Plan (IAP) has 41,800 active participants. The

Plan assets are at 1.669 billion dollars. There are currently 1,509 participants receiving benefits from the Fund. The IAP is funded 100% by employer contributions.

The Pension Plan is fully funded and the Health Plan has healthy reserve levels in both the Active Fund and the Retirees Fund. It is the healthiest of any of the Hollywood funds. President Short thanked the union side members of the MPI finance committee for their work in obtaining investment returns higher than any other plan in Hollywood.

MUSIC VIDEOS PRODUCTON AGREEMENT (MPVA)

International Vice President Michael F. Miller, Jr., International Representatives Steve Aredas and Gavin Koon, West Coast Counsel James G. Varga and Local Union representatives Robert Stocklin (Local 52), Thom Davis (Local 80), and Buffy Snyder (Local 705), reported on the negotiations between IATSE and MPVA that took place on November 8 and 9, 2005 in Los Angeles at the West Coast Office. The Agreement covers the four year period of December 1, 2005 through November 30, 2009. Vice President Miller explained that changing conditions in the music video industry as a result of the general turmoil in the music industry, made the negotiation climate difficult. Still, music video production provides significant work for our members as shown by the 250,000 hours of contributions to the MPI by 46 signatory employers. The budget tiers under the contract were adjusted to create greater opportunity for production. Benefits will continue to track the Hollywood Basic Agreement. Improved conditions were negotiated



including protection from meal periods being abused, mileage rates were increased and rest periods were increased to ten hours, the latter being a significant safety issue for the Union. A mandatory production notice will be put into place to give local unions greater opportunity to refer members for work. President Short noted that this was a report of progress.

NEW YORK PRODUCTION LOCALS AND LAW AND ORDER SVU MATTERS

Representatives of New York Production Locals appeared before the Board. Also appearing before the Board was General Counsel Steve Spivak.

The New York Production Locals and Local 52 in particular, became aware that highly inappropriate statements were made by the SVU producers to members' of the crew. The statements amounted to vocal slurs, derogatory comments about crew members national origins, highly sexist references to females, etc. Along with Samantha Dulaney, a partner in the Spivak law firm, the representatives of the Locals conducted an investigation of the allegations by interviewing numerous crew mem-

bers. Without a doubt, the allegations were substantiated. The company contended the allegations could not be substantiated. Although a company cover up was suspected, no further incidents have been reported to date.

ORGANIZING DEPARTMENT

International Vice President and Co-Director of Organizing Daniel E. Di Tolla and Co-Director Sandra England and Special Representative Patricia White reported on the accomplishments of the Organizing Department.

The Organizing Department has been able to leverage its initial success in sports broadcasting to expand organizing throughout the United States. Following a one hour strike in Los Angeles, the IA was able to attain a nationwide agreement with NEP, providing for either contractual coverage or area standards throughout the United States. As a result, previously non-union trucking companies have been pressed to reach agreements with the IATSE.

In New York City, Fox Sports, which the IATSE had organized, has expanded its contract to cover NY Mets baseball games. The Organizing Department is close to an agreement

with LAM worldwide which will now be providing the remote crews for home feeds.

Comcast and its affiliate have continued to be difficult employers and a local dispute may be necessary before an acceptable agreement with Trio Video is attained.

The IATSE now provides crews for 12 of the 30 NBA teams, 15 of the 30 Major League baseball teams, and 9 of the 30 NHL teams. The Division anticipates increasing the number significantly in the rear future, with a goal of 100% coverage in professional sports and greatly expanded coverage in college sports and other special events.

In stagecraft, organizing assistance is being provided to Local 918 in Anchorage, Alaska which is struggling to obtain a presence at the Alaska Convention Center and elsewhere, Local 15 in Seattle, Washington and Local 28 in Portland, Oregon have joined together in a campaign to organize the current non-union workforce and eliminate the use of a non-union contractor.

Following a card check a collective bargaining agreement has been negotiated with the Pittsburgh Pusile Theatre covering wardrobe employees. The IATSE and Local 3 are the joint bargaining representative, but the wardrobe employees will become members of Local 787.

The Organizing Department has also assisted in obtaining facility agreements in Atlanta, Georgia, Birmingham, Alabama and Austin, Texas.

PASKAL LIGHTING

International Vice President and Local 80 Business Agent Thom Davis reported on organizing employees at the grip and set construction house called Paskal Lighting. There are 25

employees at Paskal including six drivers and nineteen employees working in traditional IA crafts and classifications. While resolving a jurisdictional dispute at a company called Scenic Expressions, Local 80 and Teamsters Local 399 agreed that the Teamsters would have jurisdiction to organize the drivers and Local 80 would organize all other employees. When the IA began its organizing activities, the employer aggressively interfered including discharging an IA activist. Local 80 responded by calling an unfair labor practice strike. After a short work stoppage the company agreed to reinstate the Local 80 member and grant recognition to IATSE Local 80 as representative of the shop employees. In subsequent negotiations, a contract containing wage increases, improved benefits and union security was reached. For the first time these employees enjoy benefits that included paid bereavement leave, vacation and sick days. It was noted that this organizing campaign and the contract represents a report of progress.

PROJECTION PROGRAMMER

International Vice President Brian J. Lawlor reported on individuals employed as Projection Programmers on Broadway and his dealings, along with Vice President DePaulo's with The League of American Theatres and Producers to include that category on the Pink Contract.

PROPAGANDA FILMS

This employer filed for bankruptcy following a commercial shoot in Minneapolis, Minnesota. Members of Locals 490 and 600 were not paid for their work. The IATSE pursued claims

on their behalf in Bankruptcy Court and over \$46,000 was received with employees receiving 33.3 cents on the dollar.

