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1. **TAKE this ad to your local AT&T store.**  
To find the location nearest you, visit [att.com/find-a-store](http://att.com/find-a-store)."
2. **SHOW union identification**, such as your Union Plus credit card, union membership card, or paycheck showing union dues deduction. (Reference FAN #113662)
3. **SIGN UP for or renew a two-year service agreement.**



SAVE 10%

\*The equipment and service discounts described in this ad are NOT available with the iPhone and associated wireless service.  
\*\*Union discount available ONLY at AT&T STORES, not through phone or any authorized AT&T dealer or kiosk.

For more information about wireless benefits available through your union, visit

# [www.UnionPlus.org/ATT](http://www.UnionPlus.org/ATT)

IATSE AT&T Ad 8-07

PRINTED IN THE U.S.A.



# IATSE OFFICIAL Bulletin

THIRD QUARTER, 2007

NUMBER 617

# The Union Behind Entertainment

## New Promotional Poster for IATSE Organizing Efforts



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THIRD QUARTER, 2007

NUMBER 617

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### BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

JPEG or TIFF file formats only please.

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

[WWW.IATSE-INTL.ORG](http://WWW.IATSE-INTL.ORG)

**James B. Wood**  
Editor

**Arthur Bracco**  
Staff Writer

**David Geffner**  
Special Asst. to the Editor

**MaryAnn Kelly**  
Assistant to the Editor

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

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International President

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International Vice-  
President Emeritus

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1st Vice President  
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Detroit, MI 48234

**Michael Barnes**  
2nd Vice President  
2237 Hartranft St.  
Philadelphia, PA 19145

**J. Walter Cahill**  
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Edgewater, MD 21037

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4th Vice President  
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Burbank, CA 91505

**Matthew D. Loeb**  
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1430 Broadway, 20th Floor  
New York, NY 10018

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1430 Broadway, 20th Floor  
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Canada M3A 3R3

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**Michael W. Proscia**  
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Treasurer Emeritus

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Calgary, Alberta  
Canada T2H 2K8

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New York, NY 10018

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10045 Riverside Drive  
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### TRUSTEES

**Thomas J. Cleary**  
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Chicago, IL 60606

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### CLC DELEGATE

**Donald K. Ramsden**  
1640 Boundary Road, Burnaby, BC, V5K4V4

### GENERAL COUNSEL

**Steven B. Spivak**

### GENERAL OFFICE

1430 Broadway, 20th Floor, New York, NY 10018  
Tele: (212) 730-1770  
FAX: Office of the President (212) 730-7809  
FAX: General Secretary-Treasurer (212) 921-7699

### WEST COAST OFFICE

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

### CANADIAN OFFICE

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

### I.A.T.S.E. CANADIAN RETIREMENT PLAN OFFICE

22 St. Joseph St.  
Toronto, Ontario, Canada M4Y 1J9  
Tele: (416) 362-2665 FAX: (416) 362-2351  
[www.iatsersp.ca](http://www.iatsersp.ca)

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

417 Fifth Avenue, Third Floor, New York, NY 10016  
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## Leading The Charge To 2008

The upcoming 2008 elections are the most critical elections yet for working people in this country. We have an important opportunity to build on our historic victories in the 2006 elections, to take back the White House and elect a President who will put the interests of regular families ahead of giant corporations and billionaires.

Our country has endured two terms of George W. Bush's right-wing, anti-worker policies. But now the labor movement, including each and every one of us, can lead the charge to make our federal government work for all of us again instead of only for the rich and powerful.

In 2006, we said "stop" loud and clear to the Republican agenda. Working families played a crucial role in shifting the balance of power in Congress, winning Democratic majorities in the House and Senate for the first time in 12 years. We have seen positive results from our election successes, as the Democratic-controlled Congress has enacted a long-overdue federal minimum wage increase, and has stepped up Congressional oversight of the President and executive agencies to keep them in check. The 2008 elections are our best chance to build on the momentum of the past few years and put sensible, worker-friendly policies squarely on the agenda in Washington.

Now that we have Democratic majorities in Congress, it is essential to put a Democrat back in the White House while preserving Congressional control. Right now, President Bush's veto power is preventing Congress from enacting other much-needed legislation. Another Republican Presidency would leave Democrats in Congress hamstrung, and another Presidential term of Republican appointments to federal agencies and courts would spell disaster for workers. During the Bush II Presidency, we have suffered through a series of very harmful NLRB decisions, as well as negative changes in regulations, such as the Department of Labor's new restrictions on overtime coverage. We have also seen deplorable decisions by Bush-appointed Justices on the Supreme Court. But in 2008, we have an opportunity not only to turn back misguided Republican policies, but to elect leaders who will act on our concerns and implement solutions.

Given the tremendous significance of the upcoming 2008 election cycle, I know that you will do your civic duty by getting out and voting on Election Day, and that you will do all you can in the months leading up to that day to insure a strong showing for the labor movement. That means making sure that you and your friends, co-workers, and family members are registered to vote. That also means volunteering to do voter registration and mobilization drives and phone calls for candidates. To

*Continued on Page 11*

## The Obligations Of Union Leadership

When it comes to listing the numerous obligations of leadership, the completion of paperwork in a timely manner no doubt does not appear at the top of many lists. However, for officers of local unions, not completing some types of paperwork in a timely manner can lead to both civil and criminal consequences.

I am referring of course to filings required by the Office of Labor-Management Standards (OLMS) within the U.S. Department of Labor, specifically the Form LM-2, LM-3 or LM-4 and the LM-30.

The OLMS is the Federal agency that is responsible for administering and enforcing most provisions of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). Congress enacted the LMRDA for the stated purpose of ensuring that standards of democracy and fiscal responsibility were maintained by labor organizations representing individuals working in private industry. The LMRDA has a number of major provisions to it, but for the purpose of this message I will focus on two: 1) requirements for reporting and disclosure of financial information and 2) requirements for reporting and disclosure by union officers and employees.

The filing of the Form LM-2, LM-3 or LM-4 satisfies the first of these provisions. Essentially all three of these reports serve the same purpose; it is only the complexity and detail of information that must be provided that is different. Local unions with total annual receipts of \$250,000 or more must file the Form LM-2. Those with lower total annual receipts may file a Form LM-3 or a Form LM-4. All of these Forms are due no later than ninety days of the end of the local union's fiscal year and must be signed by the President and the Treasurer. The Form LM-3 and Form-LM-4 can be submitted in paper form, but the Form LM-2 must be filed electronically and requires electronic signatures.

The second provision has, as it's original purpose to highlight any conflict or potential conflict of interest that may exist for a union officer. This is the Form LM-30, which must be filed within ninety days after the end of the individual's fiscal year, which for almost everyone is the calendar year. Recent changes have greatly expanded the scope of union officers to now include union volunteers, such as shop stewards, if they perform union-related tasks, such as meeting on grievances, during their normal workday without having their pay reduced by the amount of missed hours. Depending on your individual situation, the Form LM-30 can have some potentially complicated legal aspects to it and individuals completing it may at times require some legal advice.

The DOL has stated its intention to vigorously enforce the timely filings of various reports and local union officers are advised to pay strict attention to their obligations. Additional information can be found in the "Local Union Secretary and Treasurer Handbook" and the OLMS Web site at [www.dol.gov/esa/olms\\_org.htm](http://www.dol.gov/esa/olms_org.htm).



### OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Walt Disney World Swan and Dolphin Resort, 1500 Epcot Resorts Boulevard, Lake Buena Vista, Florida 32830 at 10:00a.m. on Monday, January 14, 2008, and will remain in session through and including Friday, January 18, 2008. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with the Walt Disney World Swan and Dolphin Resort by calling the hotel directly at 407-934-4000 or 888-828-8850. Guest room rates for the IATSE is \$199.00, single or double occupancy, 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.

Reservations can also be made through the IATSE Web site ([www.iatse-intl.org](http://www.iatse-intl.org)).  
Cut Off Date: December 21, 2007



### 2008 SUPPLIES

The local union supplies for 2008 will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2007 and purchased the appropriate number of per capita stamps.

The number of per capita stamps that must be purchased is equal to the number of members reported on the 1st and 2nd Quarterly Reports for 2007 plus two times the number the number of members reported on the 3rd Quarter Report for 2007 (to allow for an estimate of the numbers that will be reported on the 4th Quarter Report for 2007). When the 4th Quarter Report for 2007 is submitted in January 2008, an adjustment to balance each local union's account is made if necessary.

### PER CAPITA TAX INCREASE

As a reminder, delegates to the 65th Quadrennial Convention voted to increase the per capita tax for local unions by two dollars (\$2.00) effective 1/1/08. Therefore, effective that date, the quarterly per capita will increase to \$44. The per capita for Special Department local unions will remain unchanged.

# FINANCIAL STATEMENTS

and accompanying information for years ended April 30, 2007 and 2006

Mr. Thomas C. Short, President  
International Alliance of Theatrical Stage Employees,  
Moving Picture Technicians, Artists and Allied  
Crafts of the United States, its Territories and Canada  
1430 Broadway  
New York, NY 10018

We have audited the accompanying statements of financial position of the General Fund and Subsidiaries, the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (International) at April 30, 2007 and 2006, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of management of the International. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of

material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the General Fund and Subsidiaries, the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada at April 30, 2007 and 2006, and the changes in their net assets and their cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

PKF  
Certified Public Accountants  
A Professional Corporation

July 20, 2007  
New York, New York

## GENERAL FUND and SUBSIDIARIES Consolidated Statement of Activities (continued)

	Year Ended April 30		Year Ended April 30	
	2007	2006	2007	2006
General Secretary - Treasurer James B. Wood				
Salary	221,033	213,139		
Expenses	10,400	10,400		
Transportation and incidentals	52,834	37,822		
	<u>284,267</u>	<u>261,361</u>		
Vice-Presidents				
Salaries	1,102,700	997,186		
Expenses	52,000	50,400		
Transportation and incidentals	209,170	199,823		
	<u>1,363,870</u>	<u>1,247,409</u>		
Assistants to the President				
Salaries	261,645	180,131		
Expenses	10,400	10,400		
Transportation and incidentals	131,212	47,303		
	<u>403,257</u>	<u>237,834</u>		
International Trustees				
Salaries	21,241	21,961		
Transportation and incidentals	17,345	20,449		
	<u>38,586</u>	<u>42,410</u>		
International Representatives				
Salaries	2,054,202	2,260,130		
Expenses	65,000	75,000		
Transportation and incidentals	536,700	548,732		
	<u>\$ 2,655,902</u>	<u>\$ 2,883,862</u>		
Special Representatives and Miscellaneous				
Assignments				
Salaries	\$ 281,596	\$ 298,202		
Expenses	200	600		
Transportation and incidentals	61,026	84,624		
	<u>342,822</u>	<u>383,426</u>		
Administrative and general expenses				
Office salaries	1,195,446	1,178,903		
Stationery and printing	118,066	118,240		
Official bulletin	478,646	414,377		
Telecommunications	78,474	75,488		
Postage	139,798	138,322		
Insurance - general	137,037	156,374		
Hospitalization and insurance	1,492,642	1,501,541		
Audit and computer services	145,417	96,528		
Legal fees and expenses	646,557	561,128		
New York office rent (note 3)	603,166	567,800		
Payroll taxes	366,637	370,746		
Convention expenses	-	206,907		
Subscriptions, trade papers and publicity	37,872	44,447		
Executive board meetings	204,315	348,082		
Canadian office expenses	12,498	9,805		
Local 16 - reimbursement expense	-	750		
Local 720 expense	-	4,063		
Canadian translation and exchange charges (benefit) (note 2)	23,299	(95,876)		
Storage rent and related expenses	28,793	42,238		
Investment fees and other	148,072	156,252		
Office expenses and supplies	77,675	88,478		
Emblems, seals, etc.	32,321	56,277		
Per capita tax				
A.F.L. - C.I.O.	521,625	494,323		
Union Label and Service Department	28,092	22,800		
Canadian Labour Congress	63,000	63,000		
Canadian Union Label Trades Department	388	2,700		
Department of Professional Employees	23,380	23,050		
Tickets for dinners and testimonials	11,926	18,537		
Donations	129,830	128,163		
I.A.T.S.E. Retirement Fund costs (note 4)	1,615,940	1,290,556		
Office - pension	129,811	160,145		
Exhibit	35,175	48,435		
Computer			88,215	85,697
Lease expenses			21,511	13,452
Consultant fees			76,543	21,691
Miscellaneous			274,930	229,515
Depreciation			71,662	74,117
West coast building				
Real estate taxes			33,984	32,883
Electricity			19,884	18,052
Depreciation			65,260	65,259
Management expense			11,400	11,400
Repairs and maintenance			39,397	53,324
Miscellaneous			3,258	6,997
Canada building				
Insurance			2,873	4,676
Accounting fees			5,600	2,000
Legal fees			301	5,271
Repairs and maintenance			4,979	2,600
Real estate taxes			10,034	14,131
Depreciation			20,605	20,309
Miscellaneous			9,625	4,367
			<u>9,285,959</u>	<u>8,958,320</u>
Investments (gain)/loss				
Realized (gain)/loss on sale of investments			(7,431)	39,424
Unrealized (gain)/loss on investments			(355,572)	337,196
			<u>(363,003)</u>	<u>376,620</u>
Total expenses			<u>14,465,511</u>	<u>14,752,089</u>
Change in net assets			<u>\$ 2,893,975</u>	<u>\$ 1,282,684</u>

See notes to consolidated financial statements

## GENERAL FUND and SUBSIDIARIES Consolidated Statement of Cash Flows

	Year Ended April 30	
	2007	2006
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in net assets	\$ 2,893,975	\$ 1,282,684
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	157,527	159,685
Canadian translation	(100,000)	-
Straight-line rent	10,743	10,740
Unrealized (gain) loss on investments	(355,572)	337,196
Realized (gain) loss on sale of investments	(7,431)	39,424
Changes in certain other accounts		
Due (from) Defense Fund	98,618	(142,480)
Loans and credits to locals	(60,000)	23,495
Other receivables	4,824	(8,530)
Prepaid expenses	(211)	18,010
Protested checks	16,084	(1,289)
Intangible pension asset	66,563	66,563
Accounts payable and accrued expenses	(74,996)	137,205
Accrued I.A.T.S.E. Retirement Fund	(111,926)	(78,880)
Due to other funds	45,358	(23,798)
Interest receivable	(63,041)	65,445
Other liabilities	6,945	-
Deferred income	456,160	(270,871)
<b>Total adjustments</b>	<b>89,645</b>	<b>331,915</b>
Net cash provided by operating activities	<u>2,983,620</u>	<u>1,614,599</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Purchase of investments	(61,689,367)	(33,343,169)
Proceeds from sales of investments	59,082,237	32,245,480

## GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Financial Position

	Year Ended April 30	
	2007	2006
<b>ASSETS</b>		
Cash	\$ 322,187	\$ 455,452
Board designated investment (note 11)	1,065,931	761,213
Investments, at market (note 2)	29,048,504	25,978,371
Interest receivable	257,754	194,713
Other receivables	10,094	14,918
Protested checks	40,803	56,887
Loans and credits to locals	107,500	47,500
Prepaid insurance	45,948	45,948
Prepaid real estate taxes	5,699	5,488
Prepaid rent expenses	97,845	97,845
Real and personal property (notes 2 and 7)	3,730,851	3,683,341
Intangible pension asset (note 4)	359,610	426,173
<b>Total assets</b>	<b>\$ 35,092,726</b>	<b>\$ 31,767,849</b>
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	98,291	166,434
Tenant deposit payable	5,000	5,000
Payroll taxes withheld and accrued	29,872	29,780
Accrued rent (note 3)	156,029	145,286
Accrued I.A.T.S.E. retirement (note 4)	1,651,212	1,662,068
Due to Convention Fund	127,842	82,484
Due to Defense Fund	256,924	158,306
Deferred income (note 5)	4,214,497	3,758,337
<b>Total liabilities</b>	<b>6,539,667</b>	<b>6,007,695</b>
<b>UNRESTRICTED NET ASSETS</b>		
Unrestricted net assets (note 12)	28,553,059	25,760,154
Total liabilities and unrestricted net assets	<u>\$ 35,092,726</u>	<u>\$ 31,767,849</u>

## GENERAL FUND and SUBSIDIARIES Consolidated Statement of Activities

	Year Ended April 30	
	2007	2006
<b>INCOME</b>		
Per capita tax (note 5)	\$ 14,524,429	\$ 13,642,790
Processing fees	569,601	589,741
Supplies and other	24,080	22,682
Interest earned		
Checking accounts	3,442	3,014
Term deposits	317,888	231,163
Merrill Lynch Investment Fund - Accounts	704,211	667,102
Oppenheimer Limited Term Government Fund	94,704	96,377
JP Morgan Chase money market	67,532	34,479
	<u>1,187,777</u>	<u>1,032,135</u>
Radio and television and A.C.T. departments		
Initiation fees	3,012	1,795
Dues	152,383	145,379
	<u>155,395</u>	<u>147,174</u>
Rental income (note 9)	126,999	92,749
Royalty income (note 6)	227,261	148,975
Constitution and bylaws	7,163	15,739
Miscellaneous income	94,829	84,497
Salary reimbursement from locals	441,952	258,291
<b>Total income</b>	<b>\$ 17,359,486</b>	<b>\$ 16,034,773</b>
<b>EXPENSES</b>		
International President Thomas C. Short		
Salary	\$ 271,033	\$ 263,139
Expenses	10,400	10,400
Transportation and incidentals	172,418	87,308
	<u>453,851</u>	<u>360,847</u>

Purchase of real and personal property	(205,037)	(229,628)
Board designated investment	(304,718)	(252,590)
Net cash (used) by investing activities	<u>(3,116,885)</u>	<u>(1,579,907)</u>
(Decrease) increase in cash	(133,265)	34,692
<b>Cash at beginning of year</b>	<b>455,452</b>	<b>420,760</b>
<b>Cash at end of year</b>	<b>\$ 322,187</b>	<b>\$ 455,452</b>

## GENERAL FUND and SUBSIDIARIES Notes to Consolidated Financial Statements April 30, 2007

### Note 1 - Organization

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (the International) was established July 17, 1893.

The purpose of the International is to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to insure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The International's wholly-owned subsidiary, the I.A.T.S.E. Realty Corporation (Realty Corp.), a California nonprofit mutual benefit corporation, was incorporated on September 3, 1999 to hold title to property, collect income therefrom and pay related expenses. The International has a 100% controlling financial interest in the Realty Corp.

On April 5, 2005 a second wholly-owned subsidiary, the I.A.T.S.E. International Building Corporation (Building Corp.), was incorporated as a non-share capital corporation in Ontario, Canada to hold title to property, collect income therefrom and pay related expenses. The International has a 100% controlling financial interest in the Building Corp.

### Note 2 - Summary of significant accounting policies

Principles of consolidation - The consolidated financial statements include the accounts of the General Fund and its subsidiaries. All intercompany accounts and transactions were eliminated.

The International and Realty Corp. are tax exempt organizations under the provisions of Sections 501(c)(5) and 501(c)(7), respectively, of the Internal Revenue Code and file annual information returns as required.

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

The accompanying consolidated financial statements reflect as income or expenditures foreign currency translation adjustments when the conversion of Canadian dollars to U.S. dollars is significant.

Buildings are being depreciated on a straight-line basis over a useful life of 39 years. Furniture and equipment are being depreciated on a straight-line basis over useful lives ranging from five to seven years.

In preparing its consolidated financial statements in conformity with accounting principles generally accepted in the United States of America, the International makes estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

All of the International's cash is deposited in four banks. The International has not experienced any losses on its cash deposits.

The International reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the consolidated statement of activities. Unrealized (gains) losses for the years ended April 30, 2007 and 2006 amounted to \$(355,572) and \$337,196, respectively. Investments consist primarily of J.P. Morgan Chase Money Market Fund, Merrill Lynch Investment Fund Accounts, Harris Private Banking and Oppenheimer Limited Term Government Fund.

Certain information in the fiscal 2006 consolidated financial statements has been reclassified to conform to the fiscal 2007 presentation.

### Note 3 - Lease agreements

In May 2001, the International entered into an agreement to rent office facilities in New York City. The lease is for a term of 12 years and 3 months and is to expire on January 31, 2014. Under the provisions of the lease, the annual rent payable for the premises is \$459,200 for the period from November 1, 2001 through January 31, 2007 increasing to \$481,600 for the period February 1, 2007 through January 31, 2012 and increasing to \$526,400 for the period from February 1, 2012 through and including January 31, 2014.

In addition to the above rents, the International is required to pay escalation charges for real estate taxes, wage rates and utility costs as provided for in the agreement.

The lease also requires, as security for lessee's obligations under the lease, a \$87,733 letter of credit.

The lease rents are calculated on a straight-line basis which is used to recognize minimum rent expense under leases which provide for varying rents over their terms. Use of the straight-line basis results in accelerated recognition of expense since the applicable lease provides for free rent periods and increasing rents over its term. The effect of applying the straight-line basis as opposed to recognizing expense when payable resulted in an increase in rent expense in the amount of \$10,743 for the year ended April 30, 2007 and \$10,740 for the year ended April 30, 2006. Total rent expense for the years April 30, 2007 and 2006 amounted to \$603,166 and \$567,800, respectively.

The aggregate minimum annual rental payments for the next five years and thereafter, exclusive of escalation charges are as follows:

Fiscal Year	
2008	481,600
2009	481,600
2010	481,600
2011	481,600
2012	492,800
Thereafter	921,200
	<u>\$ 3,340,400</u>

### Note 4 - I.A.T.S.E. Retirement Fund

The International has a contributory retirement plan covering its qualifying employees. The plan provides a normal pension to a participant whose covered employment with I.A.T.S.E. terminates and has attained age 65 and accrued at least 5 years of credited service. Disability pension benefits are payable at any age to a participant whose covered employment with I.A.T.S.E. terminates with at least 10 years of credited service. For fiscal years 2007, and 2006, the annual funding is 25% of each participating employee's salary.

In September 2006, the Financial Accounting Standards Board ("FASB") issued No. 158, "Employers' Accounting for Defined Benefit Pension and Other Post Retirement Plans", an amendment of FASB Statements No. 87, 88, 106 and 132(R). FASB 158 will require employers to recognize their defined benefit plans' overfunded or underfunded status in their statements of financial position, require employers to measure plan assets and plan obligations as of the balance sheet date, immediately recognize any remaining transition obligation currently being deferred, and recognize actuarial gains and losses through unrestricted net assets. The statement is effective for fiscal years ending after June 15, 2007. The Company is evaluating SFAS No. 158 and has not determined the impact it will have on its future financial statements.

In accordance with the provisions of SFAS No. 87 "Employee Accounting for Pensions" (SFAS No. 87), the International has recorded an additional minimum liability (see note 12) in an amount by which the accumulated benefit obligation exceeds the fair value of the defined benefit assets.

In compliance with the disclosure required by Statement of Financial Accounting Standards No. 132(R), "Employers' Disclosures about Pensions and Other Post-Retirement Benefits - Revised," the funded status of the Internationals pension benefit obligation and amounts recognized in the accompanying consolidated statement of financial position was as follows:

	April 30	
	2007	2006
Plan assets at fair value	\$ 13,189,830	\$ 11,888,601
Projected benefit obligation	18,010,583	16,124,869
<b>Funded status</b>	<b>\$ (4,820,753)</b>	<b>\$ (4,236,268)</b>
Prepaid pension cost	\$ 1,104,267	\$ 1,058,904
Additional minimum liability	2,755,479	2,720,972
<b>Net amount</b>	<b>\$ (1,651,212)</b>	<b>\$ (1,662,068)</b>

	April 30	
	2007	2006
Benefit (cost)	\$ 1,340,621	\$ 1,290,556
Employer contribution	1,385,984	1,202,873
Benefits paid	927,498	850,057

Weighted average assumptions made as of the end of the year (March 31, 2007 and 2006) were used to determine the benefit (cost) for the years indicated. The calculation of the plan's funded status and amounts recognized in the consolidated statement of financial position were based upon actuarial assumptions appropriate at those dates and are shown below:

	April 30	
	2007	2006
Discount rate	6.25%	6.00%
Expected long-term rate of return on plan assets	7.50%	7.50%
Rates of increase in compensation levels	4.00%	4.00%

## GENERAL FUND and SUBSIDIARIES Notes to Consolidated Financial Statements (continued)

The following are weighted-average assumptions used to determine benefit obligations and discount rate:

	April 30	
	2007	2006
Discount rate	6.25%	6.25%
Rates of increase in compensation levels	4.00%	4.00%

The plans weighted-average asset allocations by asset category, are as follows:

	April 30	
	2007	2006
Equity securities	60.70%	58.25%
Debt securities	32.19	37.95
Other	7.11	3.80
	<u>100.00%</u>	<u>100.00%</u>

The investment objectives for the pension plan assets are designed to generate returns that will enable the fund to meet its future obligations. The precise amount for which these obligations will be settled depends on future events. The obligations are estimated using actuarial assumptions, based on the current economic environment. The plan's investment strategy balances the requirements to generate returns, using equity investments for long-term growth of capital and fixed income investments to provide income and to preserve capital. Risks include, among others, the likelihood of the plan becoming underfunded, thereby increasing the plan's dependence on contributions from the International. The plan assets are managed by a professional advisor and performance is evaluated by management and adjusted periodically based on market conditions.

The accumulated benefit obligation was \$14,841,042 and \$13,550,669 for the years ended April 30, 2007 and 2006, respectively.

Expected contributions to the plan in calendar 2007 are approximately \$1,356,000.

Expected future benefit payments are as follows:

Calendar Year	
2007	\$ 904,423
2008	922,413
2009	921,297
2010	929,661
2011	916,027
2012-2016	5,285,091
	<u>\$ 9,878,912</u>

### NOTE 5 - PER CAPITA TAX

Pursuant to the constitution and bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the Alliance, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the roster of membership of the current quarter. Payments received for future quarters are recorded as deferred income. The cost of one quarterly receipt stamp and its allocation is as follows:

Period	Allocation of Quarterly Stamp				Richard Walsh/ Alfred W. DiTolla/ Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
January 1, 2007 - April 30, 2007	\$ 42	\$ 35.90	\$ 4	\$ 2	\$ .10
January 1, 2006 - December 31, 2006	41	34.90	4	2	.10
May 1, 2003 - December 31, 2005	40	33.90	4	2	.10

### NOTE 6 - ROYALTY INCOME

During 1997, the International entered into an agreement with the AFL-CIO granting them the right to use the International Union trademarks and membership list. In consideration for this license, the AFL-CIO pays annual royalties to the International based on usage. The annual royalties received by the International during fiscal 2007, and 2006 amounted to \$227,261 and \$148,975, respectively. The terms of the agreement commenced March 1, 1997 and will expire February 28, 2009.

### NOTE 7 - REAL AND PERSONAL PROPERTY

Real and personal property is recorded at cost and consists of:

	April 30	
	2007	2006
Land	\$ 1,147,391	\$ 1,147,391
Buildings	2,710,996	2,693,996
Furniture and equipment	1,109,011	920,974
Total	4,967,398	4,762,361
Less accumulated depreciation	1,236,547	1,079,020
	<u>\$ 3,730,851</u>	<u>\$ 3,683,341</u>

### NOTE 8 - EMPLOYEE 401(K) SAVINGS PLAN

Effective January 1, 1997, the International adopted a 401(K) defined contribution savings plan through Merrill Lynch. All those employed by the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 15% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. There is no matching contribution made by the International.

### NOTE 9 - RENTAL INCOME

The Realty Corp. as lessor under two commercial leases which expire in 2008 and 2011, will receive minimum base rents during the term of the leases as follows:

Fiscal Year	
2008	\$ 40,120
2009	29,131
2010	29,859
2011	2,493
	<u>\$ 101,603</u>

### NOTE 10 - CONTINGENCY

The International and its officers have been named as defendants in a lawsuit commenced on April 8, 2003 by 12 former members of the Executive Board of an affiliated local. The plaintiffs originally sought a total of \$25.5 million in damages in connection with a Trusteeship imposed by the International on the local in accordance with Article 20 of the International Constitution and Federal Labor Laws. After certain claims were dismissed the plaintiffs amended their claims and were seeking \$7.5 million in damages. The lawsuit was withdrawn without prejudice under the terms of a non-monetary settlement agreement.

In addition, the International has been named in a number of lawsuits that arose in the normal course of business. It is the opinion of management the eventual disposition of these legal actions, based on available insurance coverage and the assessment of the merits of such actions by counsel will not have a material adverse effect on the financial position of the International.

### NOTE 11 - BOARD DESIGNATED INVESTMENT

In July 2001, the General Executive Board, authorized the allocation of funds from the General Fund to a building reserve. Funds in the amount of \$250,000 per year, beginning in fiscal 2004, were transferred to a Building reserve account. Such funds were deposited into a Merrill Lynch investment account. Market value for the Merrill Lynch investment account at April 30, 2007 was \$1,065,931.

### NOTE 12 - UNRESTRICTED NET ASSETS

	Unrestricted Net Assets	Minimum Pension Liability
	<u>Total</u>	
Balance April 30, 2005	\$ 23,802,623	\$ (2,969,646)
Change in net assets	1,282,684	-
Pension liability	674,847	674,847
Balance April 30, 2006	25,760,154	(2,294,799)
Change in net assets	2,893,975	-
Pension liability	(101,070)	(101,070)
Balance April 30, 2007	<u>\$ 28,553,059</u>	<u>\$ (2,395,869)</u>





## FTQ Publicly Endorses IATSE Locals 514, 667 Efforts to Represent Quebec Motion Picture Workers

On May 16, 2007, IATSE International President Thomas C. Short and Henri Massé, President of La Fédération des Travailleurs et Travailleuses du Québec (FTQ) met with members of IATSE Locals 514 and 667 on the set of "Whiteout," one of six feature films slated for production this year in Montréal under the jurisdiction of the IATSE.

Henri Massé took the opportunity to publicly express his support for the organizing efforts of IATSE Locals 514 and 667 in Montréal. "The IATSE has a long and proud history of representing employees working in the entertainment industry in Québec since 1898. There needs to be one union to represent the interests of motion picture workers in Québec and that union is the IATSE."

Added Massé, "These locals are committed, and we owe it in good part to their determination that Montreal once again has the favourable conditions to attract important American productions that threatened to go and shoot elsewhere."

President Short said, "The motion picture workers in Québec have asked the IATSE to represent them. We intend to do so. I appreciate the support of the FTQ. The six locals of

the IATSE in Québec are members of the FTQ and we continue to support the leadership of Henri Massé and the FTQ in fighting to improve the lives of working families."



**International President Thomas C. Short, with Director of Canadian Affairs John M. Lewis, meets with FTQ President Henri Massé.**



**On the set of "Whiteout", from left to right, Director Dominic Sena, Producer Don Carmody, President Short, Director of Canadian Affairs Lewis and FTQ President Massé.**

## IATSE DISTRICT TWO'S 63RD CONVENTION

The convention was June 2-3, 2007 at the Hilton San Diego Resort in San Diego, California.



**President Short addressed the members of the District Two Convention. Also at the Dias table, from left to right, International Vice Presidents Thom Davis and Michael F. Miller, Jr. and District Secretary Missy Humphrey.**



**Representing Local 705 at District Two's Convention, from left to right: Paul DeLucca (Asst. Business Representative), Larry Richter (Vice President), Debby Curtis, Steve Ferry, Buffy Snyder (Business Representative), Jeffrey Schoenberg, Radford Polinsky, Robert Moore III.**

There's strength in numbers...



...and **\$SAVINGS, too!**

With Union Plus benefits, everyday savings are available to you and your family on dozens of products and services you already use. **These special deals are available only for union members and their families.**

And when you use Union Plus programs, you know the **service** is as great as the savings. Plus, you're entitled to **special benefits just for union members**, such as layoff and strike protection when you're out of work.

Some union families could **save up to \$3,600 a year!** How much can you save? Just go to [www.unionplus.org/savings](http://www.unionplus.org/savings) and try the easy-to-use Savings Calculator for yourself. **When it comes to savings, there really is strength in numbers!**

[www.unionplus.org/savings](http://www.unionplus.org/savings)



WEB 6/04



## International Vice President Thom Davis Honored By The Jewish Labor Committee

On July 15th, International Vice President Thom Davis received the Abe Levy Chaver Award from the Jewish Labor Committee at its 73rd Anniversary Annual Award Brunch.

Michael Nye, President of the JLC Western Division, spoke warmly of Brother Davis' presence in the entertainment industry and the labor movement in general. "As a County Fed Vice President, he oftentimes chairs the Los Angeles County Federation of Labor Delegate meetings, a job most of us would avoid if offered. Thom not only represents his members, but is seen assisting other labor organizations in their fights too." Brother Davis is the Business Agent of IATSE Local 80 in Hollywood, CA.

Other honorees at the Award brunch were Serena Kay Williams, the retired Secretary-Treasurer of Professional Musicians Local 47, and actress Michelle Lee. Ms. Williams received the Jim Doherty Dor L'Dor Mentoring Award. Ms. Lee received the Max Mont Mensch Award.

Honorary Co-Chairs were Jay Roth, Executive Director of the Directors Guild of America (DGA) and John P. Connolly, Executive Director of the Actor's Equity and former



From left to right: Lewis Levy, Esq., Michael Nye, President of the JLC Los Angeles Chapter and International Vice President Thom Davis. The award is named in honor of Lewis Levy's father.

President of AFTRA. The event's speaker was Art Pulaski, Executive Secretary of the California Labor Federation. Well over 500 people attended this annual fund-raiser, whose theme was "JLC Goes to Hollywood."

The JLC is an independent secular organization that helps the Jewish community and the trade union movement work together on important issues of shared interest and concern.

## PIRACY – AN INTERNATIONAL CONCERN



This photo was taken at a press conference which was held by the Canadian Federal Government in Ottawa on Friday, June 1, 2007 regarding the announcement on piracy and the change in the law.

From left to right: Assistant to the President Sean McGuire, Director of Canadian Affairs John Lewis, Stephen Ellis (CFTPA), Monique Lafontaine (DGC), Raffaele Papalia (Association Des Proprietaires De Cinema el Cine-Pairs de Quebec) Beverley J. Oda (Minister of Canadian Heritage & Status of Women) Maxime Bernier (Minister of Industry), Ellis Jacob (Cineplex), Ted East (CAFDE), Tom Fermanian (Association Des Proprietaires De Cinema et Cine-Pairs de Quebec), Daniel Seguin (Cineplex) and Fabrizio Stangheri (MPTAC).

## 2007 America@Work AFL-CIO Union Industries Show

CINCINNATI, OHIO



From left to right: Business Agent of Local 5 Thomas Guidugli, International President Thomas C. Short, Charles E. Mercer, President, Union Label & Service Trades Department, AFL-CIO and General Secretary-Treasurer James B. Wood.





**CALL TO ORDER**

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. in the Colonnade Ballroom of the Sheraton St. Louis City Center in St. Louis, Missouri on Monday, July 23, 2007.

**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
- TIMOTHY F. MAGEE,  
First Vice President
- MICHAEL BARNES,  
Second Vice President
- J. WALTER CAHILL,  
Third Vice President
- THOM DAVIS,  
Fourth Vice President
- MATTHEW D. LOEB,  
Fifth Vice President/Director of  
Motion Picture and Television  
Production
- ANTHONY DE PAULO,  
Sixth Vice President/  
Co-Director of Stagecraft
- MIMI WOLCH,  
Seventh Vice President
- DAMIAN PETTI,  
Eighth Vice President
- BRIAN J. LAWLOR,  
Ninth Vice President/  
Co-Director of Stagecraft
- MICHAEL F. MILLER,  
Tenth Vice President
- JOHN T. BECKMAN,

- Eleventh Vice President  
DANIEL E. DI TOLLA,
- Twelfth Vice President/  
Director of Organizing  
JOHN FORD,
- Thirteenth Vice President

In addition to the members of the Board, those present included General Secretary-Treasurer Emeritus Michael W. Proscia, International Vice President Emeritus Edward C. Powell; International Trustees C. Faye Harper George Palazzo and Thomas Cleary, CLC Delegate Donald Ramsden, Assistants to the President Deborah A. Reid and Sean McGuire; Division Director of Trade Show & Display Work William E. Gearns, Jr.; Director of Canadian Affairs John M. Lewis; International Representatives Ben Adams, Steve Aredas, Michael David, Sandra England, Don Gandolini, Jr., Ron Garcia, Christine Greenlaw, Barny Haines, Scott Harbinson, Scott Haskell, J. Gregory Kasper, Mark Kiracofe, Gavin Koon, Daniel Mahoney, Joanne M. Sanders, Robert A. Trombetta, Patricia A. White and Joel Youngerman, Special Representatives Ira Alper, Ronald G. Kutak, Rick Perotto, Joseph Short and James Taylor; Retired Officers Daniel J. Kerins, Nick Long, Michael J. Sullivan and C. Gus Bottas; Assistant to the Editor MaryAnn Kelly; New York Office Manager Colleen Paul; Executive Assistant to the General Secretary-Treasurer Barbara Jackson, West Coast Office Staff Terri Simmons and Stacey Rieth.

Also in attendance at various open sessions of the Board meeting were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 4, Brooklyn and

Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 6, St. Louis, MO; 7, Denver-Boulder, CO; 10, Buffalo, NY; 11, Boston-Waltham, MA; 12, Columbus-Newark-Marysville-Delaware, OH; 14, Albany-Schenectady-Amsterdam, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlingham-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 22, Washington, D.C.; 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 76, San Antonio, TX; 84, Hartford-Northern Connecticut, CT; 110, Chicago, IL; 121, Niagara Falls, NY; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 134, San Joes-Santa Clara, CA; 143, St. Louis, MO; 153, El Paso, TX/Las Cruices, NM; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 217, Rockford, IL; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 415, Tucson, AZ; 423, Albuquerque-Roswell-Santa Fe, NM; 476, Chicago, IL; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 482,

Champaign-Urbana-Decatur-Danville-Rantoul-Charleston, IL; 484, State of Texas; 491, States of North and South Carolina/Savannah, GA; 493, St. Louis, MO; 495, San Diego, CA; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 534, Middlesex-Mercer-Union-Ocean Counties-Asbury Park-Long Branch, NJ; 600, United States; 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeastern New Jersey; 665, Honolulu, HI; 667, Eastern Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago, IL; 774, St. Louis, MO; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 786, Detroit, MI; 787, Pittsburgh, PA; 790, Hollywood, CA; 798, New York, NY; 799, Philadelphia, PA/Camden, NJ; 800, Los Angeles, CA; 805, St. Louis, MO; 822, Toronto, ON; 825, Memphis, TN; EE/BPBD 829, New

York, NY; USA 829, New York, NY; 830, Providence, RI; 843, Orlando, FL; 847, Hollywood, CA; 849, Atlantic Canada; 864, Cincinnati, OH; 871, Hollywood, CA; 873, Toronto, ON; 875, Phoenix, AZ; 883, Cleveland, OH; 891, Vancouver, BC/Yukon Territory, Canada; 892, Hollywood, CA; 904, Tulsa, OK; 913, Baltimore, MD; 924, Stratford, ON; 927, Atlanta, GA; 18032, (ATPAM) New York, NY; B-2, St. Louis, MO and B-27, Cleveland, OH.

**HOST LOCALS**

The Host Locals Committee, comprised of International Vice President John T. "Jack" Beckman, Jr., Brothers Rich Wood of Stage Local 6, Gary Hansen of Studio Mechanics Local 493, Sisters Laura Campbell of Wardrobe Local 805, Loretta Ludwig of Treasurers and Ticket Sellers Local 774, Brothers Bill Watkins of Operators Local 143, Bob Young and Mark Hartigan of Special Department Local B-2, appeared before the Board to officially extend a warm welcome to the City of St. Louis.

President Short noted that the last time a meeting of the General Executive Board was held in St. Louis was in 1958 and he was glad the Board brought it back for this meeting after



**The Host Local Committee: International Vice President Jack Beckman, Rich Wood Local 6, Business Agent of Local 493 Gary Hansen, Vice President of Local 805 Laura Campbell, President of Local 774 Loretta Ludwig, Business Agent of Local 143 Bill Watkins, Business Agent of Local B-2 Bob Young, and President of Local B-2 Mark Hartigan.**

such a long time. On behalf of the Board and all members of the Official Family, President Short expressed his deep appreciation to Vice President Beckman and the entire Host Committee for what he expected to be a successful meeting.

**REPORT OF THE GENERAL SECRETARY-TREASURER**

General Secretary-Treasurer James B. Wood appeared before the Board and presented the following report on a number of items as follows:

*2007 America@Work Show*

This year's America@Work show (previously known as the Union Industries Show) took place from June 15th to 17th and was held at the Duke Energy Convention Center in Cincinnati, Ohio which is serviced by I.A.T.S.E. Local 5. For three days, a wide spectrum of products that union members make and services that they provide were on display for the public to see.

As with past years, the IA took a 20' by 60' booth space, which aside from the big three auto companies is one of the larger exhibits at the show. Once again all of the I.A.T.S.E. crafts were highlighted. Keith Marshall and Tom Kiousis created souvenir photos for visitors by inserting them into a motion picture scene by using a digital camera, a laptop computer and a green screen.

*Congressional Directory*

In keeping with President Short's message of increased political action, a booklet entitled the "110th Congressional Directory" was recently printed by the International and distributed to each of our U.S local unions as well as all Officers and Representatives of the International and our District Secretaries.



The booklet contains extensive contact information relating to all three branches of government as well as a host of additional information including committee assignments and tips on how to effectively communicate with Congress. The booklet is one of the most comprehensive of its kind and is another tool to assist our local unions and their memberships with the goal of increasing political activity.

#### **Union Plus Scholarships**

In May of this year the Union Plus Scholarship program announced the names of 103 students that were selected from over 5,500 applicants. The winners will receive a scholarship in the amount of either \$1,000 or \$2,000.

In addition to demonstrating academic ability, applicants are required to submit essays of no more than 500 words describing their career goals, detailing their personal relationship with the union movement and explaining why they are deserving of a union scholarship.

This year, five children of I.A.T.S.E. members from Locals 52, 600, 784 and 804 were selected. Additional information on the winners and the Union Plus Scholarship program has been posted on the International's Web site and profiles on the winners will appear in the next issue of the Official Bulletin.

#### **AT&T Wireless Discounts**

As a result of the positive relationship that the Communication Workers of America (CWA) has with AT&T Wireless (formerly Cingular) a discount program was developed to save unions money on the cellular telephone expenses incurred by their employees. The International coordi-

nated with the AFL-CIO to make the program available to not only our Officers, Representatives and staff, but also all of our U.S. local unions.

In addition to supporting a union-friendly company the program is saving the International and our local unions 18% on their cellular phone bills.

This program is a discount program designed to reduce the expenses for our local unions, it is not available to members. Union Privilege does offer AT&T Wireless discount programs for union members and additional information can be found on the Union Privilege Web site.

#### **New Poster**

Occasionally the International receives requests from various sources for promotional posters. Since such material did not exist, the graphic designers that work on the Official Bulletin were recently engaged to design such a poster.

The poster has been distributed to all of our offices as well as the National Benefit Funds and was on display at the America@Work show. A sample of the poster will be published in the Third Quarter issue of the Official Bulletin and it will be made available for purchase by members and local unions.

#### **U.S. Department Of Labor Reporting**

Local unions are reminded that Form LM filings are due within 90 days of the end of all unions fiscal year.

The U.S. Department Of Labor (DOL) has embarked upon a campaign to reduce delinquency in the filing of Form LM's. The DOL has indicated that they will initially focus on approximately 1,275 unions whose reports are over one year past due.

The DOL intends to send warning letters to all of the affected unions and after 30 days the names of the unions that have still not filed will begin to appear on a section of the DOL Web site. If the filings continue to not be made the DOL intends to pursue further enforcement action including possible referral to local U.S. attorneys for criminal enforcement.

#### **Status Update of the International's New Information System**

As was reported during the General Executive Board in New Orleans, a project has been commenced to completely redesign the member/local union database and all of its ancillary programs as well the Roadman Program used by the Stagecraft Department for the issuance and tracking of Pink Contracts.

We are now targeting an end of September completion date at which time testing of the system will begin within the General Office and with a few local unions that have volunteered to participate in the beta testing.

It is expected that by the end of this year the system will be fully operational and will be available to our local unions. The release of the system will be done on a rolling basis in order that there will be an ability to provide proper support for the local unions as they begin using the new system.

In addition to the improved efficiency and reporting capabilities that the new system will provide to the staff in the General Office, our local unions will discover a number of features that will be advantageous for them. Member address updates will be able to be done online, per capita stamp and other supply orders will be accomplished online and most dramatically, local unions will have



**An appearance by International Vice President Anthony DePaulo, Sister Andrea Pelous of Local 784, Brother David Besser of Local 784 and International Representative Patricia A. White was made before the Board to report on the successful conclusion of negotiations with the Shorestein Theatre.**

the ability to complete and submit their Quarterly Reports electronically.

#### **Audited Financial Statements**

For the past number of weeks the auditors have been in the General Office performing the April 30, 2007 year-end audit. The final audited statements have now been completed and as has been past practice, they will be published in the Third Quarter issue of the Official Bulletin.

#### **I.A.T.S.E. Building Fund**

During the 2003 mid-Summer General Executive Board meeting held in New York City, the Board approved the establishment of a Building Fund in accordance with Article Fourteen, Section 3(e) of the International Constitution and Bylaws for the purpose of ultimately purchasing a building in New York City to house the General Office. During subsequent General Executive Board meetings the Board has approved allocations totaling \$1,000,000 to that Fund.

The financial position of the International continues to be positive and the General Executive Board support-

ed a recommendation that a further \$500,000 be designated to the Building Fund.

In other Finance Department News,

1. Royalty payments continue to be received from both the AFL-CIO credit card program and other Union Privilege programs. In the year ending April 30, 2007 we received \$227,261 from various programs.

2. As a result of an ever-increasing number of "rush" requests for consultation responses for INS Visas, almost \$400,000 in fees were generated during the fiscal year ending April 30, 2007. In keeping with the procedures established when the INS consultation fees were first introduced in 2003, all of these monies received are deposited into the Defense Fund.

3. As was reported to the General Executive Board in New Orleans, a redesigned letterhead and envelopes were approved and have been in use for the past several months.

The General Executive Board accepted the report as one of progress.

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

International Trustees C. Faye Harper, George Palazzo and Thomas Cleary appeared before the Board and presented their report on the audit conducted by them in October 2006, in accordance with the International Constitution.

The Board accepted the report.

#### **APPEAL OF DOUGLAS L. BOGGS V. LOCAL NO. 12, COLUMBUS, OH**

Brother Douglas Boggs appealed to the General Executive Board from a decision of the International President affirming a decision of the membership of Local 12 finding Brother Boggs guilty of conduct unbecoming the position of president, censuring him for misconduct, and ordering reimbursement to the Local for expenses in connection with the Local's investigation. The membership found that Brother Boggs

1. overcompensated Richard Tisdale;
2. misappropriated union funds by overpayment of officer's salary and vacation time both in excess of that allowed under Article 7, Sections 7 and 7A of the Local's Constitution and Bylaws;
3. directly benefited from the violations of Article 7, Sections 7 and 7A by gaining \$13,422.40 excess compensation during the period 1998 through 2004 beyond that which was permitted for the position of business manager; and
4. tampered with the Local's Constitution in an attempt to cover-up malfeasance and overcompensation of the business representative.

In his appeal to this Body, Brother Boggs alleged that he was denied due process, denied challenges,



denied critical evidence needed for his defense, and denied a right to a fair and impartial hearing.

The Local charged Brother Boggs and Brothers Richard Tisdale and Larry Tisdale with conduct unbecoming officers/members based upon financial impropriety (overcompensating an officer of the Local and theft of union funds) and falsification of documents in order to cover-up malfeasance.