SCENIC EXPRESSIONS

International Vice President and Business Agent of Local 80 Thom Davis reported on the jurisdictional dispute between IA Local 80 and Teamsters Local 399 over four drivers employed by Scenic Expressions. These drivers were historically in the IATSE bargaining unit along with eleven other employees working in traditional crafts and classifications of the IA. The Teamsters filed a 10k jurisdiction petition with the NLRB. At the subsequent hearing it was uncovered that the Teamsters were trying to organize an unrelated company in the same line of grip and set construction where the employees included drivers and those in IA crafts. A settlement was reached where the four Scenic Expression drivers would be transferred to Teamsters jurisdiction and the other eleven employees would remain represented by the IATSE. The same division of jurisdiction would apply at the other company called Paskal Lighting Expressions.

STAFF RETIREMENT FUND

General Secretary-Treasurer James Wood reported on the IATSE Staff Retirement Fund. The Fund is healthy for the long run but IRS rules require more money in the short run. A motion was unanimously adopted authorizing payment of the Fund's administrative expenses out of the General Fund.

STAGECRAFT DEPARTMENT

International Vice Presidents Brian J. Lawlor and Michael F. Miller, Jr.,

International Representatives Sean McGuire and Joanne Sanders and Special Representatives Ira Alper and Patricia White gave the Board a report on the status of the Stagecraft Department. International Vice President Anthony De Paulo did not attend the Board meeting for personal reasons.

Broadway grosses have broken all previous records. Tickets sales have been good but advance sales lag pre 9-11 levels. "Phantom of the Opera" recently became the longest running show ever on Broadway. Because all the theatres are booked, new shows must wait longer periods before booking on Broadway.

The Road continues to experience record grosses for some shows, but overall, the road continues to lag from previous years. Traveling road shows continue to employ a large number of IATSE personnel.

Modified touring show contracts continue to be issued covering many employers including Big League Productions and Troika.

Family shows continue to be covered by appropriate Pink Contracts. "Disney On Ice" was put under contract after months of negotiations and drafting issues were resolved.

The Vee Corporation contract was also concluded by Vice Presidents De Paulo and Lawlor.

The Wardrobe Caucus in Honolulu in July 2005 was well attended by about 36 delegates. A survey was conducted among the Wardrobe Locals in order for the International to better serve their needs. The survey measured the needs of both Mixed and Wardrobe Locals for training programs, organizing assistance and other areas of concerns to these Locals.

Award Shows and Special Events



Reporting on the Music Video Production Agreement were International Representatives Steve Aredas and Gavin Koon, International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr., West Coast Counsel Jim Varga and Local Union representatives Bruce Doering (Local 600), Buffy Snyder (Local 705), Thom Davis (Local 80) and Robert Stocklin (Local 52).



continue to grow. Most are signed on an individual one-off contract basis but the focus will be on term agreements.

The Box Office Locals, assisted by Brother Alper, have continued to conclude contracts around the country. A separate report at the Board meeting was made on New York Treasures and Ticket Sellers Local 751's agreement with the League of American Theatres and Producers, Inc.

The ACT Department membership is down slightly but will likely increase next summer when new tours go out.

The Stagecraft Department has continued the participation of the IATSE in various industry wide trade shows and training and craft certification programs. A motion was made by the Board to give ITT \$1,000 per year over the next five years.

TRADE SHOW AND DISPLAY WORK

Division Director William E. Gearns, Jr. and International Trustee C. Faye Harper reported on the activities of the Trade Show Division.

Following the filing of NLRB charges against the Freeman Companies, an agreement was finally concluded with Freeman for a 29-month contract covering Local 7 in Denver and Local 62 in Colorado Springs.

Unfair labor practice charges have been filed against four general service contractors that have refused to renew or renegotiate their agreements with Local 46 in Nashville, Tennessee.

Local 39 in New Orleans has been devastated by the results of Hurricane Katrina. Only a handful of its members are working. The two main theatres have been severely damaged. The Convention Center is being renovated. It is anticipated that the first Trade Show will take place in March, and Local 39 will be utilized. Only 25% of previously scheduled 2006 conventions are expected to take place, but that figure should increase to 70% in 2007 and 90% in 2008.

In Albuquerque, New Mexico, Tucson, Arizona, Orlando, Florida and Cincinnati, Ohio agreements have been reached with GES Exposition Services. Early negotiations will soon begin with GES in Oshkosh, Wisconsin and it is hoped that a term agreement can be reached with GES in Davenport, Iowa.

In Houston, Texas, the IATSE had had no presence in the trade show industry for many years, but at the National Art Show, Local 51 was asked to provide supplemental labor. Because of the high quality of the work performed by Local 51 members, contractors have expressed a willingness to

reach agreements with Local 51.

Building on the IATSE's facilities agreement with Global Spectrum and others, the IATSE has reached agreement with general service contractor in Springfield, Massachusetts, Norfolk, Virginia, West Palm Beach, Florida, Omaha, Nebraska and Honolulu, Hawaii. The Springfield agreement will require significant modifications when it is renewed this year.

The Division is seeking to reach a nationwide term agreement with Phoenix Management, based in Indianapolis. Unfair labor practice charges have been filed against Shepard Convention Services in Atlanta, Georgia and Charlotte, North Carolina, alleging that this employer has failed to bargain in good faith.

UNIVERSAL DEAL MEMOS

General Counsel Steve Spivak gave the Board an updated report on NLRB charges filed by the New York Production Locals and the International with the intentional over-use of "client memos" in its New York-based production of "Law and Order". The NLRB issued a complaint based upon the charges and a hearing was scheduled for February, 2006. Universal demanded that the IATSE members sign these deal memos that continued to include extremely offensive provi-



Representing the Stagecraft Division: Assistant to the President Sean McGuire, International Representative Joanne Sanders, International Vice President/Co-Division Director, Stagecraft Brian J. Lawlor, International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr., Special Representatives Ira Alper and Patricia White.



International Representative Thomas Kiousis announces his retirement after 40 years of service.

sions. Failure to sign them meant withdrawal of an offer of employment. Direct dealing with union members of this type is an unfair labor

practice. Upon conclusion of the Basic Agreement negotiations in December 2005, President Short resolved the outstanding issues with Universal and the IATSE and New York Production Locals withdrew all charges.