The primary basis for Brother Boggs' appeal is that he was denied a transcript from the trial of Richard Tisdale. Brother Boggs argues on appeal that the tape recording of Brother R. Tisdale's trial "contained facts, explanations, undisputed erroneous allegations and various sworn statements needed to defend the charges against him and prepare his appeal." Neither he, nor anyone on his behalf, presented this argument to the trial board or to the membership. Brother Boggs was tried in absentia. The Board found that he may not, therefore, argue the relevancy of the transcript in the trial of Richard Tisdale. He was tried separately from Brother R. Tisdale. No appearances before the Board was denied in accordance with Article Nine, Section 1(a) of the International Constitution.

The entire record on appeal was reviewed by the Board. The Board, with President Short not voting, upheld the decision of International President Short.

#### **LOCAL NO. 484, AUSTIN, TX**

Appearing before the Board were Brothers Ken Rector and Stephen Belisky representing Local 484, and Brothers Robert Sandoval and Kaleb Heinemann representing El Paso Local 153 regarding the jurisdiction of motion picture production in the area. Local 153 was assigned the jurisdiction

in spite of the fact that Studio Mechanics Local 484 covers the remaining part of the State. Local 484 asserts that it has a small number of members in the area but some individuals have expressed interest in joining Local 484. Local 153 has about 30 people who work exclusively in motion picture production. Local 484 is prepared to waive initiation fees and take in all of the current Local 153 members in motion pictures. These members can also retain membership in Local 153 if they so desire. Local 484 will also have a regional representative to service the El Paso area.

The Board voted to grant Local 484's request to assume motion picture production jurisdiction formerly covered by Local 153.

#### **LOCAL NO. 514, MONTREAL, QC**

Brother Michel Charron, Business Agent of Local 514, appeared before the Board to request that the Local's geographic jurisdiction be expanded to include Ottawa. The Local pointed out that there had been an increase in productions shooting in Ottawa non-union, that Ottawa was less than a two hour drive from Montreal, and that many of the producers were Montreal based. In view of the fact that the jurisdiction is presently held by an existing Mixed local in Ottawa and there is also an existing Studio Mechanics local (Local 873) in Toronto, the International President advised that the Board would have to fully investigate the request before rendering any decision.

President Short assigned Director of Canadian Affairs John Lewis to commence an investigation as soon as possible and stated that the Local's request will be further discussed at the next regular meeting of the Board

when it will hear a full report on the investigation.

A final determination will be made at that time and Local 514 will be notified accordingly.

#### **LOCAL NO. 784, SAN FRANCISCO, CA**

##### **RE: Shorenstein-Hays-Nederlander**

An appearance by International Vice President Anthony DePaulo, International Representative Patricia A. White, Brother David Besser of Local 784, and Sister Andrea Pelous of Local 784 was made before the Board to report on the successful conclusion of negotiations with SHN. The contract provides wage, benefit, and other improvements. The SHN currently operates three theatres. The jurisdiction of the Local and coverage of the collective bargaining agreement extend beyond the three theatres in the event that work is performed in other venues or locations. A highlight of the new agreement is a provision for pension contributions to the IATSE National Benefit Funds.

##### **AICP**

International Vice Presidents Matthew D. Loeb and Thom Davis, International Representatives Daniel Mahoney, Patricia A. White and Steve Aredas, General Counsel Steve Spivak and Mid-West Counsel Dale Short reported on the recently concluded negotiations with the Association Independent Commercial Producers (AICP) for a renewal of the National Commercial Agreement.

Recognition was attained for New York Wardrobe Local 764, Chicago Wardrobe Local 769 and San Francisco Local 784. Crafts Service was clarified as being covered in the jurisdiction of the IATSE's contract. There was also a confirmation that

the Digital Imaging Technician is covered by the contract.

In addition, improvements were made in the meal penalty provisions and clarifications were made on housing issues.

The AICP agreed to standard contributions to the MPIPHP. In IATSE National Benefit Funds areas, contributions were increased by \$5.00, \$5.00 and \$4.00 in the three years of the contract. Wages were increased by three percent in each of the three years. Before applying the three percent increase in the first year, a two percent bump up was given to keys and thirds in wardrobe.

A side letter allowing for contributions on public service announcements was added, as was a provision covering non-traditional commercials on the Internet.

The AICP withdrew a proposal that would have defined commercials in a way that would have limited the contract's application.

The Board voted to ratify the AICP agreement.

##### **ANISA PRODUCTIONS**

##### **RE: America's Next Top Model**

Vice Presidents Michael F. Miller, Jr. and Matthew D. Loeb, Special Representative Ronald Kutak and West Coast Counsel James G. Varga reported on the results of organizing the reality television show called "America's Next Top Model." As previously reported to the Board, in the Editors Department the Editors and Assistant Editors were engaged by the IATSE in 2005. In 2006, the Writers Guild of America-West tried to gain recognition from the producer, Anisa Productions, for employees that were then called Producer/Writers. Essentially, these workers took recorded product and from the raw footage

they would construct a storyline to compliment the contest for "America's Next Top Model." This was a middle step in the production between filming and editing the show. WGA-West attempted to leverage their recognition demand by declaring a strike in July 2006. In response, the Producer redesigned its production process to eliminate this middle step. There are no longer Producer/Writers. The storytelling which is a function of editing continues to be performed by IATSE members in Local 700.

When the Writers demanded that they be assigned the storytelling work the IATSE advised Anisa Productions that taking the storytelling work away from Editors would be deemed an unfair labor practice and IATSE would strike to protect its jurisdiction. In response, the Producer filed a charge with the NLRB to resolve the jurisdictional dispute. As previously reported to the General Executive Board, the decision of the NLRB was in favor of the IATSE.

While the post-production issues were being litigated, the IA organized the production side of the crew. After a ground up campaign, a petition for an election was filed with the NLRB. The IATSE overwhelmingly won the election. The parties then met and negotiated a contract patterned after the post-production IATSE contract already in place.

The entire pre-production, production and post-production crew on "America's Next Top Model" is now represented by the IATSE.

This is a report of progress as the IATSE continues to organize workers in reality television production.

##### **ARCLIGHT**

International Representative Robert

Trombetta and West Coast Counsel James G. Varga appeared before the Board to report on the recently negotiated contract covering projectionists at the Arclight Cinemas in Hollywood, California. Arclight is an upper scale movie house operated by Pacific Theatres. Before the election took place there was a contested Labor Board hearing where the Employer tried to block the IATSE petition based on a contract held by the Association of IATSE District 2 Locals covering maintenance projectionists. The Labor Board ruled in favor of the IATSE which then allowed the election to proceed. The IATSE won the election by unanimous vote. Subsequent negotiations resulted in a first contract covering these dedicated projectionists. Several employees were working for minimum wage when organized and as a result of the new contract they received wage increases ranging between 8% - 14%. For the first time the crew will receive premium pay when working holidays. The employees will have the opportunity to perform audio/visual work in addition to traditional work in the projection booth. The covered employees will also be eligible for additional work during Studio previews and festivals.

Pacific Theatres intends to open another renovated theatre in Los Angeles and IATSE intends to organize that crew as well.

This report was noted as a work in progress.

##### **BLASCHUK LAWSUIT**

Canadian Counsel Bernard Fishbein reported to the Board on the outstanding lawsuit of Anthony Blaschuk, the former President of IATSE Local 129 (Hamilton Stage) arising out of his conviction by a Local Trial Board in 1999. The lawsuit



**From left to right, International Vice Presidents J. Walter Cahill, Mimi Wolch, Daniel E. Di Tolla, International Trustee C. Faye Harper and International Vice President Brian Lawlor gave a report to the Board on the activities of the Diversity Committee.**

has now been settled without any admission of wrongdoing by the International Union and all allegations against the International and its Officers have been withdrawn.

#### **BLUE MAN GROUP**

International Vice Presidents Anthony DePaulo and Brian J. Lawlor and Director of Canadian Affairs John M. Lewis gave a report on the Blue Man Group. Local 822 in Toronto had attained a contract for the local production of Blue Man Group in Toronto. In Las Vegas, Local 720 has won a representation vote for stagehands of the local production of Blue Man Group.

Overall discussions to cover certain Blue Man Group productions in the U.S. and Canada have been ongoing with the International and further sessions are scheduled for October 2007.

#### **CANADA**

Director of Canadian Affairs John Lewis, International Vice Presidents Mimi Wolch and Damian Petti, Assistant to the President Sean McGuire, CLC Delegate Don Ramsden, International Representatives Barny Haines

and Christie Greenlaw, Special Representative Rick Perotto, and Canadian Counsel Bernard Fishbein report to the Board on the activities of some of the Canadian locals since the General Executive Board meeting in New Orleans in February 2007.

With the rising Canadian dollar the Motion Picture Industry in Canada continues to change in terms of the types of productions being produced and the budget levels. Most strikingly, the growth in low budget Canadian productions has outpaced all production types. The surging Canadian dollar has also had an impact on many stage locals in Canada, some of whom are reporting historic high gross payroll figures for their members. This is not only due to the increased organizing efforts across the country, but the higher Canadian dollar has made many smaller markets and venues economically viable and the number of touring theatrical productions and rock tours has increased.

Local 58 (Toronto-Stage) had recently concluded a first collective agreement for the Isabel Bader Theater at Victoria University (part of the University of Toronto) securing many

improvements. The Local had also obtained a voluntary recognition agreement with Live Nation for the Panasonic Theater which had previously been home to the now closed Blue Man Group.

At the request of the International President, the Canadian Labour Congress (the "CLC") had become involved in the continuing dispute between the MTS Centre and Local 63 (Winnipeg-Mixed) which dated back to the opening of the MTS Centre in 2004 engaging stagehands from NASCO, a non-union labour supplier, despite the prior commitment to enter into a collective agreement with Local 63, which had represented stagehands at the Winnipeg Arena, the previously facility, for over 50 years. Since this is a government-funded facility, and the commitments that the construction of the building and its maintenance employees would be unionized had been honored, the Local was particularly disappointed not only in the NDP government but the lack of support from the Manitoba Federation of Labour ("MFL"). Meetings had been held with representatives of the CLC, the MFL and the Local and assurances

given that meetings would take place with the government to attempt to resolve the situation. The Local undertook not to picket the facility while these efforts were being made.

Local 118 (Vancouver-Stage) had finally concluded a collective agreement with Theatre Under The Stars after nearly 3 years of on-again off-again negotiations with various board of directors.

With the assistance of International Representative Christie Greenlaw, Local 129 (Hamilton-Stage) had organized the conversion crew employees at Copps Coliseum in downtown Hamilton and had just been successful in a representation vote conducted by the Ontario Labour Relations Board. The International would assist with the negotiations of the collective agreement and attempt to include the conversion crew in the Local's existing collective agreement for stagehands at the facility.

Local 168 (Vancouver Island-Stage) had recently ratified its second agreement (which introduced health and welfare contributions as well as wage increases) with Save-On-Foods Memorial Centre in Victoria which had now become the largest employer of local members.

Local 357 (Kitchener-Stratford-Mixed) continues its organizing efforts beyond its prior venues. Unfortunately, its attempt at a smaller venue, Theater and Company, in Kitchener, Ontario failed when the Local lost the representation vote by one vote. The Local is hopeful that a second attempt will be successful.

Local 680 (Halifax-Mixed), with the assistance of Assistant to the President Sean McGuire and Special Representative Ruth Leggett, had filed for certifica-

tion for the Metro Centre in Halifax. A representation vote has been held but the ballot box remains sealed because of outstanding issues. In the interim, the parties continued to negotiate and a four year agreement had been reached (with wage and pension increases) which was being put to the members for ratification. The Local has now submitted a contract proposal to the Royal Nova Scotia International Military Tattoo, the Local's second largest employer. The International is continuing to work with the Local to identify future organizing targets.

Local 822 (Wardrobe, Hair and Makeup-Toronto) continues its aggressive organizing campaign. With the assistance of the International the Local expanded its agreement with the Hummingbird Centre to now include hair, makeup and wigs for touring Yellow Card productions. After over one and a half years of negotiations, with the assistance of Assistant to the President Sean McGuire, the Local had concluded what affectively amounted to a first collective agreement with the Canadian Opera Company for the new Four Seasons Opera Centre, with significant improvements including a retroactive payment of \$2,000 per member due to the lengthy delay in concluding the agreement.

With the assistance of the International, Local 828 (Ontario-Scenic Artists and Propmakers) had finally concluded a first collective agreement with the Soulpepper Theatre Company in Toronto. The negotiations had been difficult since Soulpepper was a relatively new theatre company and this was the first collective agreement it had negotiated with any union or guild. The Local, also with the assistance of the International, had just cer-

tified the scenic artists at the Stratford Shakespearean Festival, the largest classical repertory theatre in North America. The International will assist the Local with the negotiations of the first collective agreement, expected to commence in September.

Local 849 (Atlantic Canada-Motion Picture Technicians) has concluded negotiations for a children puppet show produced by the Halifax Film Company which is the first of its kind for the Local. This employer has been successful with children's programming and the Local is hopeful that the relationship may lead to an agreement for the company's animation work.

The biggest beneficiary of the low budget production agreements expansion to Canada has been Local 873 (Toronto-Motion Picture Technicians). Many productions have been done with Local 873 that would otherwise have gone to NABET. The International is successfully continuing, with the assistance of International Vice President Mimi Wolch, to secure agreements with projects (including MOW's) that were contemplating signing agreements with NABET. Local 873 was also able to sign an agreement for the second cycle of Love Bites, a series of 65 two minute mobisodes. The first cycle had been shot NABET.

Following meeting with International President at the General Executive Board meetings in New Orleans, Local 891 (Vancouver-Motion Picture Technicians) commenced a number of organizing initiatives. After a number of initial successes with shops, the Local has focused on non-union productions shooting in the area. The Local had created a stand alone agreement and were able, with the assistance of the International, to



secure agreements with a number of low budget Canadian productions. The Local has now targeted Insight Film Service which produces low budget MOW's and features and was involved in over 30 productions last year. Although the company had signed agreements for projects in Seattle and Edmonton, it refused to do so in Vancouver. As a result the Local had filed a number of certification applications for Insight projects. In response it appeared that Insight had entered into a purported agreement with ACFC. The Local with the full support of the International was committed to continue its campaign against Insight and to take any proceeding necessary to abrogate any purported agreement with ACFC.

Representatives of IATSE Local 58 (Toronto-Stage) and Local 822 (Toronto-Wardrobe, Hair and Makeup) joined with the other Canadian representatives to advise the Board of the recent passing of Ed Mirvish. Mr. Mirvish, a successful and well-known Toronto retailer, had purchased and saved from demolition the Royal Alexandra Theatre in Toronto in 1963, similarly purchased the "Old Vic" Theatre in London, and then constructed the award-winning Princess of Wales Theatre in Toronto. He had become a pillar of the Theatre community not only in Toronto but elsewhere. A kind and decent man whose word was his bond, Mr. Mirvish treated his employees with respect. In addition to his many other awards and honours, Mr. Mirvish was an honorary Gold Card member of the IATSE and had spoken at the 100th Anniversary celebration of IATSE in New York in 1993. The General Executive Board unanimously voted to make a contribution of

\$10,000 to the foundation to be established by the Mirvish family to continue the good deeds of Mr. Mirvish.

#### **COLOSSOVISION CANADA**

International Vice President Damian Petti, Director of Canadian Affairs John Lewis, and International Representative Barny Haines reported to the Board on this new national agreement. Due to the booming economy in Alberta and particularly in the City of Calgary, Local 212 was able to secure an agreement with Derrick Exhibit, the largest exhibit company operating in Western Canada, and then with Exhibit Installation Services. This led to further opportunities and ultimately with Colossovision, a fast growing business operating in many provinces, which started as a Mobile LED screen rental company but was now expanding into staging. With the assistance of Director Lewis, and Representatives Christine Greenlaw and Barny Haines, a national agreement was concluded on April 10, 2007. Representative Haines was administering the agreement and serving as a contact point between the employer and the various locals. The agreement has already provided significant work for members that otherwise would not have been available to the IATSE.

#### **DECERTIFICATION**

**RE: Locals 60, Pensacola, FL; 115, Jacksonville, FL; 321, Tampa, FL, 412, Bradenton-Sarasota, FL; 558, Daytona Beach, FL and 835, Orlando, FL**

Director of Trade Show and Display Department William E. Gearn, Jr. and International Representatives Ben Adams, Don Gandolini, Jr., Mark Kira-cofe and John Gregory Kasper reported on a decertification petition in the trade show industry involving the four

largest general service contractors in the City of Orlando and surrounding areas. The Union successfully persuaded the Labor Board on a number of issues including mail ballots. About 600 workers were eligible to vote.

The Locals campaigned heavily against the petition and 380 voted for IATSE and only 14 voted no.

#### **DEMOCRATIC NATIONAL CONVENTION**

International Vice President J. Walter Cahill, Assistant to the President Deborah Reid, and Denver Stage Local 7 Business Agent James E. Taylor presented a report to the Board on their assignment regarding the upcoming 2008 Democratic Convention, which is scheduled at the Pepsi Center, a non-union venue in Denver, Colorado. Denver Local 7 was offered a project agreement for the Convention period only. Local 7 sought an agreement directly with the venue and for a term of years. The dispute lasted for months. Colorado elected numerous Democrats to state wide offices. Pressure was put on Local 7 to service only the Convention itself and nothing at the Pepsi Center thereafter.

With the direct support of President Short, who intervened with the AFL-CIO and local political figures and labor leaders, assurances were given to Local 7 that its issues will be favorably resolved.

President Short noted that Local 7 and Brother Taylor held firm when other unions did not. Because of the firmness of Local 7, an overall settlement now seems certain.

#### **DIVERSITY COMMITTEE**

International Vice Presidents Daniel E. Di Tolla, Brian J. Lawlor, Mimi Wolch, and J. Walter Cahill, and

International Trustee C. Faye Harper gave a report to the Board on the activities of the Diversity Committee, which was appointed as the result of a mandate from the 2005 Convention. Vice President Di Tolla and Trustee Harper attended various meetings with BECTU in the United Kingdom. They attended diversity meetings with BECTU, the BBC and Pinewood Studios. BECTU has a very strong Diversity Committee and much was learned from BECTU for later use by the IATSE Diversity Committee. BECTU has a program called "Move On Up" that has successfully placed minorities in the United Kingdom entertainment industry. Many employees have joined BECTU because of its aggressive pro-diversity positions.

#### **DOWNEY STUDIOS LITIGATION**

West Coast Counsel James G. Varga and Local 44 Business Representative Ed Brown appeared before the Board to report on the lawsuit brought by Downey Studios against Local 44, the former Local 44 Business Representative Ronnie Cunningham, and the International. The lawsuit alleged that Downey Studios had been subject to a trade libel by Cunningham as a result of articles in the Local 44 "Newsreel" under Cunningham's byline. The matter was set for trial to commence in May 2007, but a settlement was reached at the last moment. In the settlement the International was dismissed from the lawsuit. The litigation is now fully concluded.

#### **GLOBAL SPECTRUM**

International Vice Presidents Michael J. Barnes, Anthony DePaulo and Brian Lawlor, Director of Trade Show and Display Work Department William E. Gearn, Jr., International

Representative Patricia A. White and Special Representative Ira Alper reported on the conclusion of the International's negotiations covering 18 venues throughout the United States and Canada operated by Global Spectrum. Global Spectrum operates arena type venues. Six new facilities are scheduled to be opened in the US and Canada in the next couple years. All local unions in the vicinity of the arenas were invited to join in the negotiations, which were conducted in Philadelphia, Pennsylvania, the home base of Global Spectrum. The contract contains one master agreement and separate rate sheets for each venue. The new contract provides for expanded IATSE jurisdiction, as well as wage and benefit contribution improvements. Special provisions now exist for Wardrobe, Make-up and Hair and, in the future, Box Office jurisdiction in venues where Treasurers & Ticket Sellers locals exist.

The Board voted to ratify the Agreement.

#### **IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents Anthony DePaulo, Brian J. Lawlor and Michael F. Miller, Jr., and International Representatives Joanne Sanders and Patricia A. White reported on the status of the Stagecraft Department.

Broadway box office receipts have hit a record, increasing 9% over the previous season, with premium price tickets providing a large part of that increase. Seventeen musicals and eighteen plays opened, and while a number were successful, there were no new blockbusters. Because of the depreciation of the dollar, foreign tourists provide a large percentage of Broadway audiences.

While Broadway is booming, road tours of League producers have not done as well. According to Variety, road show box office receipts declined from \$532 million to \$499 million. Three years ago, they were \$750 million. Compensating in part for the decline in League tours has been an increase in non-League tours, largely under modified pink contracts, including lower budget theatrical tours and family shows. There are currently twenty modified pink contract shows, with 230 modified pink contract employees. These shows provide substantial yellow card employment to local union members in the tour cities.

The International has been providing extensive organizing and other assistance to Wardrobe locals, including Locals 769, 772, 784, 786, 787, 803, 830 and 896, as well as Mixed and Stage Locals 12, 42, 67, 85, 113, 125, 217, 251 and 690.

The Stagecraft Department expects the Entertainment Technician Certification Program (ETCP) to become a standardized method for evaluating stagehand credentials, and that certification will be mandated in many collective bargaining agreements. The ETCP currently provides Arena Rigging, Theatre Rigging, and Entertainment Electrician Certifications.

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

International Vice President and Division Director of Motion Picture and Television Production Matthew D. Loeb, International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr., International Representatives Gavin Koon, Scott D. Harbinson, Steve Aredas, Daniel E.



Mahoney and Joel Youngerman, and Director of Canadian Affairs John M. Lewis reported on activities in motion picture and television production.

There have been more than 40 organizing campaigns thus far in 2007, including most recently the efforts to secure representation rights for a crew on the reality show "Farmer Wants a Wife" being shot outside St. Louis, Missouri.

Commercial production continues to be a major source of employment for IATSE members with an increase in shooting days for this year, 13% more contracts over the prior year, and over one million hours of contributions went into the benefit plans.

In Canada production in film and television continues to be a major focus of the IATSE. Canada is now covered under the same Low Budget Agreement as are the American productions.

Organizing crews on Low Budget features continues. In one recent five-day stretch, five features were organized.

More Reality television is organized than it has ever been in the past. All three of the major production companies producing reality product have signed contracts.

The coordinated efforts between locals in the States and those in Canada result in more production work being covered by IATSE contracts. In all areas of production under IATSE contracts have grown from 352 in 2003 to 1559 in 2007.

#### TRADE SHOW AND DISPLAY WORK DEPARTMENT

Division Director of Trade Show and Display Work William E. Earns, Jr., International Trustee C. Faye

Harper and International Representatives Don Gandolini and Mark Kiracofe gave a report on the status of the department.

In Kansas City (Local 31), new collective bargaining agreements have been reached with Liberty Expo and Freeman Decorating, with the International Union as co-bargaining representative. An agreement with the George Fern Company is close to being reached.

In New Orleans, (Local 39), negotiations were delayed by Hurricane Katrina, but have recently resumed with Nth Degree. Informal discussions have been held with other companies, but there is little activity taking place in that city. Trade Show activity is not expected to reach pre-Katrina levels until 2011 at the earliest.

In Columbus, Ohio (Local 12), an NLRB petition was filed for employees of Associated Conventions and Trade Shows, Inc. A vigorous campaign was pursued, and over 2/3 of the votes favored the Union. Negotiations for a first agreement will begin shortly.

The George Fern Company, on the other hand, has been able to delay meaningful negotiations since the Union won NLRB certification in 2004. The Employer has proposed wage

decreases of 30% and an unlimited right to subcontract to third parties.

Local 838 in Salt Lake City, Utah has benefited from an employer-funded training trust fund. The Local Union has negotiated for premium pay for crew members with ETCP certification, and at least one ETCP-certified individual is required on each call. Negotiations with Modern Display are ongoing and are expected to be concluded soon.

Representatives Kiracofe and Gandolini attended the Exhibitor 2007 Show at the Mandalay Bay Hotel in Las Vegas. The Show provided excellent networking opportunities with potential employers, and it is expected that work opportunities will result from those contacts.