RETIREMENT OF INTERNATIONAL REPRESENTATIVE THOMAS J. KIOUSIS, JR.

Long time International Representative Thomas J. Kiousis Jr. announced to the Board his intention to retire effective March 2006. Representative Kiousis, a proud member of Cleveland Locals 27, 209 and B-27, has served the Alliance particularly in the Midwest part of the country with great effectiveness and distinction. He is well respected

by both his fellow IATSE members and employers alike. He has been assigned to some of the most difficult issues over the years and he performed his duties with a stalwart dedication that will not soon be seen again in this Alliance.

President Short expressed his deepest appreciation to Representative Kiousis for his outstanding service to the International and for his loyalty and friendship over 40 years.

ADJOURNMENT

Having properly completed all business properly brought before it, the General Executive Board adjourned its Mid-Winter Meeting at approximately 11:05 a.m. on Friday, February 6, 2006

REPORT OF THE DEFENSE FUND COMMITTEE

WESTIN INNISBROOK • PALM HARBOR, FLORIDA • FEBRUARY 7, 2006

In conjunction with the Mid-Winter Meeting of the General Executive Board, the Defense Fund Committee met at 12:20 p.m. on February 7, 2006 in the Edinburgh Hall East of the Westin Innisbrook Resort in Palm Harbor, Florida.

Present at the meeting were Committee Members: International President Thomas C. Short; Vice Presidents Timothy Magee, J. Walter Cahill, Matthew D. Loeb, Mimi Wolch; as well as General Secretary-Treasurer James B. Wood, Director of Canadian Affairs John Lewis; General Counsel Steven B. Spivak, Assistant General Counsel Frank Moss, Canadian Counsel Bernard Fishbein and West Coast Counsel James Varga.

Appearances were made before the Committee by Business Agent Cheryl Batulis on behalf of Local 822-Toronto, and Co-Division Director of Organizing Sandra England on behalf of Local 15- Seattle.

After careful consideration of the documentation brought before it, the Committee authorized the following disbursements:

Local No. 15- Seattle	\$16,131.10	Legal
Local No. 129- Hamilton	2,498.50	Legal
Local No. 173-Ontario	15,846.14	Legal
Local No. 205- Austin	534.76	Printing
Local No. 822- Ontario	4,091.84	Legal
TOTAL	\$39,102.34	

Submissions were also received from other local unions, which required clarification or did not fall within the scope of the Defense Fund as set forth in Article Fourteen, Section 6 of the International Constitution, and such local unions have been notified.

The meeting adjourned at 1:10 p.m.

Respectfully submitted,
S/ Thomas C. Short
S/ Timothy F. Magee
S/ J. Walter Cahill
S/ Matthew D. Loeb
S/ Mimi Wolch

A Touch of Class - The San Francisco Opera House Staff



Pictured here-IATSE Local B-18 House Staff. Back row: Eric Colby, Wayne Noel, Bill Repp, Wilma Roena, Susan Weiss, Martin Dias, Helen Manougian, Basil Taylor, Karen Horvath, Dough Luyendky, George Windstrup, Joe Savin, Bill Laschuk. Front row: Jan Padovar, Tom Taffel, Starsky Dias.

The Importance of the Yellow Card

The IATSE Web site is being used by more and more locals to obtain Yellow Card information (crew sizes, departmental particulars, playing dates and any special requirements, etc...). In order for the IA Web site to contain all of the needed information, it is imperative for the local unions to forward to the General Office the proper copy of the Yellow Card in a timely manner. We cannot put this information on the site if we do not receive it.

Article Nineteen, Section 8, of the International Constitution, clearly sets out the local union's obligation to forward to the General Office the proper part

of the Yellow Card. This section of the Yellow Card is clearly marked in red ink.

This Yellow Card system has worked for a hundred years and has enabled the IATSE to maintain control of the traveling attractions and the venues in which they appear. The IATSE is committed to keeping the Yellow Card system intact during this time of heightened technology. To help us honor that commitment we need the cooperation of the Locals in forwarding the Yellow Card in a timely fashion.

TRAINING CONTRACTS

The purpose of a training Pink Contract is just what it says. It provides wages and benefits for an IA member while they are learning the job skills needed to replace a Pink Contract employee. This training contract is above the yellow card, and does not displace anyone working on the production (either a Local hire or a Pink Contract). Trainees should observe the person whom they are to replace or be observed by that person, while performing that person's duties.

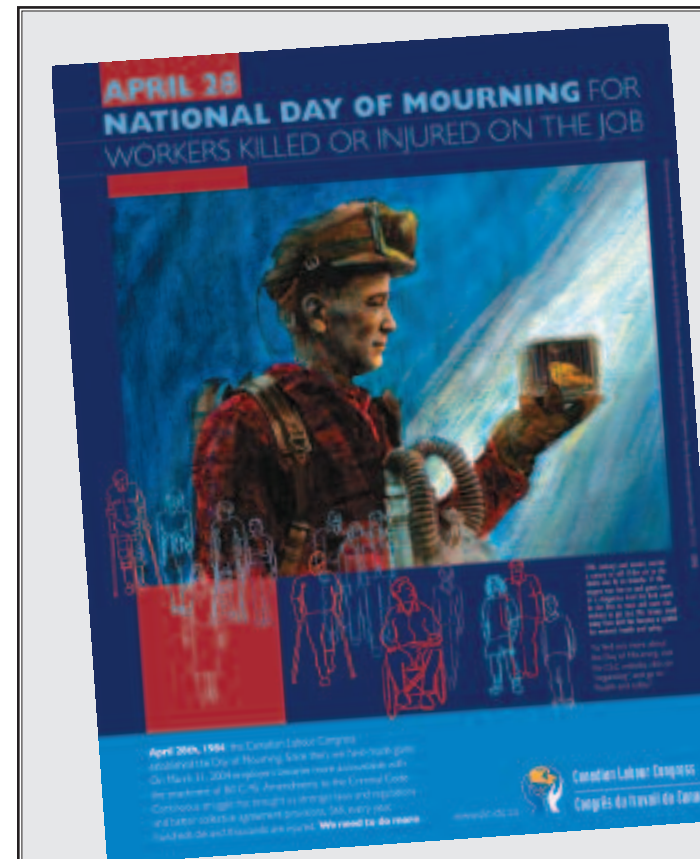
In no case is the contract to be used as a replacement for a Pink Contract employee.

A training contract can only be issued for a maximum of two weeks.

All Pink Contract Employees

As you are aware the Pink Contract contains a provision that allows for voluntary IATSE PAC fund deductions. The members of several shows traveling under the Pink Contract have signed authorization cards and are voluntarily making weekly contributions to the IATSE PAC. The Legislative Department of the IATSE greatly appreciates the participation of each of these IA members.

Please be advised that a representative of the IATSE may be stopping by your show to ask you to support the PAC fund. We are in a perilous time for all working women and men. We need to have voices in Washington who will speak on our behalf. The most efficient way to gain these voices is by monetary contributions. If an IATSE Representative stops by, please listen to what he/she has to say and please become a supporter.



NATIONAL DAY OF MOURNING

19th century coal miners carried a canary to tell if the air in the shafts was fit to breathe. If the oxygen was low or coal gases were at a dangerous level the bird would be the first to react and warn the workers to get out. The canary saved many lives and has become a symbol for worker's health and safety.

April 28th, 1984: the Canadian Labour Congress established the Day of Mourning. Since then, we have made gains. On March 31, 2004 employers became more accountable with the enactment of bill C-45, Amendments to the Criminal Code. Continuous struggle has brought us stronger laws and regulations and better collective agreement provisions. Still, every year, hundreds die and thousands are injured. We need to do more.

To find out more about the Day of Mourning, visit the CLC Web site, click on "organizing" and go to "health and safety".

Why We Network for Jobs

Long-term careers for individuals working in entertainment industry depend upon excellent networking skills to gain employment. Some Locals may have callboards or referral systems for regular employment for their members, but many Locals do not, which requires the members to seek employment themselves.

Unlike traditional single-employer jobs (nine-to-five as many people call them), which can be held for numerous years, many I.A.T.S.E. members have multiple employers in just one year. They are often labeled as freelance or contingent workers. An interesting parallel is many of our employers are one-time film, video or show projects and are often incorporated just for the short duration of the project, and then dissolved. Additionally, we tend to work in a competitive job market, which also is an exceptionally collaborative working environment that requires tremendous interaction with other individuals to successfully complete the project or show.

Many freelance workers tend to network naturally, but successful individuals continue to work on their networking skills. A good definition of networking is Webster's Dictionary, which defines networking as "*an extended group of people with similar interests or concerns who interact and remain in informal contact for mutual assistance.*"

To maintain long-term stable employment in entertainment today and the foreseeable future requires good communication and work skills. Even getting your next job can be challenging at times, which is why networking with the individuals working around you is so important. It has happened time and time again that the person you are working next to on one show can be running the crew on the next show.

NETWORKING POINTS:

- Hand-out business cards
- Maintain a good working attitude
- Develop and keep an up-to-date contact list
- Follow-up with periodic telephone calls to "keep-in-touch"
- Go to union meetings and meet with other professionals
- Help others when you can

Remember—On your next job, think networking and take the time to meet those working around you.



AREA STANDARDS AGREEMENT

The Theatrical and Television Motion Picture Area Standards Agreement is set to expire July 31, 2006. Negotiations will be set to occur sometime this spring. There are numerous issues of importance to address, and we will be discussing these issues and setting our priorities in anticipation of those important negotiations.

As always, paramount in importance is our ability to continue to provide meaningful benefits for health care and retirement to our members. One need only to pick up a newspaper or turn on the evening news to see the health care crisis in the United States. In addition,

the retirement plans traditionally offered by some of the largest institutional industries now face dire challenges.

Terms and conditions of employment that provide a civilized work environment and protect the quality of life and, of course, money in your pocket are major issues. As we set priorities for the upcoming contract negotiations we will need to be creative in our ability to balance all of the important factors in reaching an agreement that will provide security, stability and prosperity to our members into the future.

The Quiet Conspiracy

As budgets tighten and the bean counters demand that producers accomplish more with fewer resources, cutting corners on contracts becomes increasingly widespread and brazen. Generally speaking, the lower the budget the more "free" the producer becomes with the terms and conditions that affect his (and your!) bottom line.

We've seen just about all the stunts out there. P.A.'s performing bargaining unit work, under-reporting hours to save on overtime, ignoring meal penalties or turn around invasion or classifying someone as a "local" hire who is not, are all too common occurrences on motion picture, commercial and music video sets.

So how is it that even with wage rates and work rules written down and agreed upon, such excesses can still exist? The answer is that far too often, a quiet conspiracy exists. As our bargaining power has increased, some unscrupulous producers play the only card they have left. They will subvert our collective strength by using their personal power over individuals. That generally takes the form of a tacit agreement that represented employees stay silent in the face of known

contractual breaches in exchange for not being branded a "troublemaker" or otherwise being a "team player".

If allowed to spread, this type of cancer will largely undo the great strides we've made from translating our solidarity into gains at the bargaining table. In some instances, what management's negotiators wouldn't dare even ask for at the table are being realized on the set. The danger is that our failure to act decisively encourages greater short cutting by the producer.

Like you, producers exist in a competitive environment. If a producer establishes a track record as the guy who always comes in under budget, and that is largely due to cutting corners on your agreement, how do you think the other producers with whom he competes for jobs will react? Right! They will feel the pressure and in turn, will be taking it out of your paycheck.

Putting an end to these abuses doesn't require any heroics. It does require commitment and solidarity. If there's something going on in your department that isn't right, talk to your department head. If that doesn't solve the problem, go to your Shop Steward or Local representative.