In Orlando, Florida (Local 835), informal meetings have been held with Exhibitors in anticipation of collective bargaining negotiations. The Union is contemplating establishing a training trust fund, similar to the one in Salt Lake City, and it is likely that the Convention Center will provide matching funds to supplement Exhibitor contributions.

#### ORGANIZING DEPARTMENT

Vice President and Director of Organizing Daniel E. Di Tolla and



**Tony Lennon (right) President of BECTU (Broadcasting Entertainment Cinematograph and Theatre Union) spoke to the members of the Board and all in attendance regarding new developments in United Kingdom.**

International Representatives Sandra England and Joel Youngerman reported on the status of the Department.

Broadcast organizing continues. As a result of organizing away feeds Local 100 had added over 100 new members. Local 100 has also organized a new crewing service, Wolf-Pack Media, LLC that provides crews for telecasts of the Mets Spanish feeds. Contracts with Fox Sports New York and the YES Network are currently under negotiations in New York.

Local 487 has added 81 new members as a result of successful completion of negotiations for a first contract with Comcast Mid Atlantic Sports Net.

Local 748 has also added over 30 new members as a result of a membership drive in anticipation of upcoming negotiations with Fox Arizona.

Local 796 recently ratified its new contract with Fox Sports Southwest and Mobile Television Group by 94%. It has also added two new signators to its regional agreement, LDM Worldwide and PCS.

In Stage, Local 12 filed a petition seeking to represent full-time and part-time employees of the Columbus Symphony. As a result of the employer's appeal the Regional Director's Decision defining the composition of the bargaining unit the ballots have been sealed.

Local 78 in Birmingham, Alabama won an election with Red Mountain Entertainment, a crewing service and concert promoter. The first contract was recently ratified by the employees. Consolidating this victory the Local was able to obtain the crewing for the City Stages Festival, and annual outdoor festival held in downtown Birmingham. Recently organized

employees of Red Mountain refused to accept employment on the festival unless the calls were made through the Local 78 referral system.

Local 127, Dallas, Texas won an election among employees of Production Personnel Services, a local labor contractor. Negotiations are underway with International assistance.

Local B-20 Portland, Oregon renegotiated its Front-of-House agreement and added a group of coat room attendants to the bargaining unit. The Local's contract now covers all Front-of-House employees of the Portland Center for the Performing Arts complex.

A stipulated election agreement has been executed for the telephone ticket sale operators at Center Charge. Center Charge provides phone sales services for the entire Lincoln Center complex.

#### IATSE NATIONAL BENEFIT FUNDS

In their capacity as Labor Trustees of the IATSE National Benefit Funds, General Secretary-Treasurer James B. Wood, International Vice Presidents, Matthew D. Loeb, Daniel E. Di Tolla and Brian Lawlor, Assistant to the President Deborah A. Reid, and Fund Counsel Franklin Moss appeared before the Board to provide an update on the Funds.

The National Health and Welfare Fund is implementing a new plan C-3 effective October 1, 2007. Plan C-3's CAPP charges will be about 25% less than the charges for Plan C-2. While the benefits are less generous than Plan C-2, the new Plan will provide a safety net for participants no longer able to afford Plan C-1 or C-2 coverage.

With last December's move to new, much larger offices, Fund office staffing

has expanded. A dedicated Call Center has been established to answer participant questions, and Plan C participants can now view their employer contribution and CAPP Account information online at [www.IATSEBNF.org](http://www.IATSEBNF.org). Within the next six months, employer contribution information for all the National Benefit Funds, including National Health and Welfare Fund, Plan A, the Pension Fund, the 401(k) Fund and the Vacation Fund should be available on the Web site.

A special edition of the Fund's newsletter was sent to all participants and applicable local unions explaining all changes in the Welfare Plan.

#### IATSE WEB SITE

Assistant to the Editor MaryAnn Kelly provided an update on the IA's Web site. The home page of the IATSE Web site added a link where members could gain more information regarding the Employee Free Choice Act. The link connected users to the AFL-CIO Working Families e-Activist Network which provided members a method to prod their elected representatives.

This fall a new program will update Yellow Card shows thus providing updated information as the shows travel.

IATSE-PAC contributions continue to be made through an online secured site with email confirmation being sent to the General Office confirming the contributions.

The IA Web site allows members to register to vote or change their voter registration. This section of the site will have sections added next year specifically tailored for the 2008 election that will deal with registration deadlines, get out the vote campaign efforts and political events that will be happening around the Alliance.



**Director of Canadian Affairs John Lewis, International Vice Presidents Mimi Wolch and Damian Petti, Assistant to the President Sean McGuire, CLC Delegate Don Ramsden, International Representatives Barney Haines and Christie Greenlaw, and Canadian Counsel Bernard Fishbein reported to the Board on the activities in Canada.**

**IATSE WEST COAST OFFICE**

International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr., along with International Representatives Steve Aredas, Gavin Koon and Ronald Garcia, and West Coast Counsel James G. Varga, presented the report on the status of activities in which staff of the West Coast Office are engaged, including organizing, negotiating contracts, monitoring and enforcing contracts, in many instances along with the various West Coast Local Unions. The West Coast Office is very active in County and State Labor Councils and also plays a major role in political activities. The International has a strong relationship with Mayor of Los Angeles Antonio Villaraigosa and Speaker of the California Assembly Fabian Nuñez.

The representatives in the West Coast Office work very closely with the IATSE Safety Committee, chaired by Kent Jorgensen of Local 80. The Safety Committee is currently actively engaged in policing one-off projects to insure that the producers respect and follow all safety dictates

to protect IATSE members on the job. Critical to this goal is getting members to call into their local union immediately upon discovery of safety hazards at the workplace, for the earlier the action to correct the problem, the greater the chance to fix the problem.

The West Coast Representatives continue to work with the Los Angeles local unions in organizing fixed facilities in the motion picture industry.

Further, ongoing efforts continue in actively participating in the advancement of Workplace Hollywood/Hollywood CPR. This is a program designed to increase diversity in the industry. It is geared toward helping to guide young people into the various crafts of the industry as well as giving them an education as to the benefits of working in a unionized setting.

The IATSE West Coast office building in Toluca Lake, California is in good shape and relationships with tenants Will Rogers Foundation and AT&T remain secure and the building is fully occupied.

**IM DIGITAL**

International Vice President

Michael F. Miller, Jr., International Representatives Gavin Koon and Steve Aredas, and West Coast Counsel James G. Varga appeared before the Board to report on the organizing of a new company called Image-Movers Digital. This is a joint venture between Producer Robert Zemeckis and The Walt Disney Company. The main work is in the area of digital motion capture. After Representatives Koon and Aredas organized the crew, the IATSE demanded recognition. The company agreed to let a neutral third party conduct a card check, which confirmed the IATSE majority status. The company granted exclusive representation rights to the International. The company will have facilities in San Rafael, Carpinteria and Glendale. This is a quickly growing company and ultimately between 300 – 350 persons will be in the bargaining unit.

With the International as the bargaining agent, a first contract was negotiated that is patterned after the contract held by the International with The Secret Lab, another Disney venture engaged in digital production.

On a motion duly made, seconded and carried, the Board ratified the new contract.

This was noted as a report of progress as the IATSE advances its efforts to secure its' jurisdiction over product produced digitally.

**KTLA**

International Representative Gavin Koon, Special Representative Joseph Short and West Coast Counsel James G. Varga, along with Representatives from Locals 600, 700, 706 and 800 appeared before the Board to report on negotiations underway with KTLA television station. KTLA has been signatory to an IATSE contract since 1956. The station is owned by The Tribune Company which is pending sale to a private equity group. This impending sale has set the stage for difficult negotiations, but with a strong bargaining unit of over 100 members and the help of a dynamic bargaining team that includes rank and file members along with the local union representatives, it is anticipated that a new contract will be reached in due course.

**LEAGUE OF AMERICAN THEATERS AND PRODUCERS**

**RE: Pink Contracts**

International Vice Presidents Anthony DePaulo and Brian J. Lawlor and International Representative Patricia A. White reported on the successful conclusion of negotiations of the Traveling Pink Contracts covering Stage, Wardrobe, Make-up and Hair and Projectionists.

Negotiations for a new agreement to take effect in 2007 broke down when attempts at an informal negotiation failed. After more formal negotiations were entered into, a three year

agreement was arrived at with very substantial increases in the minimum scales although many employees are paid well over the minimums. Benefit contributions were also improved, particularly in health, annuity and pension benefits as to the IATSE Funds. Other provisions were also improved. Per diem allowances were increased.

The Board voted to ratify the Agreement.

**MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS (MPIPHP)**

In their capacity as Labor Directors of the MPIPHP, International Vice Presidents Thom Davis, Matthew D. Loeb, Michael F. Miller, Jr., John Ford, International Trustee Plans Co-Chair George Palazzo, MPIPHP Directors Ed Brown, Local 44, Bruce Doering, Local 600, Ron Kutak, Local 700, Buffy Snyder, Local 705, Tommy Cole, Local 706, and Scott Roth, Local 800, and attorneys Dale W. Short and Franklin Moss reported on the status of the Motion Picture Industry Pension and Health Plans.

Seventy-eight million hours were reported to the Plans in the past year. Benefits are provided to 43,000 active employees and their families and 12,000 retirees for a total of 120,000 lives, including families. Although Health Plan costs continue to be a concern, all three Plans are in good shape. The Pension Plan has a 99% vested benefit ratio. There are currently over 2500 IAP participants with account balances over \$100,000. Together, the Plans have more than \$5 billion in assets.

The Plans' investments continue to perform well. Through July 15, the Pension Plan's investments have earned 8%, the IAP's investments

have earned 7.1% and the Health Plan has earned 3.1%. Over the past twenty years, the Pension Plan has earned an average of 9.6% per year, the IAP has earned 9.2% per year and the Health Plan, 7.6% per year.

**MPTF (MOTION PICTURE & TELEVISION FUND)**

A report was given by the IATSE Motion Picture and Television Fund Advisory Committee consisting of International Vice President-in-Charge of the West Coast Office Michael F. Miller, Jr., International Trustee George Palazzo, Brother Ed Brown, Local 44, Sisters Catherine Repola, Local 700, and Buffy Snyder, Local 705, and Brother Patric Abaravich, Local 728. The MPTF provides invaluable services to employees and retirees in the entertainment industry, including medical clinics, the Country Home for retirees and myriad services to those in need.

The Advisory Committee has been working to educate the IATSE membership on the services provided by the MPTF and has promoted the MPTF's Rebuilding Together program, which uses volunteers to repair, modify or rebuild homes of industry retirees.

The MPTF will be honoring President Short with its Silver Medallion Award at a ceremony on October 20, 2007 in Los Angeles. All IATSE members and local unions are encouraged to participate in this event and contribute to this important organization.

**MARK BURNETT PRODUCTIONS AND STEPHEN R. FREDERICK**

**RE: Case No. 31-RD-1554**

Special Representative Ronald Kutak and West Coast Counsel James G. Varga reported on the organizing efforts at Mark Burnett Productions,



one of the leading producers of reality television product. IATSE had organized the Editors on “The Apprentice” show and bargained for a first contract. The negotiations ended when the Company presented its last, best and final offer. The Union accepted the offer but then the Company refused to sign off on the contract. In response the Union filed an unfair labor practice for failing to execute a contract on the agreed upon terms.

The dispute between the parties over signing the contract led to a disgruntled crew. Members of the crew filed a decertification petition. The issues arising from the Union’s unfair charge and the decertification led the Regional Director to send the matter to the NLRB’s Office of General Counsel for advice to determine procedurally whether the trial on the unfair practice should proceed before the decertification election. IATSE fought to have trial go first to keep leverage on attempts to work out a global settlement with Mark

Burnett Productions. Ultimately, a settlement was structured around settlement of a grievance arising from the reality show “Rock Star: Supernova”. The settlement included a remedy of the grievance and extending that contract into an additional cycle of the show. In addition the Company agreed to recognize IATSE on two additional reality shows, one called “On the Lot” and the other “Are You Smarter Than a Fifth Grader?” The contracts negotiated on these shows include all production and post-production work. As to “The Apprentice,” the Union withdrew the charge it filed and the decertification petition was likewise withdrawn. The final result is the beginning of a better relationship with this Company and a greater IATSE presence in reality television production.

#### **MOTION PICTURE TECHNICIANS, MILWAUKEE, WI**

International Vice President Matthew D. Loeb gave a report on a group of motion picture technicians in the Milwaukee, Wisconsin area. A

group of these individuals sent a request to the International for representation in this area. Stage Local 18 has the jurisdiction in this area. After an investigation, it appears that the volume of work is low and no current need exists for a Studio Mechanics Charter.

#### **NATIONAL ASSOCIATION OF BROADCASTERS (NAB)**

International Vice Presidents Matthew D. Loeb and Michael F. Miller, Jr. and International Representative Steve Aredas gave a report on the National Association of Broadcasters meeting attended by all three of those presenting this report. A number of seminars were given at the meeting. A great deal of new equipment and technology is presented at the National Association of Broadcasters and it is critical for IATSE to be up to speed in the changing technology. The exhibits indicate that the new digital technology will likely replace film entirely sometime in the near future.

#### **ONTARIO LABOUR RELATIONS BOARD**

**RE: Local No. 873, Toronto, ON**

Director of Canadian Affairs John M. Lewis and Canadian Counsel Bernard Fishbein reported to the Board on the unfair labour practices complaint that had been filed at the Ontario Labor Relations Board by an expelled member of Local 873. The member had been expelled for working on a project deemed unfair pursuant to the Local’s Constitution and Bylaws and, in particular, under a collective agreement with a rival union, NABET. In the complaint the member alleged that the action of the Local violated both the union’s duty of fair referral and the prohibition in the Labor Relations Act against intimidation and coercion to prevent someone from becoming or continuing to be a member of a union. Specifically, the expelled member relied on recent British Columbia jurisdiction finding that a campaign by Local 891 threatening to revoke the membership of those members also working and being members of ACFC violated the intimidation provisions of the BC Code. The Ontario Board dismissed the complaint for being filed too late but also specifically and explicitly rejected the British Columbia approach. The Ontario Board held that since the local was acting in compliance with its constitution and bylaws and in its institutional best interests (and not out of any personal malice against the member), such conduct did not constitute intimidation or coercion within the meaning of the Ontario statute but

was a matter of internal union affairs, not regulated by the statute.

#### **PIRACY**

Assistant to the President Deborah Reid, Director of Canadian Affairs John Lewis, and International Representative Daniel Mahoney reported to the Board on the act of Piracy. It was reported that a symposium was held in Washington, D.C. by the MPAA and the issue of Piracy was one major concern. IATSE was represented at the Symposium. It is noted that six billion dollars is lost annually in entertainment industry profits due to piracy of product. This includes music downloads and unlawful picture recording. As President Short has stated, “Piracy is stealing, pure and simple.” Whether downloading music on home computers or recording film in a theater, it is stealing.

Lobby efforts in Canada led by the Canadian Motion Picture Association with support from IATSE resulted in new legislation to help control the bootlegging of product. On June 1, 2007, makes it a criminal offense to record a motion picture in a theater.

Forty states currently have laws addressing piracy issues, but a great deal more needs to be done to strengthen and enforce laws to control this problem. To that end, the IATSE continues in its efforts to publicize the need to curtail and police against ripping off product that cuts into company profits, which then impacts the wages and benefits paid to IATSE members. Profits from sales of product are a source of residuals that fund the Motion Picture Industry Pension and Health Plans, and a loss of residuals

directly affects the financial health of those Plans, which means the benefits of IATSE members and their families.

#### **PPSI SIGNED MEMORANDUM 2007-2010**

International Vice President John Ford, International Representative Daniel Mahoney and Brother Frank Haddad of Local 891, Vancouver reported on a signed Memorandum of Agreement with Paramount Production Services, a production supply house with facilities in multiple cities. Negotiations included sites in New York City and Vancouver and resulted in substantial wage, benefit and condition improvements. The contract was ratified overwhelmingly. The Agreement covers about 75 members at any given time.

#### **POLITICAL PRODUCTIONS.COM**

International Vice President Brian J. Lawlor appeared before the Board to report on Political Productions.com, a company that previously had a contract with the International to make political promotion product. The employer was difficult to deal with and the contract was never renewed. Political Productions.com, however, continued to use the IATSE logo, a registered trademark. Counsel for the International wrote to the company threatening a trademark lawsuit if the logo was continued to be used.

The Company did not confirm that it would cease using the logo. An NLRB unfair labor practice charge was filed because of certain comments contained in responses made by the Company.



**Director of Trade Show and Display Department William E. Gearns, Jr. and International Representatives Ben Adams, Don Gandolini, Jr., Mark Kiracofe and John Gregory Kasper reported on a decertification petition in the trade show industry.**





### ROCK STAR: SUPERNOVA

International Vice President Michael F. Miller, Jr. and West Coast Counsel James G. Varga reported on the grievance filed against Mark Burnett Productions for attempting to produce the reality show "Rock Star: Supernova" using union crew for part of the production but using a separate payroll company to do part of the production non-union. As part of a global settlement agreement involving this and other Mark Burnett Productions, the entire crew was put under the union contract for the remainder of the series.

### STATUS OF THE ARTIST LEGISLATION

Director of Canadian Affairs John Lewis reported to the Board about these developments in Canada. Status of the Artist Legislation existed in the federal jurisdiction in Canada and in the province of Quebec. A number of entertainment unions had been lobbying other provinces, particularly in Ontario and Saskatchewan, to enact similar legislation and those Provinces have committed to examine the possibility. Those unions argued that since most artists are independent contractors (which they support because of the favorable tax implications), artists are typically beyond the reach of conventional labor legislation and collective bargaining. Nevertheless such artists are particularly in need of the protection of economic standards and terms and conditions of work that collective bargaining agreements provide.

The difficulty for the IATSE is not only that it has been relatively successful through conventional labour relations and collective bar-

gaining, but the definition of "artist" under the legislation may become so broad or blurred to encompass categories that the IATSE typically covers under its collective agreements. There has been a problem already encountered in the organizing in Quebec. It also potentially leaves IATSE in the untenable position of having some of its members regulated by conventional labour relations legislation and others by status of the artist legislation. IATSE has been involved in the consultation process both in Ontario and Saskatchewan. No legislation has been enacted, and the International will continue to work with the affected Locals to insure that the Union's best interests will not be harmed.

### STRAND THEATRE/LOCAL NO. 298, SHREVEPORT, LA

Appearing before the Board was International Representative Don Gandolini and General Counsel Steve Spivak who was appearing on behalf of his partner Samantha Dulaney and Associate Nicole Perez.

The issue of the Strand Theatre and Local 298 was presented at prior Board meetings. Local 298 filed unfair labor practice charges against the Strand over a number of issues including the Strand's refusal to bargain a successor collective bargaining agreement with Local 298. The Strand claimed the contract had no recognition clause and was a construction industry 8/F agreement. An "8/F" agreement in the construction industry is a lawful pre-hire agreement that imposes no continuing duty to bargain at its expiration. The Strand lost at all levels of the NLRB and appealed to the US Court of Appeals, Fifth Circuit. The Court

upheld the NLRB that the Strand, as a theater is not in the construction industry and that its contract with Local 298 is a 9/A agreement over which the Strand had a continuing obligation to bargain.

### TELENOVELA, SAN DIEGO

International Vice President Michael F. Miller, Jr. and Local 495 Business Representative Jack Shepherd reported on a situation in San Diego, California concerning the Telenovela series produced by a company called Gone Fission, Inc. After organizing the crew on the pilot show a contract was signed. However, immediately thereafter production problems arose resulting in grievances and an audit. This low budget theatrical project went well beyond its initial budget. When the IATSE pursued an audit grievance the parties did reach a settlement totaling approximately four million dollars. The production company is now out of business, therefore, making settlement as described a prudent resolution of the multitude of issues that arose during the short-lived life of this series.

### TIG PRODUCTIONS

International Vice President Matthew D. Loeb and International Representative Joel Youngerman presented a report on the production of "Swing Vote" in New Mexico. TIG Productions is owned in part by actor Kevin Costner. The Company signed all IATSE term agreements for the first time. TIG produced "Dances with Wolves," which was shot non-union with 57 IATSE members on the job. "Dances with Wolves" won an Academy Award. TIG wanted to negotiate a "one-off" agreement originally.

### UBCP – SECTION 41 PROCESS B.C.

Director of Canadian Affairs John Lewis and Sisters Kathleen Higgins and Kelly Moon and Brothers Frank Haddad of Local 891 and Don Ramsden of Local 669 reported to the Board about this matter. After lengthy hearings before the British Columbia Labour Relations Board in the 1990's, pursuant to Section 41 of the BC Labour Code, the Board ruled that a council of trade unions with exclusive jurisdiction was appropriate for the film industry in that Province. As a result the B.C. Film Council consisting of IATSE Locals 891 and 667 and Teamsters Local 155 was formed. The Board ruled that the DGC (Directors) and UBCP (actors) should not form part of the Council. As a result of the disruption caused by the six week ACTRA (actors) strike in Canada last year (and although it did not involve British Columbia where UBCP was not in a legal strike position), the AMPTP has petitioned the BC government to reopen the Section 41 process to reconsider whether the DGC and the UBCP should form part of the council. The Film Council, the DGC and the International have indicated they will not oppose such an application. The response of the government is expected by the fall and further developments will be reported to the Board.

### UNI-MEI/UNI GLOBAL

International Vice Presidents Matthew D. Loeb and Daniel Di Tolla, President of B.E.C.T.U. (BECTU) Tony Lennon, Assistant to the President Deborah Reid, Director of Canadian Affairs John Lewis, International Representatives Scott Harbin-



From left to right at the table: Special Representative Joseph Short, International Representative Gavin Koon and West Coast Counsel James G. Varga, along with Representatives from Locals 600, 700, 706 and 800 appeared before the Board to report on negotiations underway with KTLA television station.

son and Christie Greenlaw, and Canadian Counsel Bernard Fishbein reported to the Board on a soon to be commenced project.

IATSE and BECTU (the entertainment union in the United Kingdom) together with Union Network International Media Entertainment International (UNI-MEI) had committed to undertake an organizing effort targeting an appropriate Hollywood project that shot in Eastern Europe. With the increasing globalization of the world economy and the motion picture industry, it was then appropriate that IATSE participate with another union across the world to end the exploitation of local workers by studios seeking only to increase their profits by escaping and lowering industry standards. A committee had been formed to meet with the other international union involved to investigate the appropriate course of action and make the necessary preparations. Further developments would be reported at future Executive Board meetings.

### VISION GLOBALE

Director of Canadian Affairs John Lewis reported on Vision Globale, a post production facility in Montreal. With the assistance of the International, the facility had been organized in 2002. It had been a difficult organizing campaign with Local 262 in whose name the application was filed winning the representation vote by a slim margin. Only after lengthy and difficult negotiations, with extensive assistance from the International, was a collective agreement reached in June of 2004. Unfortunately, Local 262 was mainly a projection and front-of-house local union with little community of interest and had maintained poor connection with the employees of Vision Globale. As a result, sadly, a decertification application was filed in April and in June 2007 the Quebec Labour Board granted the decertification.

### WGA-WEST/SAG

International Vice Presidents Matthew D. Loeb and Michael F.



Miller, Jr. reported on the state of WGA-West and SAG negotiations. The Writers contract will expire in October 2007 and the SAG contract terminates in July 2008. Among their proposals, the Writers have proposed that they be given jurisdiction in reality television, which would be an encroachment on IATSE jurisdiction in editing classifications.

Because the Producers anticipate a labor dispute, there is a ramping up in movie and television production at the current time. All this greatly impacts IATSE members and could result in a defacto strike if production slows down even though no WGA and/or SAG strike actually occurs.

**LOCAL NO. 3 AND LOCAL NO. 627, PITTSBURGH, PA**

**RE: Heinz Stadium**

Vice President Daniel E. Di Tolla gave a report on Local 627 and Local 3. Local 627's stage jurisdiction was assigned to Local No. 3 and Local 627 was, thereafter, only a projectionist local. Local No. 3 had a dispute over stage work at the Heinz Stadium and no contract was concluded. Local 627 attempted to gain jurisdiction at the Heinz Stadium. Local 627 was advised not to interfere with Local 3's bargaining with the Heinz. Local 3 continues to have difficulty obtaining an agreement. The International assisted Local 3 and an agreement was reached for an upcoming event at the stadium.

**LOCAL NO. 17, LOUISVILLE, KY**

**RE: George Fern**

Trade Show Director William E. Gearns, Jr. and International Representatives Mark Kiracofe and Don

Gandolini gave a report on the employer George Fern. Fern was in negotiations with Local 17, Louisville. Fern had a job in Atlanta and hired a non-union contractor in violation of Local 17's contract in Louisville. The Local and International filed a grievance on the issues that has caused difficulty in the current negotiations. Dates have been requested to conclude negotiations which broke off on a contentious note.

**LOCAL NO. 60, PENSACOLA, FL**

International Representative Ben Adams reported on the continuation of the Trusteeship over Local 60, Pensacola. The Local still has not obtained an SMG contract. The Local's referral rules have been adopted by the trustee, its stewards have been trained and classes in rigging, etc. have been reinstated. The Local will soon draft a Constitution and Bylaws for approval by the International President, and an election of officers will be conducted.

**LOCAL NO. 127, DALLAS, TX**

**RE: Finances/Payroll Co.**

International Vice President Daniel E. Di Tolla and International Representative Sandra England appeared before the Board to give a report on Local 127's payroll company used to payroll so-called "one-off" events. An individual was hired by the Local to run the payroll company and the individual opened new accounts in the name of a new payroll company with a large line of credit. The individual then absconded with the money. The Local's building now must be sold to make up for the loss. Charges have been filed against the individual.

**LOCAL NO. 212 AND THEATRE JUNCTION, CALGARY, AB**

International Vice President Damian Petti and Director of Canadian Affairs John M. Lewis reported to the Board with respect to this matter. The Grand Theater is the oldest theatre in Western Canada, built by some of the charter members of Local 212 in 1911 and first opening in 1912. In recent years, the theatre has sadly been converted for other purposes. It had recently been purchased, restored, and reopened by the Theatre Junction Society in 2005. However, the Society had adamantly resisted any request for voluntary recognition of the stagehands employed at the theatre. However, the Local over a two year period reached out to the stagehands and continued to make contact with them, eventually filing an application for certification in March of 2007. Despite the employer's attempt to gerrymander the list of eligible voters, the Local was successful and a certificate was issued to Local 212 on May 16, 2007. Negotiations followed and a Memorandum of Agreement has just been reached, which would be put to the Employer for ratification. The Local was complimented not only for its persistence, but for not ignoring smaller theatres and venues.

**LOCAL NO. 295, REGINA-MOOSE JAW, SK**

**RE: Saskatchewan Gaming**

International Representative Barny Haines reported on Casino Regina to the Board. After an initial application for certification for employees working in the Show Lounge at Casino Regina had been dismissed as untimely in February 2003, a second application had

been successful and a certificate had been issued to Local 295 for July 7, 2004. After numerous inquiries from the International about that status of the negotiations which were met with ambiguous response, the International President assigned Representative Haines to negotiate a collective agreement as quickly as possible. On April 5, 2007 negotiations for a collective agreement were concluded, which included retroactive pay increases and full dental, health, long term disability benefits and pension. Without the intervention of the International, it is doubtful a collective agreement would be in place today.

**LOCAL NO. 347, COLUMBIA, SC**

International Vice President Brian Lawlor and Representative Scott Haskell reported on the assignment to review the books and records of the Local. Local 347 failed to keep referral and hiring hall records. Financial documents and accounts were not audited for three years resulting in a theft of \$14,000 in assets. The Local was placed in trusteeship and all monies have been recovered and the referral system reformulated. Much work needs to be done and the Board voted to continue the trusteeship.

**LOCAL NO. 423, ALBUQUERQUE, NM**

**RE: Convention Services of the Southwest**

International Representative Don Gandolini reported to the Board on the successful negotiations with this general services contractor.

A new economic package was obtained that includes increased wages, as well as Annuity contribu-

tions for the first time in the local's history with this employer. The 20% total package amounts to a quantum leap.

This is Local 423's main employer and goes a long way to bolstering the Local's trade show area standards.

**LOCAL NO. 514, MONTREAL, QC AND LOCAL NO. 667, EASTERN CANADA**

Director of Canadian Affairs John M. Lewis, International Vice President Matthew D. Loeb, Assistant to the President Sean McGuire, International Representative Daniel Mahoney, Special Representative Lynne Twentymen, Special Representative and Business Agent of Local 667 Rick Perotto, and Local 514 Business Representative Michel Charron reported on developments in the organizing efforts in Quebec since the last Board meeting.

At the time of that Board meeting, the IATSE had been entwined in litigation over its certification applications for Paramount (Spiderwick Chronicles) and Warner Brothers productions, although both were produced under IATSE Agreements. As a result of a meeting with representatives of the Quebec Film Commission where the International President once again confirmed the IATSE commitment to continue representing the hundreds of Quebec workers that had invited the IATSE to represent them, and a recent announcement by Lakeshore Entertainment (which had a long history and roots in the Quebec production industry) that it would only shoot IATSE in Quebec or not at all, the Quebec government appointed a mediator to resolve the problems and restore some stability to the industry in the Province. After two

weeks of intensive mediation, a permanent full solution seemed elusive. However, a temporary solution was reached providing all existing litigation was held in abeyance and no new litigation would be commenced. Any production either produced or 51% financed by a studio or related company would be the jurisdiction of the IATSE and a number of significant projects were proceeding this summer under the jurisdiction of the IATSE. The mediator would continue to meet with the parties to reach a permanent solution, failing which the Quebec government has indicated it would pass legislation if necessary.

Local 514 has continued to prosper. Its membership has grown to approaching 1200 and the Local has now repaid the loan advance by the International at its creation and is now in a strong financial position. The Local has organized and reached collective agreements with the three largest set construction companies in Quebec, all of whom had previously been non-union.

The International President visited sets in Montreal in May with Director of Canadian Affairs Lewis, Vice President Loeb, Assistant to the President McGuire, and Representatives Mahoney and Twentymen, meeting members as well as Henri Masse, President of the Quebec Federation of Labor (QFL). The QFL publicly endorsed the efforts of the IATSE and stated it should be the only union representing workers in the motion picture industry in Quebec.

This was a report of significant progress. It was a team effort by the various representatives of the IATSE



and gratitude was expressed to the Quebec representatives and leaders including Alain Masse and Michel Charron of Local 514 and Christian Lemay of Local 667. President Short noted that none of this would be possible without the courage and determination of those members in Quebec.

**LOCAL NO. 699,  
JOHNSON CITY, VA**

International Representative Scott Haskell and General Counsel Steve Spivak reported on the status of Local 699. Counsel Samantha Dulaney of the Spivak firm, who did not attend the Board meeting, has been working with Representative Haskell on this issue. The Local is bankrupt. The Local operates a payroll service however, it failed to properly withhold taxes and owes the IRS about \$103,000. In addition, there was an embezzlement of about \$100,000. Representative Haskell and attorney Dulaney met with the agents of the U.S. Department of Labor to provide details as part of the Agency's investigation.

**LOCAL NO. 720,  
LAS VEGAS, NV**

International Vice Presidents Brian J. Lawlor and Anthony DePaulo and International Representative Robert Trombetta, reported to the Board on the status of the attempts of the International to aid Local 720 in organizing new venues and negotiating new contracts in Las Vegas, Nevada. Because the International has existing relationships with Broadway producers who put on traveling shows in Las Vegas, and has a relationship with Unite-HERE which represents culinary workers in all the major hotels, an invitation was extended to Local 720 for the

International to become the bargaining representative for the stage contracts. The plan would not affect membership dues which belong to the Local, nor pension contributions from being paid into Local 720's pension fund. The opportunity for 720's members to participate in the Culinary Health Plan was presented as well. Although this strategy would result in major progress in securing greater work opportunities for Local 720 members, the Representatives of Local 720 turned down this offer of help from the International.

The result is that the number of hotels employing IATSE stagehands has continued to decrease, despite more traveling shows coming to Las Vegas. Except for persons working under International "Pink Contracts," many of the shows in Las Vegas are being produced non-union. The Local currently only holds ten fixed facility contracts on the Las Vegas Strip.

**LOCAL NO. 720,  
LAS VEGAS, NV**

**RE: Jersey Boys, Producers,  
Spamalot**

"Jersey Boys" is among one of several Broadway shows that will be playing extended runs in Las Vegas. This show also has had sit-downs in Los Angeles and San Francisco. This fall the show loads into the Venetian Hotel and will include crew on Pink Contract held by the International, with local hires provided by the local union. The producers of "Jersey Boys" is the same company that presents "Phantom: The Las Vegas Spectacular" at the Venetian. They are requesting that the Pink Contract employees stay throughout the run of the show to guarantee the continuity of the show, as they were not

completely satisfied with the crew supplied by the local union on Phantom. In addition, they want to guarantee the continued hiring of IATSE members throughout all the crafts that the International represents.

**LOCAL NO. 731,  
RAPID CITY, SD**

International Representative Mark Kiracofe reported on his assignment to assist Local 731 in negotiations with the Rushmore Plaza Civic Center. The employer is a public employer and state law prohibits strikes. After some protracted negotiations and the intervention of the then Mayor of Rapid City, a tentative agreement was reached but the City Attorney has review authority and continues to be an obstacle to a final agreement. The Local continues to work under the expired agreement.

**LOCAL NO. 871,  
HOLLYWOOD, CA**

**RE: Name Change**

Representatives of Local 871 wrote to the International President to advise the IA that the Local voted to change the name of the Local and the Local was submitting this request to the General Executive board for approval.

The Local's request to adopt the name was moved, seconded and carried by vote of the Board. The new name of the Local is "Script Supervisors/Continuity, Coordinators, Accountants & Allied Production Specialists Guild."

**LOCAL NO. B-173, TORONTO, ON**

International Representative Barny Haines reported on his assignment to assist Local B-173 in its negotiations with Hamilton Entertainment Convention Facilities,

Inc. (HECFI). The operator of Hamilton Place and Cops Coliseum in Hamilton, Ontario. At first two outstanding grievances were resolved and on March 28, 2007 a collective agreement was concluded and reached with retroactive increases to January 1, 2006.

**LOCAL NO. B-173, TORONTO, ON**

Pursuant to Article Seven, Section 16(b) of the International Constitution, the International President declared a State of Emergency in Local B-173 in Toronto. The General Executive Board was advised of the grounds and consented to the declaration. The

Local Officers will be advised in accordance with the Constitution.

**ADJOURNMENT**

Having completed all business properly brought before it the General Executive Board meeting was adjourned at 10:20 a.m. on Friday, July 27, 2007.

**REPORT OF THE DEFENSE FUND COMMITTEE**

**SHERATON ST. LOUIS CITY CENTER • ST. LOUIS, MISSOURI • JULY 23-27, 2007**

In conjunction with the Mid-Summer meeting of the General Executive Board, the Defense Fund Committee met at 12:30 p.m. on July 24, 2007 in the Colonnade Ballroom of the Sheraton St. Louis City Center, St. Louis, MO.

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

Appearances were made before the Committee by International Vice President Jack Beckman, President Mark Hartigan, Business Agent Bob Young, and Secretary-Treasurer Penny Cato on behalf of Local B-2-St. Louis; International Representative Michael David, Vice President Rex Buckingham and Business Agent Richard Shack on behalf of Local No. 12-Columbus/Newark/Marysville/Delaware.

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

Local No. B-2-St. Louis, MO	\$11,192.50	Legal
Local No. 168- Vancouver Island	12,407.73	Legal
Local No. 482- Champaign/Urbana	1,940.00	Training

Local No. 680- Halifax	4,885.91	Legal
Local No. 828- Ontario	2,082.44	Legal
Local No. 835- Orlando	7,604.93	Legal
Local No. 772, District of Columbia	4,628.83	Legal

**TOTAL \$26,149.98**

Approval was also granted to Local No. 12- Columbus to obtain assistance from the Defense Fund for legal fees to be incurred in connection with the Columbus Symphony Orchestra.

The International President reported on the IATSE's efforts to join in special organizing efforts in Eastern European countries such as Hungary and Czechoslovakia in conjunction with UNI/MEI Global, as it relates to American crews shooting in those locations. The Committee approved future expenditures in connection with this special organizing effort.

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 IA Constitution, and such local unions have been so notified.

The meeting adjourned at 1:35 p.m.

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

International Alliance of Theatrical Stage Employees, Moving Picture Technicians,  
Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC

# The Union Behind Entertainment



If you are interested in purchasing this Promotional Poster, please send your Check/Money Order payable to IATSE, to the IATSE General Office to the attention of Assistant to the Editor MaryAnn Kelly.

This Poster is available in two (2) sizes: 13 x 20 (Show Card) for \$7.50; or 27 x 38 (Movie Poster) for \$12.50. The prices include shipping and handling.

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[www.iatse-intl.org](http://www.iatse-intl.org)





## Local 868 - Celebrating 50 years with the Alliance

IATSE Local 868, Treasurers and Ticket Sellers in Washington, DC and Baltimore, MD, celebrated 50 years of their charter with the IA on Monday, July 23, 2007. Local 868's Charter was signed on July 1, 1957, along with 25 Charter Members.

The Celebration was held at "MIO" Restaurant in downtown Washington, DC, and attendees included members, officers from affiliated Locals, theater managers, and friends and family.

The evening opened with recognition to the original Charter Members, and an introduction to the newest members of the Local from the Hippodrome Theatre in Baltimore, MD, and those from the Washington National Opera, TICKETplace, and the Kennedy Center in DC. Secretary Peter Clegg introduced Sister Mary Ahern who is the longest standing member of



From left to right: Business Agent Mike Gilotte, Sister Mary Ahern, celebrating 49 years with the Local, and Treasurer Edmund Barker.

the Local, celebrating her 49th year.

A display of memorabilia from the Local's 50 years included— a ticket rack, "hard tickets", and photo albums of members current and past. There were newspaper clippings citing distinguished mem-

bers, and lavish color programs from the late 19th and the 20th centuries.

An offer of thanks was given to the hard working members of Local 868, for their professionalism and dedication to effective collective bargaining for 50 years.



International Vice President and Business Agent of Local 8 Michael Barnes (far left/front row) with the newest members of Local 8, that were initiated at the Local's membership meeting.

### MASSACHUSETTS LOCAL WELCOMES NEW MEMBERS

Boston-Waltham Local 11 took time out from its membership meeting for a photo op with its newest members.



From left to right: Business Manager Brother Stephen Ustach, Brother Michael Keogh, Brother Joshua Jones, Brother Patrick Keogh, Brother Jon Gonda, Sister Kristin Merritt, Brother Michael Picot, Brother Anthony Jiminez, Brother Shawn Higgins, Brother John Brennan, Brother John Gallagher, Brother Patrick, Brother Ryan and President Brother Christopher Welling.

### PORTLAND LOCAL CELEBRATES MILESTONE



Front Row: Betty Davis, Karen Raya, Christine Bachman, Amy Wong, Cathy Zegar, President Bambi Ooley, Recording Secretary Susan Mahoney, Daniel Lyons, Financial Secretary Treasurer Lillian Besand. Back Row: Business Agent James Adkins, Joyce Herbst, Patrick Stark, Lorraine Berard and Merrilinn Gregoire (not shown: Phyllis Tyler).

IATSE Local B-20 recently celebrated its 70th Anniversary with a Dinner. Officers and many of its members were in attendance and a good time was had by all. Congratulations!

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## Fighting a Fair Fight

The IATSE has worked hard to negotiate fair, progressive labor agreements in the motion picture, television, commercial and music video industries that include ever-increasing pay scales and benefits. For the most part, our victories are won at the bargaining table. However, it is our willingness to fight to defend our standards that gives us the credibility we need at negotiations.

From time-to-time, we find ourselves in a situation that requires us to take direct action on the street. Generally, it is either a fight for recognition (organizing a production); protesting unfair labor practices; or engaging in area standard picketing in a case where a non-union producer is seeking to erode or established terms and conditions. Often times, it's a combination of one or more of these elements.

### ESTABLISHING MAJORITY STATUS

The IATSE may seek to establish that it represents a majority of the crew by collecting signed authorization cards. These cards must be signed and dated by crew members—union and non-union alike. These cards are NEVER shown to the employer. Alternatively, the IATSE may circulate a petition for recognition that would be signed and dated like the authorization cards. In rare instances, the IATSE may agree to the Employer's request to hold a secret ballot election.

Before demanding recognition by the employer, the IATSE should have a clear majority of the crew it seeks to represent as of the date the demand is made. That crew includes all daily and weekly employees on the job as of the date of the demand for recognition.

The demand for recognition should be conveyed to the appropriate company representative in written form in person via fax and verbally. The demand for recognition may be made either before or at the commencement of recognitional picketing. The IATSE can agree to have its majority status verified by an independent third party (such as a member of the clergy) or the employer can agree to voluntarily recognize the union.

DO NOT rely on the fact that an employee is a member of an IATSE local as a substitute for not signing an authorization card. You must obtain authorization from the majority of the bargaining unit.

### AREA STANDARDS PICKETING

This type of picketing is for the purpose of advertising to the general public that the Employer pays wages and benefits substantially below those enjoyed by crew members working on similar productions. Area standards pickets are sometimes used in conjunction with recognitional picketing but should not be used in lieu of picket signage demanding recognition. Be sure to determine what the actual wages and benefits are so that your claims of standard treatment are legitimate.

### UNFAIR LABOR PRACTICE PICKETING

The crew may strike and picket their Employer to protest that the Employer has committed unfair labor practices (ULP's) in violation of federal labor law. ULP strikers have rights that economic strikers do not. ULP strikers may not be permanently replaced. They must be reinstated immediately if they unconditionally offer to return to work.

A strike can begin as a ULP strike or it can start as a recognitional or economic strike and be converted into a ULP strike if the Employer's actions so warrant.

In either case, an unfair labor practice charge should be prepared and filed by counsel. After that, the crew should be notified of the ULP and given a copy. The charge should be discussed in crew meetings. Picket signs and handbills should target the ULP and the Employer should be notified in writing that the strike is commencing or continuing due to the unfair labor practices. You should always discuss what constitutes ULP's with your attorney prior to mounting an organizing campaign so that you'll know what questions to ask the crew and what to look for.

## TERM AGREEMENTS—FRIEND OR FOE?

Our recent success in organizing Symphony/New Symphony Pictures also reveals a worthwhile lesson on the importance of term agreements. Since 1998, the IATSE and its locals in various geographic and craft jurisdictions have engaged this Employer in numerous organizing campaigns. Most have been successful, however some were not.

In 1998, there were no term agreements that we could have presented this producer to sign. Not surprisingly, as we clashed over the years the producer got better at avoiding IATSE agreements. That meant the organizing drives became more contentious, and more dangerous for employees who faced putting their jobs on the line in order to get an agreement.

Having term agreements that realistically address the full spectrum of production has been a huge factor in the reduction in adversarial organizing campaigns. As Symphony/New Symphony learned, it simply makes better business sense to enter into stable, predictable, long term relations with the Union than risk a fight and an uncertain outcome on every production.

For our members, it likewise brings a degree of stability to the workplace. As more and more of our members are working under term agreements, fewer find themselves in the middle of contentious organizing campaigns. The term agreements have established an industry standard that more and more employers are willing to meet, rather than risking a fight.



Members of the crew from "Broken Angel" from left to right: Ron Wisnesky, Local 728, Nate Fetzer, Local 728, Adam Lozuk, Local 80, Julien Lopez, Local 80, Chris Prince, Local 728 and Jennifer Luistra, Local 80

## TELEVISION, INTERNET, CELL PHONE, IPOD - COMPLEMENTARY AND NOT COMPETITORS

One of the hottest buzzwords in the world of technology is "convergence". This term refers to the merger of telephone, television and Internet. It has further implications which include digital media and wireless technology. In short, the outlets for the type of content that employs members of IATSE (motion pictures, television, commercials, music video, industrials, documentaries, etc) are far more diverse than even just five years ago.

While members have always been expected to call their jobs in, it is important to add additional detail to job reports. The membership needs to inform its business staff of the type of work being performed and provide information regarding anticipated distribution path.

The importance of having this sort of information cannot be overemphasized. The IATSE has been able to get the Internet included in the description of its jurisdiction in numerous agreements. That bit of bargaining table foresight was a direct result of input from production local business representatives, reporting the feedback of their membership. Other labor organizations have not been so fortunate and will doubtless pay a future price.

In the ensuing time, Internet-related production has soared and one day will likely become a primary source of distribution of the sort of content produced by IATSE members. Our awareness of technological change must come from the Union's early warning system - its rank-and-file members in the field. Together we can continue to anticipate the impact of technology on our industry and negotiate agreements that protect our jurisdiction and our livelihoods.

# Five IATSE Family Members Win Prestigious Union Plus Scholarships

**\$150,000 Awarded to 103 Students Representing 45 Unions**

Five children of International Alliance of Theatrical Stage Employees (IATSE) members have been selected as winners of the 2007 Union Plus Scholarship awards.

The IATSE winners are Jonathan G. Baldasare of Malverne, NY (\$1,000), whose father is a member of Local 52; Florence D'Orazi of Woodland, CA (\$2,000), whose mother is a member of Local 784; Catherine Q. O'Neill of Glendale, CA (\$1,000), whose father is a member of Local 600; Sarah Pattison of East Northport, NY (\$1,000), whose father is a member of Local 52; and Randi Scott of Philadelphia (\$1,000), whose father is a member of Local 804.

These five winners are among 103 students from 45 unions awarded a total of \$150,000 in scholarships from the Union Plus Scholarship program. The awards are being distributed to students who are from union families, or are union members themselves, attending two-year and four-year colleges as well as recognized technical or trade schools.

Winners were chosen from more than 5,500 applications received from 58 unions in all 50 states. The scholarships are sponsored by the Union Plus Education Foundation, which receives funding from HSBC, the

issuer of the Union Plus Credit Card. Since 1992, more than \$2.4 million has been awarded through these prestigious scholarship awards.

## SAVING MONEY EVERY DAY HELPS FAMILIES AFFORD COLLEGE

Union Privilege offers an array of Union Plus benefits that save money for union members and their families. These include mortgage and finance benefits, education and insurance benefits and even money-saving offers on such items as computers, health services and vacations. Union members can visit [www.UnionPlus.org](http://www.UnionPlus.org) to find out what benefits their unions offer.

According to AFL-CIO President John Sweeney, union benefits like these are needed more than ever. Real wages are falling and college costs continue to rise up to 10 percent each year, hitting working families the hardest.

## Jonathan Baldasare: It's All in the Family

"If it were not for the union, my father, Anthony Baldasare, would not have been able to provide for us as well as he has," says Jonathan Baldasare.

Jonathan's father, an IATSE member, has worked for years on the HBO series

"The Sopranos," a drama that places a great deal of emphasis on family loyalty. That's a value he brings home, and has taught to Jonathan. "My dad is a hero and role model and I pray I'll be as devoted a father as he is."

But for now, there's school to take care of. Jonathan has chosen food science as his area of study. "This scholarship will enable me to achieve my goal of enhancing the safety, flavor and availability of wholesome, nutritious foods worldwide," he says.

## Florence D'Orazi: A Friend in Need

"I am fortunate to say that I have the blessing of a second family in my mother Deborah D'Orazi's union," says Florence D'Orazi. "My mother's fellow union members were my mentors whose strength in supporting us will always leave an impression on my mind. Although my mother has a disability, her union continues to offer her employment and guarantee her seniority. My parents could not support my brother and me without this unwavering support."

Florence is studying neurobiology, physiology and behavior in college, which means she'll have a good understanding of the human mind when she graduates. Her understanding of the human heart she already has—she got it from her family and friends in the union.

## Catherine O'Neill: Support System

What does it mean to support a family? Is that the job of Catherine O'Neill's mother, who is a caregiver to Catherine's sister who requires full-time care? Or is it the responsibility of Catherine's father, John T. O'Neill, whose union job provides for a family of six?