IATSE ORGANIZES ORIGINAL INTERNET PRODUCTION

Organizers from Locals 492 and 600, led by International Representative, Scott Harbinson were successful in obtaining a collective bargaining agreement for the low budget production, "Lovely By Surprise". The production content is for initial distribution on the Internet, so the agreement represents another significant step by the IA into this evolving medium.

John Hilsman, Local 600; Peter Kurland and Bob Hill, Local 492 and Representative Harbinson negotiated through the night, reaching final agreement just four hours before the 7:00 a.m. strike deadline. The agreement calls for retroactive benefits, reduction in the double time interval from 16 to 12 hours, guarantees for housing, meal penalties, rest periods and other professional standards the IATSE has worked to establish throughout the spectrum of low budget production.

ALWAYS LEARNING, ALWAYS IN DEMAND

There is a reason that many of our members are paid very lucrative wages for work performed on motion picture sets. From focusing a lens on an actor, to creating a special effects explosion of a bridge, to editing a scene for dramatic effect, it takes a special skill set to perform work in this industry. As artisans and technicians in the Motion Picture Industry, the majority of us work as daily hires and from project to project. Therefore it is crucial for our members to be constantly training with new technologies in order for their skills to always meet demand. It is apparent that digital and computer technology have and will continue to transform the way we create movie magic. Here are some suggestions for you to stay current:

1. Take advantage of training offered by your local union.
2. Learn the latest technology specific to your craft and master it.
3. Take a course at a technical school or college.



Gulf Coast Television Freelancers Coordinate Hurricane Relief Effort

December 19, 2005 (Houston, Tx)—IATSE Local 796, the Texas Sports Television Freelancers Local has distributed over \$14,000 of the \$17,000 it has raised in its efforts to help industry members affected by Hurricanes Katrina and Rita rebuild their lives and continue their livelihoods. They have identified 19 individual families that were displaced for an extended period of time by the storms. Of these 19 families, 10 of them lost everything that they owned. To compound the tragedy, the Saints and Hornets were displaced, resulting in the loss of more than 50 televised sporting events.

"We are so blessed to work in an industry that truly helps take care of its members. People who work in television are like one big family. This just proves what I say all the time...that we really are here to help each other," said Local 796 President Damon McGavock.

Local 796's officials and members alike were pleasantly surprised when donations began pouring in from around the country from television production professionals. "We were completely taken aback. We decided as a group to send some money to help our colleagues in Louisiana and Mississippi. We just mentioned our intention to a few peo-

ple on crews at national events and through an email to the other Sports Television Locals. It just took off, we starting getting donations from all over the country." explained Brad Mitten, Secretary/Treasurer of IATSE Local 796.

Trustee Eric Norberg added, "Folks in New York City sent money, as did people from as far away as Washington and Oregon. This has been unbelievable. The International even sent a donation via the Walsh/DiTolla/Spivak Foundation. It is so rewarding to be able to help people."

"This is not a huge fund. But it is one that is heartfelt, and has helped bring a sense of humanity and brotherhood to those that we can help just a little. A check for \$500-\$1,000 is not enough to rebuild your home, or replace the loss of work, but it is a start. It lets you know that people really do care," said Reggie Wade, a Louisiana freelancer who has helped Local 796, which is based in Texas, identify those in need.

Donations are still being accepted by Local 796's Hurricane Relief Fund. To participate, contact Brad Mitten at bmitten@iatse796.org, or write to IATSE Local 796 Health and Welfare Fund P.O. Box 680723 Houston, TX 77268.



Al Moliere (right) looks on as IATSE Local 796 President Damon McGavock (center) presents a check to Rene Champaign. IATSE Local 796's Health and Welfare fund has assisted both Al and Rene who lost their homes in Hurricane Katrina.



The cleanup continues outside of the home of Duane Koch, another freelancer affected by the storm.

ATLANTA MEMBER SERVES ON LABOR RELATIONS BOARD

Local 927 Brother Terry Fry and National Labor Relations Board Member Wilma B. Liebman at a recent Labor & Employment Relations Association meeting in Atlanta discussing appointments to fill the two Board vacancies that had existed for more than a year. Brother Fry and Board Member Liebman have served as members of the Labor & Employment Relations Association.



Minnesota Member Receives Gold Card

Former Business Agent Art LaPlante recently received his Gold Card from IATSE Local 32, Duluth, Minnesota. Brother LaPlante has been a member of Local 32 since 1968, many of those years he served as Business Agent for the Local. Presenting the card at the annual picnic were Art's three sons all long-time members of the Local. Left to right are Steve (16 years), Keith (27 years), and Marty (15 years). LaPlante spent many years employed as Stage Manager at the Duluth Entertainment and Convention Center.



VIRGINIA LOCAL HONORS PRESIDENT'S RETIREMENT

At its Annual Christmas Breakfast, Local 55 of Roanoke, Virginia, presented President Jack R. Kirby, Sr. (left) with a plaque honoring him upon his retirement. The plaque was presented by Business Agent Jim Nelson.





NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Ralph H. Bettman July 13, 2005	One	Roy Pepper December 8, 2005	15	Louis F. Potts October 20, 2005	52	Jack Colwell November 26, 2005	199	Richard Cunha September 18, 2005	600	John (Hans) Newman June 22, 2005	700	Edward J. O'Brien July 31, 2005	751	Ralph Woolverton December 31, 2005	917
Sander Gossard November 15, 2005	One	Richard C. Alberts September 22, 2005	16	Richard Schooler July 21, 2005	52	Fred Lokar December 8, 2005	199	Phillip Kellison May 13, 2005	600	Peter G. Sarkies June 21, 2005	700	Sol Wallace October 9, 2005	751	John Boxer January 7, 2005	USA829
Frank J. Hauser September 8, 2005	One	Douglas Finn August 14, 2005	16	Edward C. Sexton December 10, 2005	52	Doug Blackie November 24, 2005	212	Michael Levine July 17, 2005	600	Betty Ann Schaffer September 7, 2005	700	Berva Wise August 14, 2005	751	Donald Brooks August 1, 2005	USA829
Ralph K. Holmes September 13, 2005	One	James L. Hamilton October 5, 2005	16	Pasquale (Pat) Suraci November 5, 2005	52	William Souliere November 24, 2005	212	Meredith Nicholson August 18, 2005	600	Marcellette Wade July 7, 2005	700	Ann Brennan April 5, 2005	764	George Dunkel April 30, 2005	USA829
Joseph M. Imparato July 24, 2005	One	Noah Hocherman July 30, 2005	16	Joseph Frackt January 23, 2005	56	Chet Weaver December 20, 2005	217	Arthur Spieller September 19, 2005	600	Patricia Naderhoff December 16, 2005	705	Ruth Johnson August 1, 2005	764	Hal George June 30, 2005	USA829
James J. McCarthy September 15, 2005	One	Daniel McCann September 22, 2005	18	Daniel Zarnsdorf July 21, 2005	69	Yvonne King September 5, 2005	284	Michael Stehney July 29, 2005	600	Tye Oswald July 18, 2005	705	Dan Lomax February 27, 2005	764	Ralph K. Holmes September 13, 2005	USA829
Peter S. Miller July 18, 2005	One	Ronald Meadows, Jr. December 8, 2005	19	Greg A. Cocco September 16, 2005	74	James W. Durkin September 18, 2005	321	Michael Stone July 29, 2005	600	Oscar Rodriguez June 21, 2005	705	David Mills April 13, 2005	764	John G. Hughes July 27, 2005	USA829
William M. Nacy November 1, 2005	One	John Zitello December 2, 2005	27	Carl Kolazda June 1, 2005	74	John Lee Smith October 16, 2005	330	Giles-Pierre Thevenaz August 21, 2005	600	Amparo Sims April 18, 2005	705	Alice Weldon November 14, 2005	764	Zora Janosova May 15, 2005	USA829
Eugene T. Rowland August 17, 2005	One	Lawrence Baughman October 10, 2005	33	Lawrence E. Milton September 19, 2005	80	Carolyn Parker December 21, 2005	336	Joseph Valdez August 17, 2005	600	Candy Conery August 1, 2005	706	David Glenn White February 9, 2005	764	John LeGrand November 18, 2005	USA829
Rudy Schroettig November 7, 2005	One	James A. Crosby December 2, 2005	33	Arthur Giampolo August 29, 2005	84	Dan O'Brien April 3, 1999	340	John Brunas, Sr. October 31, 2005	632	Henry Edds December 6, 2005	706	Marilynn Frank October 17, 2005	767	William G. Mickley, Jr. October 3, 2005	USA829
Donald Van Praagh, Sr. July 16, 2005	One	Daniel C. Hammer November 6, 2005	33	William M. Holmes October 16, 2005	87	Simon Pavetizian November 2005	357	Martin Derisi October 7, 2005	645	Billie Laughridge November 3, 2005	706	Luella Kieninger November 15, 2005	769	Robert Y. Minami August 20, 2005	USA829
Charles "Buddy" Whatton January 27, 2006	3	Harold A. Kibbler October 20, 2005	33	Floyd Hamp September 8, 2005	99	Andrew Gonzales December 11, 2005	363	Jeff Martin December 5, 2005	647	Julie Pearce December 18, 2005	706	Jacqueline Maley November 29, 2005	784	Joseph T. Noonan October 1, 2005	USA829
Patsy Bottiglieri August 9, 2005	4	Harold J. Lundgren December 18, 2005	33	Robert Nicols November 11, 2005	107	Lawyer Ratcliff January 8, 2006	369	Harry Afetian November 2005	683	Jack Petty November 17, 2005	706	William Graham December 24, 2005	798	Gabriel Powell August 1, 2005	USA829
Louis Potts October 20, 2005	4	Richard E. Wilkerson October 29, 2005	33	Richard E. Tiltz December 8, 2005	110	Frank Lewis December 8, 2005	403	Randy E. Sifton December 3, 2005	683	Wynn B. Bowles April 7, 2005	728	Lee Hall December 5, 2005	798	Mary P. Schenck August 30, 2005	USA829
Robert Skibinski November 25, 2005	4	Donald Young October 15, 2005	50	Robert Baughman August 29, 2005	112	James Hanglam July 12, 2005	415	Ray Cymoszinski December 25, 2005	695	John C. Kirk July 24, 2005	728	Christine Tyler April 11, 2005	834	John D. Story October 10, 2005	USA829
John Gamache December 18, 2005	6	Christopher W. Barhurst August 31, 2005	51	Joseph Marchant December 16, 2005	113	Oscar O. Munoz December 3, 2005	415	Ray Guillory September 13, 2005	695	John W. McLean June 13, 2005	728	Scott Evans November 9, 2005	857	Edward W. Wolf May 31, 2005	USA829
Melvin Siegel April 4, 2005	7	Dolphy M. McPherson August 20, 2005	51	Robert Comeau August 6, 2005	114	Stephen Poulin June 13, 2005	471	Ronald Long December 19, 2005	695	Gregory A. Pierce October 3, 2005	728	Matthew J. Houbrick November 14, 2005	871	Angelo Casalini September 30, 2005	18032
George Barnes November 2005	8	Thomas E. Dillinger September 25, 2005	52	Richard Newman August 13, 2005	122	Thomas Morreale October 29, 2005	476	Frank Volpe December 6, 2005	695	Henry Radyx April 5, 2005	728	Raman Mascath October 26, 2005	873	Marie Gordean November 9, 2005	18032
Albert Goldberg January 23, 2006	8	Charles W. Engels September 10, 2005	52	John David Skworch May 9, 2005	122	Paul Schwendel August 19, 2005	477	Louis E. Wren November 30, 2005	695	Brent Schreiber December 25, 2005	728	David Myles September 4, 2005	873	Lewis Harmon August 14, 2005	18032
William Harrer, Sr. December 17, 2005	8	Kevin J. Hammond October 15, 2005	52	Sylvester Moore December 25, 2005	134	Keith Doggett December 21, 2005	482	Neal R. Burger July 28, 2005	700	William R. Tandrow November 10, 2005	728	Margaret Diehl November 15, 2005	887	Betty Lee Hunt October 10, 2005	18032
Edward Masters October 24, 2005	8	Edward T. Kerwick, Sr. September 18, 2005	52	Jim Stabile August 2, 2005	140	Claudio Chimenti November 11, 2005	500	Asa B. Clark July 23, 2005	700	Murphy Wiltz November 10, 2005	728	Robert Ashton December 29, 2005	891	Robert Riordan July 26, 2005	18032
Frank Walters October 28, 2005	8	Thomas McDermott December 24, 2005	52	Peter A. Tibbs August 15, 2005	164	Jeff Martin December 4, 2005	500	Joseph J. Daruty September 15, 2005	700	Rich Connon December 11, 2005	750	Jo Friesen January 5, 2006	891	William Watters November 11, 2005	18032
Floyd Jones November 8, 2005	11	Thomas J. McKibbin August 21, 2005	52	Elbert Lewis September 28, 2005	166	Terry Marvelli November 16, 2005	500	Joseph T. Dervin, Sr. June 20, 2005	700	Daniel Lynch November 29, 2005	750	Peter Gee July 8, 2005	891	William Watters November 11, 2005	18032
H. Herbert Theis September 9, 2005	12	John A. Occhiogrosso July 7, 2005	52	Elmer Harmeson July 7, 2005	194	Robert Berry July 14, 2005	600	Robert Duffus, Sr. July 5, 2005	700	Angelo Casalini September 30, 2005	751	Chris Prior December 13, 2005	891	Patricia Kelly November 26, 2005	B4
Jack Hugh November 20, 2005	15	Charles Okun July 3, 2005	52	Arthur Leday July 3, 2005	194	Edward Brown September 1, 2005	600	Charles J. Hinkle August 11, 2005	700	William S. Griffith July 20, 2005	751	Pat Naderhoff December 16, 2005	892	Richard K. Busse May 22, 2005	B18
		Ralf West	194												