Of course, Catherine herself plays a part in supporting the family, working 15–20 hours per week while volunteering actively in her community and still keeping her grades up to prepare for college, where she hopes to study journalism.

When you get down to it, supporting a family is a job for everyone. And for the O'Neill family, their union pay and benefits help make it possible. Says Catherine, "My father's union membership provided benefits that allowed my sister to receive excellent medical care and, saved my mom during a string of health conditions. Unions have given me the chance to fulfill my own potential."

## Sarah Pattison: Creating Strong Bonds

Sarah Pattison says she feels "connected to" her community, as well as to the union of her father, IATSE member Alfred T. Pattison—and no wonder. She makes it clear that good things happen when caring, compassionate people stick together.

"My community, my union and my extended family have helped make me who I am," says Sarah. Together with her classmates, Sarah has helped raise thousands of dollars for ALS research. She's

helped sponsor a child in Special Olympics, and worked with her friends on a local Breast Cancer Awareness Day.

Sarah plans to study chemistry in college. She's off to a good start, because her actions have been the catalyst for a lot of positive results.

## Randi Scott: The Power of Observation

Scientists do a lot of observation. They watch what's around them carefully. They test their hypotheses. Then they reach conclusions based on everything they see and experience.

For Randi Scott, it was her volunteer work with children that first piqued her interest in neuroscience and psychiatry. She observed that many of the children were having difficulty concentrating, and she wondered what was going on in their brains that might inhibit their powers of concentration. With her intended major of neurobehavioral science, and her love of helping people, she may be the one to make significant inroads in the field.

Randi, the daughter of IATSE member Randall Scott, has made equally astute observations about the importance of union pay and benefits. "My volunteer work has shown me the detrimental effects on children whose parents are not unionized and who are unable to receive quality health care. I know that if it were not for my father's union membership, I would not have affordable health care, time to vacation with my family and countless other luxuries I take for granted."

Randi's theory has been proven for years: working people need to stick together.

## HOW THE UNION PLUS SCHOLARSHIP PROGRAM WORKS

In addition to demonstrating academic ability, applicants are required to submit essays of no more than 500 words describing their career goals, detailing their personal relationship with the union movement and explaining why they are deserving of a union scholarship.

Individuals must be accepted into an accredited college or university, community college or recognized technical or trade school at the time the award is issued. Starting with 2008, graduate school students also will be eligible for Union Plus Scholarships. There is no requirement to have participated in any Union Plus program in order to qualify.

## 2008 APPLICATIONS

Applications for next year's awards will be available in September 2007. To download the application at that time, visit [www.UnionPlus.org/Scholarships](http://www.UnionPlus.org/Scholarships). Or, applicants may send a postcard with their name, return address, telephone number and international union name to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800.

The application deadline is January 31, 2008. Recipients of scholarships will be announced May 31, 2008. Due to the high volume of applications, only winners will receive notification.



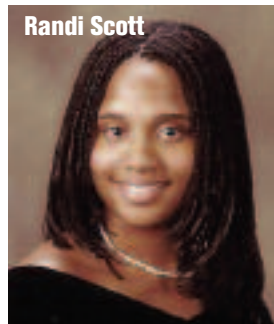
Jonathan Baldasare



Catherine O'Neill



Sarah Pattison



Randi Scott

Not Shown: Florence D'Orazi

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# You May Have Money Waiting For You!

## IATSE National Vacation Fund

The National Vacation Fund has received contributions on behalf of the participants listed below. However, the Fund office does not have a valid mailing address on file. If your name is listed, please contact the Fund office (800-456-FUND) to update your address. You will be asked to provide proper identification before a check is issued.

ABRAHAMSON, JUSTIN  
 ABRAMS, WILLY  
 ACCARDI, PHILIP  
 ACHEE, EUGENE P  
 ACOSTA, EDWARD  
 ACOSTA, RUBEN  
 ADAMS, SHAWN J.  
 AGLEY, ANGELO  
 AHOLA, SHANNON  
 ALAM, ASET  
 ALAPA, PATRICK C  
 ALBANASE, JOE  
 ALBRIGHT, JONATHAN  
 ALDERETE, RICHARD P.  
 ALEXANDER, ROY A.  
 ALFONSO, CHRISTOPHER R.  
 ALLEMON, JOHN  
 ALLEN, ELMER  
 ALLEN, JOSEPH  
 ALPAUGH, SARA  
 AMATO, MARK A.  
 AMATO, MARK R.  
 ANDERSON, DEREK L  
 ANDERSON, JEFFREY  
 ANDERSON, JEFFREY  
 ANDERSON, JEFFREY  
 ANDERSON, MICHAEL  
 ANDINO, JOSHUA  
 ANDREWS, D E  
 ANSONG, MATTHEW  
 ARAGON, MANUEL  
 ARAGON, STEVE  
 ARANEO, ALAN M.  
 ARMENTROUT, ANDREW  
 ARROYO, DIEGO  
 ASHLEY, JONATHON  
 ATKINSON, DANIEL  
 ATNIP, JOHNNY  
 AUSTIN, JOHN  
 BAGGETT, GARY  
 BAISLEY, TRICIA  
 BAKER, CYNTHIA  
 BAKER, SHAWN L.  
 BAKQY, SHAWN  
 BALDWIN, MICHAEL  
 ANTHONY

BALLARD, NORMAN L  
 BANKS, CHRISTOPHER A.  
 BANTISTA, YHVH G  
 BARR, TIMOTHY  
 BARRERA, JUAN  
 BARTLEY, COLIN  
 BASS, PAUL C  
 BAUGH, GREGORY  
 BEIMER, BRETT  
 BELGER, CHRISTOPHER  
 BELL, DOUGLAS R  
 BELL, TYRONE L  
 BELTRAN, JAMES B.  
 BENKEN, DAVID P  
 BENNETT, MARK  
 BENTLEY, JR. JACKIE R.  
 BERG, MICHAEL  
 BERICHIE, THOMAS G  
 BERNACKI, DAVID  
 BEST, ROBERT  
 BEVERLY, CLAYTON J.  
 BEY, MUHAMMAD A.  
 BIADY, MATTHEW  
 BIADY, ROBERT  
 BIERNACKI, MITCHELL  
 BIRD, DAVID A  
 BIRGENHEISER, ANNA  
 BISHOP, DAMON  
 BIVINS, CHRIS  
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 BLACECKI, JEREMY  
 BLACKBURN, JOSEPH  
 BLAGA, BETHANY K.  
 BLAGMON, YVONNE  
 BLANK, DANIEL  
 BLASCO, LARRY  
 BLEDSOE, BRANDON  
 BLISS, GREGG  
 BOARDMAN, CHARLES E.  
 BOHNS, MOLLY  
 BOND, DANA  
 BONT, BRANDON  
 BOOS, DAVIS  
 BORCHERS, JAMES  
 BORLAND, KIRK  
 BOSCH, JAMIE

BOSS, KYLE  
 BOWLES, LAURA  
 BOYD, ALAN  
 BOYES, AMANDA  
 BOYNTON, SANDRA  
 BRADLEY, MARK  
 BRANDS, TRENTON  
 BRASHEAR, JASPER J.  
 BRASHEAR, DAVID  
 BRASHEAR, REUBEN  
 BRASHER, TIMOTHY  
 BRASO, KENNETH  
 BRAUN, TARA  
 BRAY, JEFF  
 BRAZ, DAN  
 BREDE, ALAN  
 BRIDGEWATER, RONALD  
 BRIDWELL, JAMES  
 BRIGGS, LINDSEY  
 BRIGGS, MICHAEL O  
 BROOKS, STEPHEN  
 BROWDER, KEVIN  
 BROWN, MATTHEW C  
 BROWN, RODERICK  
 BROWN, STEVEN A  
 BROWN-KINLOCK, DAVID  
 BRUCE, JAMES W.  
 BRUENS, KYLE  
 BRYANT, LARRY G.  
 BUBNIAK, BENJAMIN  
 BUBNIAK, NICHULAS  
 BULLARD, DAVID  
 BULLOCK, SCOTT  
 BUNCH, GARRY  
 BURGER, RAYMOND  
 BURKEY, JOE  
 BURNETT, LEE  
 BURRIS, ETAHN  
 BURT, ALAN R  
 BURTON, CHARLES  
 BURTON, CHARLES  
 BUSCHE, STEPHEN  
 BUTLER, LAETICIA C.  
 BYRD, CARL  
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 CABANA, ARMON  
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 CALCAGNO, PAUL  
 CALLENDER, ERNEST S.  
 CALLOWAY, MARKUS  
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CANCEL, EMILY  
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 CAPANNA, DOMINIC D  
 CAPLES, ALBERT  
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 CARDY, ELIZABETH  
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 CARLE, BRIAN A.  
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 CARSON, RICHARD  
 CARTER, JANET  
 CARTER, RICKY L  
 CARTER, TOYA  
 CASABONA, JOHN  
 CASSIDY, WILLIAM  
 CASTANIA, MICHAEL F.  
 CASTELLANOS, RONALD J.  
 CATTRELL, ALEN  
 CAUDILL, ED  
 CAULIFLOWER, JOE  
 CHAMBERLAIN, STEPHEN B  
 CHAMPEAU, THOMAS R  
 CHAPMAN, BRYAN C.  
 CHAPPELLE, KEITH M  
 CHILDRESS, DWIGHT A.  
 CHILDREY, DAVID  
 CHRISTENSEN, HEATHER  
 CHURCH, AHKIM J  
 CINEUS, JOEL  
 CLACK, WILLIAM  
 CLARK, JAMES  
 CLARK, JAMES E.  
 CLARK, LEE  
 CLARK, MICHAEL M.  
 CLARK, RICK  
 CLARK, ROY  
 CLARKE, TIFFANY L.  
 CLAYTON, DAVID  
 CLEMENS JR., STEPHEN  
 CLEMONS, WILLIAM  
 COCHRANE, JUSTIN  
 CODDINGTON, MIKE  
 COFFEL, RICHARD  
 COLLINS, HOPE  
 COLLINS, JANE  
 COLLINS, KYLE  
 COLLINS, MICHAEL  
 COMBS, FLOYD M  
 CONAWAY, BEN  
 CONDEN, NATHAN  
 CONRAN, ALLEN A

COOK, MILDRED J  
 COOK, TIMOTHY  
 COONCE, RICHARD  
 COOPER, JONATHAN  
 COOTS, MICHAEL  
 CORSO, RENEE  
 CORTLEY, JACALYN  
 COSTALES, LAWRENCE  
 COTAQNO, EDWARD  
 COUGHRAN, KIRK D  
 COUKE, WILLIAM  
 COVIELLO, KEITH J.  
 COVINGTON, MRSRUERITE E  
 COWDEN, MARK  
 CRAFT, FRED  
 CRAIN, WES  
 CRAVENS, ALLISON R.  
 CRILLEY, JJ  
 CROAK, DAN  
 CRONE, JASON  
 CRONE, JON M  
 CROSS, DANA  
 CRUZ, DENNIS  
 CUBA, WILFREDO  
 CULKIN, KELLY  
 CUMMINGS, ANTHONY  
 CUNNINGHAM, JULIA  
 CURRY, FRANCES  
 CURRY, PAUL C.  
 CYPHER, MICHAEL D  
 CZAKNECKI, DAVID  
 DALE, ASHLEY  
 DANCER, DUSTIN J  
 DANNER, PRENTICE  
 DARNELL, CHRISTIAN  
 DAUBER, BENJAMIN JR  
 DAVIS, GREGORY T  
 DAVIS, LYNN  
 DE ROSE JR, WILLIAM  
 DEFEQ, NATHAN J.  
 DEGEN, LAURIE A.  
 DELAND, SOPHIA  
 DELLIVENIRI, RUDY M  
 DELVALLE, JUAN J.  
 DELVALLE, ROSEMARY  
 DELVALLE, YALOHA  
 DENNISON, LEE  
 DESCHAMPS, RANDALL P.  
 DESHANE, MICHAEL  
 DETER, KEVIN  
 DEWEY, CLINT  
 DEWEY, JENNIFER  
 DICKEN, CHRIS  
 DICKEN, LICIA  
 DICKEY, ANTHONY  
 DICOSMO, CARMINE  
 DIEW, THEODOKE  
 DINALLO, CHELSEA  
 DITTO, JOHN E  
 DIZEFALO, CLADIO  
 DOBRYGOWSKI, MAREK A.

DOBY, JAMES W  
 DODENHOFF, ERIK  
 DOLL, RUSSELL  
 DOMINGUEZ, JAVIER  
 DOOLEY, JON  
 DORSEY, COLE  
 DORSEY, JAMES  
 DOTZEL, ANDREW  
 DOWNEY, ROY  
 DRURY, RACHAL  
 DUDAS, JEFF  
 DUFF, PRISCILLA S  
 DULAN, WILLIAM  
 DUNLAP, ERIC  
 DUNN, JOHN C  
 DURAN, EMANUELLE  
 DURHAM, OWEN D  
 DVORAK, RON  
 EATON, KENNETH  
 ECKERLE, MARC R  
 EGETER, TORI  
 EGGERTSEN, ANNA  
 EIGO, JEFFREY K  
 ELLING, ROBERT  
 ELLIOTT, STEVE H  
 ELLIS, ERIC A  
 ELLIS, ROBERT S.  
 ELLIS, SIDNEY A  
 EMERY, JOHN  
 ERLINBACH, DAVE  
 ERWIN, RICK E  
 ESCH-BROOKS, COLIN  
 ESTES, DEB  
 ESTRADA, DANIEL E.  
 EVANS, CHRISTI  
 EVERETT, JOHN  
 EVGERTON, GREG  
 FAJARDO, QUENTIN A.  
 FANNING, CURTIS M.  
 FARISH, JOHN  
 FEDDECK, JASON J.  
 FERGUSON, JUSTIN G.  
 FERRER, ANTHONY  
 FERRIS, CHARLES W.  
 FERRO, DANIEL  
 FERRY, RICH  
 FIASCIATTI, JEFF  
 FIELDS, NILES S.  
 FIELDS, WESLEY  
 FILIATREALL, JOHN  
 FINNEY, JOHN  
 FITZ, MASON  
 FITZPATRICK, TOM  
 FLENNIKEN, MIKE D  
 FLORES, ANTHONY  
 FLORES, CYNTHIA  
 FLORES, FELISHA A.  
 FOLEY, WIL  
 FONSECA, MARCUS  
 FOOTE, DOUGLAS  
 FORBES III, EARLE G

FORD, WILLIAM  
 FORSYTH, MALT  
 FORSYTH, MATT  
 FORWARD, JASON  
 FOSS, DAN  
 FOSTER, WILLIS  
 FOTI, STEPHEN  
 FOWLER, BRUCE A  
 FRANKAWSR, WILLIOM  
 FRANKEBERGER, MAE I  
 FRANKEL, DAVID B.  
 FRANKOWLR, WILLION  
 FRENCH, CAROL C.  
 FRESHMON, BRADLEY  
 FRIDENSTINE, SHAWN  
 FUCCI, BRANDY  
 FUGITT, CHRIS  
 FUJIMURA, TROY T  
 FULLER, CONNIE  
 FURANO, ANTHONY  
 FURANO, ANTHONY C.  
 FUREY, THOMAS J.  
 GALLOWAY, TURRELL  
 GAMBREL, CHRISTY  
 GARBROUGH, AARON  
 GARCIA, JOHN  
 GARVIN, IAN  
 GAULT, ROBERT  
 GEHRES, THOMAS  
 GEPHART, SUSIE MAE  
 GERASIA, JOE  
 GIAMPEITRO, RYAN  
 GIAMPIETRO, LAMBROSE  
 GIANNINI, MIKE D  
 GIANNIZZERO, GENNARO  
 GIBSON, DANIEL  
 GIDDINGS, BAUCE  
 GILBERT, PATRICK  
 GIORDANO, KRISTA L.  
 GIUDICE, DAN  
 GLAZER, MICHAEL  
 GLIDDEN D S  
 GLISSON, ANTHONY W.  
 GLOMSON  
 GLOVER, LOUIS  
 GOGEL, ALEX  
 GOLDBERG, DANIEL  
 GOLDSMAN, JOE  
 GOLDSMITH, CHRISTOPHER  
 GOMEZ, CALVIN  
 GOMEZ, KIBEL  
 GONZALES, CONNIE  
 GONZALEZ, TOMMIE  
 GOOCH, BRANDON  
 GOODELL, NDRMON  
 GOODMON, MICHAEL  
 GORDON, STEVE  
 GOULD, DAVID  
 GOULD, JEFFREY  
 GRAHAM, KEVIN  
 GRANT, KEVIN

GRASSO, JASON  
 GRAUES, TODD  
 GRAY, ATRELLE K.  
 GRAY, CHRIS T.  
 GRAY, PAUL  
 GRAY, THOMAS F  
 GREENE II, VINCENT A.  
 GRIBBLE, CALVIN  
 GROUT, RANDY  
 GRUBE, AUDREY  
 GRZYB, LESTER  
 GUDENKAUF, GALEN  
 GUIDA, KATHRYN B  
 GUIDUGLI, KRISTINE  
 GUSCIORA, DIANA A.  
 GUTHRIE, ROBERT R  
 GUYETT, MITCHELL P  
 HAAN, BRIAN  
 HALE, IRMA M  
 HALL, KEDAR J.  
 HALLIDAY, ROBERT  
 HALLIDAY, ROBERT  
 HALVORSEN, ROBERT  
 HAMEL, DAVID  
 HAMLET, ANDREW  
 HAMMOND, HEAVENLY D.  
 HANCOCK, MELISSA  
 HANNI, PHILIP CARL  
 HANNIAGAN, JULIA  
 HARDY, EDWARD  
 HARE, NATHANIEL  
 HARRELL, BOBBY  
 HARRIS, BRANDY  
 HARRIS, JOEL  
 HARVEY, SCOTT  
 HATFIELD, JOHN  
 HAUGABOOK, RASHAWN L.  
 HAUSE, PAULA  
 HAWKINS, JURELL O  
 HAYES, MATHEW  
 HAYWOOD, ROBERT  
 HEANEY, JOHN J.  
 HEATHER, WRIGHT  
 HEGEL, STEVEN M.  
 HELD, ARON  
 HELESKI, EVE  
 HENDERSON RAYMOND P  
 HENDERSON, ALESSANDRO  
 HENDRY, JON  
 HENNING, JOHN  
 HENON, SCOTT JOHN  
 HENON, STEVEN L  
 HENSLEY, SHANNON N.  
 HERMAN, SEAN M.  
 HERMENITT, JOSEPH H  
 HERNANDEZ, DAVID  
 HERNANDEZ, KENNY  
 HERRERA, CHRIS L.  
 HERRMANN, ERIK A.  
 HESS, CAROLINE  
 HEUSINKVELD, AARON



HEYE, MATTHEW  
HICKS, TONYA  
HILL, NICOLAS  
HILLESLAND, CARL G.  
HILTZ, JOHN  
HODGE, CURTIS  
HOFFMAN, BRADLEY J.  
HOFFMAN, DAVID  
HOFFMAN, GARY  
HOLDER, CHARLES L  
HOLDERMAN, ADAM J  
HOLZ, KEVIN T.  
HOMEN, DARIN  
HOPKINS, JOHN J.  
HOPPA, PAUL  
HORTON, BROOKE  
HOTCHKISS BRIANNA  
HOUCHEM II, LARRY  
HOUF, JACOB  
HOWE, BRIAN K  
HOWLAND, GREGORY  
HUBEBENT, MELISSA A.  
HUBER, HEATHER  
HUBER, HEATHER  
HUBLBIG, JESSE  
HUBNER, WILLIAM  
HUGHES, ASHON  
HUGHES, ROBERT  
HULL, TERESA  
HULT, DAVID  
HUNT, ERIC S.  
HUTCHINSON, COLLIER J  
HYBRIDGE, PAMELA D.  
IMPASTATO, JOSEPH  
IMPROGO, JONAS R.  
IRWIN, LINDA  
ISAACS, JAMES  
ISAACS, JAMES  
ISDITH, JORDAN  
ISOLA, ALAN  
JACKSON, LARRY  
JAEGER, OWEN F.  
JAMES SR, SULLIVAN  
JAMES, ALLEN  
JAMES, LARRY W  
JANCZAK, MICHAEL  
JANES, THOMAS A  
JARAMILLO, CARLOS L  
JARAMILLO, ERIC  
JARBOE, TIM  
JENDRASIAC, JAMES  
JENKINS, BRENDA  
JENNINGS, JOSHUA  
JESTER, CHRISTAL  
JIMENEZ-MUNOZ, JUAN P.  
JOHANNIS, KAREN R.  
JOHNSON, AMANDA S.  
JOHNSON, ANDREW  
JOHNSON, BEVERLY  
JOHNSON, BRAD  
JOHNSON, BRANDON

JOHNSON, DAMON  
JOHNSON, KELLY  
JOHNSON, KEN S  
JOHNSON, MATTHEW G  
JOHNSON, MISS N.  
JOHNSON, PAUL  
JOHNSON, ROBERT  
JOHNSON, SAMUEL  
JOHNSON, TRACEY S.  
JOHNSTON, BETTY  
JOJOLA, KEVIN T.  
JONASEN, TRACY  
JONES III, CHAS W  
JONES JR, CHARLES  
JONES, ANDREW  
JONES, ANTHONY  
JONES, DANIEL  
JONES, DANIEL G  
JONES, HARMEEN S.  
JONES, JOHN  
JONES, STEVEN  
JONES, TAMMIE  
JONES, THERON C.  
JONES, WILLIAM  
JOYCE, JONATHAN V.  
JUSTINIANO, MICHAEL P.  
KACAN, MICHAEL  
KAISSAS, LAMBROS  
KELLEY, ALAN  
KELLEY, RICHARD  
KELLY, BRIAN  
KELLY, MEAGHAN M.  
KENDALL, KEANE  
KERPER, MEGAN F.  
KEYSER, JOSEPH  
KIDWELL, SAMANTHA  
KILGORE, LARRY D  
KILGORE, DAVE  
KILMER, BENJAMIN E  
KING, ANTHONY  
KING, CANDICE N.  
KING, JERRY  
KING, RICHARDO  
KING, VERN J  
KINGSLEY, CHRIS W  
KIOUS, CHRIS  
KIRCHER, JOSEPH A.  
KIRCHER, MIKE  
KIRKHAM, WILLIAM  
KITTS, REBECCA  
KLIMEK, AMANDA M  
KLINE, MARK S.  
KNAGGS, JEFFREY  
KNAUSS, GEORGE  
KNOBEL, KILLE J  
KNOX, KILLARY  
KOLENDA, RON  
KOLLAR, JEANNIE  
KOON, RANDALL  
KOREMAN, ARTHUR  
KOROSEC, BRAD

KORTZ, DARLENE  
KOSCIELNIAK, MARY  
KOUKOS, JOE  
KOURY, CHRISTOPHER  
KOVACH, ERYN  
KOWALSKI, JOHN S  
KOZLOWSKI, EDWARD  
KROL, ROBERT  
KRUNTZ, DALE  
KUESTWER, WALT  
KURCHARSKI, TONY  
KURTZ, NATHAN S.  
KWAN, JAMES L.  
KWIATKOWSKI, JODY M.  
LA PORTE, RENE  
LA TEMPA, CARL  
LABARGE, MICHAEL  
LAIRD, EILEEN  
LAMBROS, LEE  
LAMPO, NICK  
LAMPO, NICK  
LAND, DANIEL  
LANDERS, KEVIN  
LANE, MARLO  
LANHAM, RALPH  
LARSEN, JAMES  
LARSEN, JAMES C  
LASHENKOVA, ELENA  
LAWRENCE, KENNETH  
LEAH, ANDREW  
LEBARON, JOHUA  
LECOMPE, CHRISTIAN  
LEDDY, NOEL  
LEDENT, TYLER  
LEE, RODNEY  
LEECH, RANDY  
LEGG, SHARON  
LEHMAN, JAMES  
LEISENFETDER, EUQEIVE  
LENTE, JOSEPH  
LENTE, PAULINE E.  
LEONARD JR, DOUGLAS  
LEONE, JANELLE A  
LETTIS IV, JAMES F  
LEWIS, TODD  
LIGHTFOOT, LARRY  
LIPARI, EGINTHIC  
LIPCUMB, GEORJE  
LOAR, IVAN  
LOCKE, MICHAEL  
LOETTERLE, ERICH T.  
LOFTUS, TERENCE  
LOHANICK, NICHOLAS M  
LONG, BETH G.  
LOPEZ JR., ELIEZER  
LOPEZ, DANNY  
LORENTE, ROSS  
LOTSCHUTZ, RICHARD  
LOUP, DAVID  
LOVATO, MARCUS A  
LOVE, MONICA

LOVELL, JOHN  
LOVING, KATHERINE  
LOWE, JAMES  
LOWRY, GARY  
LUCAS JR, RICHARD J  
LUEBBE, JULIA  
LUFTIG, BRIAN  
LYNN, MARISSA  
LYONS, BARRY A  
LYONS, JAMES  
MABB, CODY  
MACIAG, LUCY  
MACKEE, IAN S.  
MACKOWIAK, KAREN  
MADRID, MICHAEL  
MAHAN, JOHN B  
MAKA, MONICA F  
MAKEEV, ELENA  
MANCE, ALDRICK  
MANLEY, RFEGINALD M.  
MANZ, RICKY  
MARCUS, EDWARD  
MARCUS, JOHN  
MARCUS, THOMAS  
MARKS, JAY  
MARQUARDT, KYLE  
MARSHALL, JOSH  
MARSIMONSKI, TODD  
MARTIN, CHARLES  
MARTIN, DONALD  
MARTIN, HANNAH ROSE  
MARTINEZ, SARRA  
MARTINS, JONATHAN J  
MARTO, JOSEPH C.  
MASON, BART  
MATAMOROS, MARLON  
MATHEWS, ELIZABETH  
MATNEY, CHRISTOPHER  
MAXWELL, DONALD H  
MAYEUX, ANDREW J  
MAYNARD, ERIC J.  
MAYWEATHER, BOBBY  
MAYWEATHER, STACY  
MC AVOY, TIMOTHY  
MC CLAIN, ELIJAH  
MC CONNAVILLE, NOAH  
MC CONVILLE, NOAH  
MC COY, THOMAS  
MC DANIEL, WILLIAM  
MC DONOUGH, RYAN  
MC KENNA JASON  
MC NAIR, PATRICK  
MC NAMARA, CHRIS  
MCCULLOUGH, STEVE  
MCDANIEL, WILLIAM  
MCDONALD, ERIN G  
MCDONOUGH, SEAN  
MCGOVENOR, BRIAN  
MCGINTOSH, JENNIFER S.  
MCKEOWN, SONNY  
MCKINNON, JUSTIN

MCMULLEN, TIMOTHY  
MCNALLY, WILLIAM P  
MEANEY, HEATHER  
MEBANE, SEAN  
MEDLIN, JOHN T  
MEIER, JOHUA  
MENGELT, JOHN  
MEYER, RACHEL  
MEYERS, MARK A  
MICHAEL, ENNIS  
MIKOLON, JENAE  
MILLER, JUSTINE  
MILLER-TABA RACHAE  
MILLWARD, JASON  
MINK, COREY  
MIRRO, CHRISTOPHER L.  
MODUGNO, DINO  
MOHER, NATHAN  
MONROE, KYLE  
MONROE, MATT  
MONTANO, BRANDY  
MOON, BRIAN R  
MOONEY, MEGAN  
MOPSIK, MARK  
MORENO, CHAD  
MORGAN, BRETT  
MORGAN, MELANIE  
MORIN, ADAM N.  
MORNINGSTAR, BRIAN S  
MORRIS, ANTHONY  
MORRIS, MICHAEL L  
MORRIS, REBECCA J  
MORROW, ADAM  
MOUNTAIN, LINDA  
MRKACER, MIKE  
MUCCI, STEVEN  
MUCCIO, ERIC S.  
MULTER, LYNNE  
MULVEY, KEVIN  
MURPHY, JAMES  
MURPHY, SCOTT  
MURRAY, AMANDA  
MURRAY, SHELTON  
MYERS, JOHN D.  
MYSZKA, MICHAEL  
NALL, MATHEW  
NALL, MATTHEW  
NAPPER, RICHARD  
NATOLE, AMES  
NAUMANN, MIKE  
NAVARRO, JC  
NAVARRO, TONY  
NEAL, ISAAC  
NEELY, BRENT  
NEILSON, MIKE  
NELSEN, WILLIAM  
NELSON, DAVE  
NELSON, MICHAEL P  
NELSON, THOR E  
NELSON, TIM  
NEONAKIS, IRENE

NESMITH, LARRY E.  
NICHOLSON, DRAKE E  
NIHART, MITCHELL  
NILSSON, LANI L.  
NOBEL, RANDY  
NOEL, DEZRA  
NOFSINGER, MATT A  
NOLAN, BRIAN  
NOREEN, DENNIS  
NORMANT, THOMAS J.  
NORTHCUTT, MICHAEL A  
NOVICK, ZACHARY  
NOWOK, BRYAN  
NUNEMACHER, ANDREW C  
NYBERG, MITCH  
OAKS, JASON  
OAKS, STEPHANIE  
O'BERPRILLER, DONALD  
O'BRIEN, BILL  
O'CONNOR, JAMES M.  
ODATO, PAT R.  
OFFUTT, HERB  
OHLMAN, GREG S  
OLEAS, ALEX B.  
OLIVELLI, JOSEPH F.  
OLSEN, ROBERT III  
OLSON, ROGER  
ONORATI, MARK  
ONOSZKO, STEVE  
ORNBURN, TERI  
ORTIZ, ANGEL  
OSBORN, ELIZABETH  
OSBOURNE, ROGER  
OTIS, KUULEI  
OTTMAN, CHRIS  
OVERALL, LYNN  
OVERBAY, CRAIG W  
PACHECO, ANTONIO E.  
PACHECO, JAVIER  
PADILLA, CHRIS R.  
PADILLA, STEVE G.  
PAGAN, CHRISTINA M.  
PANDOLFO, JOSEPH C.  
PARISH, SHAWN  
PARK, BRUCE J. JR  
PARRY JR., ZIONE  
PASCOE, MICHAEL  
PAULIN, JOHN E.  
PAXSON, ANDREA  
PEARCE, NICOLE E  
PEARSON, ROBERT  
PEOPLES, ROBERT  
PERAZA-BAKER, AARON M  
PERCY, MICHAEL J.  
PERKINS, DARLENE  
PERRACCHIO, ELISE  
PERRY, JOHN  
PERRY, KENNETH  
PETERS, ARTHUR  
PETERS, TERRI  
PETROCELLI, JOSEPH

PETRUCA, RICHARD  
PETRUZZIELLO, CAROL A.  
PETRUZZIELO, DAVID F.  
PETTY, TRAVIS  
PHEIFER KEVIN  
PHIPPS, JESSE  
PIERCE, WILLIAM  
PIPER, BRIAN  
PIPER, RIGEL  
PITCHERALLE, GARY  
PITMON, TONY  
PIZZALA, CHRISTINA L  
PLAYFORTH, GUY  
PLOMER, AARON J.  
POINTS AT HIM, DUSTIN  
POINTS AT HIM, DUSTIN  
PONISKE, ERIKA J.  
POOLE JR., WILLIAM  
POPHAM, CHARLES  
PORTER, DAVID  
POST, RICHARD  
POTASHNICK, MIKE  
POWERS, RYAN  
POZYWIO, STEPHEN  
PRALL, GILBERT A  
PRATTINI, RYAN J.  
PREVITIRE, DIANA  
PRINZIVALLI, CHRIS  
PRINZO, CARMINE  
PRINZO, THOMAS  
PRITCHARD, TIMOTHY  
PROCTOR, MICHAEL  
PROSTANO, LUCIEN A.  
PRYDE, WILLIAM  
PRYOR, MICHAEL  
PUGH, GREGORY  
PULLEY JR, SAMUEL D  
PURVIS, SHANNON  
PUTZ, MICHAEL  
PUZZIO, JOH  
QUARANTA, JAMES  
QUIGLEY, BRENDAN C  
QUINN, DAVID  
QUINNAN, KEVIN B.  
RADECK, ELIZABETH  
RAMIREZ, MICHAEL L.  
RASCH, DAVID P.  
RATHBUN  
RECTOR, KYLE  
REED, JAMES  
REED, VERNON  
REED-MC CARTNEY, KATE  
REGNO, MICHAEL V  
REIDER, NICK  
REKUCKI, KRISTIN  
REXFORD, DAVID  
REYNOLDS, PAUL  
REYNOLDS, W BRADLEY  
RHATICAN, DEBNAH  
RICH, JASON  
RIDENOUR, DAVID

RIDENOUR, PETER  
RIETH, TYLER J  
RILEY, JOSEPH  
RIOS, JOHN N  
RITCHEY, TIM  
RIVERA, DANIEL J  
RIVERA, JOHN  
RIVERA, JORGE  
RIVERA, MIGDAHIA  
ROBB, BILLY  
ROBERTS, ROBERT  
ROBERTS, JESSICA J.  
ROBERTSON, NATE  
ROBINSON, BRANDY M  
ROBINSON, CHRISTOPHER  
ROBINSON, DAMIAN S.  
ROBINSON, JOHN  
ROBINSON, RAMON  
ROBLES, CARLOS J  
ROCK THOMAS V  
ROCKEY, AMBER  
RODDY, BRIAN  
RODRIGUES JR., PAULO M.  
RODRIGUEZ, DANNY M.  
ROE, FRANK  
ROGERS, MELINDA  
ROMAIN, KEVIN J.  
ROMEO, RAYMOND  
ROSADO, ALEXIS V.  
ROSS, JASON L  
ROSS, KENNETH B.  
ROTHBERGER, TOBY  
ROTHENBERG, SEAN R  
ROWLAND, JASON P  
RUARK, GINA  
RUBIN, AARON  
RUBIN, AARON  
RUGGENDORF, KYLE  
RUSSO, AL  
RUTHERFORD, TRACI L  
RYAN, STEPHEN M.  
SACHAJSKI, JACEK  
SAFFREY, RICHARD  
SAGEHORN, JAMES  
SAHR, CAYCE N  
SAINZ, LISA A.  
SAMUELSON, EMILIE  
SANCHEZ, BRANDON L.  
SANCHEZ, JASON  
SANCHEZ, RICHARD  
SANCHEZ, VIDAR  
SANDERS, GABE B  
SANDERS, JOHN  
SANTORO, SALVATORO  
SANTOS, GUILLERMO A.  
SANZONE, NICHOLAS  
SANZONE, SEAN R  
SARNO, JAMES  
SARTOR, HELENA  
SATTERFIELD, ROBERT  
SAVAGIAN, MEGHAN E.

SAWYER, STEVEN  
SCALERO, LARRY H.  
SCHARBOREAN, STEVE  
SCHAUF, MICHAEL  
SCHEID, ROBERT  
SCHERMERHORN, M  
SCHILLING, RYAN  
SCHLICKMAN, MARK A  
SCHMUCK, NICK  
SCHMUR, MELISSA  
SCHNELL, TROY J  
SCHROLL, JEFFREY J  
SCHROM, MICHAEL  
SCHULHERR, RICHARD S.  
SCHUYTEN, JOHANNA  
SCOTT, FLOYD  
SCOTT, MICHAEL  
SCRIVANICH, ANDREA M.  
SCURRY, SCURRY  
SEARLES, TIFFANY R  
SEARS, CRAIG  
SERIO, MATTHEW S.  
SEVOCA, FRANK  
SGAMBATI, MICHAEL S.  
SHABUNIA, MARK  
SHAFFER, JAMES G  
SHIELDS, JASON L  
SHIFFER, CURTIS L  
SHINDLE, ROBERT F  
SHIRLEY, MATT  
SHOERING, PATRICK  
SHOPTAW, FELICIA  
SIBLEY, WILLIAM  
SIDELEAU, ANNIE  
SIM, WILLIAM  
SIMPSON, PETER  
SIMPSON, VICTOR  
SINDO, ANGEL  
SIRI, CHARLES S  
SITES, PENNY  
SMITH, MARCUS  
SMITH, AARON  
SMITH, ERIC  
SMITH, EVANGELINA  
SMITH, KEVIN  
SMITH, KEVIN  
SMITH, KEVIN  
SMITH, SAMANTHA  
SMITH, ZACHARY  
SMITH, ZACHARY  
SNYDER, JESSICA  
SOLOMON, HENDRICK  
SONNLEITNER, PAUL J  
SORRELLS, RYAN  
SOULE, JACKIE  
SOUTH, DANIEL S  
SPANN, KENIEN  
SPARKS, DEANIE A  
SPRADLEY, LAWRENCE  
ST. CLAIR, MATTHEW

STAMMEL, KEITH  
STANFORD, KEITH L  
STANKIEWICZ, DAVID  
STEBBINS, BETHANY  
STEWART, MITCH  
STILLING, E  
STILLING, JUSTIN C.  
STILLING, M  
STINE, MICHAEL A.  
STINSON, DAWN A  
STOKE, DANIEL  
STOLTZ, CHR  
STONE, CHRIS  
STONECIPHER, ROMAN MAX  
STONER, MATTHEW  
STORM, RANDY  
STOVER, REBECCA  
STRANGE, DENNIS E.  
STRANZIA, SAMUEL  
STRAWN, STACY  
STRICKLAND, CAROL  
STROUD, ANGEL J.  
STROUD, RACQUEL M.  
SUDDER, SUZANNA M.  
SULLIVAN JR, RICHARD D  
SULYMA, ALEXIS  
SUMMER, JUSTIN  
SUMMERHILL, ALYSIA  
SUOMI, DAN J  
SURETTE, ANDREW  
SUTTON, DARLESTIA  
SWANSON, JASON  
SIBLSON, WAYNE A  
SZYMANSKI, GEORGE  
TANAKA, YASUHIRO  
TANDY, CHRIS  
TAPIA, FRANK  
TATGE, JOHNNY  
TCHORZWSKI, GARY  
TEETER, JEFFREY  
TENORIO, CHARLES  
TERRILL, ANDREW  
TERWILLIGER, BRUCE  
TESTO, JUSTIN  
THOMAS, JUSTIN  
THOMAS, MARC  
THOMPSON, BARBARA A.  
THOMPSON, BRADLEY  
THOMPSON, BRUCE A  
THOMPSON, CLYDE K.  
THOMPSON, DOUG  
THOMPSON, KAREN L.  
THOMPSON, SCOTT  
THORN, SARAH F.  
TJAPKES, MARK A  
TONEY, AMBER N.  
TRABUE, DANIEL  
TRACHSEL, CATHERINE  
TRACY, ALEX  
TRAMMEL, WILLIE J.

TRAMMEL, ALLAN E  
TRANCE, STEVEN  
TRAPANI, PAUL  
TRAUT, KERI  
TREZZA, KAREN A.  
TRIBBLE, KATHY E  
TRIPP, KEVIN  
TROTTER, JENNIFER  
TURNER, GARY  
TURSO, DAN  
TUSIRI, CHOWDEE C.  
TUZIK, WILLIAM  
TYLER JR., REGINALD J.  
TYLER, CHERYL  
TYLER, TONY  
UHLIG, JASON  
ULRATH, LUCIAN D  
VALLEJOS, RICHARD A  
VALLEZ, DAVID  
VAN GESSEL, ERIC F  
VAN ORDEN, DYLAN  
VAN STREIN, LISA  
VANDERWAL, KATHRYN  
VANDEVUSSE, ERIC J.  
VARGAS, SHARON  
VEAL, CHARLES A  
VEALE, DANIEL A.  
VELTRI, JOHN  
VENGROW, AARON  
VERCHER, LANNIE  
VERLAET, CLAIRE  
VERMANDERE, CARL  
VERMEULEN, ROB  
VERSHBOW, PAUL  
VIGIL, ANTHONY M.  
VIGIL, CHRISOPHER  
VIGO, FELIX  
VILLAMIL, PAUL  
VILLAMIL, PAUL  
VILLEGAS, GREG  
VINNEGAR, ENOCH  
VISAGE, TAUN  
VOSBURY, JOHN M.  
WACKERBARTH, TANYA M.  
WADE, JOHN  
WADSWORTH, ARTHUR  
WAGER, ED  
WAGNER, JOHN E.  
WAGONER, ROBYN E.  
WALCHER, JILLIAN  
WALDO, WILLIAM  
WALKER, EVOUSQUOUS  
WALKNEY, JAMES  
WALRATH, PHILLIPS  
WALSH, PAUL C  
WARREN, JONATHAN R.  
WATSON, CJHARLES E  
WATSON, DENNIS J  
WATTS, ROBERT  
WEATLY, NATHAN

WEAVER, PATRICK  
WEBB, JASON T  
WEBB, KARTA K.  
WEINERT, MICHAEL  
WELCH, SHAUN  
WELLS, JENNIFER E.  
WELLS, PATRICIA H  
WERT, RYAN  
WESTFALL, PETER  
WEYERMAN, LEWIS M  
WHEELER, NICOLETTE  
WHICKER, JASON  
WHICKER, SUSAN  
WHIPPLE, LAWRENCE  
WHITAKER, ANDREW R  
WHITAKER, SUSAN  
WHITE, CHRISTOPHER A  
WHITE, DONALD  
WHITE, JAEMON O.  
WHITNEY, BENJAMIN  
WHITTAKER, ZACHARY  
WIDNER, CHERYL  
WIGGINS, KENNY  
WILCOX, JAMES  
WILKENS, GREG  
WILLFONG, CHAD  
WILLHAM, GARY  
WILLIAMS, GLENN  
WILLIAMS, SHEA K.  
WILLMANN, JUSTIN  
WILLOUGHBY, DENNIS  
WILSON, MARC  
WILSON, AARON  
WILSON, BOB  
WILSON, RAVAE  
WILTSE, A  
WIMMER, DYAN J  
WISCHMEIER, DAREN  
WITTE, JILL  
WOLSKY, AMANDA  
WOLTERS, JACOB B.  
WOMELDORF JR., THOMAS J.  
WOOD, JEREMIAH  
WOOD, KYLE  
WOODI, ANTONY  
WOOLRIDGE, CHRISTOPHER  
WRIGHT, HEATHER  
WRIGHT, MATTHEW  
WYMAN, BRIAN M  
WYMER, DERECK  
YENO, SHARON  
YOUNG, COREY  
YOUNG, JOHN  
ZABAD, ZIDKIJAH  
ZARRA, TOM  
ZARZOUR, DAVID  
ZURHEIDE, DAVID

SAFETYZONE



# Safety at Your Workplace is an Attitude

By Kent H. Jorgensen,  
Chairman, IATSE Safety Committee



OSHA requires that employers have a plan for providing a safe and healthful workplace for their employees. Individual employers call their plans by many names. Injury and Illness Prevention Program (IIPP), Safety Policies and Procedures, the Safety Plan, the Safety Manual, the Code of Safe Practices, and the Safety and Health Plan are just a few of the names used. These plans will include many elements such as communications, inspections, training, and hazard correction. The point is there is suppose to be a plan at your workplace.

Communications is one of the most important parts of the plan. If no one knows about the plan or no one talks about safety, then it is hard to be safe. You have to be told about the plan and your role in it. This means it has to be communicated to you in a way you can understand. If it is in written form you need to have the chance to read and understand it.

There should be a person in charge of the plan. This person should be known to all employees, and they should be accessible.

Employees need to be told about hazards and dangers in the workplace, and how to eliminate or minimize those hazards. The communications needs to go two ways. Employees must have a way to tell their employers of new or previously unrecognized hazards or if they do not understand any part of the company's plan. There also must be a method of anonymously reporting hazards or accidents without fear of losing your job.

The plan should lay out the policies and procedures for doing your job, dealing with hazards, and what to do in the case of an accident. These would include when and where an employee must use Personal Protective Equipment (PPE) like safety glasses, gloves, or protective clothing. It may include rules concerning the use of bicycles, speed limits on the company property, or which employees may operate which equipment. It will include what step to take for reporting problems. Tool box talks, manuals, training, safety bulletins, and a safety committee can all be part of a company's communications plan.

Training is also part of a plan. Depending on your employer, training can start from the very basics of how to safety perform a task to advanced skills for safety operating a piece of

equipment. The training can include traditional classroom sessions, hands-on practice, or computer training. If you are uncomfortable doing some task or are being asked to do something new, there should be a way to get training.

There should be protocols for the inspection of workplaces and the correction of any problems found. The protocols should include scheduled inspections as well as continuous practices. Procedures for taking equipment out of service, repairing the equipment, and/or replacing it should also be spelled out.

The plan is suppose to include methods to ensure compliance by employees. These include mandatory trainings, incentive programs, and disciplinary actions.

Accident investigation is another integral part of the plan. Many companies have seen the economic value of including "near miss" investigations as part of accidents. The reason to have this as part of the plan is to learn from incidents. An incident that causes an injury or, hopefully just misses causing an injury, can be used to keep that or a similar set of circumstances from happening again. Using the employer's protocols, safety professionals, and employee's professionalism, solutions can be found and implemented to prevent hazardous incidents in our workplaces.

Within a Safety Plan there will be sub-plans. An Emergency Fire Plan, a High Angle Rescue Plan, a Hazardous Communications Plan, a Chemical Spill Plan, or a Blood or Bodily Fluid Clean Up Plan are a just a few of the possible sub-plans. The sub-plan will be much more specific on how to deal with particular problems. The sub-plan may also be different for different employees. An Emergency Fire Plan for most employees may say: "Calmly exit the building. Go to nearest phone, and call and report the fire. Meet at East corner of parking lot for instructions." A small group of employees may have been given additional training in fighting fires. Their Emergency Fire Plan would instruct them on how to proceed.

While having a plan is suppose to happen, we all know that they do not always exist, or they are implemented to varying degrees of effectiveness. One company may be on top of their safety program and have a safety person specifically assigned to your show. Another company may never have heard of OSHA. You can have a plan for yourself and your sisters and brothers. Remember, safety at your workplace is an attitude.

## Major Industry Employers Begin Mandating ETCP Certification

Two major industry employers, Live Nation and Global Spectrum, have announced the signing of collective bargaining agreements with the IATSE which phase in a requirement for ETCP Certified Technicians in a variety of venues operated by the two companies.

The new agreements call for IATSE to provide the venues with an ETCP Certified Rigger at any rigging call and an ETCP Certified Head Electrician. Most contracts call for a one to three year phase-in of the requirement. Some of the first venues to implement the agreements are Live Nation theatres in Baltimore, Indianapolis, Minneapolis and Philadelphia. Live Nation amphitheatres in Charlotte, Hartford, Holmdel (NJ), Kansas City, Tampa, Washington, DC and West Palm Beach have also added certification language to IATSE agreements.

Christopher Brockmeyer, Director of Labor Relations at Live Nation, commented "ETCP certification for our riggers and electricians will help insure that we continue to employ the highest skilled labor on our shows and maintain the safest work environment in our venues. Live Nation is proud to be a leader in establishing an industry standard for these skilled employees."

Live Nation and IATSE have been strong supporters of the Entertainment Technician Certification Program since the beginning. Both organizations hold seats on the ETCP Council and have been actively involved in the development of

the program. Both organizations are also major financial contributors to ETCP.

President Thomas C. Short of IATSE said, "The ETCP is an invaluable program that gives our working members certification and recognition for the highly technical skills they need and use every day. The IA has taken the initiative in seeing that the health and safety of our members and that of their colleagues, is of utmost importance to us. The agreements with Live Nation and Global Spectrum honor that initiative and we look forward to other employers following their example."

The existing agreements, negotiated between Live Nation and Global Spectrum and the International, are expected to serve as models for future negotiations between the two employers and individual Locals regarding the requirements for ETCP Certified Technicians. Many IATSE Locals around the country have been actively encouraging their members to become ETCP Certified in anticipation of contractual requirements.

For more information about ETCP visit <http://etcp.esta.org>, email [certification@esta.org](mailto:certification@esta.org), or call 212-244-1505.