Remembering Thomas Bevan, Sr.



Long-time member of Local 370, Thomas A. Bevan, Sr., passed away on Friday, January 20, 2006 at the age of 77. He was a member of the Richmond local for 58 years.

Brother Bevan was the proud holder of an IATSE Gold Card, which meant a great deal to him. He would show it to family and friends with obvious pride.

Brother Bevan joined Local 370 in 1948, when he worked for the State of Virginia Censor Board as a projectionist. He attended many of the IATSE Conventions and looked forward to them each year. He held many offices during his tenure in Local 370, most recently as business agent.

He will be missed by all of his Union Brothers, who were also his closest friends.

REMEMBER JIM COTTRELL

IATSE Local 251 regrets to inform the International that Brother Jim Cottrell passed away peacefully in his sleep on October 4, 2005, three weeks before his 100th birthday. Brother Cottrell was a long time officer with Local 251. He served as Secretary/Treasurer for many years. He actively worked on calls into his early and mid 90's.



Pictured here is Brother Cottrell receiving his Gold Card from former Business Agent David Gersbach.

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 of you who would like to make a donation, please send your check to the IATSE General Office to the

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

Contributor
Local No. 38
Bernard and
Barbara Fishbein

In Memory Of
Virginia May Patterson
Gloria Ann Cahill

Remembering Bryan Kelly



It is with deep regret to report the passing of Brother Bryan Kelly. Brother Kelly's untimely death came much to early at age 49.

Bryan was a 30 year member of Local 21, working early in his career as a projectionist at the Park Theatre in

Roselle Park, New Jersey. He soon turned his interests to the stage and was employed as the assistant audio engineer at the Papermill Playhouse for over 25 years.

Brother Kelly is survived by his wife, Denise and his two sisters, Nancy and Denise. Bryan was a true asset to Local 21 and will truly be missed as a brother and a friend.

REMEMBERING JOSEPH MARCHANT



It is with great sadness that Local 113 informs us of the passing of Joseph "Vinnie" Marchant, past Business Agent and President.

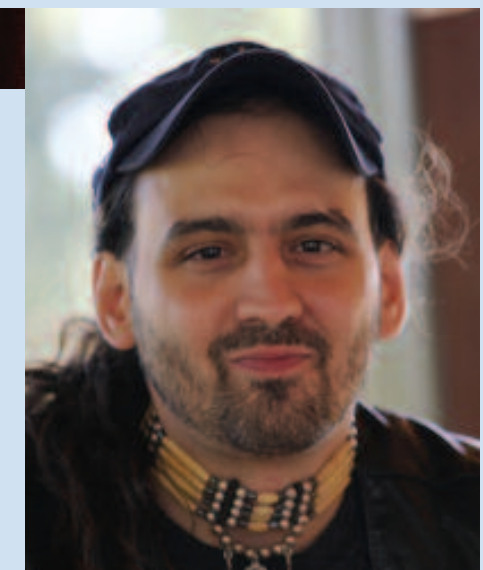
Brother Marchant had worked as an extra at both the Shea's and Warner Theaters in Erie, Pennsylvania from 1939, served his country in the US Navy from 1942-1945, and was initiated into the IA in April of 1950 (55 years of service), from which time he served as the Stage Manager of the Warner Theater, and as Business Agent. He also was an avid member of the American Legion and a referee of high school athletics for more than 40 years, as well as having served as Physical Director of the Boys and Girls Clubs of Erie, PA. He is, and will be, sorely missed by all.

REMEMBERING NICK MARINO

On September 5, 2005, Local 26 lost a loved brother, Nick Marino, Jr., in a motorcycle accident.

Brother Marino had spent much time touring with shows such as *Bring in 'Da Noise, Bring in 'Da Funk, Cinderella, and Thoroughly Modern Millie* to name a few. Nick's passion was for rigging, however, his skills were top notch when he took on other tasks. Nick was more than a union brother, he was also a big brother trying to keep many of his union brothers out of trouble.