### OCTOBER 1ST APPLICATION DEADLINE FOR ETCP EXAMS AT LDI

Riggers and electricians, do you know your stuff? Prove it and get the recognition you deserve by becoming ETCP Certified! ETCP Certification gives employers independent confirmation of the abilities and skills you have worked so hard to master. Join the best in the industry who have made safety their priority in the workplace.

All three ETCP examinations will be given at the LDI 2007 show in Orlando, FL.

**Entertainment Electrical Exam:** November 16, 2007 (2:00 pm)

**Arena Rigging Exam:** November 17, 2007 (9:00 am)

**Theatre Rigging Exam:** November 17, 2007 (2:00 pm)

Interested applicants must submit their application, along with supporting materials and fee, postmarked by October 1, 2007. Space is limited, so submit your application today!

Candidate information, including eligibility requirements and applications, is available on the ETCP website (<http://etcp.esta.org>), or if you would like the information mailed to you, please contact Meredith Moseley-Bennett, ETCP Certification Coordinator, at 212-244-1505 or [certification@esta.org](mailto:certification@esta.org).



### WARDROBE LOCALS MEET IN ST. LOUIS

At a breakfast held on Tuesday, July 24, 2007 in the City View Room at the Sheraton St. Louis City Center Hotel, representatives from various Wardrobe locals gathered for an informal meeting to discuss activities going in the craft.

Pictured here from left to right:  
**BACK ROW:** Jim Hurley, New York City Local 764, David Besser, San Francisco Local 784; **SECOND ROW:** Buffy Snyder, Los Angeles Local 705, Diane Burke, Cleveland Local 883, Beverly Llobart, Detroit Local 786, Pamela Hunt, Detroit Local 786, Jenna Krempel, New York City Local 764, Rose Cuervo, New York City Local 764, Sigrid Rettger, Pittsburgh Local 787, Shirley Berling, Chicago Local

769, Marcia Holland, Tulsa Local 904, Sandy Allen, Phoenix Local 875, Pat White, New York City Local 764 Frank Gallagher (with Amy Gallagher), New York City Local 764; **THIRD ROW, SEATED:** Heather Clarkson, Toronto Local 822, Mary Lou Robertson, Stratford, Ontario Local 924, Andrea Pelous, San Francisco Local 784, Helen Ferreira, Rhode Island Local 830, Dorothy Clark, Memphis Local 825, Laure Spriggs, Baltimore Local 913, Frances Howe, Rhode Island Local 830, Mary Beth Chase, Baltimore Local 913; **BOTTOM ROW, ON FLOOR:** Peter Diamond, Cincinnati Local 864, Cheryl Batulis, Toronto Local 822, Jackie Keegan, Rhode Island Local 830, Elisa Murphy, Philadelphia Local 799, Laura Campbell, St. Louis Local 805

### CONTINUING EDUCATION

Thank you to all the Local Union representatives who attended the Stage Caucus that was held in conjunction with the Summer General Executive Board meeting on July 17, 2007 in St. Louis. The seminar given by attorneys Jim Varga, Dale Short, Frank Moss, and Bernie Fishbien focused primarily on Labor Law as it affects collective bargaining. The knowledge, experience, and expertise of the local representatives attending the caucus varied widely. While the seminar was most useful to new officers

and those who have limited opportunities for mentoring and Labor Studies courses in the cities where they reside, there were good insights raised for even the most seasoned attendees.

Experience is a good teacher, but it should not be your only teacher. All Officers of Local Unions, and all members are encouraged to learn all you can regarding Labor Law, Collective Bargaining, contract administration, and other topics that affect the working life of your members.

## Pink Contract Negotiations Delivers New Three-year Agreement

**P**ink Contract negotiations between the I.A.T.S.E. and The League of American Theatres and Producers and Buena Vista Group, Ltd. d/b/a Disney Theatrical Productions have recently been concluded for a new three-year agreement, effective January 1, 2007 – December 31, 2009. Modifications to the agreement are summarized below.

Minimum wage rates in all categories have been increased by \$30, \$25 and \$25 during years 1, 2 and 3 of the Agreement, respectively. The new wage rates are listed in the chart below.

In order to qualify for a Modified pink contract, the production's initial itinerary must provide that a majority of its engagements are one week or less and no engagement can be longer than four weeks. The production must have an average weekly guarantee of no more than \$306,000 plus no more than 10% of the net adjusted gross weekly box office receipts. There are other, existing criteria that qualify a production to tour under a Modified Pink Contract and

members with questions on this topic should contact the General Office.

As is the current practice, per diems will be increased to conform to the per diem amounts negotiated between the Employers and Actors' Equity Association.

The contribution that employers make to the Health and Welfare Funds will increase from \$29.00 per day to \$35.50 per day, based on a six-day week, effective immediately. This is more than a 22% increase, and will allow IA members to continue to receive the same level of Health and Welfare coverage they now enjoy at no increased cost to the individual. Maintenance of medical benefits at their current levels was a major focus of the Union negotiators. Annuity contributions will be raised by .5% per year, to be 9.5% in the first year (retroactive to January 1, 2007), 10% in the second year, and 10.5% in the third year. In January of 2008 the Annuity contribution paid for Publicity and Promotions will be raised to 14.5%

then will go to 15% on January 1, 2009. Additionally, in the third year of the contract the amount contributed for Pension will be raised by \$5 to \$80.

Two side letters that have long been part of the agreement between the IATSE and the Employers will now be printed as part of the contract, to avoid questions and confusion on these issues. The contract language will read:

### 401(K)

The League and Disney will permit employees to defer part of their salary to the I.A. Annuity Fund (subject to statutory limitations and the rules of the Annuity Fund) and will transmit those salary deferrals to the I.A.T.S.E. Annuity Fund.

### 7/9 PERFORMANCE SCHEDULE

General Managers and Company Managers of Road Shows who are planning a 7 performance/9 performance schedule must affirmatively request such a schedule (which request may not be unreasonably denied) and must provide a day-off, free of work or travel between the two weeks.

The negotiating committee consisted of Vice Presidents and Co-Directors of Stagecraft Brian Lawlor and Anthony DePaulo, International Representative Pat White, Attorney Samantha Dulaney, and IA members Chad Hewitt and Mike Martinez who have worked extensively under the pink contract in New York and on the road.

### MINIMUM WAGE RATES, EFFECTIVE JANUARY 1, 2007 – DECEMBER 31, 2009

	July 2, 2007	Jan. 1, 2008	Jan. 1, 2009
<b>Heads</b>	<b>\$950</b>	<b>\$975</b>	<b>\$1,000</b>
<b>Assistants</b>	<b>\$850</b>	<b>\$875</b>	<b>\$ 900</b>
<b>Heads (Modified)</b>	<b>\$805</b>	<b>\$830</b>	<b>\$ 855</b>
<b>Assistants (Modified)</b>	<b>\$705</b>	<b>\$730</b>	<b>\$ 755</b>

## A REMINDER TO PINK CONTRACT EMPLOYEES- DO NOT INTERPRET A LOCAL UNION'S CONTRACT

It is not the job of the road crew to get involved with contracts between the local union and the Theater. Management of the theater has that responsibility. The IATSE does not want friction created between road crews and local crews.

Similarly, local union Business Agents and Stewards should honestly inform traveling Department

Heads regarding local contract provisions that might be unique to their Local in advance of work being performed.

Respect and cooperation should be reciprocal. As IATSE members, we are all on the same team and should work together to make each production as smooth and efficient as possible.



## TWENTY-EIGHT ETCP RIGGING CERTIFICATIONS AWARDED TO MEMBERS OF IATSE LOCAL 873 - TORONTO

The Entertainment Technician Certification Program Council is proud to announce that twenty-eight certifications were awarded today to members of IATSE Local 873. On May 12, 2007, both the Arena and Theatre Rigging exams were administered at the union hall in Toronto. Of the twenty-eight certifications granted, eleven individuals hold both certifications.

Local 873 made a commitment to becoming the IATSE Local with the most certified technicians in North America, and they have arrived as a presence at ETCP. Bob Daprato, who sits on the Executive Board of Local 873, arranged for the paper and pencil exams to take place, and says "I couldn't be more proud of my brothers who took the exams and all their hard work is evident in the results. I am excited that we have achieved our goal of most certified technicians in an IATSE local in North America."

Paper and pencil administrations of any of the ETCP

exams may be arranged locally for groups of 10 or more. Computer-based exams are available at 190 testing centers across the United States and Canada. Candidate information, including eligibility requirements and application forms, are available online

If you would like the examination information and application forms mailed or emailed to you, or would like to schedule a local paper and pencil administration, please contact Meredith Moseley-Bennett, ETCP Certification Coordinator, at 212-244-1505 or certification@esta.org.

The ETCP Council members are key leaders drawn from entertainment business, labor, facilities, associations, and academia representing the diversity of the entertainment industry. Membership includes AMPTP, CITT, CCE, ESTA, IAAM, IATSE, InfoComm, The League, PRG, TEA, and USITT. ETCP is an ESTA initiative created to promote industry safety.



## Kennedy Center House Crew Legend Retires

Pictured here is Larry Barrett, Property Master of the Eisenhower Theater in the John F. Kennedy Center for the Performing Arts (middle), on the left, Mickey Berra, Vice President /Director of Production for the Kennedy Center, and International Vice President J. Walter Cahill. Brother Barrett retired on June 5th. He was the last of the original House Crew at the Kennedy Center. Larry worked there for 36 years and certainly brings an end to an important era for the Kennedy Center and Local No. 22. Larry was also a Vice President of Local 22 for 20 years and is currently the Chairman of the Board of Trustees.



## LOCAL 64 HONORS GOLD CARD RECIPIENT



From left to right (back row): Brothers John Garvin, Terry Hartline, Brian Minck, Keith Loeffler, Rich Humphries, Andy Sheets, and John Smith. Front row: Secretary-Treasurer Bernie Taris, Business Agent Frank Scarnechia, Brother Don Nickerson, President Bob Gwenapp and Recording/Corresponding Secretary Tony Assaro.

Local 64 of Wheeling, W.V. honored Don Nickerson upon receiving his Gold Card at the March membership meeting. Brother Nickerson's stagehand career spanned from 1965 to 2006, working in venues across the Ohio Valley for some 41 years.

Local 76 and President Garry Kinard presented Brother Kenny Parnell with a certificate of honor for having worked on the same show for 50 years. The Fiesta Queen coronation is the highlight of a week long celebration in San Antonio Texas. Brother Parnell started as a counter weight loader and is now the Technical Director for the event.



From left to right: Roger Monroe, conductor for the San Antonio Symphony, Secretary Carl Lenhart, Brother Kenny Parnell, Business Agent Raymond Sewell and President Garry Kinard.

## Winnipeg Member Honored for Documentary

A presentation was made to Brother Arron Floresco for his work done in support of IATSE Local 63's struggle with the MTS Centre in Winnipeg. Brother Floresco produced a documentary entitled "Out on the Street" which chronicles this struggle.



Pictured are: I.A.T.S.E. District 12 Secretary/International Representative Barney Haines (left), Brother Arron Floresco and Local 63 Secretary Stuart Aikman.

## Support the IATSE-PAC

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

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

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

(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.



This photo is of the crew and production staff of "Marriage of Figaro" presented at the San Diego Opera, and has been taken on the Act III set of "Marriage of Figaro" owned by San Francisco.



This crew photo was taken on April 9th, 2007 at the Albany, New York Times Union Center-an IA house. From left to right; stagehand Dwight Hill, Steve Cohen of Steve Cohen Productions (he is an IA member), Jim Anziano, Business Agent of Local 14 and Billy Joel. Billy was honored for nine consecutive sell out shows at the Times Union center over the years.



Pictured here are Business Agent of Local 95 Joyce Cardoza (left), David Bohrman, CNN Vice President (center) and President of Local 195 Jay Stone.



International President Short, along with International Vice President Jack Beckman and Retired International Vice President Michael Sullivan visited the Fox Theatre in St. Louis, Missouri. They are pictured here with the cast and crew of "The Lion King".



Local 212 Stagehands enjoy a photo opportunity while working on the 2007 Calgary Stampede Grandstand Show.



These photos were taken at the **Walt Disney World Swan and Dolphin Resort** (site of the next International Convention). The workers in the photos, members of Local 835, were working for the Brede/Allied Convention Services Company on the Subway Restaurants show.  
Photo credit: P.C. Ryan

Freight crew photo: **Doug Hurst, Daniel Conroy, Wade Huffman and Rick Wood.**



From left to right: **George Varney, Kathryn Moon, Billy Rivers, Denise Francavilla, Ralph Bender, Joni O'Brien, Mike Corbin, Pete Cinamella, Mike Lee and Craig Fuller.**

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
<b>Louis Costello,</b> April 28, 2007	One	<b>Andrew Arbuckle</b> March 24, 2007	44	<b>Leldon McCoy</b> February 2, 2007	44	<b>Leon Krosskove</b> February 24, 2007	80
<b>Patrick Lavigna,</b> June 16, 2007	One	<b>Michael Broderick</b> October 27, 2006	44	<b>Ann Mezo</b> April 11, 2007	44	<b>Pete Papanickolas</b> January 1, 2007	80
<b>Willard Shaffar</b> June 17, 2007	One	<b>William Clove</b> February 25, 2007	44	<b>Ray Morton</b> October 12, 2006	44	<b>Steve G. Price</b> February 1, 2007	80
<b>Bernard Gilmartin</b> June 4, 2007	4	<b>Robert Dottini</b> June 30, 2002	44	<b>Edward Mulay</b> March 24, 2007	44	<b>John R. Bernabei</b> March 5, 2007	101
<b>Al Szarkowski</b> June 29, 2007	8	<b>Christopher Dunham</b> December 14, 2006	44	<b>Desmond O'Regan</b> February 19, 2007	44	<b>Don McCracken</b> May 23, 2007	126
<b>Laurence Gowen</b> February 14, 2007	11	<b>Jack Eberhart</b> March 11, 2007	44	<b>Gary Rizzo</b> March 31, 2007	44	<b>Bill Barnes, Sr.</b> January 31, 2007	127
<b>Joseph Kerry</b> March 17, 2007	11	<b>Fred Elliott</b> March 20, 2007	44	<b>Harold Schlax</b> January 25, 2007	44	<b>David A. Boyd</b> January 29, 2007	127
<b>James Dear</b> January 2007	12	<b>Albert Ellis</b> January 25, 2007	44	<b>Matthew Smith</b> December 16, 2006	44	<b>David Sandusky</b> March 31, 2007	127
<b>William Larson</b> March 2007	12	<b>Frank Erickson Jr.</b> May 2, 2007	44	<b>Donald Sullivan</b> December 25, 2006	44	<b>Harry O. Davis, Sr.</b> March 4, 2004	134
<b>Russell Annecston</b> April 3, 2007	16	<b>Donald Feld</b> February 6, 2007	44	<b>Luke Tillman</b> April 7, 2007	44	<b>Edward Dougherty</b> April 9, 1998	134
<b>Walter Sowa</b> February 3, 2007	26	<b>Joe Fisler</b> January 31, 2007	44	<b>Joseph Trujillo</b> June 13, 2007	44	<b>Charles D. Reade, Jr.</b> January 4, 2003	134
<b>Otto A. Hagele</b> July 29, 2007	27	<b>William Gillespie</b> April 19, 2007	44	<b>Richard Webb</b> February 1, 2007	44	<b>Hugh Swafford</b> November 25, 1995	134
<b>James Bonetti</b> March 15, 2007	33	<b>Joyce Gilstrap</b> April 19, 2007	44	<b>Gregory Watson</b> February 17, 2007	46	<b>Patrick Eldredge</b> February 13, 2007	138
<b>Tommy K. Bryggman</b> 2007	33	<b>Sydney Greenwood</b> March 16, 2007	44	<b>Bruce V. Arcieri</b> May 15, 2007	52	<b>August Ansbach</b> March 8, 2007	163
<b>Allen Charlton</b> March 14, 2007	33	<b>Patrick Haas</b> February 17, 2007	44	<b>Byron Baer</b> June 24, 2007	52	<b>Ray Peveto</b> August 2006	183
<b>Ben Chavez</b> March 18, 2007	33	<b>Phillip Haley</b> January 21, 2007	44	<b>Marcella Hunter</b> June 20, 2007	52	<b>Vivian Borysiak</b> May 22, 2007	187
<b>Lyle Cheatham</b> January 2, 2007	33	<b>Robert Hundt</b> January 2, 2007	44	<b>George E. Paul</b> June 3, 2007	52	<b>Robert C. Wolfe</b> March 22, 2007	197
<b>Jack Eberhart</b> March 11, 2007	33	<b>Debra Jefferson</b> January 10, 2000	44	<b>James R. Power</b> June 19, 2007	52	<b>Bruce Hosick</b> January 12, 2007	212
<b>Samuel Hampton</b> May 29, 2007	33	<b>Raymond Kelly, Jr.</b> May 6, 2006	44	<b>Anthony D. Zappia</b> April 19, 2007	52	<b>Randall C. Ayers</b> May 4, 2007	274
<b>James S. Mansker</b> May 8, 2007	33	<b>Harold Koltz</b> May 19, 2007	44	<b>Jay Zimmet</b> June 3, 2007	52	<b>Thomas M. Cox</b> March 2007	278
<b>Arthur Rooney</b> February 18, 2007	33	<b>Eugene Lauritzen</b> March 2, 2007	44	<b>Diane Colletti</b> February 1, 2007	62	<b>Dwight Knox</b> January 9, 2007	330
<b>William D. Stine</b> April 12, 2007	33	<b>Richard Malerba</b> December 20, 2006	44	<b>Harold W. Gaston</b> March 21, 2007	78	<b>Millard Mulry</b> January 8, 2007	330
<b>Michael D. McKenzie</b> April 18, 2007	38	<b>James Marchese</b> April 7, 2007	44	<b>Adelfo Acosta</b> November 11, 2006	80	<b>Brad Baitly</b> June 18, 2007	333
<b>Melvin Walling</b> April 11, 2007	42	<b>Manuel Martinez</b> January 29, 2007	44	<b>Dic Alexander</b> January 13, 2007	80	<b>James Drayton</b> June 18, 2007	333
<b>George Anton</b> March 14, 2007	44	<b>William Mattox</b> March 8, 2007	44	<b>Eddie V. Jewell</b> January 6, 2007	80	<b>Donald W. Sisk</b> May 7, 2007	336



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Jon Cheren March 3, 2007	491	Janet Mayer April 20, 2007	700	Albert Angus Clark December 11, 2006	728	Rod Currie	891
Rufus Best, Sr. February 3, 2007	491	Richard E. Reilly April 9, 2007	700	J.C. Sheets February 4, 2007	764	Jeremy Deighton	891
Elise Smith January 1, 2007	491	Phil Scott March 13, 2007	700	Ann Hull February 25, 2007	769	Tom Krewenchuk	891
Gerald Jones April 28, 2007	500	Vincent Letterse January 11, 2007	702	Tadao Murakami May 28, 2007	780	George Pavan May 17, 2007	891
William Zinser May 1, 2007	500	Theresa Mini April 10, 2007	702	Joseph Harris June 10, 2007	784	Hilma Rusu	891
Matthew Chubet January 1, 2007	600	Margaret Ecker March 10, 2007	705	Brian Eatwell	800	Alvin Shymkovich	891
Thomas Loizeaux January 20, 2007	600	Don Feld February 3, 2007	705	Joseph Saraceni March 26, 2007	804	V. Donfeld February 3, 2007	USA829
Albert S. Antioian March 17, 2007	632	Richard James January 13, 2007	705	Rudi H. Koenen January 16, 2007	835	Susan Erenburg March 4, 2007	USA829
Raymond D. Crowley January 28, 2007	683	Kathleen McCandless February 28, 2007	706	Sheila Brown January 17, 2007	839	Florence Klotz November 1, 2006	USA829
Alan G. Gorth February 15, 2007	683	Robert Terminella January 21, 2007	705	Ann Fuller January 10, 2007	849	Oren Parker January 29, 2007	USA829
Wallace R. Bearden August 5, 2006	695	John Inzerella April 23, 2007	706	Kevin Alanthwaite March 11, 2007	873	Chris Parry January 21, 2007	USA829
John L. Coffey January 13, 2007	695	Ben Lane June 10, 2007	706	Neil Gover January 4, 2007	873	Paul Petroff January 25, 2007	USA829
Aaron Katz February 20, 2007	695	Tom Miller April 25, 2007	706	David Ritchie January 25, 2007	873	Gretchen Hunnicutt January 1, 2007	B-20
David Ronne January 23, 2007	695	Sheral Ross May 29, 2007	706	Dave Usher March 16, 2007	873	Kenneth W. Stodd February 12, 2007	B-20
				Andrea Boorman	891	Stanley Weiss March 2007	B-751

## Remembering Don McCracken

The following is an excerpt from the IATSE Official Bulletin, Spring Edition 1993 which honored members of the IATSE, including Don McCracken. The Bulletin would like to reprint the article in memory of Brother McCracken.

Don McCracken grew up in the entertainment industry, and probably many other kids wished they would have grown up where he did. While many kids wanted to run away with the circus, Brother Don was lucky enough to grow up on the back lot of two different circuses.

Brother McCracken, Local 126 (Fort Worth, Texas), began with the Cole Brothers' Circus and the Carson Barnes Circus, but since then he has worked with a number of



different productions. In 1968, Don joined Local 126 and that made it easier for him to work in the area and on the road.

For a little more than two years Brother McCracken went on the road as the Assistant Carpenter for the

American Ballet. After that tour, Don became the Resident House and Stage Manager of the Tarrant County Convention Center and Theatre in Fort Worth.

Don is an outstanding member of Local 126 who has earned an excellent reputation throughout the industry. He is well known for his "can do" approach to any situation, and his wealth of technical knowledge. Additionally, he has been appointed to several executive offices over the last 20 years.

Local 126 has been a better place because of Brother McCracken's loyalty and devotion to IA principles. Local 126 is glad to honor a man who has contributed so much to the mission of the IA and its members.

## IATSE MOURNS LOSS OF CHARLESTON FIREFIGHTERS

A memorial was held on Saturday, June 23rd in conjunction with District 7 Convention in Chattanooga for James E. Drayton, 56, and Brad Baity, 37, two of the nine firefighters killed in the catastrophic Charleston sofa warehouse fire, who were also stagehand members of Charleston-based IATSE Local 333.

In Charleston, approximately three dozen members of Local 333 donated their time to help with memorials to all nine firefighters, which were held in three venues, the North Charleston Coliseum, the Performing Arts Center and the Convention Center.

James E. Drayton had been a member of Local 333 since October, 1997, and Brad Baity since June 2003. Drayton, known as "Big Earl" and "Squirrel," was a 32-year veteran of the department, and the most experienced of the nine firefighters killed. He leaves a wife and four children. Baity, a fire truck driver, had worked for the department for nine years, and is survived by his wife, five year-old son, parents, and sister.

Donations may be made to the:  
**Fireman's Memorial Fund**  
**c/o First Federal Bank**  
**2434 Mall Drive**  
**North Charleston, SC 29406**

## REMEMBERING WILLIAM JOSEPH "JOE" KIDD, JR.



Brother Joe Kidd, a member of IATSE for over 60 years passed away July 14, 2007. Brother Kidd started his membership with Local 797 of High Point, North Carolina in 1947, and was part of the original membership that began the Chapter. In 1959 Brother Kidd transferred to Local 574, Greensboro, North Carolina. Brother Kidd was a Gold Card holder and served as Business Agent and Assistant Business Agent over his years of service with Local 574. Brother Kidd was a Marine Corps veteran and served in WWII. He also traveled for five years with Holiday on Ice as Head Carpenter before accepting the position of Production Supervisor at the Greensboro Coliseum Complex in 1959, where he remained until his retirement in 1986. He was a mentor to many and loved by all.

Brother Kidd is survived by his wife of 60 years, Olen Meadows Kidd, retired member of Local 574, sons Jerry of Local 574, Jinx of Local 16, San Francisco, CA and daughter-in-law Terrienne of Novato, California; grandson Dr. Jason Kidd of Fort Collins, Colorado; and his extended family, Bernie Cranford of Winston-Salem.















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