Nick is survived by his parents Nick Sr. and Carol; sister Jolie Coles; two nieces, Mackenzie and Zoe; many aunts, uncles, cousins, friends and associates.





MICHIGAN

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-759-0787) (Fax: 586-759-0787).

MISSOURI

T B2 ST. LOUIS-Penny Cato, 1401 Hampton Avenue, St. Louis, 63139. Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (618-797-0403).

NEW YORK

T B90 ROCHESTER-Tony Maira, 255 Bay Village Drive, Rochester, 14609-1910. (585-426-2107) Bus. Agt.: Gary Marcus.

MT B751 NEW YORK-Beverley Cameron, P.O. Box 492, Times Sq. Station, New York, 10108. (201-489-8600) (Fax: 201-342-8902) Bus. Agt.: Beverley Cameron.

BPTS F72 NEW YORK-Michael McCarthy, 2192 McArthur St., East Meadow, 11554 (516-458-5106) (Fax: 516-796-8274). Bus. Agt.: Michael McCarthy (516-796-1860).

APE AE936 ALBANY-Gary Moses, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Robert Kirkpatrick.

OHIO

T B27 CLEVELAND-Donald Verba, 1468 West 9th St., Suite 435, Cleveland, 44113. (216-621-9537) Bus. Agt.: Thomas J. Kiousis, III.

T B38 CINCINNATI-Jay Brewer, 252 Stokesay St., Ludlow, KY 41016. (859-291-3393) Bus. Agt.: Jerry Schneider.

T B148 AKRON-Gary Sleeman, 543 Button Road, Bedford, 44146. (440-232-1858) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI-Cara Patton, P.O. Box 593, Amelia, 45102. (513-385-2429) (Fax: 937-444-3923) Bus. Agt.: Robert Fields.

OKLAHOMA

T B60 OKLAHOMA CITY-Gary Jaques, 4204 S.E. 49th St., Oklahoma City, 73135. (405-677-4724) Bus. Agt.: Dillion Anders.

OREGON

T B20 PORTLAND-Bambi Ooley, 4949 S.E. 26th Ave., Portland, 97202. (503-230-1138) (Fax: 503-230-7044) Bus. Agt.: James Adkins.

PENNSYLVANIA

T B29 PHILADELPHIA-Michael Messina, P.O. Box 54508, Philadelphia, PA 19148. (215-468-0601)(Fax: 215-389-2085) Bus. Agt.: Karen Majer.

TEXAS

T B184 HOUSTON-Jancy Lewis, 3030 North Freeway, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Kellilah Johnson.

WISCONSIN

T B46 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 230 West Monroe St., Suite 2511, Chicago, IL 60606. (312-443-1011) (Fax: 312-443-1012) Bus. Agt.: Anthony M. Spano.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)-Bill Wickline, 2800 1st Avenue, Room 231, Seattle, Washington 98121. (206/441-1515) (Fax: 206/448-5325). District No. 1 Web Site: <http://www.districtone.com>.

District No. 2 (California, Nevada, Arizona & Hawaii)-Missy Humphrey, 10061 Riverside Drive, Suite 825, Toluca Lake, California 91602. (818/762-9995) (Fax: 818/762-9997) Web site: www.iadistrict2.org; E-mail: missy@iadistrict2.org

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)-James E. Flanders, 90 Tyler Street, 1st floor, Boston, Massachusetts 02111. (617/426-5595) (Fax: 617/426-6252).

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)-Matt McIntyre, 3153 Stanwood St., Philadelphia, PA 19136.

District No. 5 (Wyoming, Colorado, Utah & New Mexico)-Susan N. Jones, 1111 Algodones St., Albuquerque, New Mexico 87112. (505/298- 7116) (Fax: 505/293-1665).

District No. 6 (Texas, Oklahoma & Arkansas)-Stuart Hale, 4821 Elsby, Dallas, Texas 75209. (214/352-2046) (Fax: 214/747-4792).

District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)-Scott Haskell, 225 Cherry Tree Lane, Walterboro, South Carolina 29488 (843/538-6641)(Fax: 843/538-4039).

District No. 8 (Michigan, Indiana, Ohio & Kentucky)-Robert Bakalar, 5930 E. 1028 N., Demotte, IN 46310 (219/345-3352) (Fax: 219/345-3362). E-mail: BobEBak@aol.com

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)-Thomas Cleary, 20 N. Wacker Dr., Suite 1032, Chicago, Illinois, 60606 (312/236-3456)(Fax: 312/236-0701). E-mail: tcleary@iatselocal2.com

District No. 10 (New York, New Jersey)-John K. Hill, 171 East Side Drive, Ballston Lake, New York, 12019 (518/399-2085)(Fax: 518/384-1817). E-mail: IATSE10@aol.com.

District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)-Cheryl Batulis, 54 Baycroft Lane, Aurora, Ontario, L4G 4R2 (905/726-8668) (Fax: 905/713-1496) E-mail: iatsedistrict11@sympatico.ca

District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)-Barney Haines, 202-128 James Avenue, Winnipeg, Manitoba, Canada R3B0N8 (204-943-4634) (Fax: 204-943-8394).

District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)-K. Keith Klemmt, 3610 River Hall Drive, Jacksonville, Florida 32217 (904/731-7163)(Fax: 904/448-0168).

Support the IATSE-PAC

To give you a voice in Washington, the agenda to benefit those members. IATSE has established the IATSE Political Action Committee ["IATSE-PAC"], a federal political action committee designed to support candidates for federal office who promote the interests of the members of IATSE locals and to support a federal legislative and administrative fund raiser or obtaining documented material regarding the IATSE Political Action Committee, please contact, **in writing**, Deborah Reid at the IA General Office, 1430 Broadway, 20th Floor, New York, NY 10018.

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

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

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

(IT IS UNLAWFUL FOR THE IATSE-PAC TO COLLECT MONIES FROM OUR CANADIAN MEMBERS)

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

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

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

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

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

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